



GCC 100 DAY JOURNEY BASELINE REPORT

START DATE: 25 MAY 2016
THE UNIVERSITY OF NEW SOUTH WALES



WELCOME



The primary objective of this GCC Insights® report is to provide you with a detailed overview of your employees' physical and psychological wellbeing prior to taking part in the GCC initiative.

The results contained within this report are based on responses your employees gave to questions within our health and lifestyle survey when they first logged on to the GCC platform. Each question has been carefully selected to give you the best snapshot of your employees' health and performance and is scientifically benchmarked against leading medical instruments such as the World Health Organization WHO-5, the flagship PROCAM study of cardiovascular health and the Medical Outcome Study (MOS) of sleep.

This report provides a baseline from which, over the course of the GCC, we expect your employees to record significant improvement. Through increased awareness, education and motivation, they will become conscious of their lifestyle habits and more importantly will learn how to make the right choices around physical activity, nutrition, psychological wellbeing and sleep so that they arrive at work ready to perform at their best.

GCC's 13 years of research show that healthy employees and successful businesses cannot be separated; motivated staff who perform at their best are more engaged and productive, leading to better individual and organisational outcomes.

This report is the beginning of that process. From here, GCC's comprehensive program, comprising exercise, nutrition, psychological wellbeing and sleep will unfold over the course of the 100 Day Journey. After that, you will be able to compare your employees' improvement and see how far they've come in developing sustainable, healthy behaviours that benefit their well-being and your bottom line.

We hope you enjoy the rest of the journey,

A handwritten signature in black ink, appearing to read 'David Batman', written in a cursive style.

Dr. David Batman

Chief Medical Officer

david.batman@gettheworldmoving.com

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INFORMATION SOURCES

WHERE DOES THE DATA FOR THIS REPORT COME FROM?

The results in this report are based on information from a number of sources. The following outlines both the source of the data as well as the sample sizes involved:

Demographic data:	520 participants from your company who completed their GCC Profile (98% of your total participants)
Body Mass Index (BMI):	394 participants from your company who are using GCC Weight Tracker (74% of your total participants)
Biometrics & Heart Health:	338 participants from your company who calculated their GCC Heart Age (64% of your total participants)
Lifestyle Information:	509 participants from your company who answered GCC Health and Lifestyle survey (96% of your total participants)
GCC Global Benchmark:	338,785 global participants taking part in the program during 2016.

DATA PRIVACY & SECURITY

GCC is committed to protecting your information and your employees' data. Our strict privacy policy protects the anonymity of your employees and outlines our strict data security controls.

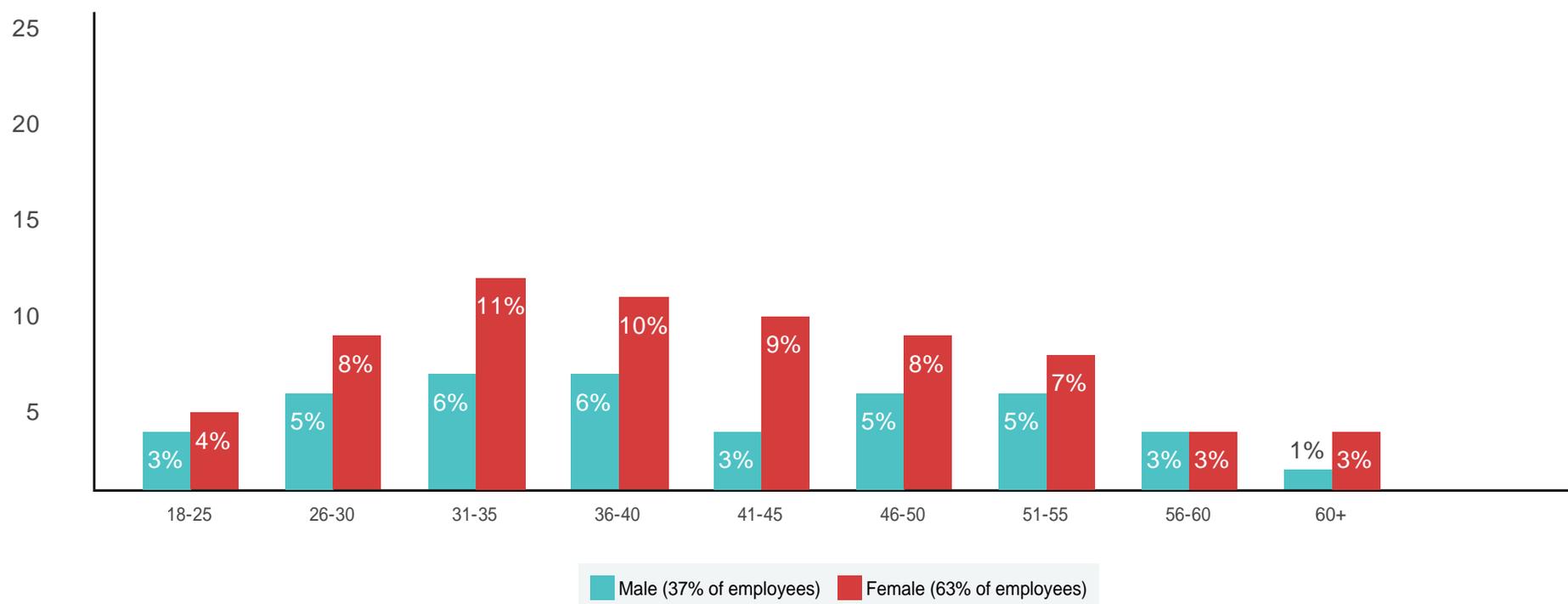
GCC is certified against ISO/IEC 27001:2013, a robust and comprehensive global information security standard which validates that GCC has implemented best practice information security controls.

If you have any questions or concerns relating to your privacy, please contact us at privacy@gettheworldmoving.com

DEMOGRAPHICS

The GCC engages every kind of employee, regardless of their age, gender, profession, geographic location or state of health. The results below give a snapshot of both the age and gender of your employees who joined the GCC.

Distribution of your employees by age and gender:



4% of your employees work shifts (i.e. they don't work 9 to 5 office hours) (GCC Benchmark: 13%)
24% of your employees travel across time zones for work (GCC Benchmark: 25%)
89% of your employees sit down most of the day (as opposed to being on their feet) (GCC Benchmark: 83%)

REASONS FOR JOINING THE GCC

Every employee has different reasons for wanting to take part in the GCC. These range from personal health goals, to increased engagement, or a desire to collaborate with colleagues.

