



PPP HEALTHCARE

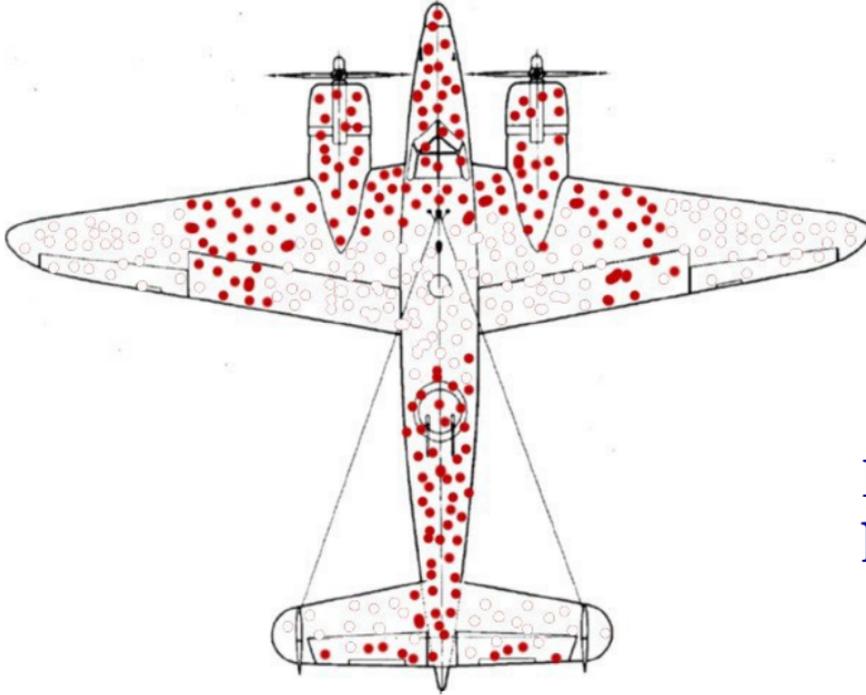
syngenta

Inspire, Innovate, Support and Reward

...in search of lasting
healthy behaviour change



The pattern seemed clear...



**However, they weren't
looking at the whole sample**

A serious issue for employers

Our data suggests people with 6+ risks are dropping out of the workforce from the age of 55...
...just when we are asking people to retire later

High risk individuals

drop out of the workforce
(AXA PPP healthcare data)



