

# WELLBEING

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# UNILEVER in RUSSIA, UKRAINE and BELARUS



УЛУЧШЕНИЕ ЗДОРОВЬЯ  
И САМОЧУВСТВИЯ  
1 МЛРД ЧЕЛОВЕК

К концу 2014 года мы смогли помочь

**397** МИЛЛИОНАМ  
ЧЕЛОВЕК

улучшить их здоровье и  
поведенческие привычки



СНИЖЕНИЕ ВОЗДЕЙСТВИЯ  
НА ОКРУЖАЮЩУЮ СРЕДУ

НА **12%**

с 2010 года снизились объемы  
отходов, связанных с утилизацией  
нашей продукции



ПОВЫШЕНИЕ  
УРОВНЯ ЖИЗНИ  
МИЛЛИОНОВ ЛЮДЕЙ

**800 000**

малых фермерских хозяйств получили  
профессиональную поддержку и  
прошли обучение

# Medical & Occupational health's global strategy 2011-2018 гг.

- **Health Protection** to protect Unilever's people from work-related hazards to their health
- **Health Promotion** - to promote, maintain and enhance the health of Unilever's people so as to maximise their fitness to work safely and effectively

# Key areas of work, OH RUB

- Decrease of number of occupational diseases;
- Decrease of illnesses level and reduction of absenteeism;
- Developing and implementing of prevention measures;
- Analyses and illnesses records in RUB;
- Arrange Medical Checkups, fitness for duty;
- Implementing of corporate campaigns for improving health and wellbeing;
- Healthy life style promotion;
- First Aid training etc.

