

SUMMARY OF RESULTS

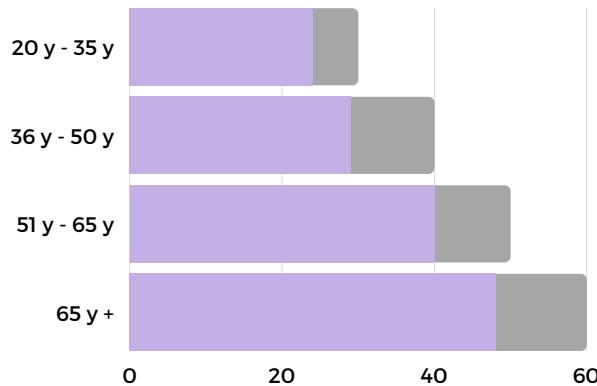
HEALTH + WELLNESS PROFILER

OCTOBER 2021

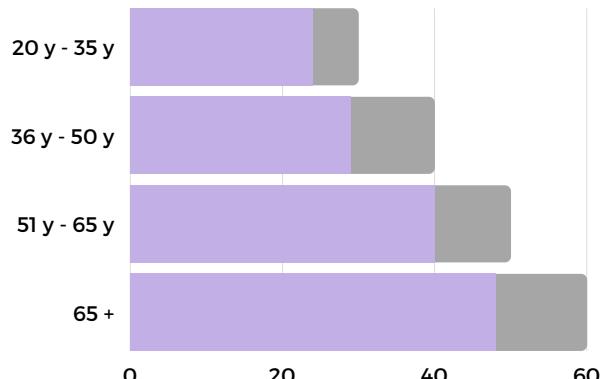


PARTICIPANTS' ANALYTICS

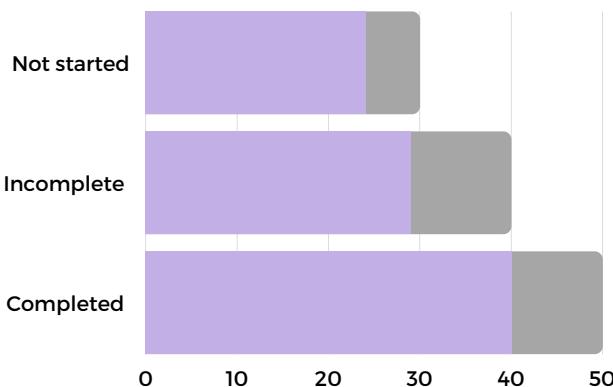
Male



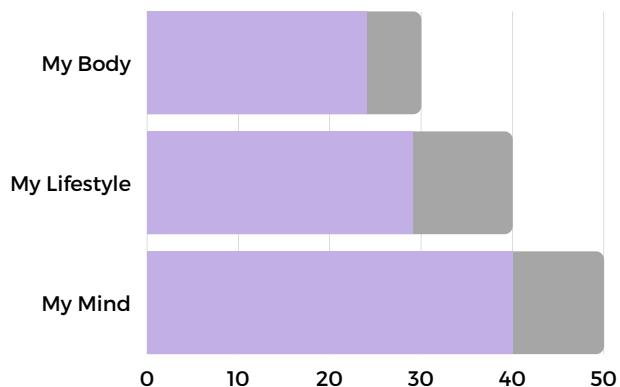
Female



HRA ENGAGEMENT



HRA Retake



IMPORTANT MESSAGE

This report is based on the total number of responders who have completed their HRA. Hence we use the term 'responders' and not 'employees' within the report.

This report has been analysed based on the evidence based parameters measured via the HRA.

This report is a guiding tool to build a healthy workforce eco-system and to improve corporate wellness strategies. HRA individual and company report does not discourage medical visits or clinical intervention and is purely intended to support a mindful & healthy way of life.

Kindly note that the HRA aggregate report does not disclose responder's identity at any point; it only produces an aggregate total in % to indicate the values for each segment.

