

AROgya
WORLD

HEALTHY
WORKPLACE

Building a HEALTHY WORKPLACE

Journey from Employee Wellness
to Vitality at workplaces...



AROGYA
WORLD

HEALTHY
WORKPLACE

ANNOUNCES THE
2025
GLOBAL SUMMIT
& **HEALTHY WORKPLACE AWARDS**

 **20-21 NOV, 2025**
TUESDAY-WEDNESDAY  **GODREJ ONE**
MUMBAI, INDIA

TO REGISTER



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IN PARTNERSHIP WITH



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HEALTHY
WORKPLACES

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ANI Press Releases

Arogya World Recognizes India's 2024 Healthy Workplaces, Launches New Hall of Fame for Exemplary Companies

ANI PR 06 December, 2024 06:35 pm IST

ANI

National

Entertainment

Business

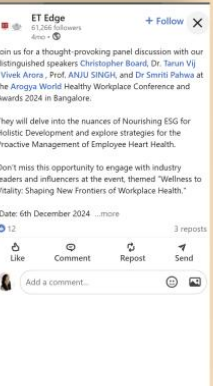
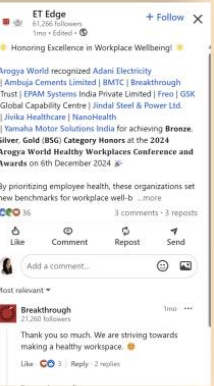
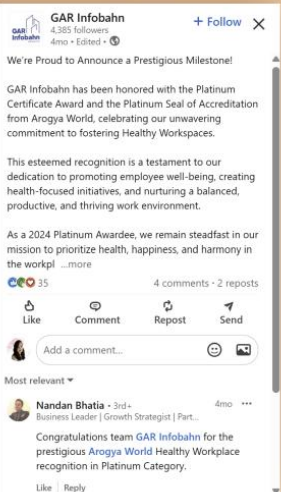
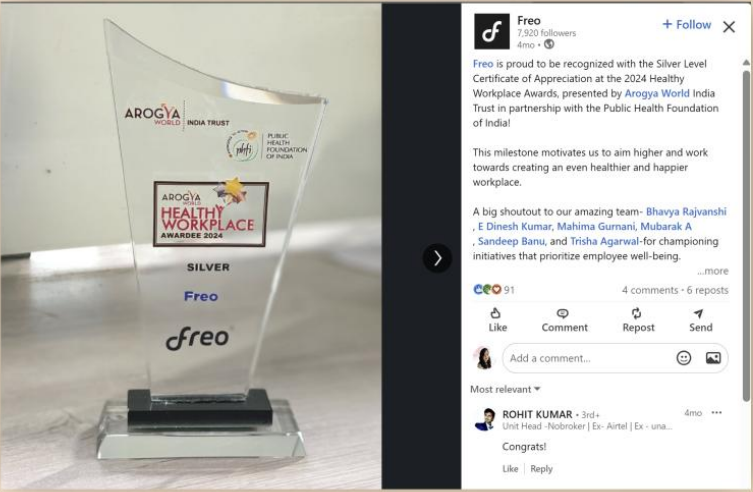
Sports

Health

Arogya World Recognizes India's 2024 Healthy Workplaces, Launches New Hall of Fame for Exemplary Companies

Arogya World Recognizes India's 2024 Healthy Workplaces, Launches New Hall of Fame for Exemplary Companies

ANI | Updated: Dec 06, 2024 18:19 IST





About Arogya World

Arogya World is a global health non-profit organization working to prevent non-communicable diseases (NCDs)—diabetes, heart disease, cancer and chronic lung diseases—through health education and lifestyle change.

Arogya world assesses and awards organizations based on their current health and wellbeing initiatives and works with the organizations to build sustainable Wellbeing Initiatives through various programs.

Mission: To change the course of chronic disease - through partnerships and innovative and digital technology, by implementing scalable, sustainable programs with measurable impact.

FOCUS
AREA

NON-
COMMUNICABLE
DISEASES

GEOGRAPHICAL
PRESENCE

19 STATES/
UT's

LIVES
IMPACTED: 2024

20
MILLION
MEN, WOMEN AND
ADOLESCENTS

PLANNED
REACH: 2026

50 MILLION
MEN, WOMEN AND
ADOLESCENTS

RECOGNITION & PARTNERSHIPS

2022 UN InterAgency Task Force & the
WHO Special Programme on Primary
Health Care Award for NCD Prevention

WhatsApp Incubator
Program 2022

Drucker Award for
Nonprofit Innovation
Finalist 2014

Arogya World's Founder **Dr. Nalini Saligram** is an
Ashoka Fellow and received the **2022 Business
World award** for "Individual Excellence in
Healthcare"

Google AI for
Social Good **Awardee**
2021

Aligned with National **NCD Framework** &
Collaboration with **State and Local
Governments**



















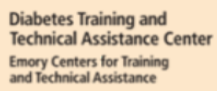









AROGYA WORLD VISION

- India's 1.4 Billion+ people lead healthier lives and thereby contribute to the best of their potential to society.
- India is less burdened by NCDs and meets UN SDG #3 indicators.