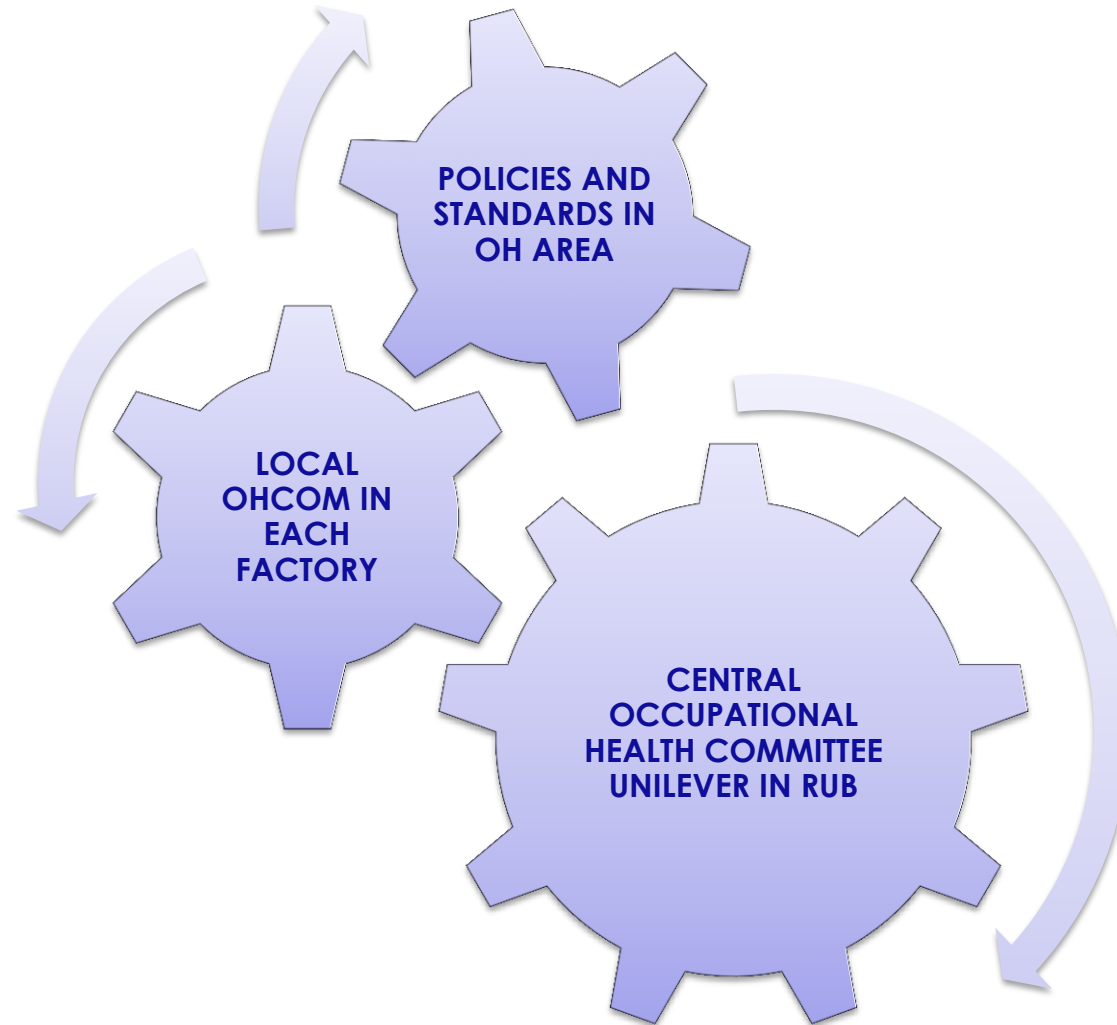


# Healthier employees– > more effective company

## **What have we learnt over the past 10 years:**

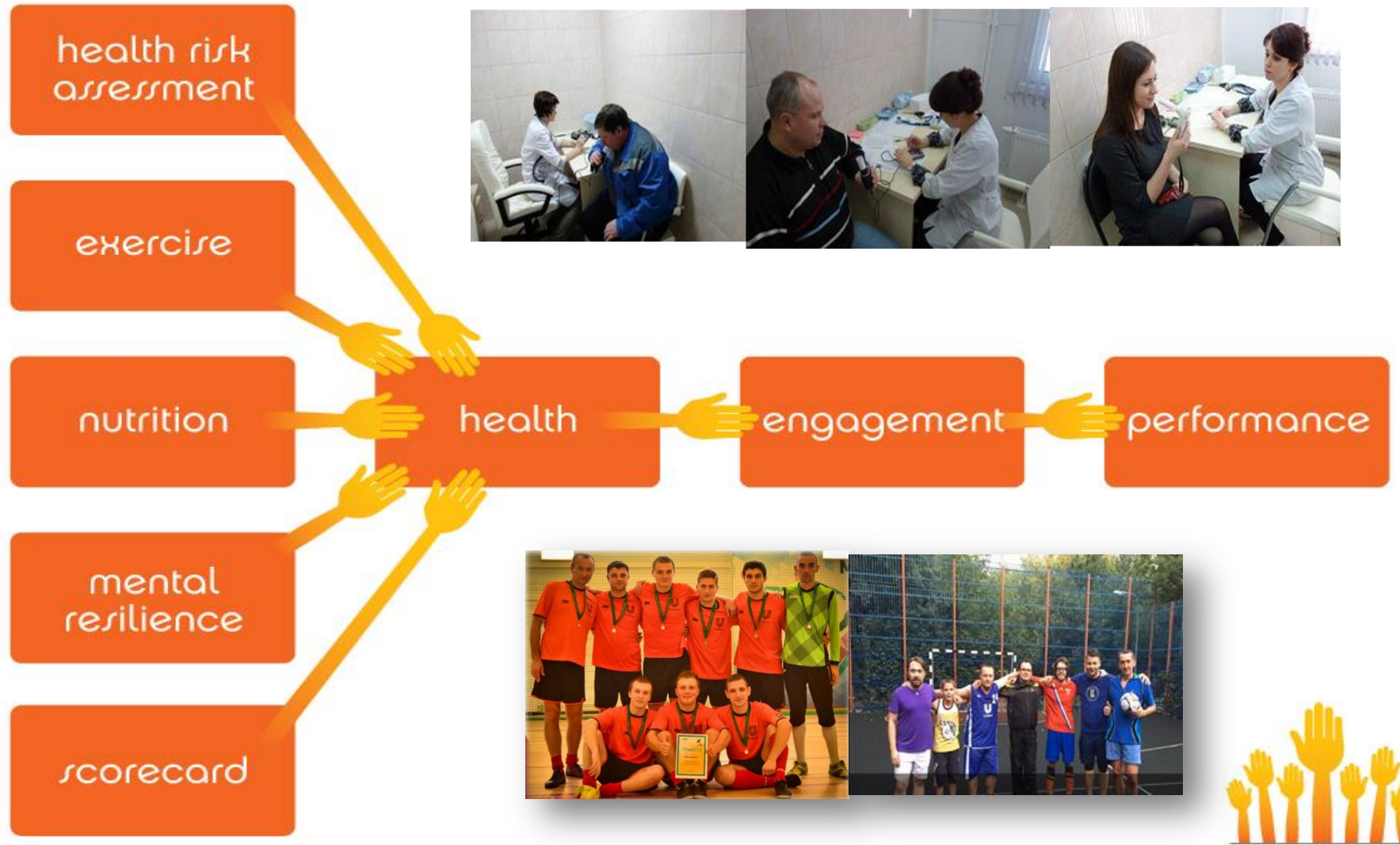
- Healthy people are more engaged and productive
- Healthy people cost less money (absence, health care cost and claims)
- Strong correlation between organisation health and organisation safety
- On average Lamplighter has shown a Return on Investment (ROI) of €4.55:1