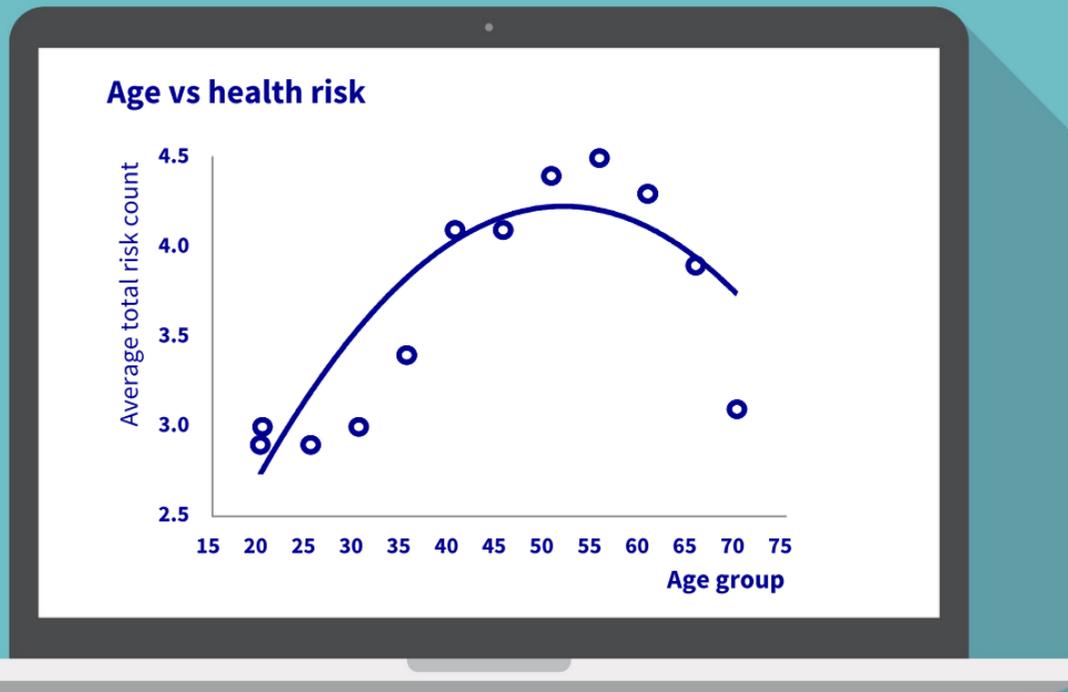
Individuals

Lose income¹



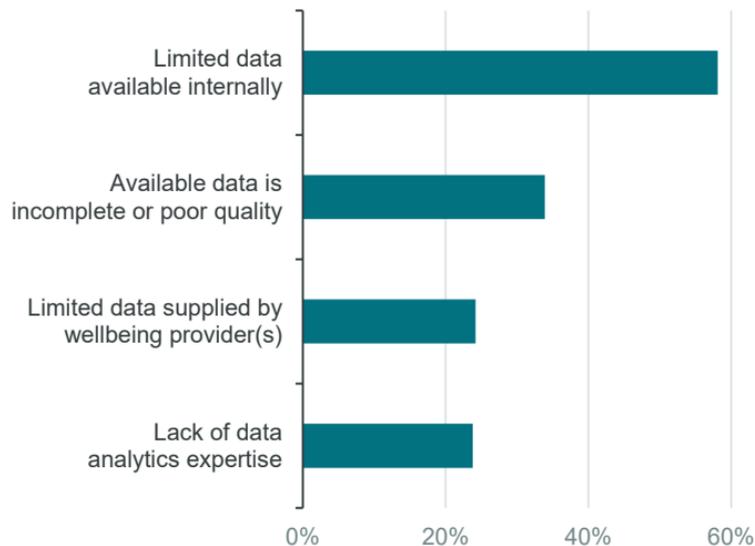
Companies

lose their
experienced staff

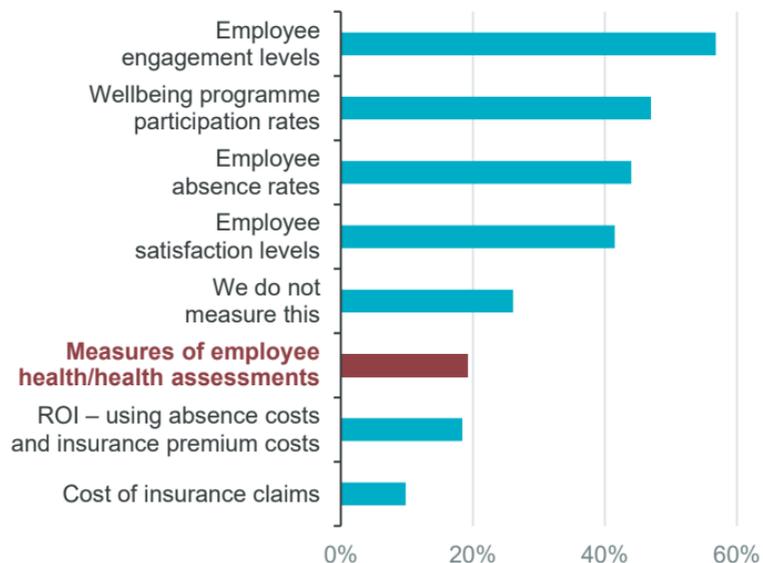


Wellbeing: Entertainment or Outcomes?

Barriers to insight²



What are people measuring in Wellbeing?²



Biggest impact on performance comes from engagement and health

Health and Engagement

The value of incentives and personal interaction

Incentives³

Widely accepted that incentives might work for some people, in some circumstances.

