

The Better Tomorrow Plan
Good practice

March 2010

Nutrition, Health & Wellness

OUR COMMITMENT: We will develop and promote health and wellness solutions for clients, consumers and employees in all the countries where we operate by 2015.



NOKIA
Connecting People

2,011 GYM users
with 323 daily visitors

(Jan. 2010)

GYM visits: + 38%

(Dec. 08 – Dec. 09)

Users' preference

- Gym 45%
- Sauna 33%
- Yoga 12%

CHINA

"Wellness: Live and Work Well" at Nokia

In 2008, at its client Nokia HQ in Beijing, Sodexo has developed "Wellness", a program designed to improve quality of life both in and out of the workplace. Wellness is dedicated to educating and motivating NOKIA employees to make healthy lifestyle choices by providing innovative facilities, services and educational programs.

Creating value for NOKIA

The launch of the Wellness program had positive impact within Nokia: the overall staff satisfaction grew from **84% to 98%**.

The Wellness program

- **The HUB** is NOKIA's own **wellness center**, featuring massage, beauty and relaxation services. **The Hub Salon** offers services such as hair cuts, scalp massage, facials, manicures and pedicures.
- **The GYM** is a **health and fitness center** featuring state of the art equipment such as treadmills, cross trainers, cycles or strength machines. NOKIA mobile devices can be attached to cardio equipment LCD screens to view videos, surf the web or listen to audio programs.
- **Floor recreation:** located on each floor of the building, Wellness offers creative ways to break for a moment. A Steelcase's advanced treadmill called the **"Walkstation"** brings the gym to workers.
- **The Wellness program** also features activities and events such as:
 - **The Wellness Mommy**, a specific pre & post natal program,
 - **A Campus Walking Program** with 30 minute exercises on-site,
 - **A Lifestyle assessment:** after a questionnaire, a personalized report is given to the employee about his current health status and potential risks factors. A coach can then provides advice on physical exercise and how to make the healthy food choices,
 - Other activities include a **Quit Smoking seminar**, an **Organic Food Fair**, **Office Yoga**, a **Wellness special menu**...



Resources

The Wellness department consists of **15 full time employees** divided into management (5) and front line (10) employees. Wellness also employs part time teachers, instructors and consultants to carry out traditional and specialized operational duties.

