

# Towards Comprehensive Health Metrics for Corporate Responsibility Reporting

## Letter of intent

We, the undersigned corporations, organizations and individuals:

- Welcome the growing body of research which points to a positive correlation between a healthy workforce and improved financial performance;
- Understand the business value of corporate responsibility reporting, with specific reference to the developing field of integrated reporting; and
- Acknowledge the fact that mainstream reporting on health issues has mostly been limited to traditional Occupational Health and Safety issues.

### Our vision:

**By 2020, workforce health metrics will be an integral indicator of overall organizational performance within the broader corporate accountability framework. They will be core to existing corporate social responsibility, sustainability and integrated reporting, and critical for consideration by all shareholders and potential investors.**

Therefore:

- We believe that a global discussion is required on how comprehensive health metrics could complement existing corporate responsibility reporting practices and standards; and how the related practices of certification and indexing could advance the discussion;
- We commit to form a working group that will be comprised of all relevant stakeholders;
- The objectives of this working group will be that by the end of 2015 it will have:
  - A proposal for comprehensive health metrics and the ways in which they could be implemented;
  - A completed pilot of early adopter companies; and
  - A broader implementation plan.

Agreed to by the following entities:

- ✓ Businesses: Discovery Ltd, Qualcomm, IBM, Humana
- ✓ Experts: Ron Goetzl, Nico Pronk, Ray Fabius