



## BITS ON SUSTAINABILITY

# Do we think about our well-being?

Investing in the well-being and health of employees means investing in the health and well-being of the Fedrigoni company: satisfied employees are happier employees, and happier employees are more proactive, engaged and productive employees. A good level of satisfaction is worth, on average, a 31% increase in company productivity, 37% higher sales and three times higher levels of creativity (source: [The Happiness Dividend by Harvard Business Review](#)).

Health is a state of complete physical, mental and social well-being and is not just the absence of illness or infirmity. The **6 key drivers** for improving the well-being and productivity of employees are:

- 1. LIGHT.** The amount and quality of light we absorb every day has a huge impact on our physical and mental health and our levels of concentration and productivity. Working in poorly lit environments can strain the eyes and cause stress, fatigue and headaches. The ideal solution? Pure and simple natural light. Employees sitting within 10 feet of a window report an 84% reduction in eye fatigue, headaches and blurred vision and a 2% increase in productivity (source: [Natural Light Is the Best Medicine for the Office by Cornell University](#)).
- 2. NATURE.** Contact with nature has a noteworthy impact on mental and physical well-being: greenery relaxes, reduces stress and fatigue, fights anger, and encourages the development of positive emotions. Effects more tangible than ever in an enclosed place like the office. Incorporating natural elements into the workplace increases productivity by 6% and creativity by 15%. And that's not all: employees immersed in green spaces show twice the cognitive performance of those working in conventional environments (source: [Harvard University](#)).

Bits on sustainability are written by Fedrigoni's Sustainability Team and are part of the Group commitment to spread the culture of sustainability.

### Contacts

for more info:  
[s\\_team@fedrigoni.com](mailto:s_team@fedrigoni.com)

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*Moments of exchange in open workplaces are extremely important for employee well-being.*

3. **ART.** Being immersed in beauty improves performance, mood and well-being, as well as strengthening interpersonal bonds and stimulating sociability. Workers in environments decorated with artwork and plants are found to be up to an impressive 32% more productive than those in bare, functional spaces. In addition, beauty elicits an emotional responsiveness, encourages interpersonal connections and promotes learning (source: [Harvard University](#)).
4. **FOOD.** The choice of foods we consume is critical to our mental and physical health. An improper diet in the workplace causes a 20% drop in productivity (source: [International Labour Office, ILO](#)). Meals eaten at work should be not too large, easily digestible, balanced, and characterized by adequate water intake.
5. **MOVEMENT.** Incorporating short movements and exercises throughout the workday can increase workers' energy, commitment and efficiency. Simply avoid sitting still for too long and get up often, taking advantage of every good moment to stretch your legs. According to a Stanford University study, walking stimulates divergent thinking, increasing creativity by up to 81% (source: [Stanford University](#)).
6. **SOCIABILITY.** Social relationships in the workplace are extremely important for employee well-being. It is more than just getting along with colleagues: as human beings, we crave connection with other individuals. Positive social relationships strengthen employee retention and individual and group productivity, positively impacting community and business success. The solution? Maximize moments of exchange in open and flexible workplaces (source: [Gallup](#)).

Here are the main examples as to **how Fedrigoni promotes people's well-being:**



*The first Fedrigoni Woods in Caponago*

- Fedrigoni behaviors (We strive for excellence, foster partnership and embrace transformation)
- Mentorship programs at all levels
- Diversity, Equity and Inclusion Policy
- Sustainability Policy
- Work-life balance (schedule flexibility and remote working)
- Reliability in employment contracts (types, conditions and term)
- Recognition for positive role models
- Promotion for flexible work (remote working, work from home)
- Supplementary health care
- Educational reimbursements
- Access to green spaces at headquarters and in the first Fedrigoni Woods (Caponago)
- Phasing out of single-use plastics.

## Definitions:

### Physical well-being

Physical well-being consists of the ability to perform physical activities and fulfil social roles not hindered by physical limitations and experiences of physical pain.

### Mental well-being

Mental well-being describes a dynamic mental state. An individual with good mental well-being is able to feel reasonably self-confident and have positive self-esteem, establish and maintain good relationships with others, and be able to handle the stresses of daily life, including work-related stress.

### Social well-being

Social well-being refers to a perceived sense of belonging, social inclusion and stability generated by the ability to create and maintain meaningful positive relationships with one's contacts.

### Financial well-being

Financial well-being refers to a feeling of security that comes from feeling that one has enough money to meet one's needs.

### Burnout

Burnout, as defined by the [World Health Organization](#), is a syndrome "resulting from chronic stress at work that has not been successfully managed." It is characterized by three factors:

- feelings of exhaustion or depleting energy;
- increased mental distance from one's work, or feelings of negativism or cynicism related to one's work;
- and reduced performance or effectiveness at work.

#### Sources:

[Group Code of Ethics](#)

[Group Sustainability Policy](#)

[Group Sustainability Report](#)

[The Happiness Dividend](#)

[Study: Natural Light Is the Best Medicine for the Office](#)

[Green office environments linked with higher cognitive function scores](#)

[Artworks at work: the impacts of workplace art](#)

[Food at work: Workplace solutions for malnutrition, obesity and chronic diseases](#)

[Give your ideas some legs: The positive effect of walking on creative thinking](#)

[Your Friends and Your Social Well-Being](#)

[Burn-out an "occupational phenomenon": International Classification of Diseases](#)

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