# The key elements of OH structure



# HOW we BEGUN?

## LampLighter

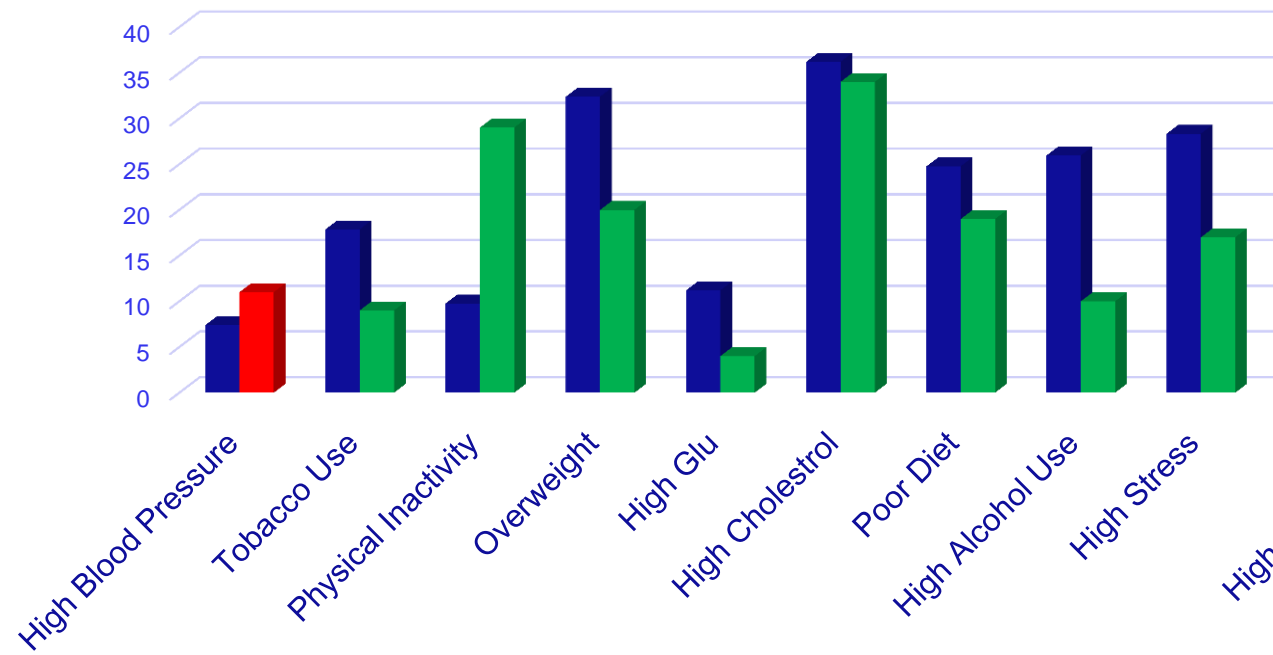




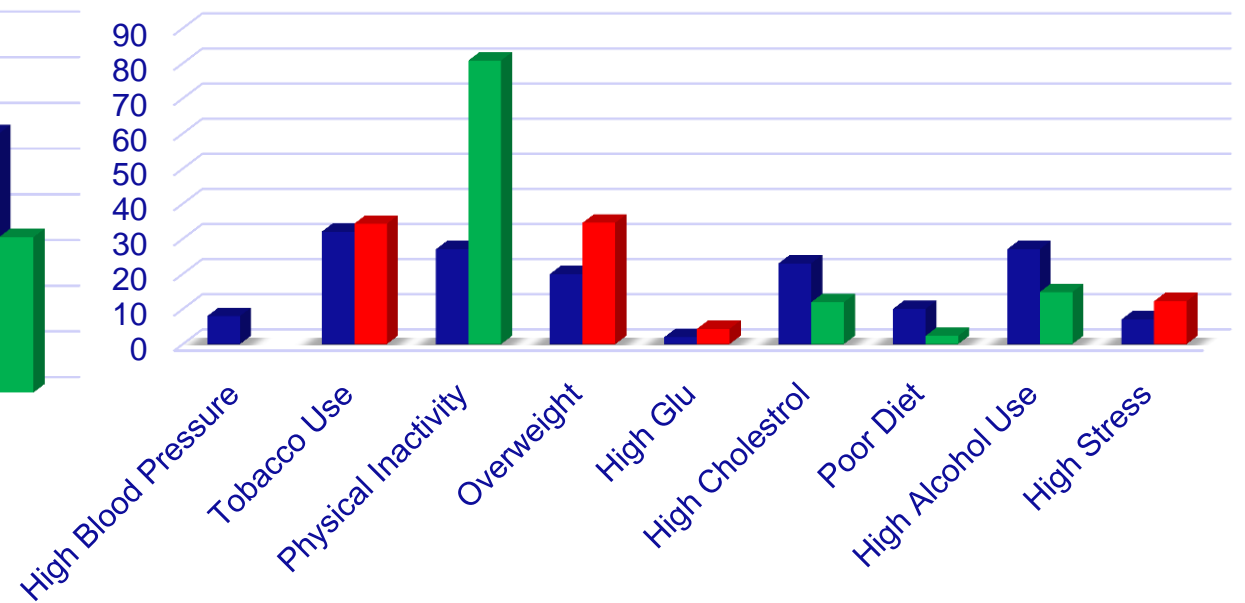