Distribution of your employees by motivations to join the GCC:

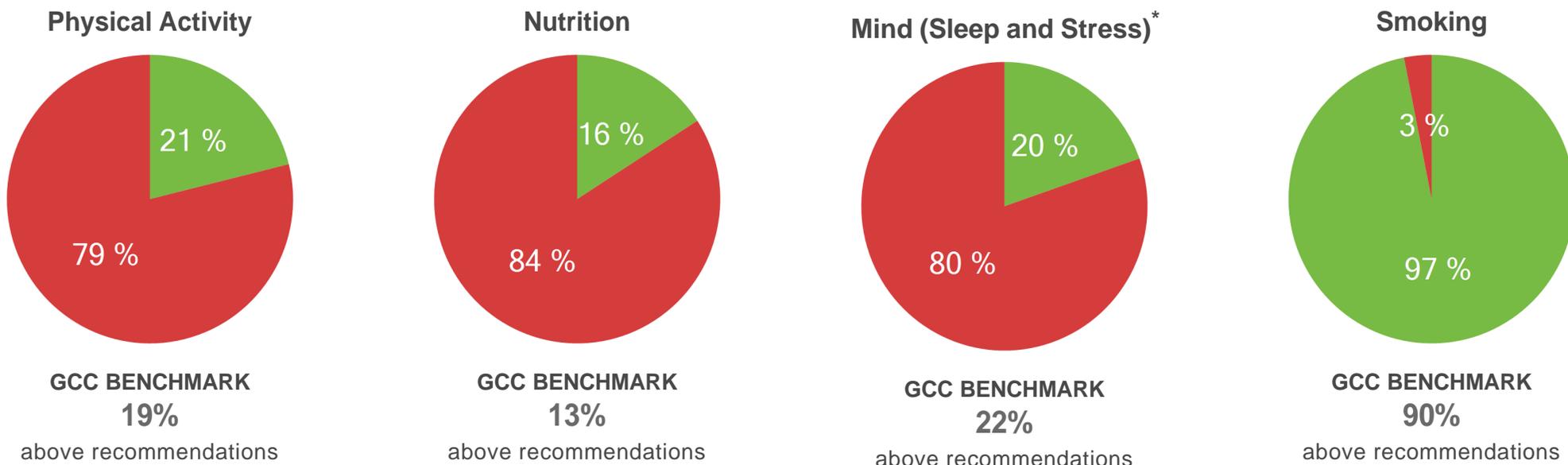
GCC Benchmark



LIFESTYLE HABITS

The day-to-day choices your employees make around physical activity, nutrition, psychological wellbeing and sleep can impact their performance. The charts below provide an overview of the proportion of your employees who are successfully meeting the recommended scientific and medical guidelines across four key health indicators. During the GCC, they will learn how to make the right lifestyle choices and take better care of their health. This process starts with exercise. Then, when confidence and habits have begun to improve and employees discover how easy change can be, they start eating more healthily, develop a more resilient mindset and finally sleep better. The result is that they come to work physically and mentally ready to take on the world.

■ Above recommendations ■ Below recommendations

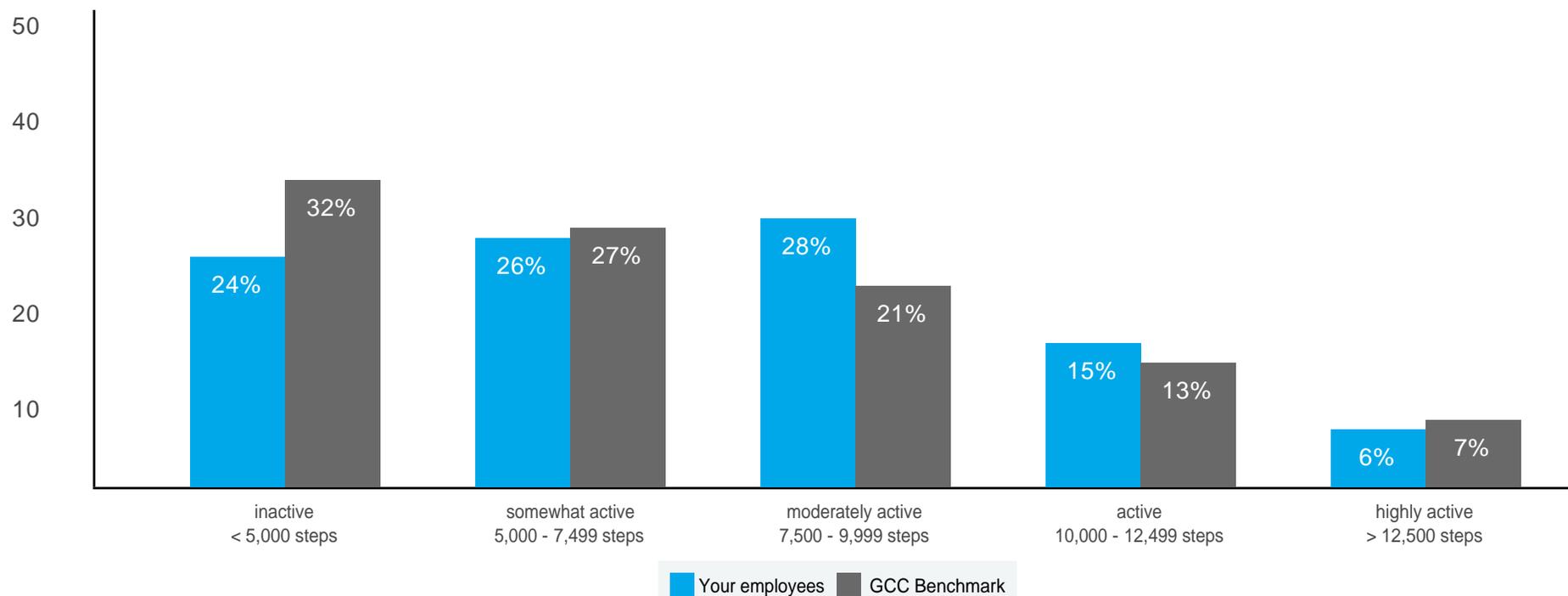


* the 'Mind' category is a combination of the answers to the Sleep and Stress questions in the GCC health and lifestyle survey

PHYSICAL ACTIVITY

The results below summarise the level of physical activity undertaken by your employees pre-GCC. By recording their steps during the 100 Day Journey, your employees become more aware of their physical activity levels as they aim to reach the recommended daily target of 10,000⁽¹⁾ steps (or a cycling/swimming equivalent). On average, over 70% of last year's GCC participants met or exceeded this daily target of 10,000 steps by the end of the journey (vs. 19% pre-GCC).

Distribution of your employees' physical activity levels pre-GCC:



21% of your employees, prior to GCC, were meeting the recommendation of 10,000 steps per day (GCC Benchmark: 19%)

50% of your employees were aware, very aware or highly aware of their physical activity levels (GCC Benchmark: 48%)