CHANGING THE COURSE OF CHRONIC DISEASE

20 Million Individuals Reached

REACH	 2 Mn Adolescents (11-14 yr old)	 5.96 Mn Engaged through nutrition interventions	 1.6 Mn Adults	 250+ Companies 8.2 Mn Employees 200+ Lifestyle coaches trained 15+ Wellness partners	 22 Pledge makers
	>15% Awareness >10% Behavior change	>80% Positive consumer sentiments	>20% Improvement in health behaviours (Text Messages)	8.2 Mn Employees	2.1 Mn Bangalorean's positively impacted
PARTNERS	      	   	   	 	     

Global Digital Health
Innovation Award for
Technological Advancement
& Health Care 2023

CSR Health
Impact Award
2023 for creating
impact in NCD's

UN Interagency Task Force
and the WHO Special
Programme on Primary
Health Care Award 2022



SDG #3



Healthy Workplace Program

Healthy Workplace Program (HWP) is a scientifically designed, evidence-based and an efficient program with defined positive outcomes developed with the intent of advancing the workplace health movement in India. The effort is on-going to evaluate, engage and implement various programs to enhance the health and well-being of the workforce.



270+ reputed Companies across industries



8.4 Mn People impacted

Key Highlights

- ✓ Aligned with Sustainable Development Goals (SDGs) and Government of India priorities (Ayushman Bharat, Fit India, Eat Right campaign, Poshan Abhiyan).
- ✓ We are committed to changing the course of chronic disease in India through prevention.
- ✓ Thoughtfully Designed Programs & Population Level Impact.
- ✓ We have partnerships delivering impactful results

Arogya World Approach



Healthy Workplace Assessment

Criteria based panel assessment by a Senior Industry Expert, Qualified Medical professional and Arogya World Expert



Detailed Report Debrief with Strengths & Gaps

Detailed Assessment report by the panel highlighting strengths and Gaps followed by recommendations



Action plan with Wellness Calendar

Wellness calendar based on the recommendations by dedicated program manager in consultation with your team



Program Implementation & Tracking

Deployment of Wellness initiatives including the tools & Programs offered by Arogya World



Arogya World suggests a reassessment once every 18 – 24 months of Program implementation

YOUR HEALTHY WORKPLACE PROGRAM JOURNEY



Program Introduction

We introduce you to our programs and answer all your questions

Application Submission

An application is shared which needs to be filled in and submitted to us to engage in the program

Assessment

Our assessors would perform an assessment of your workplace health policies and procedures inside your organization

Felicitation

Post assessment your company would be awarded a category and felicitated during our Conference and Awards Event

Programs implementation

Our tools and programs implementation to assist you in your health and well being initiatives for a period up to 2 years

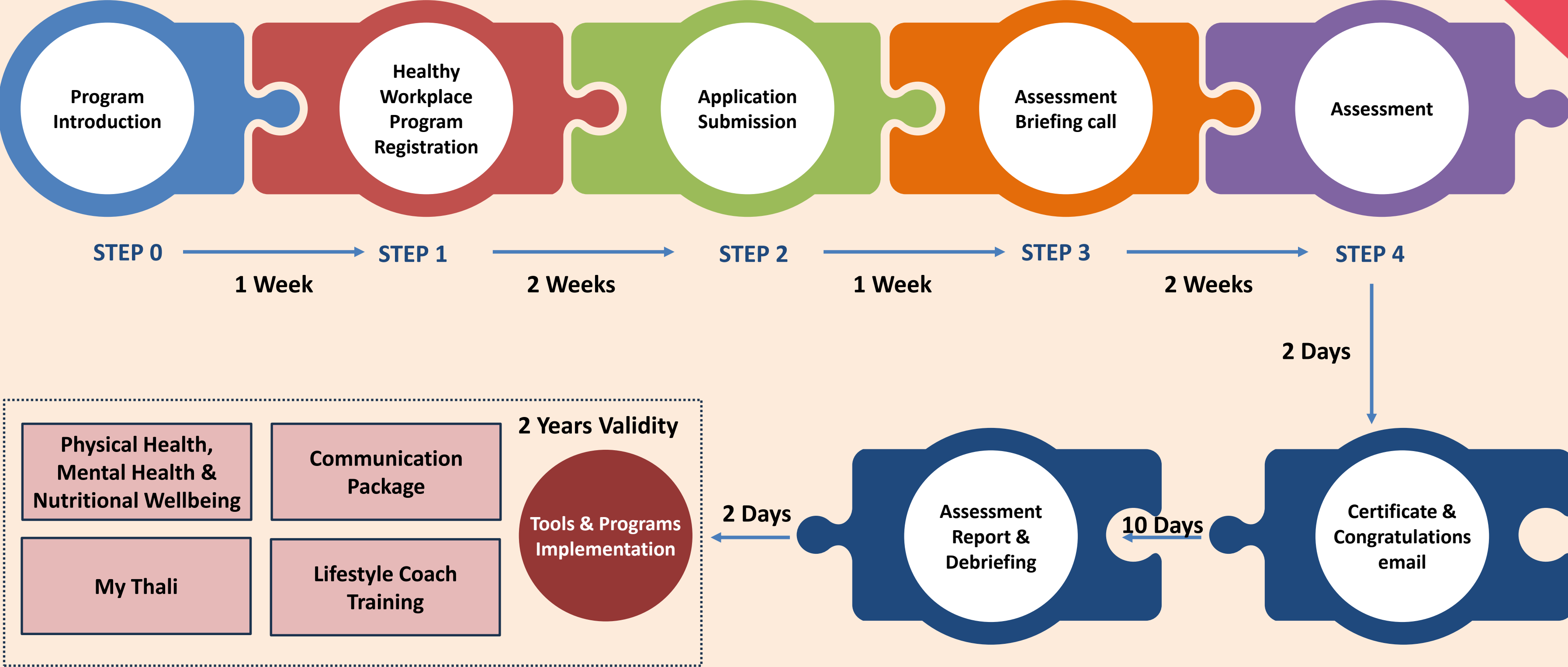
2 YEARS

A modest one-time sustainability fee of **INR 60,000***



* For Organizations less than 500 Employees the sustainability fees would be INR 20,000

