



Total WSH is a  
strategic priority  
– ***Culture*** starts  
with us, leaders

# AGENDA

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- ✓ Total WSH – a strategic priority
- ✓ How Dow does it
- ✓ What else matters to Employees
- ✓ Industry advocacy
- ✓ Dow – inspired to deliver ...



# WHY “TOTAL” WSH MUST BE A STRATEGIC PRIORITY

- ✓ Total Workplace Safety & Health (WSH)  
= *both physical and mental (emotional) well-being*
- ✓ Widespread work stress
- ✓ Workplace safety incidences
- ✓ Covid-19 accentuates impact
- ✓ Economic & societal costs



## Widespread Work Stress

**92%** of Singaporeans experience work stress (Cigna, 2019)

## Poor Mental Health

**Two-thirds** of business leaders suffer from poor mental health (Bupa Global, 2018)

## Impact of Covid-19

Nearly **1 in 2** working in Singapore reported an adverse decline in mental health (Profile Asia, 2020)

**64%** of employees are concerned about work-life balance with working from home (Mercer, 2020)

## Impact on Economy & Society

Stress-related illnesses cost Singapore **S\$3.2bil** yearly (18% of total health expenditure. (Cigna, 2019). This is not including loss of productivity and innovation, and quality of life.

Source: WorkWell Leaders

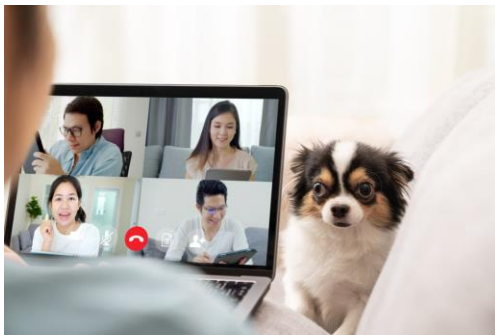
# HOW WE DO IT IN DOW?

## *Focus on Total Well Being*



### **Flex benefits**

- ✓ Employees use annual allocated budget to spend on what matters to them & their family
- ✓ Eg. Choice of group term life & hospitalization insurance which suits their needs



### **Flexible work arrangements**

- ✓ Employees empowered to “design their days” – where, when and how they work
- ✓ Eg. Early time-off on specific days for family bonding



### **Enhanced paid time-off**

- ✓ 16 weeks parental leave to parents of both genders
- ✓ 15 days caregiver leave
- ✓ 12 hours of paid volunteering time-off

## WHAT ELSE MATTERS TO EMPLOYEES?



## Psychological safe space

- ✓ EAP supports (5 free sessions for Employees & Family members per case)
- ✓ 29 trained **employee mental health ambassadors**



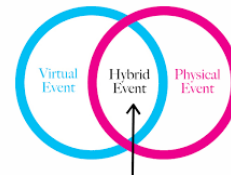
## Employee Resource Groups (ERGs)

- ✓ ground-up employees' inclusion & engagement



## Employee Experience

- ✓ Care & festive packs and activities
- ✓ Well-being sessions
- ✓ Blend of virtual-hybrid-physical activities





# INDUSTRY ADVOCACY (ON MENTAL WELLBEING)

## ✓ WorkWell Leaders (next slide)

- ✓ Vision: “Every leader champions wellbeing as a strategic priority for their organizations and take ownership of mental health as a fundamental responsibility for themselves and their work communities”
- ✓ Mission:
  1. Change workplace **culture** through leadership intervention and systemic influence
  2. Improve **capability** to support mental wellbeing at work
  3. Increase **capacity** for care and intervention for employees with mental health challenges
- ✓ Involves more than 135 CEOs & community leaders from 68 organizations with >328,000 employees
- ✓ Industry’s **mental health insurance group** coverage (hopefully can be at national level)
  - ✓ Liquidity, risk profiling & sharing, affordability (win-win)



# ABOUT WORKWELL LEADERS (NON-PROFIT ORGANISATION)



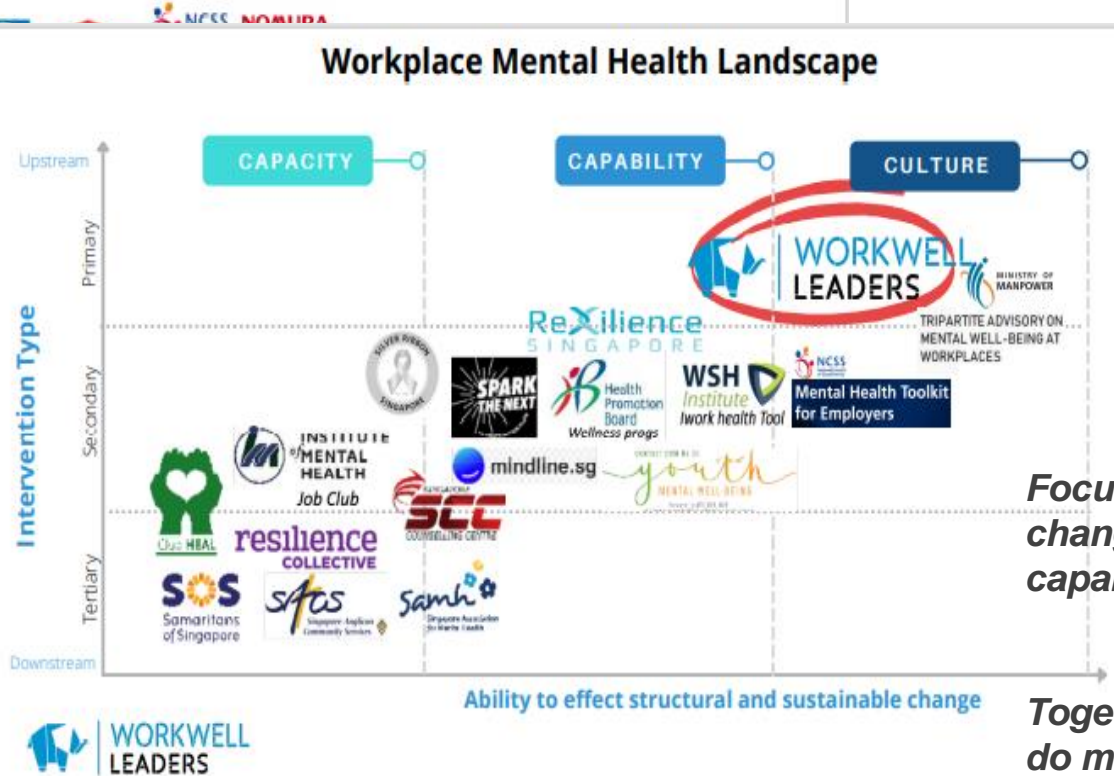
As at June 2021, we have a com of:

**135** CEOs and Leac

representing **68** Organisations | private & peop

taking care of **328,648** # employees in

(accurate as of :)



# INSPIRED TO DELIVER

## AMBITION

To be the most innovative, customer-centric, ***inclusive*** and sustainable materials science company in the world

## PURPOSE

To deliver a sustainable future for the world through our materials science expertise and ***collaboration*** with our partners

## GOAL

Value growth and best-in-class performance

## OUR VALUES



Integrity



***Respect for  
People***



Protecting Our Planet





Seek

Together™