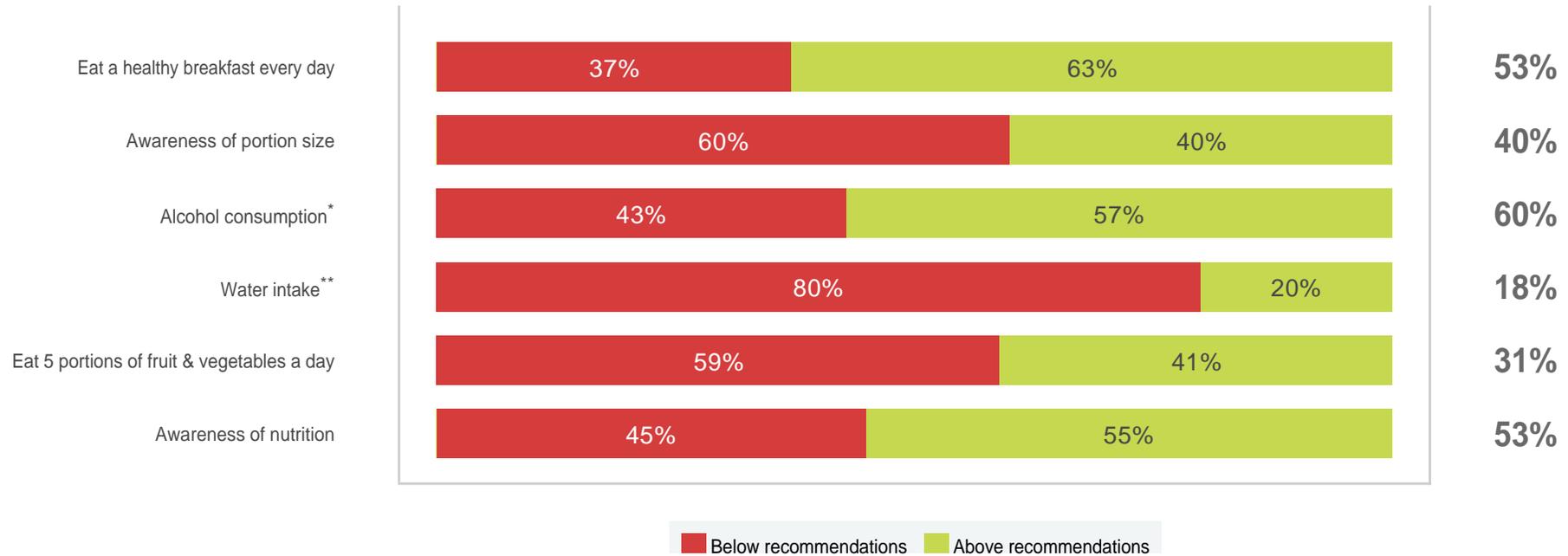
19% of your employees were undertaking 30 mins of planned physical activity 5 or more times per week (GCC Benchmark: 17%)

NUTRITION

Good nutrition is an essential part of a healthy lifestyle. No matter how active you are, you can't out-run a bad diet; that's why GCC Nutrition becomes available on day 22 of your employees' journey. They learn how to make small food swaps that help improve their relationship with food and allow them to achieve - and maintain - healthy weight goals. The chart below represents the proportion of your employees meeting the recommended guidelines for nutritional choices prior to GCC.

Distribution of your employees' choices around nutrition pre-GCC:

GCC Benchmark
% above recommendations



* Alcohol recommendations are a maximum of 1 standard drink per day for women and 2 standard drinks per day for men

** Water recommendations are 8 glasses of water per day

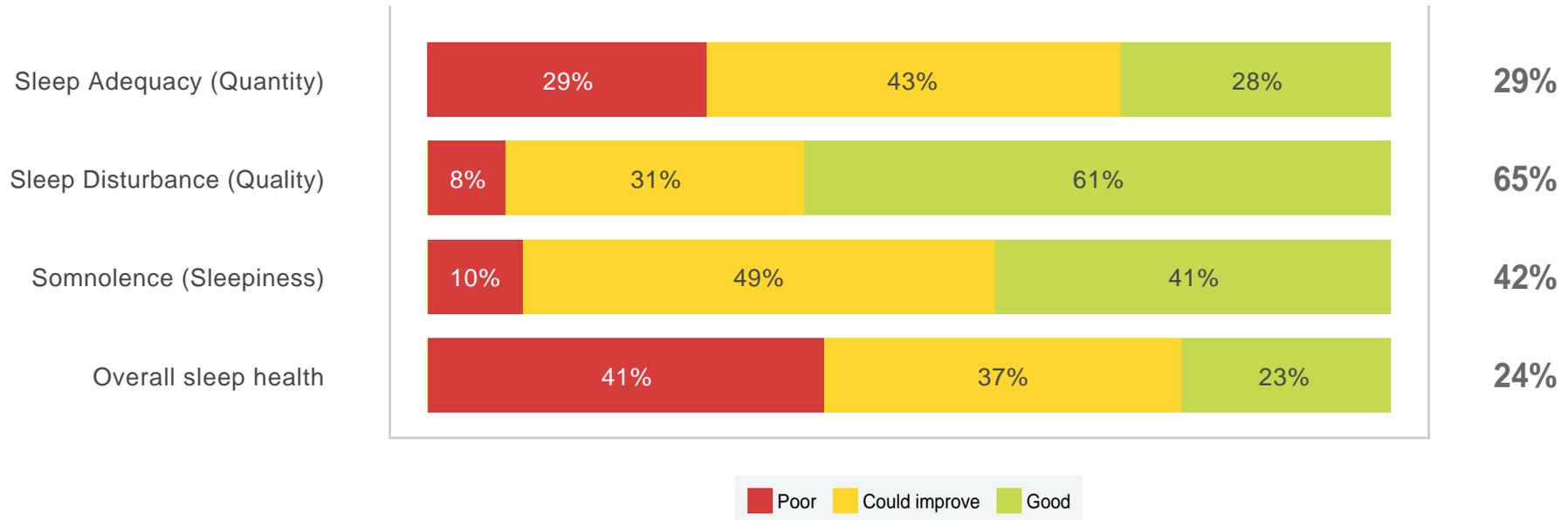
SLEEP

We know that sleep is important but so often take it for granted. The need for sleep is no different from the need to eat, drink, and take regular exercise. It is critical for maintaining our physical and mental health, for working productively and for workplace safety. Launching on Day 57, GCC Sleep empowers your employees to identify their 'sleep stealers' and to change their behaviours in order to feel refreshed and ready to start the working day. Below is an outline of your employees' sleep status prior to GCC based on ranges adapted from the Medical Outcome Study Sleep (MOS) scale⁽²⁾.

Distribution of your employees' sleep health pre-GCC:

GCC Benchmark

% with good sleep health:



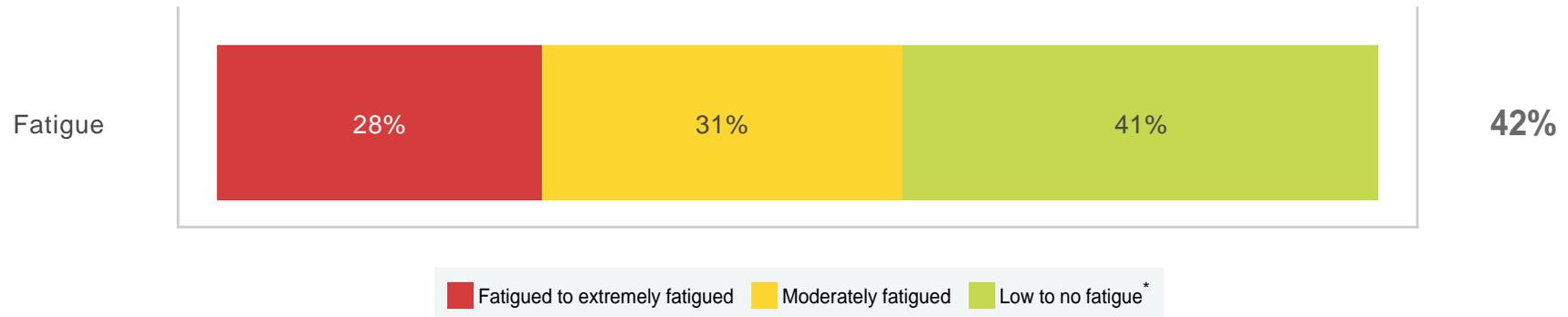
FATIGUE

Employees' sleep quality is directly linked to their levels of fatigue, which in the workplace can have a significantly detrimental impact on their performance and safety. Overwhelmingly, GCC Insights shows that the majority of participants describe their fatigue levels as 'moderately fatigued' or 'fatigued' or 'extremely fatigued' at the outset of GCC, only for this to improve the more physically active they become.