Should you need any further clarifications then please write to us:

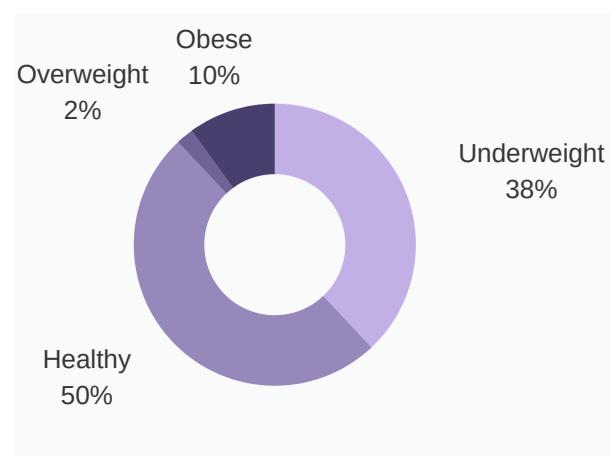
hello@myhygge.io

BMI

Body Mass Index (BMI) is the measure of a person's height and weight which reveals whether the individual's weight is healthy or not. Studies have revealed that obesity impacts employee productivity and costs, although the impact can vary according to the industry. Supporting employees to manage weight can reduce the risk of many chronic conditions.

EATING BEHAVIOR

x no. of employees who have abnormal BMI have reported various factors that contribute largely to their weight gain. These factors are around their food choices and eating behaviour. Habits of eating junk food, stress or binge eating, or unmindful eating of larger portion sizes are mostly the reasons mentioned.



ACTIVITY

% of people need to work on improving their level of physical activity. The no. of employees who have abnormal BMI have reported lower level of physical activity than required to manage their weight effectively.

ALCOHOL

x% of employees with abnormal BMI have an unusually high alcohol consumption.

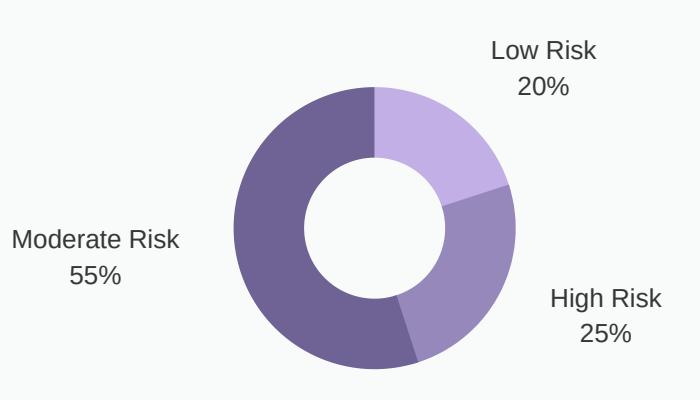
Gender	Female				Male				Total
	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Anorexia	0%	0%	0%	0%	0%	0%	0%	0%	0
Underweight	50%	16.7%	0%	0%	8.3%	25%	0%	0%	12
Healthy	18.6%	8.7%	0.8%	0%	29.5%	38.5%	3.3%	0.5%	366
Overweight	7.8%	8.2%	0%	0%	30.2%	52.2%	1.2%	0.4%	255
Obese	4.9%	9.8%	0%	0%	29.3%	51.2%	4.9%	0%	41
Morbid Obese	0%	0%	0%	0%	0%	0%	0%	0%	0

RECOMMENDATIONS / BEST PRACTICES

- Keep weighing scales in the premises
- Onsite wellness screening for weight management
- Onsite wellbeing consultation with dieticians
- Network and partner with fitness centers for subsidised rates and employee discounts
- Identify and partner with healthy food joints for subsidized rates/discounts and delivery
- Enable employees to participate in marathons and fun walks.
- Team health activity: 3 times in the premises, like Zumba, Yoga or pilates.
- Team walk and run sessions
- Engage in reward based programs and challenges
- Support group for employees with weight control concerns

Preventive Health

Prevention is always better than cure! By ensuring that all your team members get regular health check ups, screenings, vaccinations, etc. you can help with the early detection of any health conditions, and as a result, also reduce absenteeism, decrease costs and boost productivity and profitability.



