



WORKFORCE NUTRITION

Updates and Insights

Newsletter No 18 / November 2, 2023

Greetings!

Welcome to the latest issue of the "Workforce Nutrition - Updates and Insights" newsletter.

If you have any questions, or suggestions of topics you'd like to see in the next newsletter, please let us know at info@workforcenutrition.org.

ESG experts confirm that workforce nutrition is an essential part of ESG reporting

In a [by-lined article](#) published on Devex, two ESG experts shed light on the importance of prioritising the Social (S) aspects in Environment, Social, and Governance (ESG) reporting, specifically focusing on workforce well-being and nutrition.

Dr. [Valentina Baiamonte \(Ph.D\)](#) consultant and former [WBCSD – World Business Council for Sustainable Development](#), and [Peter de Graaf](#), senior adviser for ESG and sustainability at global communications consultancy [Leidar](#), have confirmed that, as soft-law and voluntary initiatives around ESG and sustainability are being replaced by hard-law reporting requirements, corporations are now required to comprehensively report the well-being of employees across their entire value chains.

“It is utterly clear that S is an essential part of the ESG mix, and that workforce nutrition has to be a key element of the S activity and reporting.”

Devex Article ‘Opinion: Workforce nutrition is an essential part of ESG reporting’
October 2023



Click below to read the full article.

[Click here to read more](#)

Register for the webinar

Workforce nutrition in ESG reporting frameworks: Defining nutrition-related KPIs and meeting investors' needs

Practical guidance and examples from Kraft Heinz

21 November 2023, 11:00 – 12:00h CET

Regulatory landscapes continue to evolve, as we can see with initiatives like the EU's Corporate Sustainability Reporting Directive and India's new Business Responsibility and Sustainability Reporting. One commonality is that they all include reporting on the well-being of employees across the value chain.

A webinar, hosted by The Consumer Goods Forum and presented by the Workforce Nutrition Alliance, will provide an in-depth analysis of ESG reporting requirements and the formulation of relevant frameworks. The key learning will be how leading companies are making a tangible impact on the workforce throughout their value chain, enhancing their benchmark scores.

Dr. Valentina Baiamonte, co-author of the “[Integrating Workforce Nutrition in ESG Reporting](#)” study, will discuss the comprehensive “3-step approach,” encompassing materiality assessment and stakeholder mapping, risk assessment and management, as well as governance strategies and SMART targets.

The event will also feature the insights of Ana Piekarcz, Global Head ESG Nutrition at The Kraft Heinz Company. She will share Kraft Heinz's approach to embedding the firm's workforce nutrition programme into concrete ESG reporting frameworks.



Workforce Nutrition in ESG Reporting Frameworks:
Defining nutrition related KPIs and meeting investors' needs

Learning from leaders: Practical guidance and examples from Kraft Heinz

WEBINAR

Tuesday, 21 November 2023
11:00 - 12:00pm CET



Register now to gain insights from industry experts and learn how companies are improving their benchmark scores and realising impact!

[Register](#)

350 of the world's most influential food and agriculture companies have been benchmarked:

WBA's 2023 Food and Agriculture Benchmark assess industry's transformation contributions

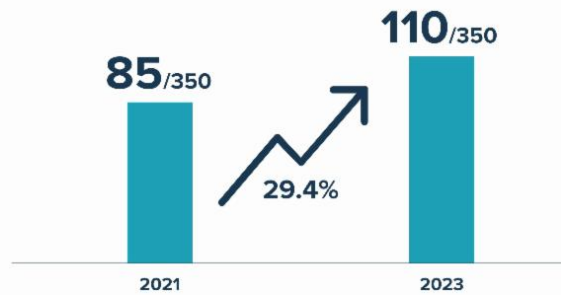
The World Benchmarking Alliance (WBA) has published the results of its 2023 Food and Agriculture Benchmark, evaluating 350 of the world's most influential food and agriculture companies. The report assesses their contributions to transforming their businesses and value chains, and ensuring heightened accountability for their impact.

The Benchmark reveals that most companies still fail to recognise their responsibility for providing equitable access to food. There also is positive news: the number of companies implementing workforce nutrition programmes has risen from 85 in 2021 to 110 in 2023.

In the words of Workforce Nutrition Alliance's Bärbel Weiligmann, Global Lead Workforce Nutrition, *"This uptick reflects a growing awareness within the industry to address the critical intersection of workforce nutrition and sustainable practices."*

Food and Agriculture Benchmark 2023*

A significant increase in companies who incorporated workforce nutrition programmes



*World Benchmarking Alliance, 3 October 2023, evaluation of 350 most influential companies in the agrifood sector



[Click here and learn more](#)

Industry association pioneering health: CGCSA's approach to employee wellbeing

The Consumer Goods Council of South Africa (CGCSA) represents 9,000 companies in the fast-moving consumer goods sector. Between them, they employ about 20% of the total formal labour force in South Africa. The CGCSA is, therefore, very aware of its role in shaping the health and well-being of South Africans.

The organisation has included workforce nutrition in its “Healthy Food Options Industry Initiative”. The aim is clear: prioritise employee well-being through workforce nutrition, which in turn plays a pivotal role in fostering a dynamic and efficient work environment. However, the commitment does not stop there. The CGCSA is also encouraging all its members to make pledges to improve the well-being of their employees.

“The CGCSA, as an employer of people, has signed up as a signatory to the workforce nutrition commitments to improve their own employees’ wellbeing and to help support their members do the same within their organisations.”

*Workforce Nutrition Case Study: CGCSA
October 2023*



ZINHLE TYIKWE
Chief Executive Officer
CGCSA



[Click on the button below to learn more about CGCSA's workforce nutrition journey.](#)

From collaboration to action: Advocating for healthy nutrition at work

World Mental Health Day was on Tuesday 10 October, reminding us that mental health is as important as physical health. According to the World Health Organization, a staggering one in eight individuals grapple with mental health challenges, resulting in an annual productivity loss of \$1 trillion globally, which is a direct hit on employers, their organisations and society in general.

Against this backdrop, the World Health Organization has underscored the pivotal role of nutrition in mental health, in particular, that inadequate nutrition heightens the risk of mental health issues.

“There is no doubt that improving employees’ diets makes them less likely to be affected by mental health issues. This is intrinsically connected to higher morale among employee and, therefore, staff loyalty. It also generates a positive financial return through increased productivity and reduced absenteeism rates.”

*WNA Blog ‘Food for mood: you feel what you eat’
September 2022*



Check out our blogpost to find out how prioritising nutritional outcomes isn't just a corporate responsibility: it's also an investment in a resilient workforce and a healthier society.

[Click here to learn more](#)

About us

The Workforce Nutrition Alliance was launched by [The Consumer Goods Forum \(CGF\)](#) and the [Global Alliance for Improved Nutrition \(GAIN\)](#) in October 2019. The Workforce Nutrition Alliance's aim is to support employers to adopt and expand healthier workforce nutrition programmes to reach three million employees in organisations and supply chains by 2025 and over ten million by 2030.