Distribution of your employees' fatigue levels pre-GCC:

GCC Benchmark

% who rated their fatigue as low, very low or not at all fatigued

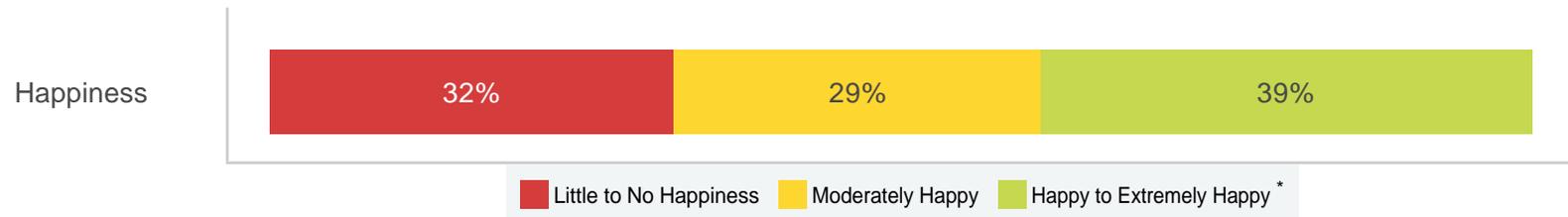


* Ranges based on 7 point Likert items ('low to no fatigue' represents the percentage of employees who have answered low, very low and not at all fatigued, 'moderately fatigued' shows the percentage who have answered moderately fatigued and 'fatigued to extremely fatigued' is the percentage who have answered fatigued, highly and extremely fatigued)

STRESS AND HAPPINESS

GCC provides an indication of employee psychological wellbeing with three metrics: happiness, stress at home and stress at work. Our research⁽³⁾ reveals that workers reporting high to extreme levels of stress rated their sleep quality, fatigue and productivity worse than their less-stressed colleagues. By increasing physical activity levels and improving sleep, GCC has a beneficial impact on mental health, developing higher individual resilience within the collective working environment.

Distribution of your employees' happiness pre-GCC:

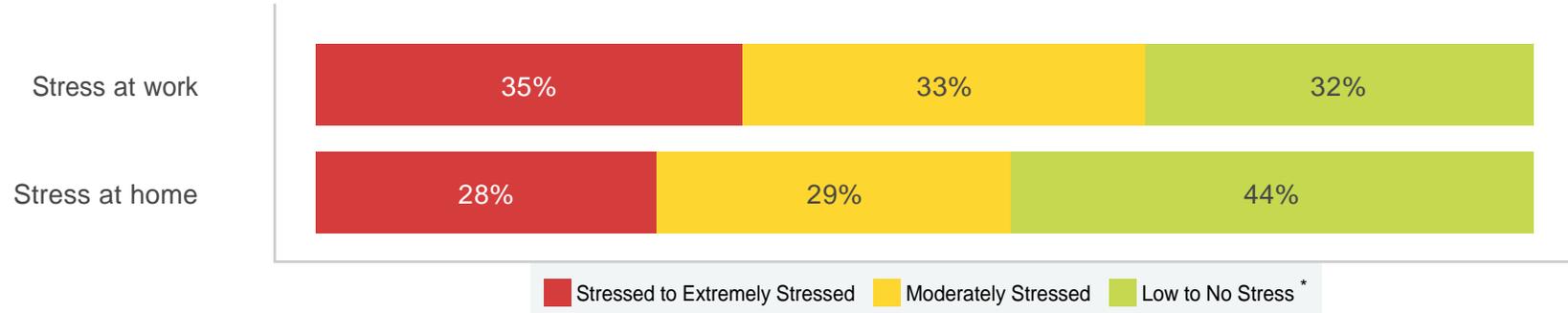


GCC Benchmark

% happy to extremely happy

49%

Distribution of your employees' stress levels pre-GCC:



GCC Benchmark

% with no to low stress

33%

49%

* Ranges based on 7 point Likert items.

For stress, 'low to no stress' represents the percentage of employees who have answered low stress, very low stress and not at all stressed, 'moderately stress' shows the percentage who have answered moderately stressed and 'stressed to extremely stressed' is the percentage who have answered stressed, highly stressed and extremely stressed

For happiness, 'happy to extremely happy' represents the percentage of employees who have answered being happy, very happy and extremely happy, 'moderately happy' shows the percentage who have answered moderately happy and 'little to no happiness' is for the percentage who have answered somewhat, a little bit and not at all happy

PSYCHOLOGICAL WELLBEING

The success of an organisation relies heavily on the sound physical and psychological health of its workforce. Promoting healthy levels of psychological wellbeing helps prevent the potential risk of developing mental health problems such as anxiety or depression. To further understand the positive impact GCC has on employees, five questions from the scientifically validated and internationally recognised World Health Organization's (WHO) 5-item Wellbeing Index⁽⁴⁾ (called the WHO-5) have been added into our own health and lifestyle questionnaire. Below is an outline of your employees' psychological wellbeing based on the WHO-5 scale. Over the course of their GCC journey, your employees will discover how they can develop a stronger and more positive mindset with GCC Balance which launches on day 43 - improving their resilience to stress and psychological wellbeing.

Distribution of your employees' WHO-5 scores pre-GCC:

GCC Benchmark

% of participants who scored optimal on the WHO-5 scale.

Psychological Wellbeing



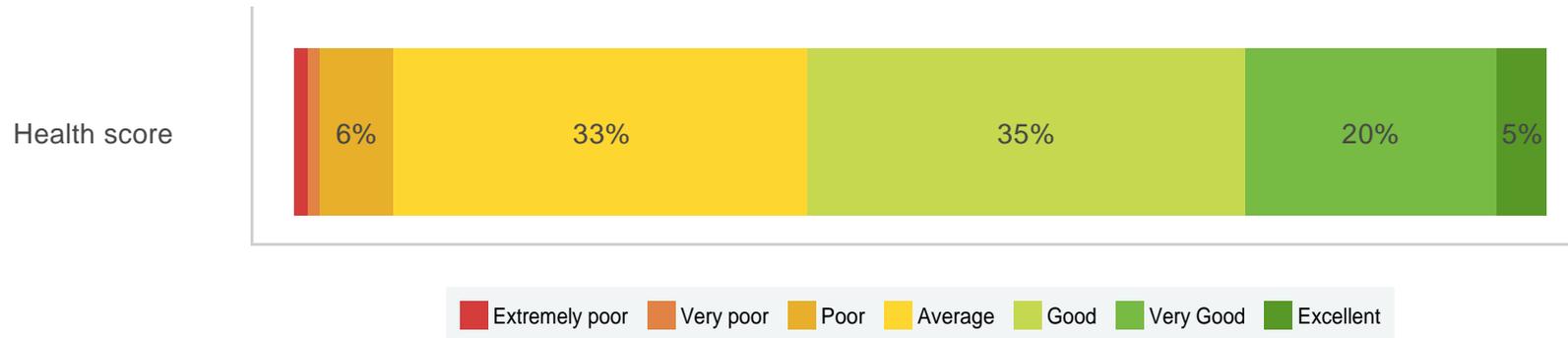
■ Likely Depression ■ Impaired Wellbeing ■ Risk of Depression ■ Low Mood ■ Optimal *

* Classifications are based on the WHO-5 scale for psychological wellbeing. 'Optimal' corresponds to a score greater than or equal to 51 on the 100 point WHO-5 scale.

