



## WORKFORCE NUTRITION

### Updates and Insights

Newsletter No 19 / December 5, 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](mailto:info@workforcenutrition.org).

## 112 of the world's largest apparel and food companies have been benchmarked

WBA's 2023 Gender Benchmark also assessed an additional 1,006 companies on how they address gender inequalities

The Gender Benchmark 2023, by the World Benchmarking Alliance (WBA), reveals that despite some selective progress in terms of maternity leave policies, there is a pressing need for swift and fundamental action on gender inequality.

The Gender Benchmark 2023 ranked 112 of the world's largest apparel and food and agriculture companies, on their responsibility to promote gender equality. It also assessed 1,006 companies from 83 countries in ten additional industry sectors.

One of the key findings is that too many companies view parental leave as a benefit offered to some employees rather than a right for all:

- Only 36% of the 1,006 companies disclosed a maternity leave policy;
- A mere 7% met the standard recommended by the International Labour Organization, which advises a minimum of 14 weeks of maternity leave.

It is crucial to recognise the significant return on investment of 1:3 and understand the vital role of maternity and parental leave in promoting gender equality.

## Gender Benchmark 2023\*



Disclosed a maternity leave policy



Meet ILO minimum standards for maternity leave (14 weeks)

\*World Benchmarking Alliance, 20 November 2023, evaluation of 112 largest apparel and food and agriculture companies and 1,006 companies from 83 countries in 10 sectors on their responsibility to promote gender equality



The WNA offers technical support and a comprehensive suite of tools and resources:

[Click here and learn more](#)

## Smart solutions to support workforce breastfeeding

### Lessons learned from Olam Agri Rubber in Côte d'Ivoire

Olam Agri Rubber in Côte d'Ivoire is at the forefront of prioritising employee well-being through robust workforce nutrition initiatives. Romuald N'Takpe, Sustainable Rubber Procurement Officer, has made it very clear their commitment goes beyond physical health, with the goal of achieving internal benefits such as increased productivity and elevated morale. "By doing this, we hope to improve employees' health and prevent nutrition-related diseases," says N'Takpe.

N'Takpe identifies top management buy-in as a key opportunity for any workforce wellbeing programme, reinforcing the belief that Olam Agri Rubber's workforce is the organisation's primary capital.

**“We firmly believe that babies who are well nourished through breastfeeding will be healthy, and if the children are very healthy, the mothers can be fulfilled and work better without worry.”**



**ROMUALD N'TAKPE**  
Sustainable Rubber Procurement Officer  
Olam Agri Rubber, Côte d'Ivoire

*Workforce Nutrition Case Study: Olam Agri Rubber Côte d'Ivoire*  
November 2023



gain  
Global Alliance for Improved Nutrition



Olam Agri

You can explore Olam Agri's workforce nutrition achievements, including the emphasis on holistic wellbeing and their dedication to the health of individual employees, which in turn boosts the overall prosperity of the organization.

[Click here and learn more](#)

## Workforce nutrition in ESG reporting frameworks Kraft Heinz unveils real-life examples

Experts discussed benefits of going beyond legal requirements during latest WNA webinar

On Tuesday 21 November, ESG reporting experts and industry leaders, including from The Kraft Heinz Company, gathered in a webinar hosted by The Consumer Goods Forum and presented by WNA. The discussion focused on ESG reporting requirements and the formulation of frameworks essential for organisations when implementing workforce nutrition programmes. This involves meeting ESG regulatory requirements, as well as providing the information investors need.

A pivotal insight from the webinar highlighted how leading companies are positively impacting the workforce across their entire value chain, consequently enhancing their benchmark scores. Dr. Valentina Baiamonte, a co-author of the [“Integrating Workforce Nutrition in ESG Reporting”](#) study, delved into the comprehensive “3-step approach.” This approach includes materiality assessment and stakeholder mapping, risk assessment and management, as well as governance strategies and SMART targets.

Dr. Ana Piekarz, Global Head of ESG Nutrition at The Kraft Heinz Company, shared Kraft Heinz's strategy for incorporating the 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 - 12:00 pm CET



**SHARON BLIGH**  
Director of Health & Sustainability,  
The Consumer Goods Forum



**VALENTINA BAIAMONTE**  
Co-author "Integrating Workforce Nutrition in ESG Reporting" study



**ANA PIEKARZ**  
Global Head ESG Nutrition,  
The Kraft Heinz Company



**TARUN VIJ**  
Strategic Consultant on ESG



**KraftHeinz**

You can revisit the insights from the webinar: the recording is available below.

[Watch the recording](#)

## ATNI calls on companies to develop comprehensive workforce nutrition programmes

India Index 2023 focus on the 20 largest Indian food and beverage manufacturers

The Access to Nutrition Initiative (ATNI) recently presented the results of the India Index 2023, evaluating the performance of the 20 largest Indian food and beverage manufacturers, collectively representing approximately 36% of total sales of packaged foods and beverages in the country.

ATNI's index methodology used 58 indicators across seven categories. The workforce nutrition category studies the extent to which companies support the nutritional wellbeing of their staff and supply chain workers through the implementation of workforce nutrition programmes. It also assesses support for parent-friendly working practices, such as supporting breastfeeding mothers at work and providing adequate parental leave.

While some companies are making strides in prioritising their employees' nutritional wellbeing, the results indicate that only ten out of the 20 companies have demonstrated attention to workforce nutrition. Among these, five have clear evidence of established workforce nutrition programmes, two of which include measurable targets.

ATNI calls on companies to develop comprehensive workforce nutrition programmes, encompassing initiatives like offering healthy food at work, providing nutrition education, conducting nutrition-related health check-ups, and supporting breastfeeding mothers with meaningful and quantifiable outcomes.

ATNI India Index 2023\*

## WORKFORCE NUTRITION PILLARS EMBEDDED AS COMPANY STRATEGIES

\*Access to Nutrition Initiative, 22 November 2023, evaluation of 20 largest food & beverages manufacturers in India



10/20  
companies

Showed evidence of offering nutrition education to their employees



9/20  
companies

Made healthy food available at work for employees



9/20  
companies

Provided nutrition-focused health checks for its employees



4/20  
companies

Provided breastfeeding support at work through facilities provision and policies



You can find a detailed exploration of the findings and practical examples of how workforce nutrition initiatives can be implemented at worksites below.

[Click here and learn more](#)

## Delivering Healthier Futures for Women, Children and Adolescents: A holistic approach that reaches communities

Business Fights Poverty's hosted discussion on the role of business

On Thursday 5 October, Business Fights Poverty hosted an online discussion about how to enhance the health of women, children and young people in low- and middle-income countries (LMICs). The focus was on how the private sector can actively support global efforts to fortify health systems.

During the event, it was stressed that businesses' commitment should extend beyond the company level, emphasizing a holistic approach that reaches communities. To this end, the [Assam's Healthy Line Shop model](#) showcased its efficient supply chain management, ensuring broad distribution and access to nutritional food.

The Workforce Nutrition scorecard serves as a self-assessment tool for companies aiming to enhance employee wellbeing. It allows organisations to pinpoint areas for improving workforce nutrition. Begin your self-assessment in either Spanish or English for free by clicking on the button below.



# WRITTEN DISCUSSION HEALTHY FUTURES WOMEN, ADOLESCENTS AND CHILDREN



ONLINE WRITTEN DISCUSSION

05 OCTOBER 2023

Begin your self-assessment in either Spanish or English for free by clicking on the button below.

[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.

Workforce Nutrition Alliance | [www.WorkforceNutrition.org](http://www.WorkforceNutrition.org)