# LAMPLIGHTER



LampLighter assessment Head office 2014 2015 in %

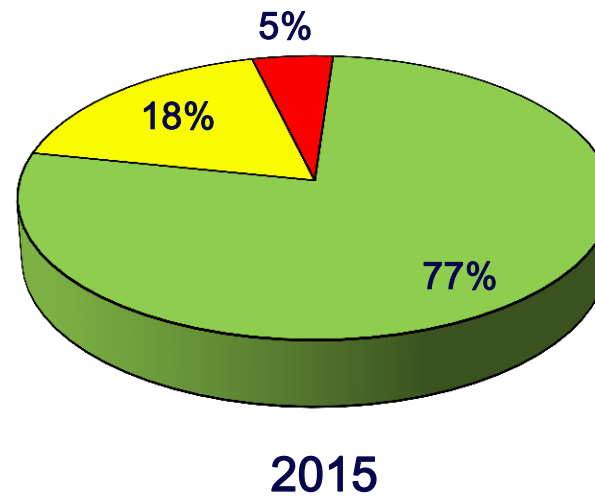
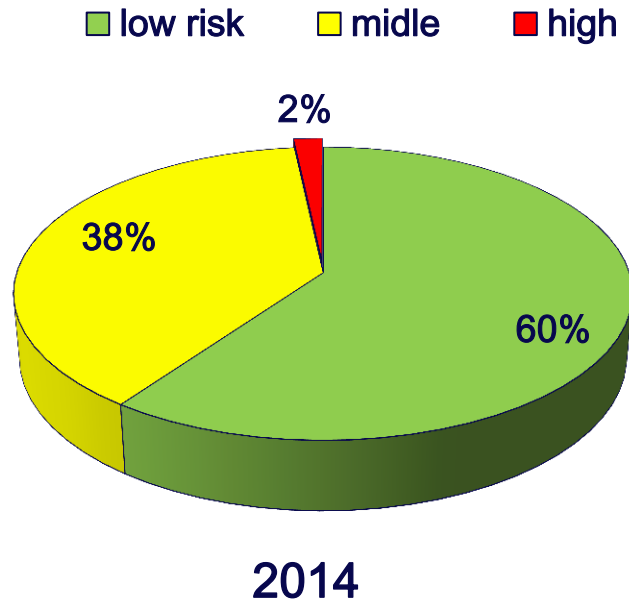