HEALTHY WORKPLACE PROGRAM TIMELINES



Tools & Programs



Lifestyle Coach Program

- 2-3 employees to be trained as lifestyle coaches in group setting
- Train the trainer program (8 Weeks)
- Focus on how to make positive health behaviors a habit
- 32 weeks program (8+24)

MyThali Program

- Session with the MyThali subject matter Specialist and Nutritionist.
- Conduct an audit of the food menu available at the cafeteria
- 2 Webinars on Healthy eating
- Suggest ways to improve healthy eating options.

Tobacco Free Workplace Program

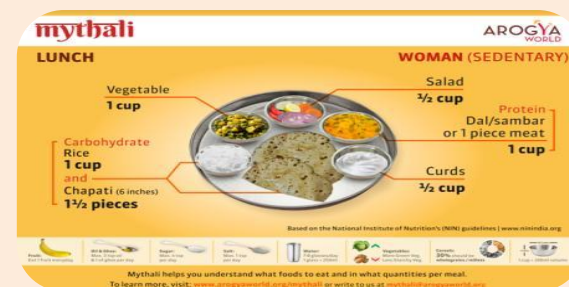
- Assist in drafting the tobacco free workplace policies
- Tobacco cessation plan
- Aid in the implementation of the program
- Program implementation checklist to be provided

Physical & Mental Wellness Webinars

- 4 Webinars in the year on Physical Health on various topics such as Acupressure, Laughter yoga, Zumba etc.
- 4 Webinars on Mental wellness covering relevant topics.

Communications Package

Creative mailers circulated on important health observance days to spread the word on Employee health and wellbeing



Deliverables – Healthy Workplace Program

1	Baseline Assessment for Healthy Workplace Certification
2	Accreditation Certificate (i.e.Bronze, Silver, Gold)
3	Seal of Accreditation
4	Employer branding Collaterals & Marketing kit (LinkedIn Banner, E-mail signature, Press Release Template)
5	Assessment Report
6	Assessment Report Debriefing Call Highlighting the Strength & Gap Areas
7	Introduction to Wellness Tools & Programs & annual events calendar
8	8 weeks Lifestyle Coaching Program with Level 1 & Level 2 Certifications (up to 3 complimentary nominations)
9	3 webinars on Mental Health on Topics of Relevance
10	3 webinars on Physical Health
11	2 webinars on Nutrition & Healthy Eating
12	Roll out of My Thali Program
	a. One Virtual Customized Session for Employees on Healthy Eating
	b. Employee Eating Habits (Pre & Post Assessment & Report)
	c. One Cafeteria Menu Audit & Recommendations
	d. Communication package on Healthy Eating & Nutrition (24 creatives)
	e. Special Employee Engagement Campaigns like Red Saree, Healthy-wali Diwali, Celebrity Chef Demo
13	Invitation to Arogya World Healthy Workplace Conference & Awards (Winner trophy, Citation, Certificate & 2 complimentary delegate passes)

Benefits

What's in it for the Organization?



Recognition

2025 Healthy Workplaces Felicitation

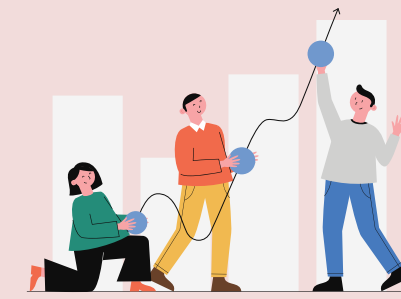
- ✓ Award categories of Bronze, Silver, Gold and Platinum (3 year rolling honor board)
- ✓ Platinum awardees would get an opportunity for Global recognition
- ✓ Extensive coverage on Social media and leading print media
- ✓ Access to Industry Best Practices on Employee Health & Well being



Transformation

Transformation programs designed to create sustainable culture of Health & Mental Well-being

- ✓ 1 year MyThali Awareness programs on healthy eating habits
- ✓ 2 year Comprehensive Communications package on employee health
- ✓ Talk by our expert Nutritionist and mental health webinars
- ✓ 8 week Lifestyle Coach program
- ✓ Tobacco Free Workplace guidelines



Measurable Impact

Positive outcomes including higher employee engagement, increased productivity and reduce absenteeism

- ✓ Reduction in smoking or usage of Tobacco
- ✓ Increase in employees who exercise regularly
- ✓ Reduction in stress
- ✓ Significant reduction in attrition
- ✓ Happier, agile and resilient workforce

Healthy Workplace Award Criteria (1/3)