OVERALL HEALTH SCORES

Research⁽⁵⁾ shows that self-reported health is a good indication of actual health. By exercising, eating better and resting properly, employees positively impact their health and well-being through improved fitness and cardiovascular health.

Distribution of your employees' overall health pre-GCC:

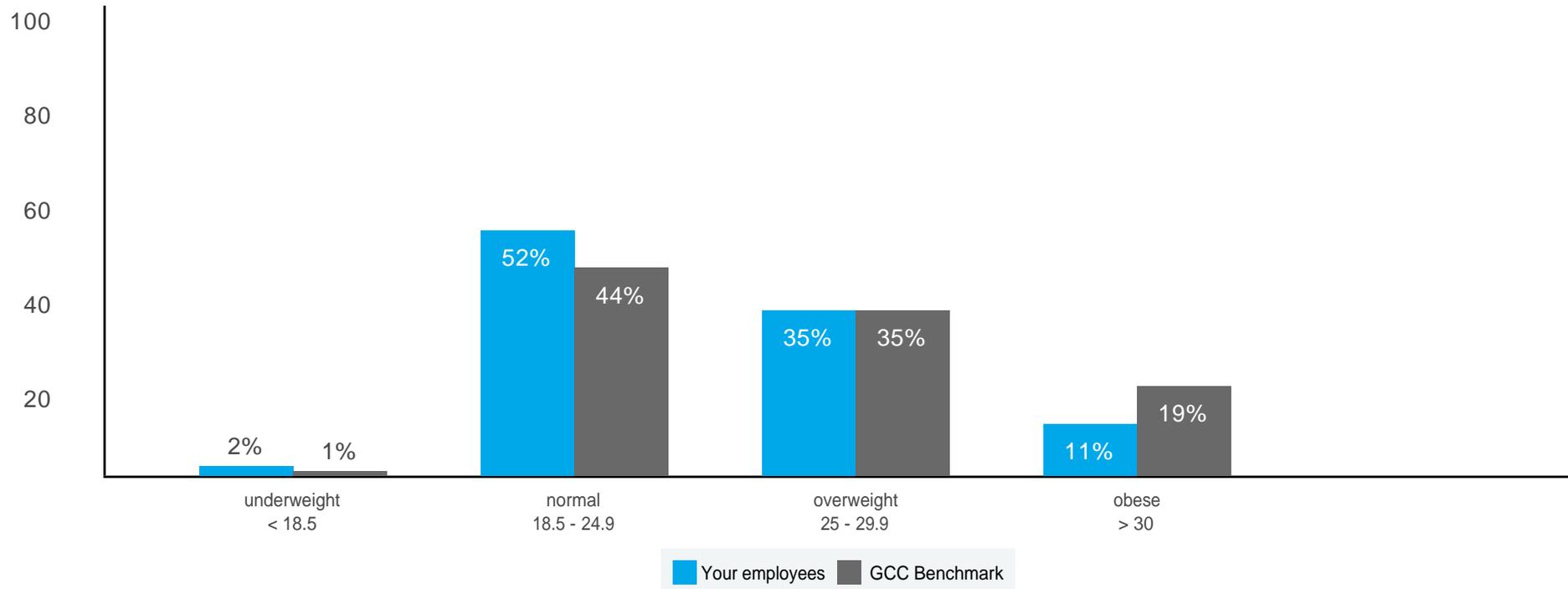


60% of your employees have rated their overall health as either good, very good or excellent pre-GCC (GCC Benchmark: 59%)

WEIGHT MANAGEMENT

Through the cycle of increasing awareness, education and motivation, GCC engages not only your fit and active employees, but also those who feel overwhelmed by the prospect of exercise and undoing the habits of a lifetime. However, these employees have the most to gain; GCC Insights data shows that an increase in physical activity most benefits those GCC participants with a high BMI.

Distribution of your employees' BMI pre-GCC:



Average BMI of your employees pre-GCC: **25.19** (GCC Benchmark: 26.24)

51% of your employees have set a weight goal (GCC Benchmark: 39%)

HEART HEALTH

The GCC Heart Age has been developed to give employees a scientific picture of their heart health relative to their real age. It highlights their cardiovascular risks and provides guidance and support on what they can do to reduce them. Empowering employees with this awareness and knowledge about their current health status will help to lay the foundations for greater improvements to their heart health in the long term.

65% of your employees have calculated their GCC Heart Age (GCC Benchmark: 58% benchmark)