HEALTH SCREENING

- x % of people are between 36 y-65 y & must have a health screening at least once a year.
- x % are not doing any regular health check-up.
- X % have not done any dental, eye or screening blood test in the last one year.

VACCINE

x% of your employees are not adequately vaccinated and are at probable risk of a communicable disease.

RISK OF CHRONIC CONDITION

x % of people have 1 or more chronic metabolic complaint such as blood Glucose, cholesterol, blood pressure etc. This puts them at higher risk of chronic lifestyle related condition. Addressing this improves your company's overall health score

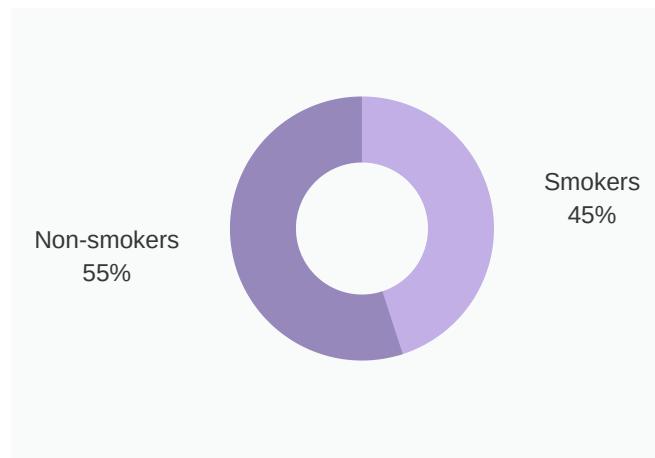
Gender	Female				Male				Total
	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Age Group	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	Total
Low Risk	15.5%	9.6%	0.8%	0%	30.5%	40.9%	2.3%	0.5%	394
Moderate Risk	14.4%	8.3%	0%	0%	31%	44.4%	1.4%	0.5%	216
High Risk	6.2%	4.7%	0%	0%	17.2%	64.1%	7.8%	0%	64

RECOMMENDATIONS / BEST PRACTICES

- Onsite health screening
- Health Risk assessments
- Quarterly health awareness programs
- Immunisation camps

TOBACCO

Smoking can cause stroke, coronary heart disease and lung cancer. It is still an issue in workplaces. It leads to loss of valuable time due to sick leaves and also lowers productivity of employees. This is why it's important companies to raise awareness of the harmful effects of smoking and help employees quit this bad habit.



SMOKING

SMOKING AND CESSATION

% of employees in the organisation are smokers. % of people in your organisation have expressed their interest to seek support in a smoking cessation program.

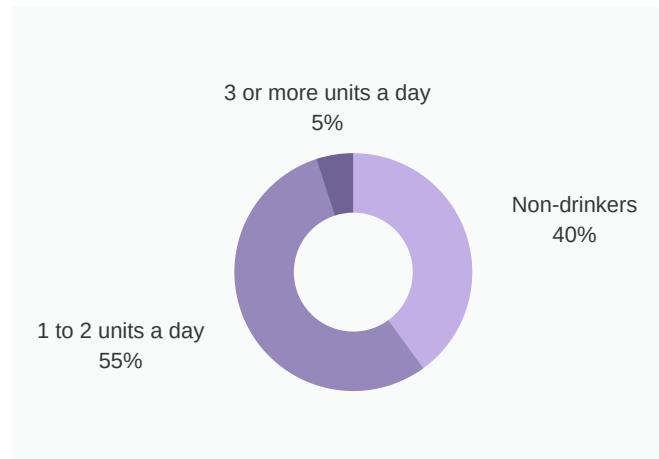
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Age Group									
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Moderate Risk	14.4%	8.3%	0%	0%	31%	44.4%	1.4%	0.5%	216
High Risk	6.2%	4.7%	0%	0%	17.2%	64.1%	7.8%	0%	64

RECOMMENDATIONS / BEST PRACTICES

- Implement smoke free workplace policy
- Support groups & meetings
- Workplace incentivised challenges
- Workplace classes with CBT experts

Alcohol

An excessive consumption of alcohol can lead to the development of chronic diseases and other serious health problems such as high blood pressure, heart disease, stroke, liver disease, and digestive issues, etc. It can drastically affect a individual's personal as well as professional life, and the company needs to have a strong policy to counter this as well as counseling support for employees.