DOMAIN	BRONZE	SILVER (and meets Bronze criteria)	GOLD (and meets Bronze + Silver criteria)
TOBACCO POLICY	Ban On-Site Tobacco Use <ul style="list-style-type: none"> No smoking or use of smokeless tobacco and other tobacco products throughout the campus, in all the company's sites. Communicate this policy and promote no tobacco use to all employees including those working remotely 	Support all employees, including those working from home, to quit tobacco by providing counseling, and using technology (pharmacological and non-pharmacological) to support cessation.	Reimburse nicotine replacement/other therapies. (pharmacological and non-pharmacological) to support tobacco cessation .
HEALTHY EATING	Promote healthy eating to all employees including those working from home. <ul style="list-style-type: none"> <u>No junk food or sugary soft drinks at meetings.</u> Make available subsidized/affordable Healthy Foods, in cafeteria, and in catered meals at every worksite. 	<u>Healthy Meals should be accessible and available every day.</u> <ul style="list-style-type: none"> Food should be prepared hygienically. As appropriate, company to be HACCP (Hazards Analysis and Critical Control Point) certified. Employees should be encouraged to eat balanced meals with whole grains and millets Meals should be below national thresholds of sugar, salt, fat and calorie guidelines. Communicate reducing salt, sugar and fat, and promote adequate water consumption. 	<u>Foods in company cafeterias should have zero (<2%) trans fats and strictly adhere to national guidelines.</u> <ul style="list-style-type: none"> Company should use variety of oils (mustard, soya, rice bran, groundnut, sesame, coconut) in the canteen. Company should discourage reusing oil and deep frying. <p>Company should support weight loss programs for all employees including those working remotely.</p>
PHYSICAL ACTIVITY	Promote use of stairs, cycling, daily walking, and tips to increase physical activity to all employees including those working remotely. <p>Hold annual sports competitions and encourage employees to play team-sports after work.</p>	Promote and offer access to onsite and online group exercise sessions. (e.g. yoga, Zumba, aerobics, Pilates, etc.) for all employees including those working from home. <p>Mark distance for walk paths (indoor & outdoor)</p>	Provide access to well-equipped fitness centers onsite or off-site <ul style="list-style-type: none"> Allow employees to take physical activity breaks during working hours Encourage employees to track the number of steps taken per day. Provide sit/stand workstations at the workplace

Healthy Workplace Award Criteria (2/3)

SHIFTING MINDSETS	<p>Leadership is key to success.</p> <p><u>Show visible endorsement for healthy workplace campaign in CEO town halls, in company emails, posters etc.</u></p> <p>Initiate a Healthy Workplace communications campaign promoting healthy living, in all worksites and among all employees.</p>	<ul style="list-style-type: none"> Set up health committees comprising representatives from management, employees and invited experts (Physician, Nutritionist, Exercise Expert) to assess, plan, guide, implement and evaluate Healthy Workplace Program, especially mindset and policy changes needed for improved physical activity, diet, reduced tobacco and alcohol usage. Ensure that all business leaders participate in wellness activities. 	<ul style="list-style-type: none"> <u>Include employee health and wellbeing goals in managers' appraisals/scorecards.</u> Motivate teams by rewarding health goals achievement of the team. Identify change agents/ambassadors to champion healthy workplaces within company.
MENTAL HEALTH AT WORKPLACE			
PROMOTE WELL-BEING	<ol style="list-style-type: none"> <u>A zero-tolerance policy for workplace bullying and protocol for complaints of any form (emotional, physical or sexual harassment)</u> A work-life balance policy, including: <ol style="list-style-type: none"> Self-scheduling of shifts or flexible work hours, especially for persons with other responsibilities (e.g. child or elder care) After-hours "lights out" where there is zero or only exceptional expectation of email or phone call response 	<p>Awareness programs which aim to de-stigmatize mental health through activities such as:</p> <ul style="list-style-type: none"> Informational workshops and sensitization talks by specialists and persons with lived experience ("experts by experience") Intranet portal with resources, videos, articles, blogs and forums to encourage discussion Informational resources such as pamphlets, posters and signposts to services 	<p><u>A mandatory mental health and well-being module in workplace induction and training for all new employees</u></p>
MANAGING STRESS	<ul style="list-style-type: none"> Stress reduction & management activities (including internet based approaches) at regular intervals, e.g. stress management workshops, meditation, yoga and physical activity within and beyond the workspace <u>Train managers and occupational nurses/physicians in identification of early signs of stress, burnout and mental and substance use disorders</u> 	<p>Train employee volunteers to be Mental health ambassadors (MHAs) to spread awareness about mental health resources, provide guidance and referrals, and support employees in need.</p> <p>Recommended routine and regular (for e.g. annual) mental health (including substance use) screening for employees</p>	<p><u>Targeted early intervention strategy for employees at a high risk for mental disorders, e.g.:</u></p> <ol style="list-style-type: none"> Exhibit absenteeism, accidents or reduced productivity Demonstrate excessive use of alcohol or use of drugs Are struggling with a chronic medical problem such as diabetes Have at-risk family members (e.g. neurodevelopmental disorders, chronic illness, dementia)

Healthy Workplace Award Criteria (3/3)