Incentives evoke strong reactions, positive and negative, use with care

Effectiveness of incentives likely to drop off

A lack of clear evidence on which type of incentive is most likely to be effective in which circumstances

Personal Interaction

Typically higher engagement scores

Greater utilisation from booking to attendance

Able to provide tailored motivation and support

Challenge to scale and resource

AXA PPP healthcare Programme Intelligence

Sum of the parts; evolve, innovate, support and reward



PPP HEALTHCARE

1 Syngenta's Story

Who we are



Vision

To be the most collaborative and trusted team in agriculture, providing leading seeds and crop protection innovations to enhance the prosperity of farmers, wherever they are



The Good Growth Plan

Help shape the future sustainability of agriculture, and deliver solutions that are better, more efficient and more beneficial to rural economies



People plan

Attract and retain talent while creating an environment that stimulates innovation and personal performance and development



Who we are

1600 employees UK wide

Roles



Research and Development



Manufacturing



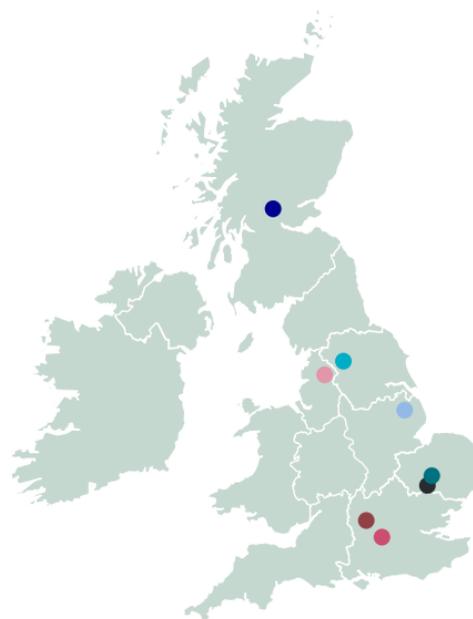
Harvest



Commercial

Locations

- Fulborn
- Grangemouth
- Guildford
- Huddersfield
- Jealott's Hill
- Manchester
- Market
- Stainton
- Whittlesford



Our wellbeing challenge

Health Risks and Health Age

35% of employee population with a **High Risk**, and an average 5 risks per head⁴

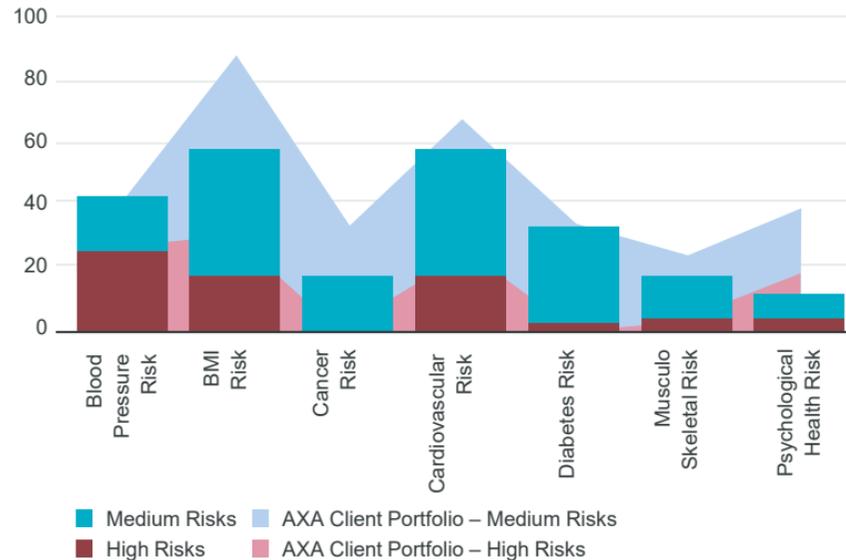
Lifestyle Risks include;
Cholesterol, Sleep and **Diet Risk**