CONSUMPTION

% of responders in the organisation are habitually consuming alcohol almost everyday.

STRESS

% of people in your organization who are consuming daily alcohol, have also reported drinking behavior as a coping mechanism for stress.

HEALTH

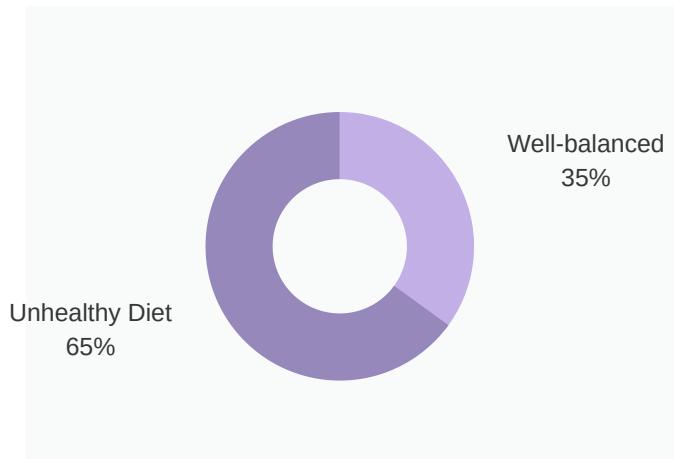
% of employees, who reported a behavior of daily alcohol consumption have also been diagnosed with one of the lifestyle metabolic conditions. This behavior puts them at a higher risk for further health concerns.

RECOMMENDATIONS / BEST PRACTICES

- Policies for non-tolerance at the workplace
- Support groups
- Therapy with CBT workplace sessions
- Expert talks on how to manage alcohol misuse
- Stress management program initiatives

Diet and Nutrition

Food is one of the key factors affecting our health. A nutritious and well-balanced diet can go a long way in not only helping with weight management but also with prevention and treatment of different diseases. Based on the user response we have analysed dietary practices that are given below in detail.



BALANCE ACT

% of employees have reported that their diet is not balanced and nutritious.

PORTIONS

% of employees aren't consuming enough fruits and vegetables.

READINESS

% of employees are willing to put efforts and bring improvement in their eating habits and food choices.

EMOTIONAL EATING

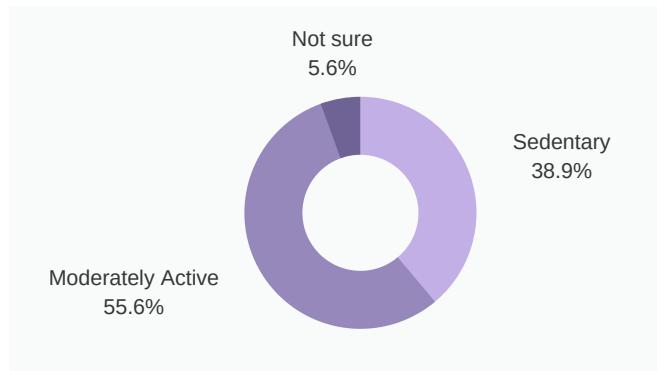
% of employees report emotional eating habit. Consuming food to seek emotional comfort may negatively impact healthy range of weight.

RECOMMENDATIONS / BEST PRACTICES

- Meal planning sessions with experts
- Nutrition initiatives
- Cooking classes for beginners
- Partner with healthy food joints with subsidised offers
- Collaborate with healthy meal companies who offer meals catered to one's health needs like weight management or heart health
- Conduct reward based healthy eating challenges
- Facilitate healthy food options
- Fresh fruits in meeting rooms etc
- Healthy herbal teas and decaf options in pantry
- Motivational messages on healthy eating in and around dining areas

Physical Activity

The level of physical activity has a great impact on a person's physical as well as mental health. It's important to make your team members aware of the benefits of exercising regularly, and to give them opportunities to leave their sedentary routine/lifestyle.