REAL AGE

GCC HEART AGE



40

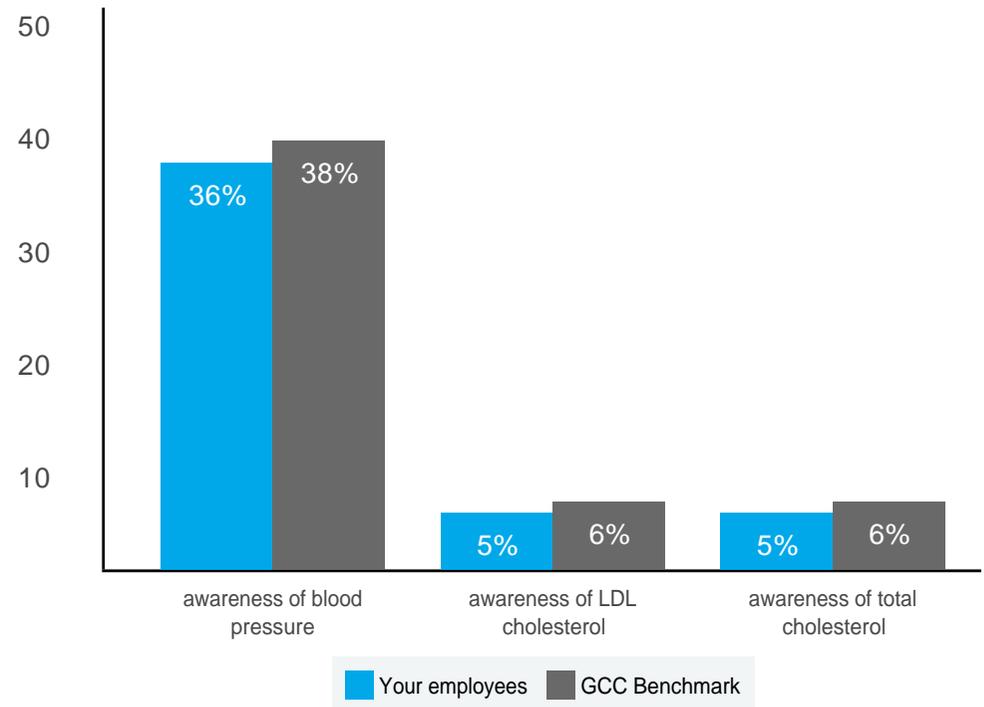


42
10 months

GCC Benchmark

Average real age: 39

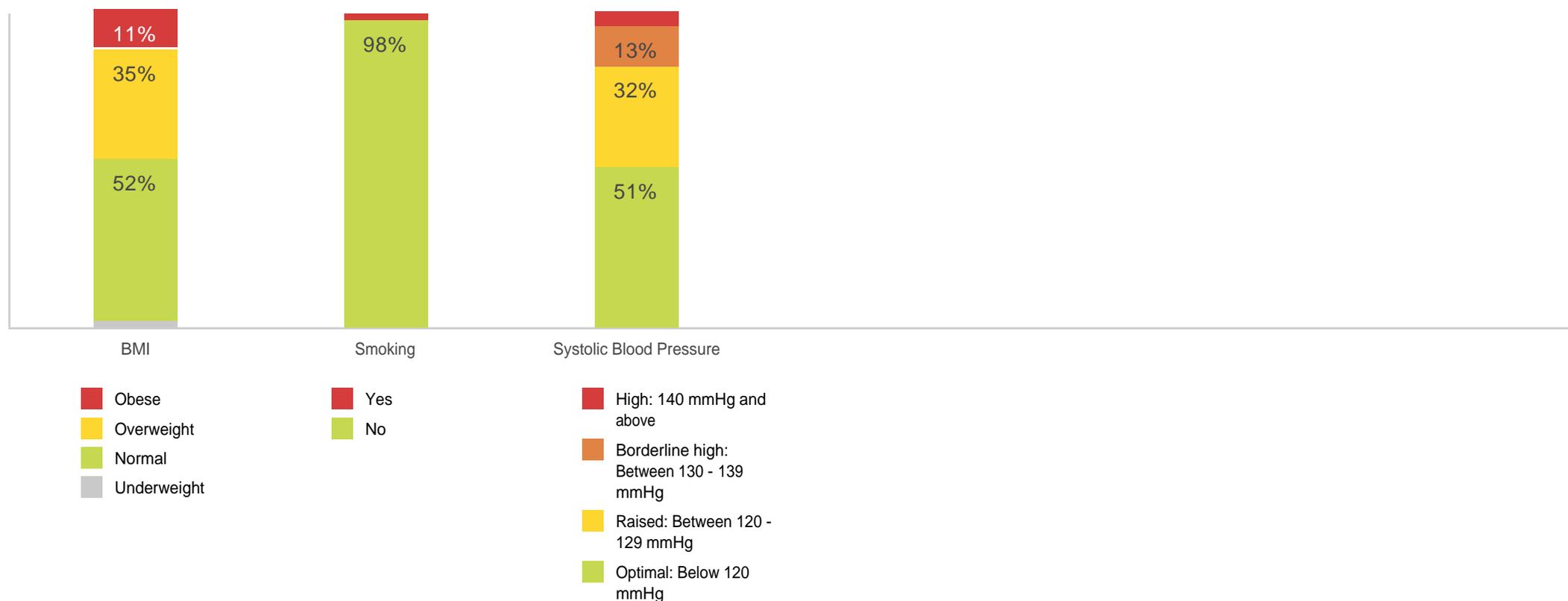
Average GCC Heart Age: 43 years 7 months



BIOMETRIC RISK FACTORS

There is a clear link between a person's lifestyle risk factors and the development of ill health later in life. The resulting health problems impact employees' individual performance as well as overall business performance. Early action to address these risk factors reduces the likelihood of employees experiencing ill health in the future and allows an organisation to plan around a resilient workforce. It should be recognised that risk factors other than those which have been measured and highlighted can influence a person's health.

Distribution of your employees into risk categories pre-GCC:



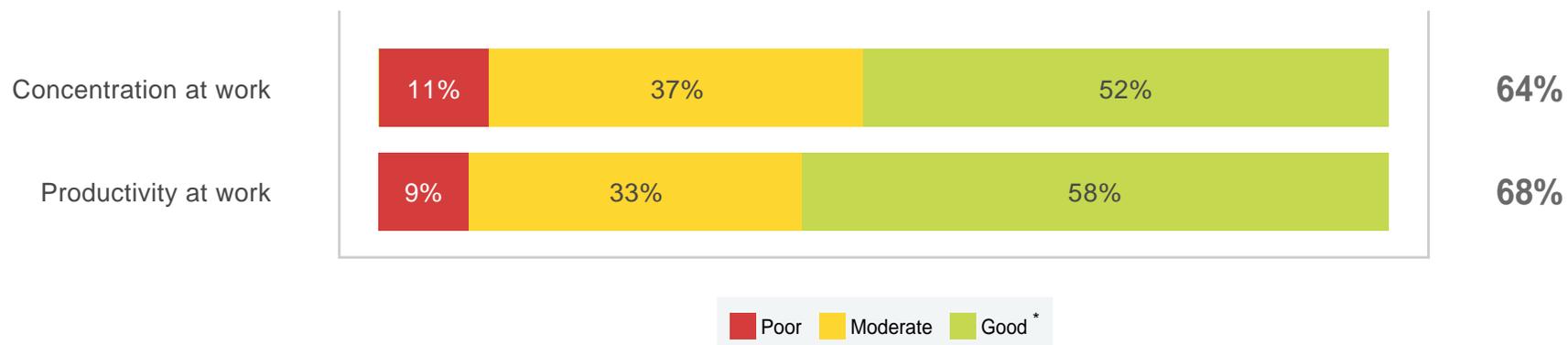
EMPLOYEE PERFORMANCE

The more stressed and unhealthy employees are, the less productive, alert and mentally resilient they are. GCC data confirms this, showing the correlation between your employees' concentration and their productivity levels.

Distribution of your employees' productivity and concentration levels pre-GCC:

GCC Benchmark

% who rated their concentration and productivity as good



* Ranges based on 7 point Likert items

For concentration, 'good' represents the percentage of employees who have answered good, very good or excellent concentration, 'moderate' shows the percentage who have answered average concentration and 'poor' is for the percentage who have answered poor, very poor or extremely poor concentration.

For productivity, 'good' represents the percentage of employees who have answered being productive, highly productive and extremely productive, 'moderate' shows the percentage who have answered being moderately productive and 'poor' is for the percentage who have answered low productivity, very low productivity or not at all productive.