Recorded trend in **stress** amongst Manufacturing and Commercial Operations

A prevalence of **Cardiovascular Disease, Blood Pressure & High BMI**

PMI High Volume Claims included:
Musculoskeletal, Digestive System, Injury, Circulatory System, Neoplasms

% of employees with risk factor in each disease category listed



Programme Aims/Goals

“Deliver **insight** to help our employees best understand their individual health and set achievable personal goals, shift from simple awareness of benefits to utilisation of relevant available services, **support** healthy changes resulting in improved morale and motivation, galvanise and **engage** all in a collective ambition to be 800 years younger by 2020, have our locations work harder for our teams”



Evolution of our program design

Began to build a picture of health by location, and by individual
71.5% utilisation of Know Your Numbers



Intervene where it matters

Locations

- Fulborn
- Grangemouth
- Guildford
- Huddersfield
- Jealott's Hill
- Manchester
- Market Stainton
- Whittlesford



Intervention Focus: Lifestyle Improvements

- Shift Survival
- Healthy Lifestyle
- Personal Wellbeing Session

Intervention Focus: Reduce Stress

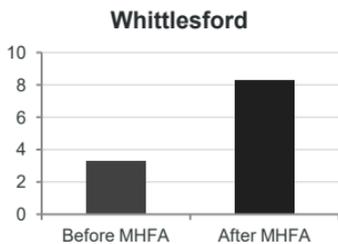
- Develop your toolkit seminar
- Mindfulness/ Resillience Training
- Personal Wellbeing Session

Mental Health focus

Creating champions/first line support for mental health across our UK business:

- ➔ 5 x Mental Health First Aid 2 Day Training
- ➔ 80 Mental Health First Aiders trained supporting 1800 employees

Measuring 'Personal Confidence' to support others with poor Mental Health



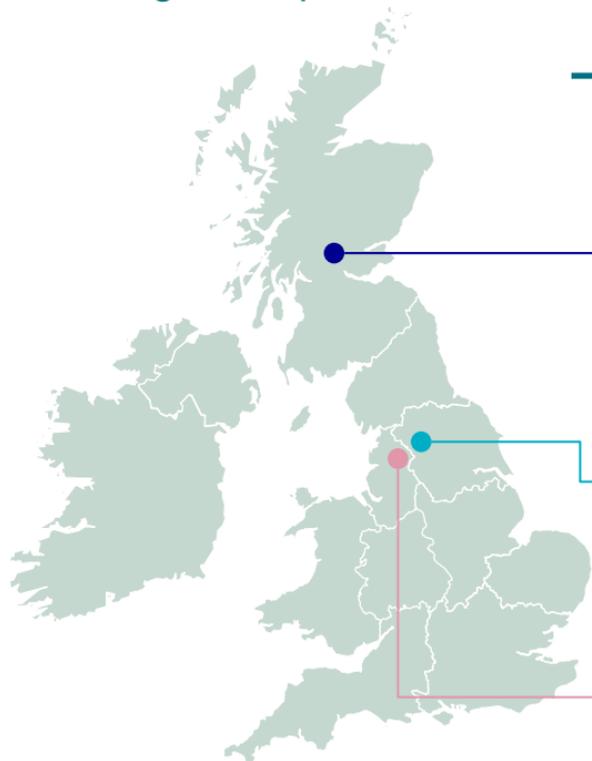
Join the dots, then refine refine refine...