LEVEL OF ACTIVITY

x no. of employees are in the range of sedentary to moderately active. Some of them are unaware of their level of activity. One of the pillars of sustainable health is adequate level of activity and hence this needs to be improved.

Gender	Female				Male				Total
	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Age Group									
Low Risk	16.5%	3.4%	1%	0%	31.1%	44.7%	1.9%	1.5%	206
Moderate Risk	10.9%	10.6%	0%	0%	31.3%	43.8%	3.4%	0%	265
High Risk	16.8%	12.2%	0.5%	0%	25.4%	43.1%	2%	0%	197

RECOMMENDATIONS / BEST PRACTICES

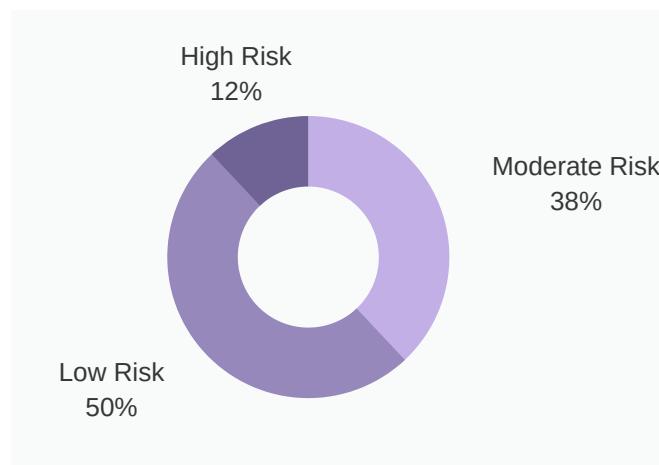
- Conduct reward based activity challenges
- Charity runs/ fun walks
- Onsite or virtual fitness classes
- Timed walking breaks for desk workers
- Onsite or virtual weekly yoga sessions

Sleep

Sleep is essential to good health and is a fundamental pillar of a sustainable wellbeing. Sleep deprivation and lack of good quality sleep can impact a person's productivity, cognitive health and much more

QUALITY OF SLEEP

% of responders are unsatisfied with the quality of their sleep.



SLEEP & STRESS

% of responders have stress induced sleeplessness

SLEEP & HEALTH CONDITIONS

% of them have clinical reasons that are keeping them from getting deep sound sleep.

SLEEP ROUTINE

% of them feel that their sleep problems are partly stress-induced and partly due to a poor sleep routine.

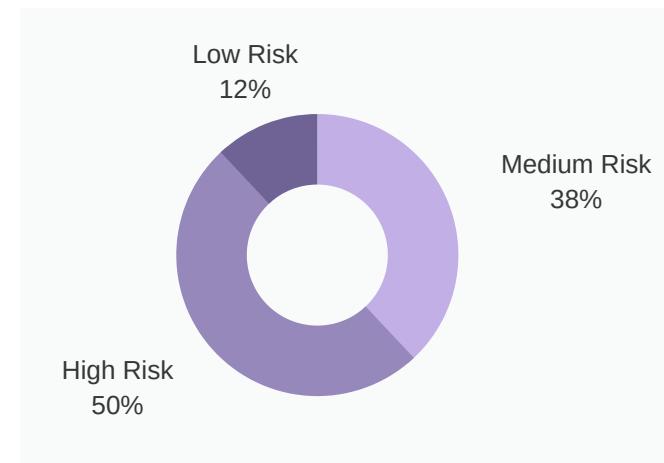
Gender	Female				Male				Total
	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Low Risk	10.2%	4.8%	0%	0%	29.6%	50.5%	3.8%	1.1%	186
Moderate Risk	15.7%	10.4%	0.6%	0%	29%	42%	2.1%	0.2%	483
High Risk	25%	0%	0%	0%	75%	0%	0%	0%	4

RECOMMENDATIONS / BEST PRACTICES

- Sleep hygiene awareness program
- Expert talks for better sleep
- Stress reduction initiatives at workplace
- Onsite or virtual meditation classes

Occupational Health

Occupational health is related to the physical, mental and emotional wellbeing of people at work. People in certain occupations or departments within a company might be at greater risk than others. Every company needs to review its healthy and safety measures as well as working arrangements in order to provide all employees with a safe environment.