BASELINE CORRELATIONS

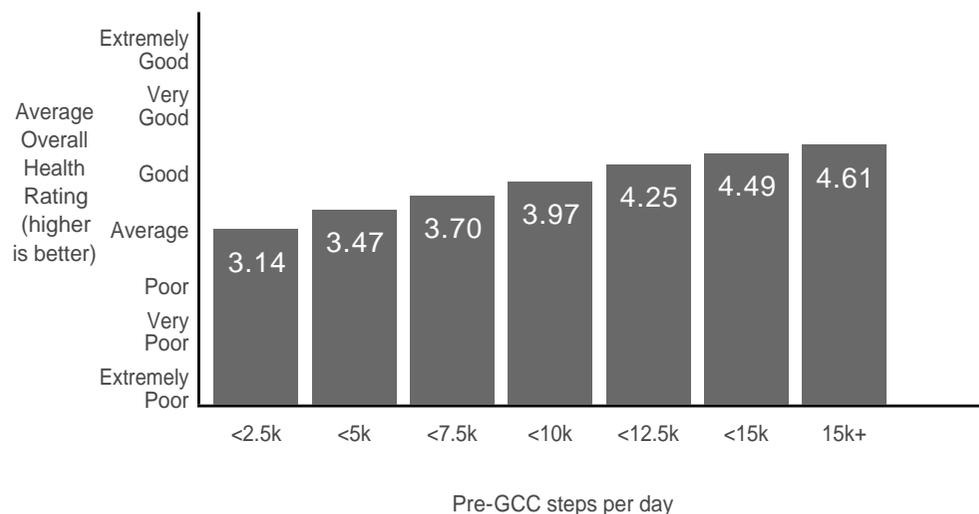
- I With this GCC Insights Baseline Report, we would also like to highlight a small selection of important correlations that exist between results which reinforce the fundamental connection between an employee's physical and psychological wellbeing and their ability to perform at their best.
- I The correlations we're presenting in this report are for GCC Global data (i.e. all GCC participants who have answered the relevant questions from the GCC health and lifestyle survey, not just your employees). If you're interested in looking at correlations specific to your employees (subject to sufficient sample size) please get in touch with your GCC Account Manager.

BASELINE CORRELATIONS

PHYSICAL ACTIVITY VS. OVERALL HEALTH

One of the strongest correlations relates to how an employee's physical activity level prior to GCC impacts on their overall health. Those who report undertaking the lowest amount of daily physical activity prior to GCC (<2.5k steps per day) record an overall health score 25% lower than those meeting the recommended 10,000 steps per day.

Physical Activity (steps) vs. Overall Health Pre-GCC

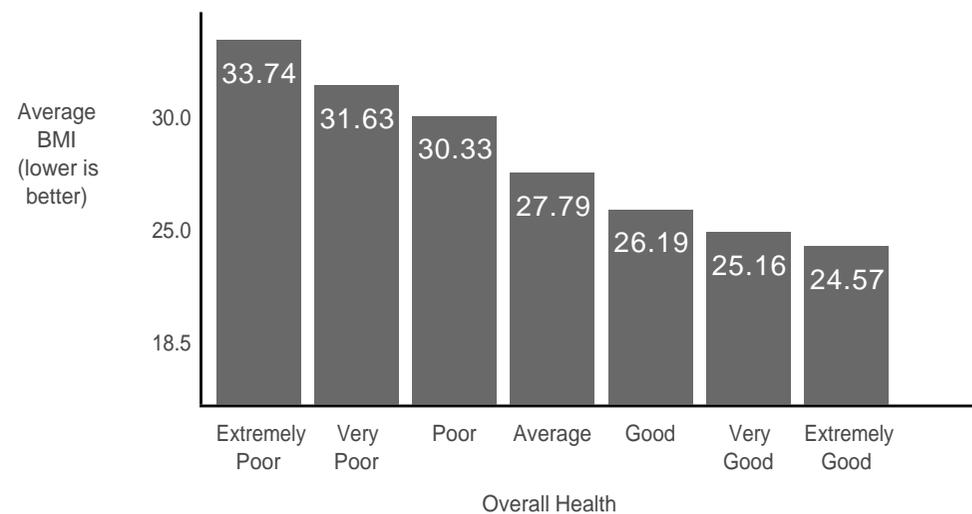


Sample size: 257,545 GCC participants

OVERALL HEALTH VS. BMI

An employee's self-reported overall health is an important measure of their own self-awareness. The correlation below compares an individual's self-reported health status with a more objective measure of health – Body Mass Index (BMI). The results are compelling and demonstrate that an employee has a very good handle on their overall health. For example, those reporting being in very good or excellent health have an average BMI below 25, which is classified as ideal. Those reporting themselves in very poor or extremely poor health have, on average, a BMI above 30, which is considered obese.

Overall Health vs. BMI Pre-GCC



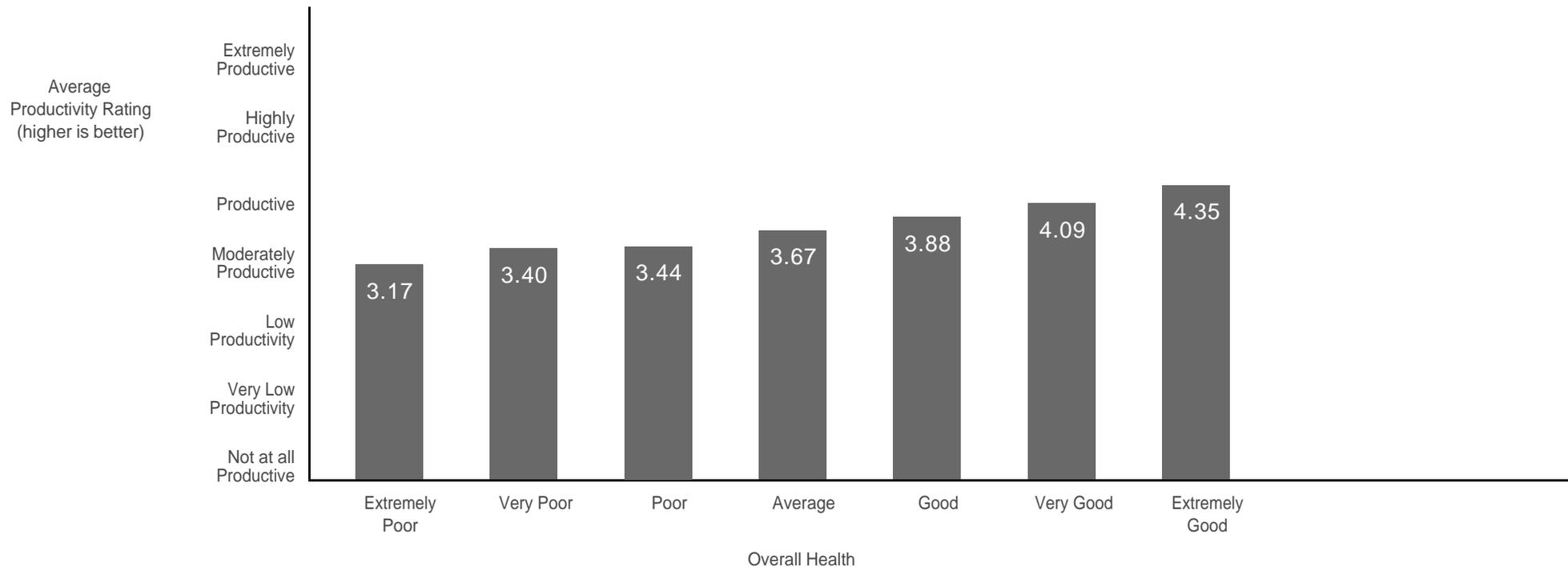
Sample size: 164,967 GCC participants

BASELINE CORRELATIONS

OVERALL HEALTH VS. PRODUCTIVITY

There is a clear link between an individual's overall health and their self-reported productivity rating. Intuition tells us that healthier employees perform better; however, the results below provide the scientific basis to this integral link. From a business perspective, the correlation makes stark reading, with those rating themselves in extremely poor health recording a productivity score 25% lower than those in excellent health.