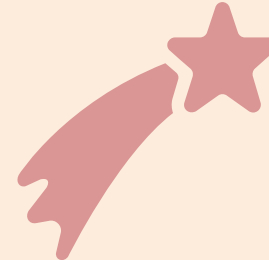
LEADERSHIP	<p><u>Implement a values-based mental health program throughout the company, including:</u></p> <ul style="list-style-type: none"> · A senior leader in charge of its execution · An appointed steering committee with inclusive representation of all key employee categories 	<p><u>Continuing monitoring & evaluation:</u></p> <ul style="list-style-type: none"> · Impact of program evaluated annually · Employee satisfaction surveys routinely conducted 	<ul style="list-style-type: none"> · Leadership should invest in making Mental Health programs sustainable · Affirmative recruitment and career advancement policy for persons with psychosocial disabilities
SUPPORTING RECOVERY	<p>Provision of support during treatment and recovery phase of mental disorders such as:</p> <ul style="list-style-type: none"> · Workspace modifications · Sick leave allowances · Modified supervision · Provision of additional technology or equipment 	<ul style="list-style-type: none"> · <u>Health care benefits for employees (e.g. within Employee Assistance Programs (EAPs) or health insurance) including psychiatric care, psychotherapy and counselling services</u> · Enable a collaborative approach involving the occupational nurse/physician working with the employees' mental health provider 	<ul style="list-style-type: none"> · Encourage employees with lived experience of mental disorders to run peer support groups (e.g. recovery from mental or substance use disorders or alcohol abuse) · Train mental health ambassadors in delivering peer counselling to employees in need
OTHER	<p>Promote environmental health and hygiene including safe drinking water, clean bathrooms, sanitization, handwashing etc.</p>	<ul style="list-style-type: none"> · Have doctor/nurse on site or on call. · Encourage annual health check-ups for employees. · Bring about greater awareness of ergonomics and healthy posture among employees, including those using home offices. · Emphasize awareness of women's health issues among employees. 	<ul style="list-style-type: none"> · Companies are encouraged to follow the guidelines of the WHO COVID preparedness package - https://www.who.int/docs/default-source/coronaviruse/getting-workplace-ready-for-covid-19.pdf · Start tracking metrics for employee health programs.



As an organization,
“**Compassion & Care**” is
one of our core value &
hence being an **Arogya
Healthy Workplace**
reinforces our belief that
a Healthy Workplace
dominated by a Healthy
Workforce leads to
consistent business
success.



Amit Das
Director- Human Resources & CHRO
Bennett Coleman & Co Ltd
(Times of India Group)



Arogya World's LifeStyle Coaching program
that focuses on helping people avoid and/or
manage **non-communicable diseases** such
as diabetes, is an impactful program.

MR. MANOJ DESHPANDE
Head - Capability & Culture Building - MTR

The success of an
organization depends on
the degree to which the
initiatives have been owned
by the top management, the
potential of the initiatives to
reach every employee, and
the visibility of the future
goals for the stakeholders.



DR SANDEEP SHARMA
General Manager HS&E-Medical, India Oil



“
**A fairer and healthier
world is possible only
when organizations work
with underprivileged
communities to accelerate
access to opportunities.**