LampLighter assessment Factories 2014 2015 in %





# LAMPLIGHTER RISK ASSESSMENT



**PHYSICAL**  
**(ФИЗИЧЕСКАЯ)**

**PURPOSEFUL**  
**(СМЫСЛОВАЯ)**

**WELLBEING**  
**ЗДОРОВЬЕ И**  
**БЛАГОПОЛУЧИ**  
**Е**

**MENTAL**  
**(ПСИХОЛОГИЧЕСКА**  
**Я)**

**EMOTIONAL**  
**(ЭМОЦИОНАЛЬНА**  
**Я)**



# HEAD OFFICE





# AGILE WORKING:

You can work anywhere anytime  
in case you are doing your goals  
accurately and on time



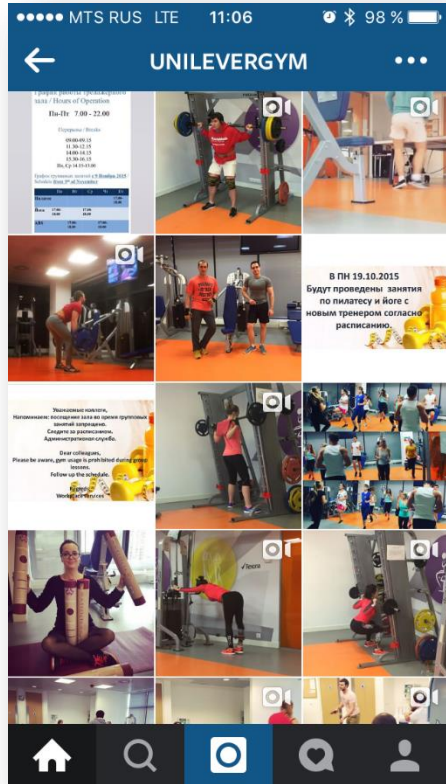


# FACTORIES





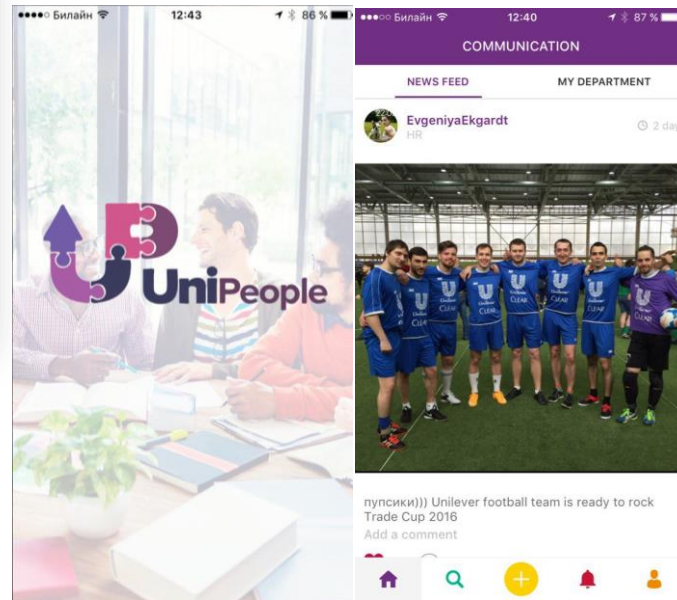
# 360 degree communications



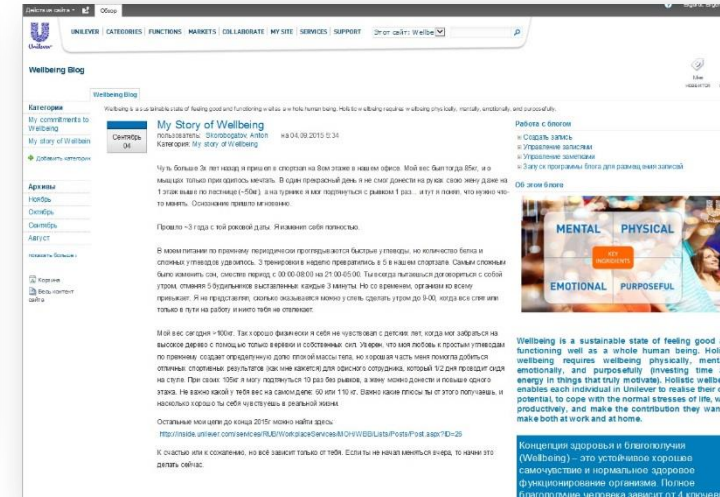
Corporate account in INSTAGRAM



Info posters



Corporate application

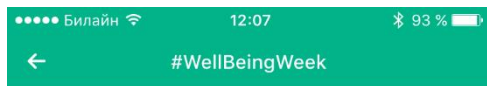


Wellbeing blog





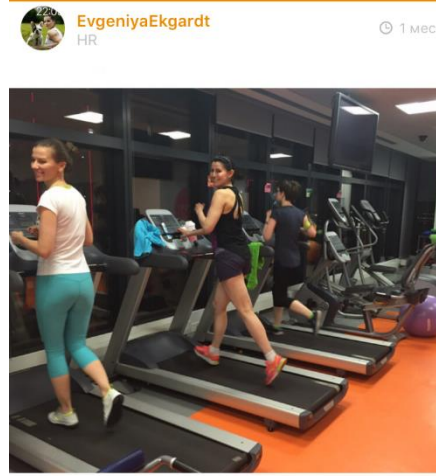
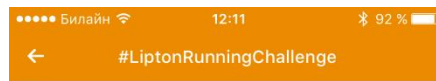
# WELLBEING WEEK



Dear @JV many thanks for your time and support! really appreciate! [#wellbeingweek](#) [#liptonrunningchallenge](#) winners Dream Supply chain team 🙌🙌🙌  
Добавить комментарий



Сегодня день Физического здоровья! Надя и Кристиан хотели бы улучшить свою физическую составляющую [#wellbeing](#), а вы??? приходите в 10:00 на сессии к Инаре, она расскажет и про фрисби всем участникам! 🙌🙌🙌  
Добавить комментарий



[#LiptonRunningChallenge](#) SC team is on fire 🙌  
Добавить комментарий  
[Irina\\_Antyushina](#) Why am I missing this, why?? 🤔  
[NatalyaVorobyeva](#) @Irina\_Antyushina выздоравливай!  
21 2



Первые посетители нашей зоны уже получили свой эмоциональный заряд (эмоции и подарки ждут вас с 10 до 14 в переговорке AXE!)  
[#wellbeingweek](#)  
Добавить комментарий  
[ElviraSiliutina](#) Круто! Я сейчас к вам зайду :)



**RUB** Lipton  
running  
challenge

**21 days**

**31** team overall RUB

**186** participants

**22 000 km**



## Wellbeing story CONTEST

Share your personal story of Wellbeing or your commitments on each pillars of wellbeing



On-line wellbeing self-assessment:



**THERE'S ONLY  
ONE YOU.  
LOOK AFTER  
IT WELL.**

**ТАКОЙ, КАК ТЫ,  
В МИРЕ ОДИН.  
ЗАБОТЬСЯ  
О СЕБЕ.**







26 likes  
jackgernaut #ufl #unileverussia #madness



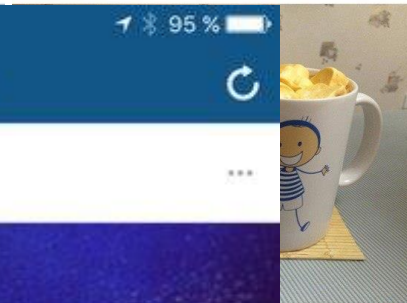
11 likes  
ferryirawan break for coffee #coffee #unilever #unileverindonesia #agileworking  
View all 5 comments  
devilpenakut Ngga lanjut ke 6S?  
ferryirawan Haha, ngga mas, klo 6s istri saya nanti, klo saya nunggu Mi 5, hehe  
27 ЯНВАРЯ



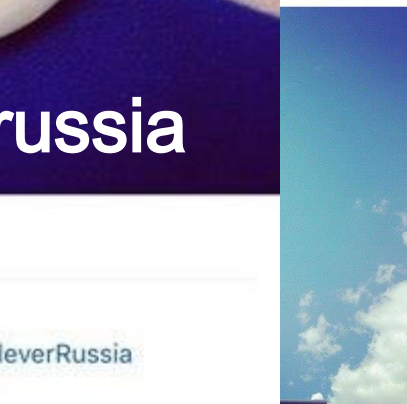
53 likes  
unileverussia Начались занятия по йоге для всей семьи #unileverussia #уэкдом  
11 ИЮЛЯ 2015 Г.



31 likes  
unileverussia Welcome to #UnileverRussia Instagram #добро пожаловать  
View all 3 comments



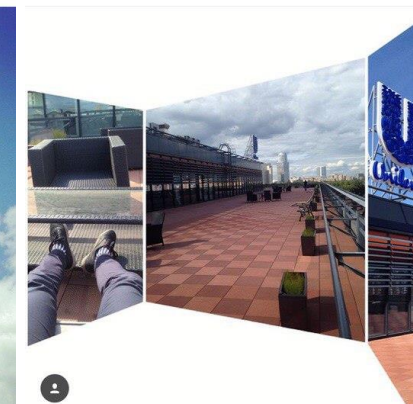
Отличное для ☺☺☺  
more  
))))))  
больше хотели



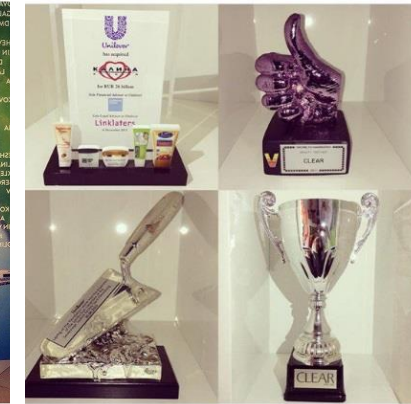
84 likes  
valerytuaev Работать должно быть приятно. #Unilever #UnileverRussia  
View all 3 comments



28 likes  
gdr\_kareni #MCM2019 #unileverussia  
15 ФЕВРАЛЯ



76 likes  
pnvnpvlnv #unileverussia  
17 НОЯБРЯ 2015 Г.



28 likes  
yuliya\_buzina Награды @unileverussia #UnileverRussia #какойчудесныйдень #clearvitaabe  
4 ДЕКАБРЯ 2015 Г.



# RESULTS

3700

ACTIVE PARTICIPANTS

100%

LEADERS

100%

100 FAMILIARIZED EMPLOYEES



THRIVE



PURPOSE



BLOG



- Decreased absenteeism level in Head Office in 2 times
- Decreased number of sickness lists
- Improving health of 17% employees



# Results:

- Sustainable growth
- Low employees turnover
- №1 FMCG Employer
- Double the productivity
- Targets overachieved for indirect costs
- Employees engagement higher than competitors

**Thank you for attention!**