Overall Health vs. Productivity at work (pre-GCC)



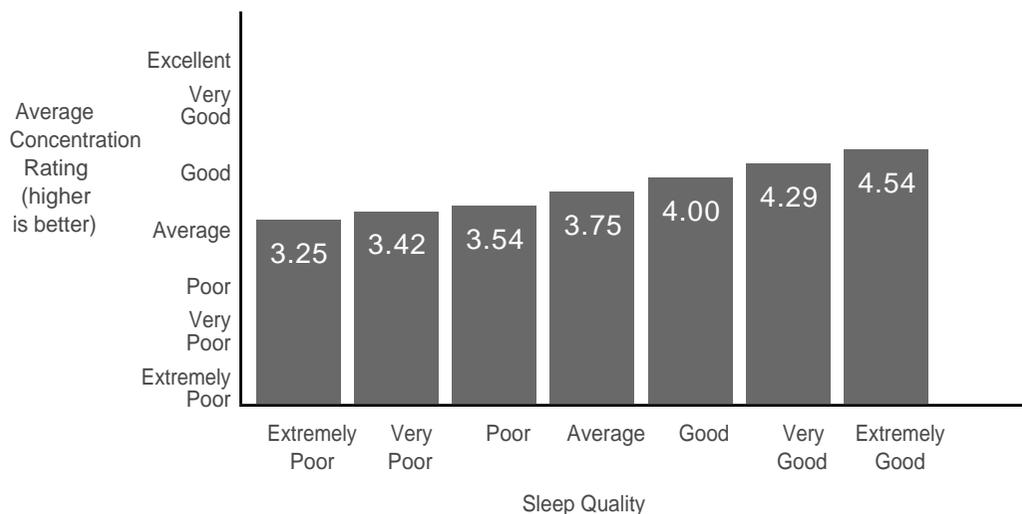
Sample size: 236,444 GCC participants

BASELINE CORRELATIONS

SLEEP QUALITY VS. CONCENTRATION LEVEL

Another key correlation which has a dramatic impact in the workplace is how an individual's concentration at work is affected by the quality of their sleep. Again, a strong correlation is seen with those rating their sleep as extremely poor recording a 25% lower concentration score than those reporting an excellent sleep.

Sleep Quality vs. Concentration

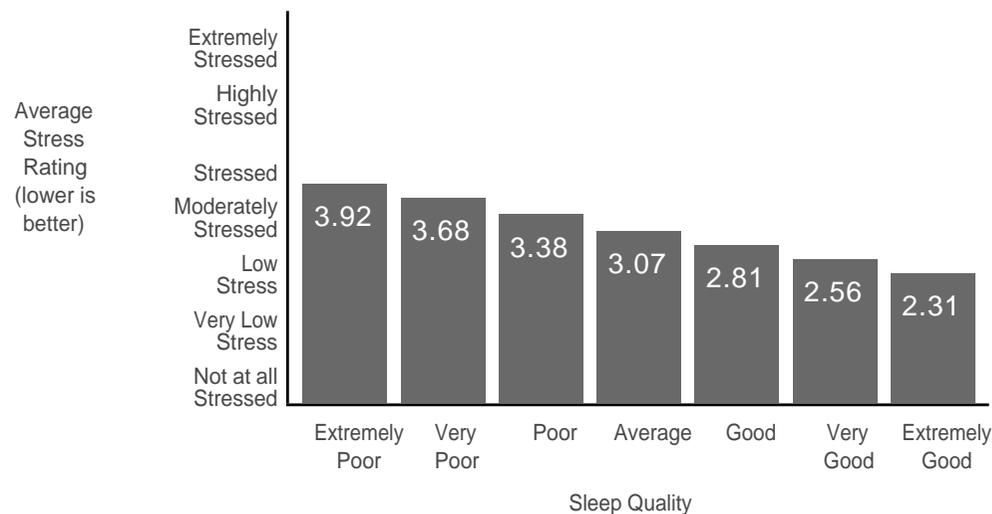


Sample size: 234,985 GCC participants

SLEEP QUALITY VS. STRESS

The final correlation demonstrates the clear link between sleep and psychological wellbeing, with those sleeping the best reporting the lowest level of stress from both work and home. It shows that sleep is an indicator of stress. Those with reduced stress levels sleep better and hence will display improved concentration.

Sleep Quality vs. Stress



Sample size: 242,619 GCC participants

GCC INSIGHTS® DEEP DIVE REPORTS

GCC Insights Deep Dive Reports empower you to make better business decisions. They use data supplied by your own employees to provide valuable insights into your organisation's most valuable resource – your people. They also provide evidence of the health and performance challenges that matter in your organisation then benchmark you at industry and global level for a wider perspective and competitive advantage.



GCC INSIGHTS® DEEP DIVE REPORT TOPICS

GCC Insights Deep Dive Reports focus on health and wellbeing topics of critical relevance to your organisation. By examining points of potential weakness within your organisation, Deep Dive Reports empower you to take informed action. Below is a list of GCC Insights Deep Dive Report topics:

- | EDUCATION AND AWARENESS
- | PSYCHOLOGICAL WELLBEING
- | MOTIVATIONS AND OUTCOMES
- | SLEEP
- | EMPLOYEE HAPPINESS
- | REPEAT PARTICIPATION
- | STRESS
- | AGES IN THE WORKPLACE

Make better decisions today with GCC Insights Deep Dive Reports.

For more information about GCC Insights Deep Dive Reports, please contact your account manager.

ABOUT GCC INSIGHTS®

GCC Insights draws on over a decade of aggregated health information and outcomes shared by more than two million employees who have successfully completed the Global Corporate Challenge's (GCC) award-winning, 12-month health and performance program.

These insights, from 5,500 of the world's leading companies across 185 countries, and combined with the latest independent research, provide employers with new perspectives and practical recommendations to improve the health and performance of their workforce.

For more information about GCC Insights, please contact your account manager.

APPENDIX

1. Tudor-Locke C, Bassett DR Jr (2004). How many steps/day are enough? Preliminary pedometer indices for public health. *Sports Med*, 34: 1-8
2. The Sleep Scale was developed for the Medical Outcomes Study (MOS), a two-year study of patients with chronic conditions. http://www.rand.org/health/surveys_tools/mos/mos_sleep.html
3. 2014 GCC Insights Report 'Stress – The hidden threat in every workplace' info.gettheworldmoving.com/rs/globalcorporatechallenge/images/GCC-Insights-Stress-Report.pdf
4. The WHO-5 Well-Being Index: a systematic review of the literature. <http://www.ncbi.nlm.nih.gov/pubmed/25831962>
5. Health Risk or Resource? Gradual and Independent. Association between Self-Rated Health and Mortality Persists Over 30 Years. Matthias Bopp*, Julia Braun, Felix Gutzwiller, David Faeh, for the Swiss National Cohort Study Group. Institute of Social and Preventive Medicine (ISPM), University of Zurich, Zurich, Switzerland