DR. SRIHARI S Ph.D.
Director - Human Resource
Indegene Pvt Ltd



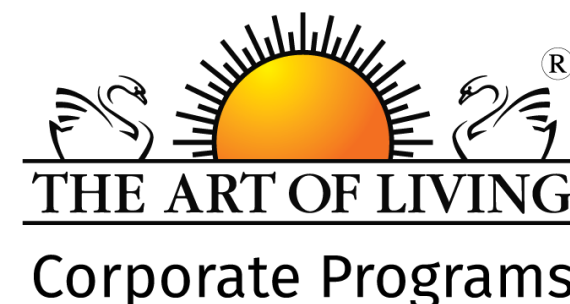
Healthy Workplace Partners



Confederation of Indian Industry



PUBLIC
HEALTH
FOUNDATION
OF INDIA



2024 Healthy Workplaces



BSG CATEGORY



PLATINUM CATEGORY

2023 Healthy Workplaces



BSG CATEGORY

PLATINUM CATEGORY

Industry Wide Healthy Workplaces

RETAIL & CONSUMER GOODS SECTOR



CONSTRUCTION AND REAL ESTATE SECTOR



BANKING & FINANCIAL SERVICES SECTOR



PHARMA & HEALTHCARE SECTOR



Industry Wide Healthy Workplaces

IT AND ITES INDUSTRY



AUTOMOBILES INDUSTRY



POWER AND ENERGY SECTOR



Platinum Healthy Workplaces



Healthy Workplace Conference & Awards



HEALTHY WORKPLACE CONFERENCE & AWARDS



Arogya World Healthy Workplace Accreditations

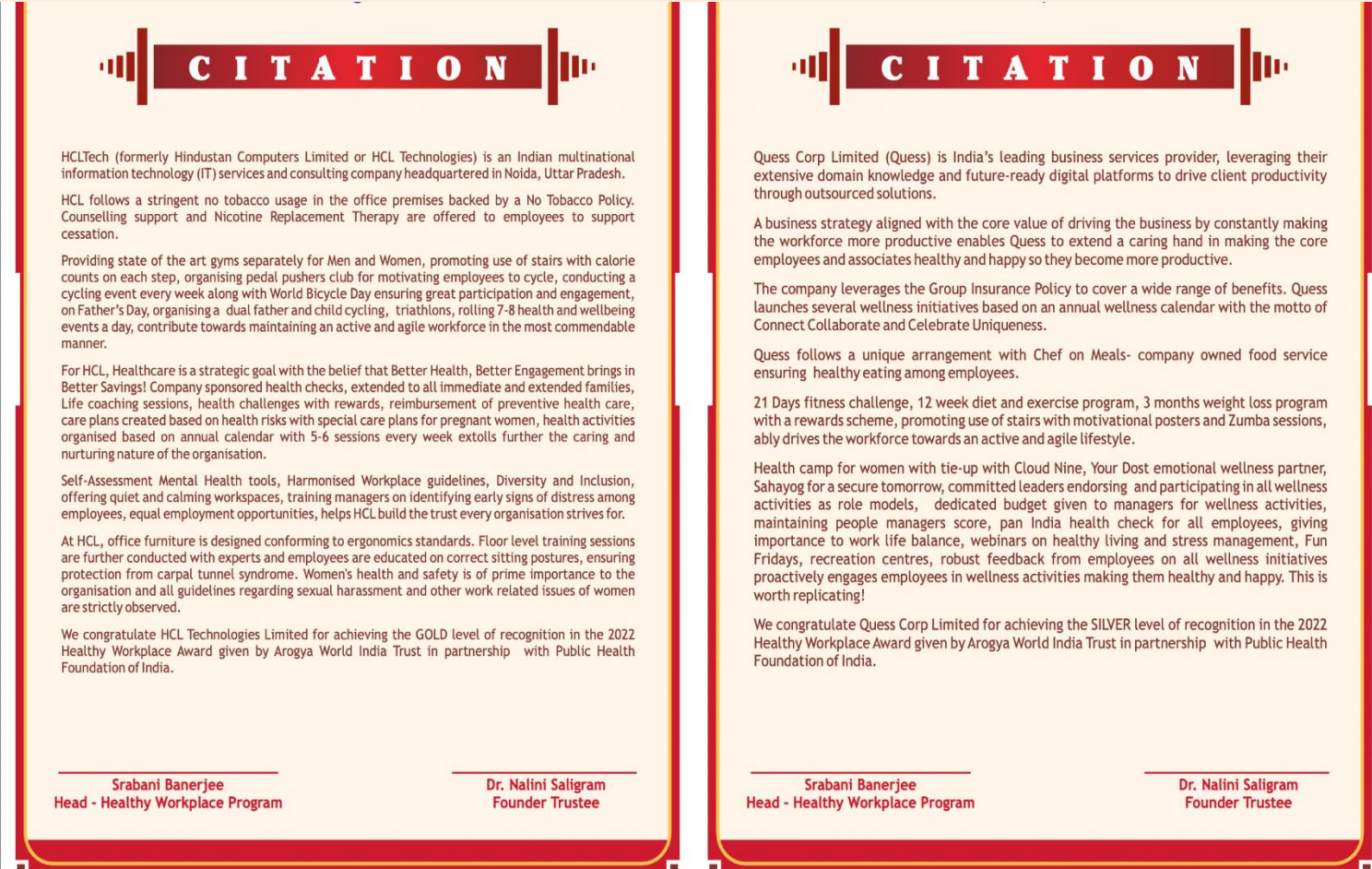
TROPHY



CERTIFICATE OF RECOGNITION



CITATION SAMPLE



SEAL OF ACCREDITATION



SAMPLE EMAIL SIGNATURE

Hall of Fame: A Lifetime Honour, Recognizing Sustained Leadership

In 2024 Arogya World introduced **Hall of Fame recognition**, an elite lifetime honour celebrating extraordinary, sustained contributions to workplace wellness.

The rigorous selection process for this prestigious award focused on identifying organizations that have successfully created **an innovative culture of health** - one that has tangibly improved the health and well-being of their workforce year on year, through visionary leadership and meticulously crafted, measurable, outcomes-driven employee wellness programs that demonstrated a lasting impact.

The **2024 Hall of Fame inductees** - **Bayer, Reliance, Indian Oil, and Godrej**—set a towering standard for excellence, inspiring others to follow in their footsteps.



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Thank

You

Contact US

For more detailed information, please contact us below:



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+91 90632 86479



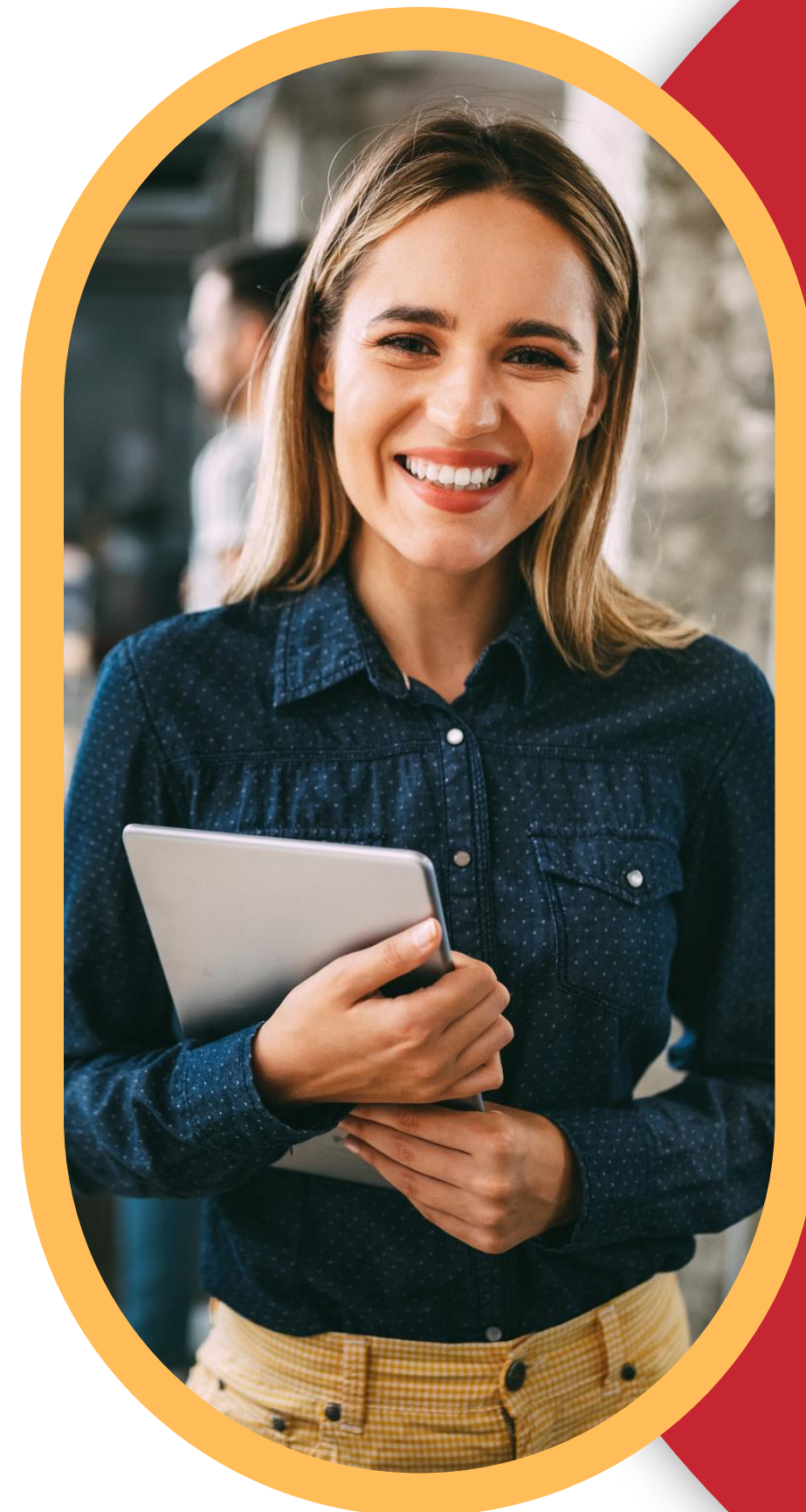
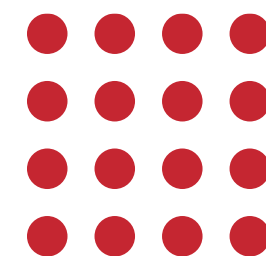
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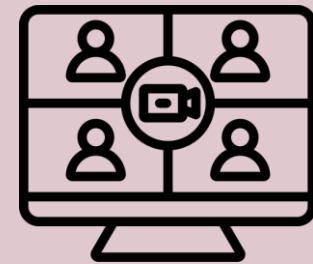


Implementing MyThali in Your Organization



Pre-assessment

- Pre-assessment survey will be shared with the organization's SPOC for employee roll-out
- Aim for 50-60% participation in the pre-assessment survey.



MyThali Talk

Session flow:-

- Icebreaker Quiz
- Expert Session by Dr. Meghana Pasi.
- Interactive Activities
 1. Turn the Package
 2. Draw a Balanced Thali or designing a Balanced menu



Mailers & Menu audit

- Conduct a virtual menu audit (Max- 2)
- Nutritionist will share a detailed report.
- Infographic mailers on healthy eating will be provided.
- Share with employees weekly or fortnightly.



MyThali Challenges

- Conduct monthly MyThali challenges to promote healthy eating habits among employees.
- All recourses would be provided via mailers for roll-out



Post-assessment

- Post-assessment survey will be shared with the organization's SPOC for employee roll-out
- Aim for 50-60% participation in the pre-assessment survey.

PLATINUM CLUB

By
Invitation
Only!

Criteria for Platinum Club

Health & Risk
Factors Trends

Leadership

Employee
Productivity

Workplace (NCD)
Prevention
Programs

Mental Health
Programs

Community NCD
Prevention
Programs

The Platinum Award is a leadership and data driven initiative, designed to encourage the alignment of a company's health and wellness strategy with its business and corporate social responsibility goals.



Bronze

Silver

Gold

Platinum

Showcasing exceptional workplace health promotion programs, such as those implemented by our **Platinum Award recipients**, highlights **the sound investments** that we have made together in advancing public health in India.

We work with select Gold Level Healthy Workplaces to track wellness metrics, productivity, absenteeism, employee engagement and help determine business benefits from workplace wellness that can be used as powerful reasoning for increased investment in workplace health. **This is a pioneering public health activity in India.**

LIFESTYLE COACH TRAINING

Arogya World brings this proven program for the first time to Healthy Workplaces in India, offering in-person 2 day training for a small group of your employees to become lifestyle coaches, so they can then further roll out the program to high risk employees

The landmark clinical trial Diabetes Prevention Program (DPP) showed that people with pre-diabetes who take part in a structured lifestyle change program, can reduce their risk of diabetes by 58%, with moderate exercise and healthier eating habits.

Lifestyle modification program, is promoted by the Centers for Disease Control and Emory University in the US.



A Train the Trainer Program

We encourage companies to send 2-3 employees to be trained as lifestyle coaches in group setting.

The coaches in turn will conduct 16 week behavior change sessions with small groups of high-risk employees in your company.

We will give coaches all the materials and training needed.



We believe healthy living is a learnable skill. Our master trainer was trained at Emory Univ in the US.



In addition, lifestyle change programs can reduce the risk for heart attacks and stroke and improve participants' overall health.