IMPACT ON WORK

x % of responders have active physical pain, have also taken sick leaves in the last one year. Probable support of ergonomics and workplace exercises might help to control the occupational/desk related pain.

COPING & MANAGEMENT

% of responders who have medium and high risk of occupational health issues are not engaged in any treatment or management.

CHANGES

x % of employees feel that changes such as adequate lighting, desk and chair adjustments, clutter-free work environment, etc. might be helpful if considered.

Age Group	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	Total
Low Risk	10.2%	4.8%	0%	0%	29.6%	50.5%	3.8%	1.1%	186
Moderate Risk	15.7%	10.4%	0.6%	0%	29%	42%	2.1%	0.2%	483
High Risk	25%	0%	0%	0%	75%	0%	0%	0%	4

RECOMMENDATIONS / BEST PRACTICES

- Ergonomic consultation
- Onsite therapy introductory session
- Lunch and learn on posture
- Workplace yoga sessions
- Workplace exercise breaks.

Heart Risk

It's important for everyone to understand their level of risk for developing a heart disease so that they can make heart-healthy changes in their lifestyle if required.

RISK FACTORS

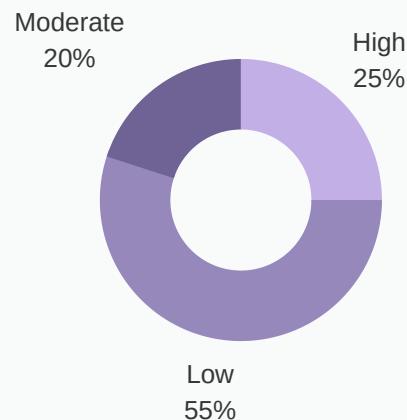
- x % of responders with moderate to high heart disease risk have high cholesterol and high blood pressure , which are the causative risk factors of heart diseases.
- x % of your 'At Risk' employees have abnormal BMI. This puts their health at higher risk in the future. Conducting health initiatives with tangible intervention can largely support your people to live better.

HEART RISK & DIABETES

Out% of responders with moderate to high heart disease risk also have abnormal diabetes risk.

DIET

Out of all medium and high risk employees, x % are eating consciously as per the health concern.



ACTIVITY

- x% of employees are sedentary who are at risk of heart complaints. Active life for people with high cholesterol and high bp is always beneficial to avoid any probable heart complaints in the future.
- Out of the total no. of employees, who are at risk of heart disease, x% need to improve their level of physical activity and achieve minimum of 30 minutes of activity in addition to routine movements.

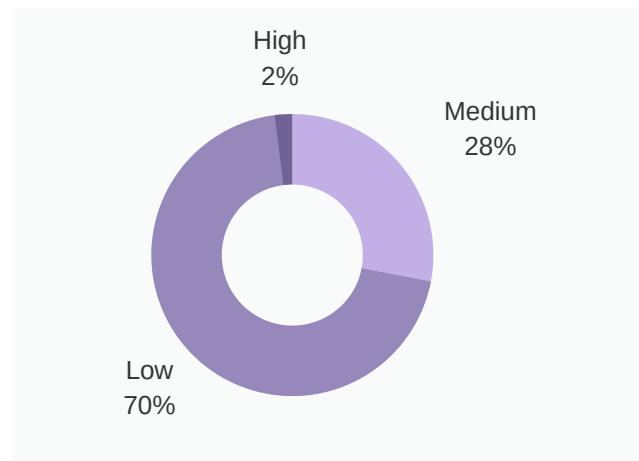
Gender	Female				Male				Total
	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Age Group	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	Total
Low	15.2%	9.2%	0.5%	0%	31%	43.8%	0.5%	0%	633
Moderate	0%	2.9%	0%	0%	2.9%	54.3%	40%	0%	35
High	0%	0%	0%	0%	0%	25%	0%	75%	4

RECOMMENDATIONS / BEST PRACTICES

- Conduct screening for cholesterol each year
- Keep weighing scale at the premises
- Keep blood pressure monitor at the premises
- Employee wellbeing challenges for lifestyle changes
- Rewards based health programs
- Health classes by experts on relevant topic areas
- Have an in-house BLS trained team

Diabetes Risk

Diabetes risk score is based on evidence based parameters; which has been identified as pre-risk factors. HRA has made each employee aware of their individual score and an aggregate total of your enterprise risk of diabetes is given here.



