

Run Your Health — empowering employees of all ages to take action for their health



SAP SE

(Local example SAP Netherlands)

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The issue

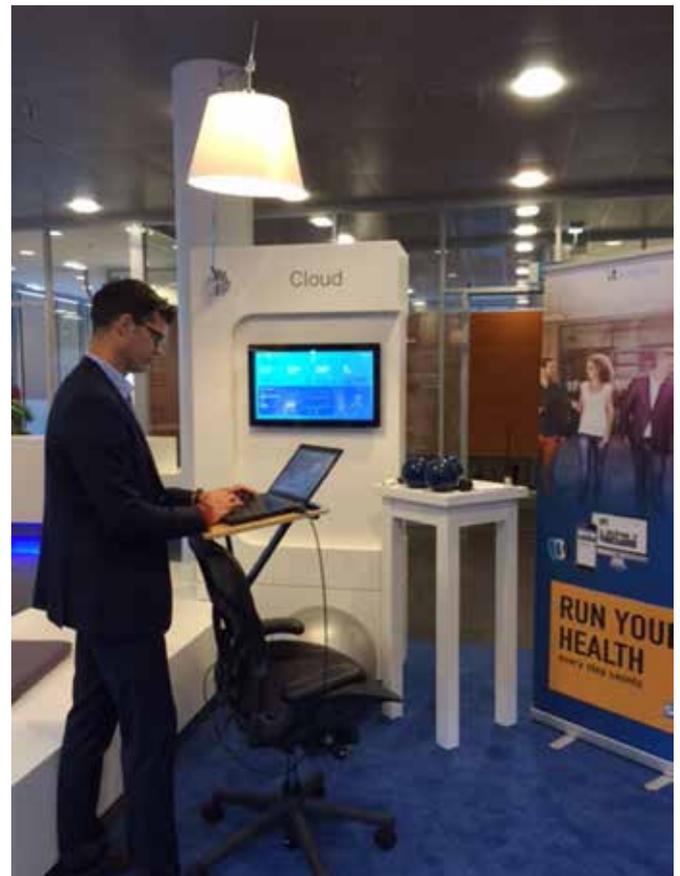
SAP SE is a leading global independent software manufacturer. As in the software sector in general, SAP employees face a number of risks to a sustainable working life, such as stress, due to the fast-paced changes in the technology industry, and physical health issues arising from sedentary desk-based work. These can result in musculoskeletal disorders (MSDs) and other health problems, in addition to reduced job satisfaction and poor work-life balance.

Action taken

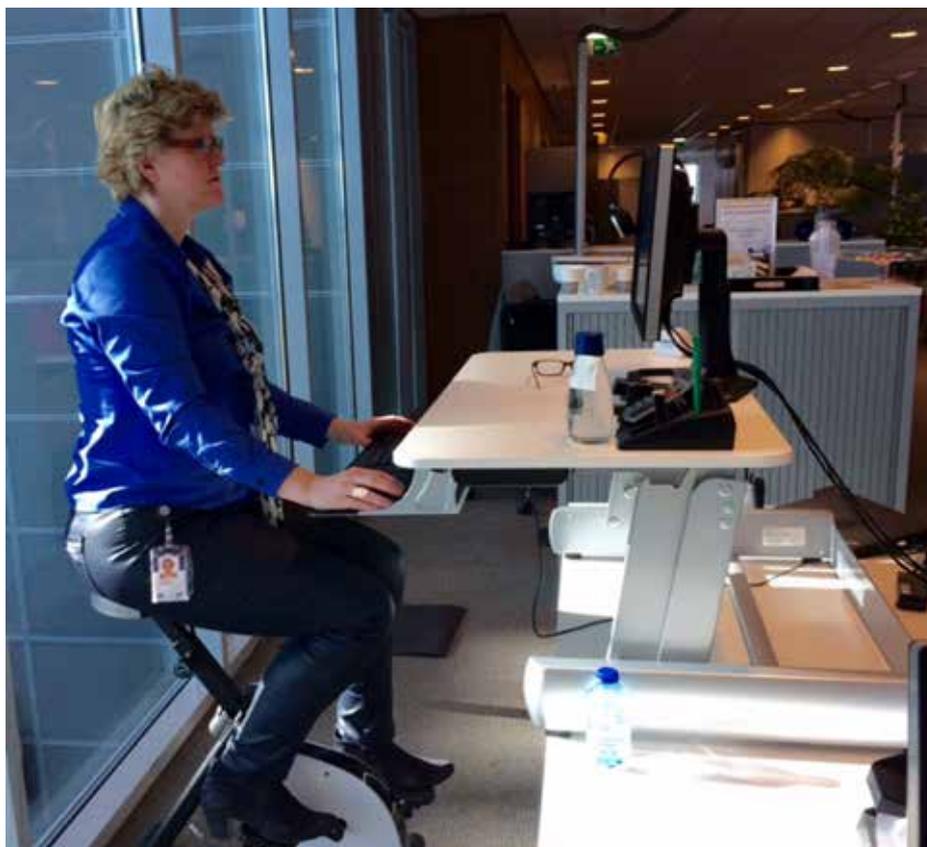
SAP takes a holistic and proactive approach in addressing these issues. A good example comes from SAP Netherlands: a year-long programme called Run Your Health was introduced to raise awareness of the risks of occupational inactivity, encourage behavioural changes to improve long-term health and foster a healthy workplace culture through strong leadership.

At the launch of the programme, tools and equipment were introduced into offices to encourage employees to move more frequently throughout the day, and bio-feedback trackers were provided to participants. In addition, with the aim of reducing the risks of MSDs, ergonomic improvements were made to workspaces, e.g. height-adjustable desks, tall desks for 'standing meetings' and other exercise equipment.

Poster campaigns were used to remind employees to move regularly and exercise throughout the working day to combat inactivity and promote simple behavioural changes, such as taking the stairs instead of the lift. Workshops on a variety of topics — including nutrition, stress and sleep — were provided to explain the impact of overall health. Fun health challenges, with small incentives, took place throughout the year to keep employees engaged in the campaign.



To complement the location-wide Run Your Health programme, SAP also took an individual approach, offering employees personal health counselling services to support them in making changes for a healthier lifestyle. The company also improved its return-to-work programme so that it specifically addresses the risks of sedentary work habits on long-term health.



Results achieved

- Over 250 employees voluntarily participated in the programme, representing 50 % of the workforce.
- All participants reported a positive change in behaviour and mind-set.
- All participants reported improved understanding of the long-term health risks associated with a sedentary lifestyle.
- All participants reported improved understanding of the connection between good health and a sustainable working life.
- Participants reported:
 - a 100 % increase in regular exercise
 - a 30 % increase in the number of steps recorded per month
 - a 56 % reduction in sedentary time.
- A follow-on programme for 2017, Run Your Balance, is planned, which will focus on work-life balance and happiness.

Tools and equipment such as bio-feedback trackers were introduced into offices to encourage workers to become less sedentary.