Programme Design

myWellbeing 	Target: 800 Years Younger by 2020				
2019	Insight	Engage	Assess	Intervene	Support
Fulborn	Proactive Health Gateway Know Your Numbers Data to be used to highlight key risks at sites	Internal Comms Proactive Health Gateway National Walking Month / Webinar Programme e.g. Healthy Lifestyle National Fitness Day	Know Your Numbers Health Surveillance Skin Check Awareness Days	Know Your Numbers Health Surveillance Intervention – Wellbeing Week	Personal Wellbeing Sessions Employee Assistance Programme Occupational Health Private Medical Insurance
Grangemouth					
Guildford					
Huddersfield					
Jealott's Hill					
Manchester					
Market Stainton					
Whittlesford					

Grangemouth, Huddersfield and Manchester

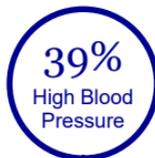
Measuring the impact⁵



2017

2019

Utilisation 55%



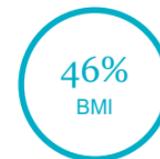
Utilisation 69%



Utilisation 69%



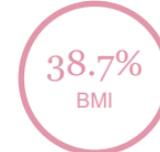
Utilisation 85%



Utilisation 75%



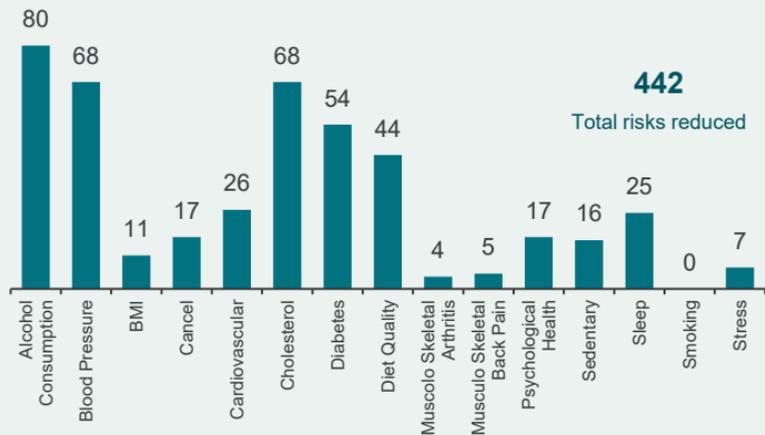
Utilisation 79%



It results in engagement, morale and motivation

Health Risk Reduction⁵

Risks Reduced

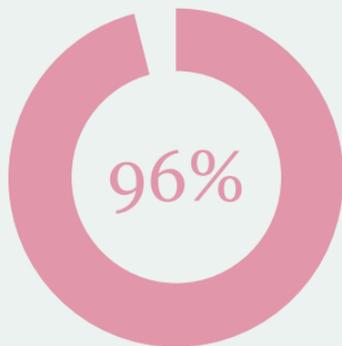


442

Total risks reduced

>400 reduced health risks

Years Younger Target⁵



800 Years Younger
by 2020

Claims Cost Spend⁶



Reduction in claims
spend on Disease Risks

What's next



Greater personal support
via an Intervention Fund



Exploring Occupational Health and Proactive
Health Coaching Integration



Check4Cancer





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Health Coaching

2

Where Health Coaching adds value



A health coach will work with any part of lifestyle that affects a client's health



Over 12 weeks they'll goal set and support positive behaviour change



Experts in behaviour change, they'll offer tools and strategies to develop realistic and sustainable healthy habits

“

It's never too late to change habits. The challenge is finding habits that work for us as individuals and that we stick to.

”

We're seeing client's employees report greater mental clarity, alertness, energy, and engagement.



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We're already 41,000 Years Younger⁷



Together, lets make corporate Britain **50,000**
Years Younger by **2020**



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**Thank you
Questions**



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Appendix

¹ The economic impact of diabetes through lost labour force participation on individuals and government: evidence from a microsimulation model. D.Schofield et al. BMC Public Health 2014, 14:220

² REBA AXA PPP healthcare Wellbeing Report, 2019

³ National Institute for Health Research, 2019

⁴ AXA PPP healthcare/Syngenta 2017 Proactive Health Programme Report.

⁵ AXA PPP healthcare/Syngenta 2019 Proactive Health Programme Report

⁶ AXA PPP healthcare/Syngenta Private Healthcare Management Information Report comparing full year 2018 figures to 2016.

⁷AXA PPP healthcare 50,000 Years Younger Campaign figure taken at 01/06/2019