RISK

x% of responders have probable moderate to high risk of having or developing diabetes.

BMI

x % of responders with moderate and high diabetes risk have abnormal BMI.

Conducting health initiatives with tangible intervention can support them to live better.

ACTIVITY

x% of diabetes risk responders need to improve their level of physical activity.

DIET

x% of people with moderate & high diabetes risk have not made conscious dietary changes.

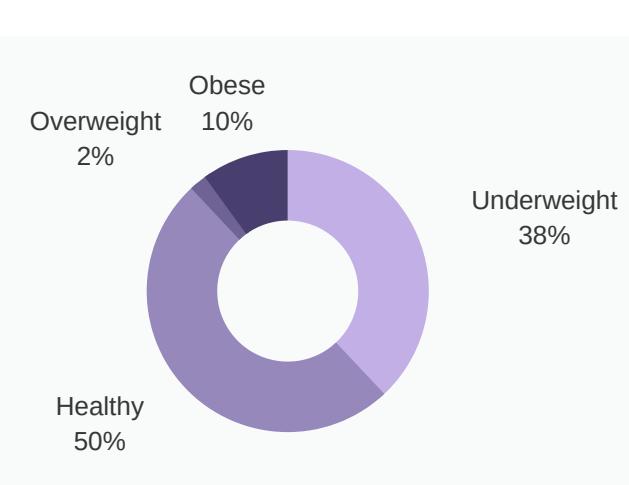
Gender	Female				Male				Total
Age Group	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Low	14.8%	8.9%	0.5%	0%	30.2%	43%	2.3%	0.3%	642
Moderate	0%	20%	0%	0%	20%	50%	10%	0%	10
High	100%	0%	0%	0%	0%	0%	0%	0%	1

RECOMMENDATIONS / BEST PRACTICES

- Conduct screening for blood glucose each year
- Keep blood glucose monitor at premise
- Keep Blood pressure monitor at premise.
- Employee wellbeing challenges for lifestyle changes
- Rewards based health programs
- Health classes by experts on relevant topic areas.

Obesity Risk

Obesity Risk is an analysis based on the employee's age, gender, Body mass index, waist-hip ratio, the level of physical activity and dietary practices. This analysis simply shares the report of overweight and obese individuals who are at further risk to worsen their current health based on their lifestyle practices. Further to that, we also share valuable information that burdens the health of these individuals.



RISK

% of responders have moderate to high obesity risk. Which means that these individuals have abnormal BMI, waist- hip ratio as well as poor lifestyle practices such as sedentary routine.

OBESITY RISK & CHOLESTEROL

% of responders who have moderate to high obesity risk also have an abnormal level cholesterol.

OBESITY & DIET

x% of moderate to high risk responders definitely need to bring focus on their food habits and choices.

OBESITY & MENTAL WELLBEING

x% responders with obesity risk also have poor levels of mental wellbeing and are probably highly stressed with poor sleep routine.

OBESITY & GENERAL HEALTH

x% of responders with moderate to high risk haven't screened themselves clinically for a long time. They must be encouraged to do a health check up at least yearly to make sure they are doing well.