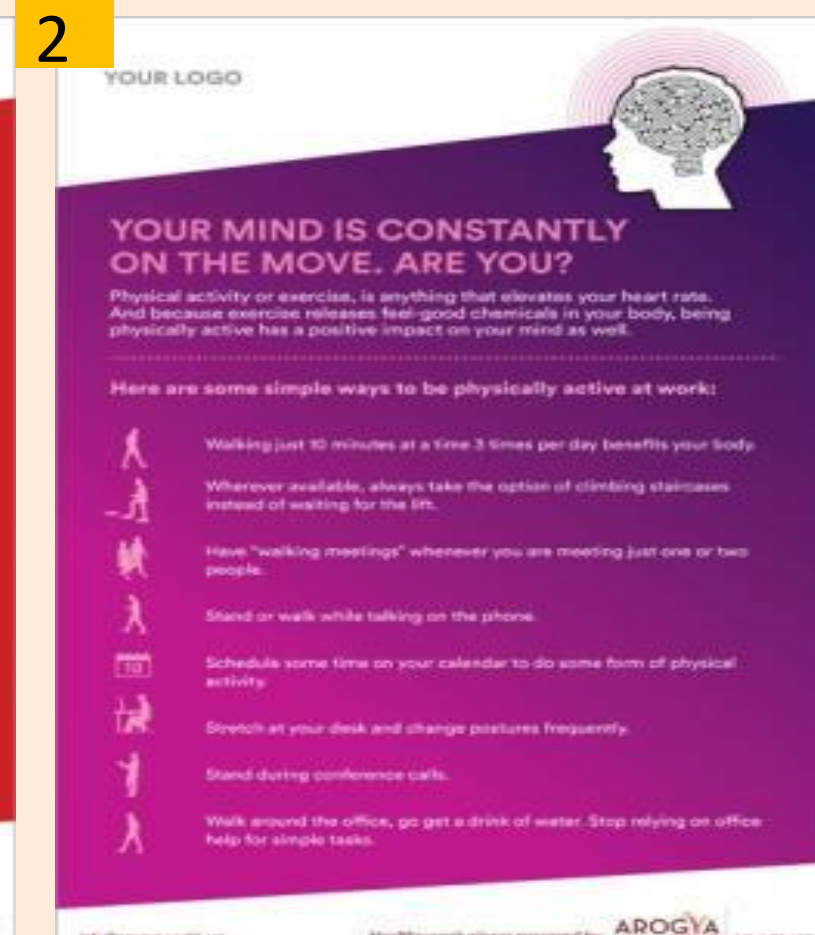
Coaches learn how to use facilitation techniques and group dynamics, and teach participants how to make positive health behaviours a habit.

COMMUNICATIONS PACKAGE

1



2



3



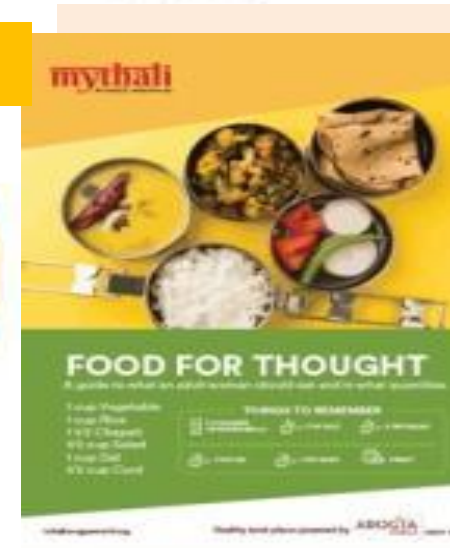
4



5



6



Our Communications Package offers a variety of material centered around NCD prevention to assist in making your workspace a healthy one.

The types of communications available are:

- 1) Emails
- 2) Posters
- 3) Standees
- 4) TV Screenfill
- 5) Dangers
- 6) Tentcards

The space at the top left corner is for your organization's logo.

Our Framework



1. Assessment

- Organizational (Current practices, Work environment, Infrastructure etc.)
- Report Generation
- Felicitation



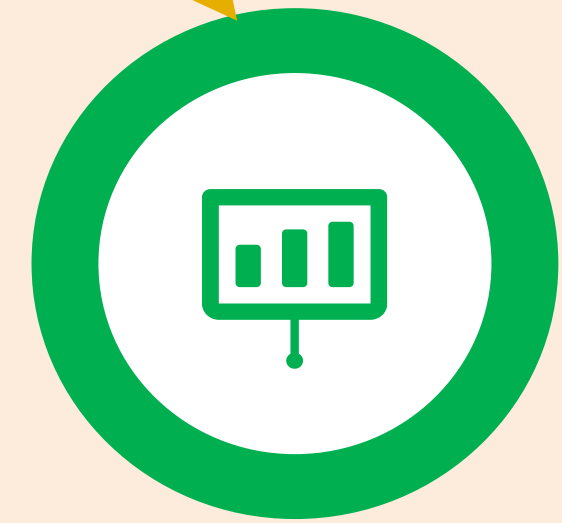
2. Planning and Management

- Leadership Support (role models & Champions)
- Management (Workplace health coordinator, committee)
- Workplace Health Improvement Plan (Goals & strategies)
- Communications (marketing, messages, systems)



3. Implementation

- Programs (education and counselling)
- Policies and Processes
- Benefits (employee health and well-being)



4. Evaluation

- Employee Productivity
- Absenteeism
- Healthcare costs
- Organizational change, “Culture of Health”.