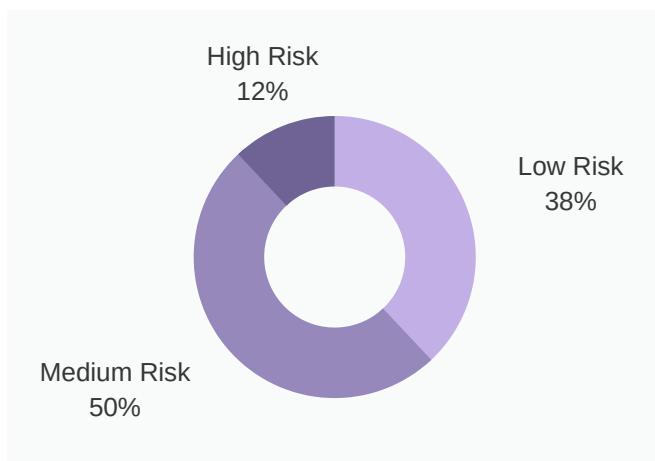
Gender	Female				Male				Total
	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Anorexia	0%	0%	0%	0%	0%	0%	0%	0%	0
Underweight	50%	16.7%	0%	0%	8.3%	25%	0%	0%	12
Healthy	18.6%	8.7%	0.8%	0%	29.5%	38.5%	3.3%	0.5%	366
Overweight	7.8%	8.2%	0%	0%	30.2%	52.2%	1.2%	0.4%	255
Obese	4.9%	9.8%	0%	0%	29.3%	51.2%	4.9%	0%	41
Morbid Obese	0%	0%	0%	0%	0%	0%	0%	0%	0

RECOMMENDATIONS / BEST PRACTICES

- Keep weighing scales in the premises
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- Network and partner with fitness centers for subsidised rates and employee discounts
- Identify and partner with healthy food joints for subsidized rates/discounts and delivery
- Enable employees to participate in marathons and fun walks.
- Team health activity: 3 times in the premises, like Zumba, Yoga or pilates.
- Team walk and run sessions
- Engage in reward based programs and challenges
- Support group for employees with weight control concerns

Mental Wellbeing

Mental wellbeing is as important as physical health. Companies need to have counseling support for employees as well as access to different healing modalities is crucial. Mental



FREQUENCY & MANAGEMENT

x% of responders have reported undue stress due to various reasons, on frequent occasions. Not taking care of such issue at the right time can further increase the burden of stress on one's health.

STRESS MANAGEMENT

x% of responders do not have healthy ways to manage their stress and anxiety. Strategies of seeking support to improve one's tolerance is beneficial for the person and his surrounding society.

WORK SATISFACTION

% of responders feel that their overall satisfaction at work could be improved. Concerns are mostly related to roles & responsibilities, work load to name a few .

SENSE OF WELLBEING

% of responders feel that their overall sense of wellbeing could get better, which is relevant to their sense of security at work and finance. % of responders have dissatisfaction with their level of mental health due to the reasons of continued stress and anxiety.

PRODUCTIVITY & WORK-LIFE BALANCE

With high level of stress and sense of rush within meetings, tasks, meal times and personal family time, an employee's sense of work-life balance & productivity might get diminished.

% of people who have felt high stress levels due to various reasons- have also been struggling to find balance at work.

% of people felt it was difficult to cope and manage all the duties and responsibilities. % of your employees reported absence from work due to clinical reasons.

STRESS & CHRONIC DISEASE

% of employees who need effective stress management, are also diagnosed cases of one of the metabolic complaints, for e.g. heart disease, diabetes or weight problems.

READINESS FOR CHANGE

% said they would like to make changes such as managing weight, quitting smoking, eating healthy, etc.

MENTAL WELLBEING OVERALL RISK

Gender	Female				Male				Total
Age Group	18-30	30-45	45-60	60+	18-30	30-45	45-60	60+	
Low Risk	10.2%	4.8%	0%	0%	29.6%	50.5%	3.8%	1.1%	186
Moderate Risk	15.7%	10.4%	0.6%	0%	29%	42%	2.1%	0.2%	483
High Risk	25%	0%	0%	0%	75%	0%	0%	0%	4

RECOMMENDATIONS / BEST PRACTICES

- Virtual CBT group therapy sessions
- Support groups
- Mindfulness based stress reduction initiatives
- Monthly wellbeing meets for motivational support
- Monthly onsite/virtual NLP practitioner talks
- Incentivised and reward based workplace to boost employee engagement and motivation
- Minor team building activities every 2 months such as office lunch, yoga sessions on premises, spouses' cooking classes, celebrating children's day at work, etc.
- Major team building activities such as marathon walks, football matches, etc.
- Redeemable rewards and incentives