

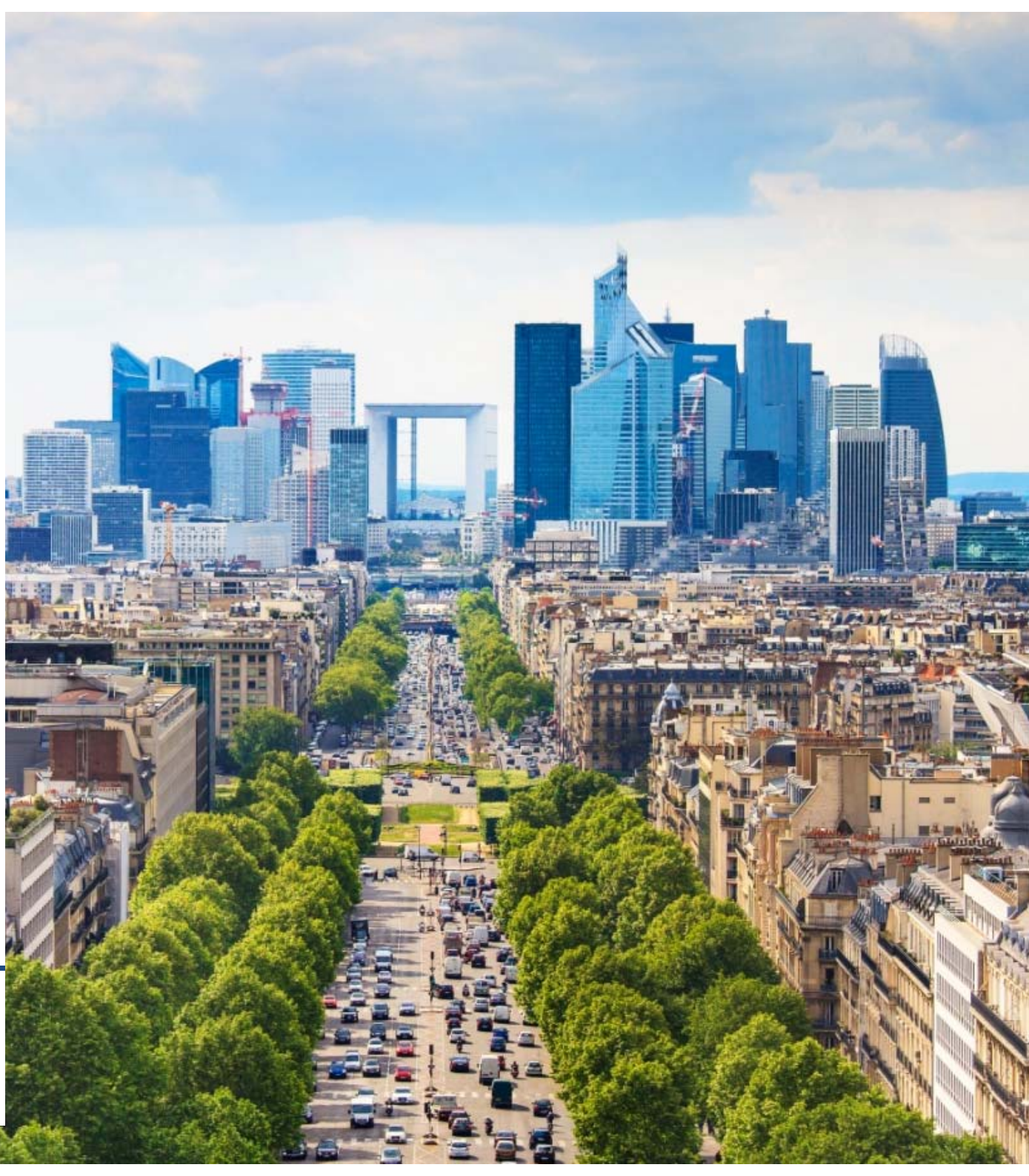


EMPLOYEE HEALTH CREATES BUSINESS WEALTH

Effectiveness of Health &
Wellness programs at
work

November 3, 2014
AXA Headquarters - Paris

Key Findings





A NOTE FROM OUR PRESIDENT



MATTIEU ROUOT

President of MAXIS Global Benefits Network

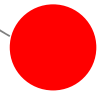
We had the honour of welcoming more than 200 participants - including clients, consultants, brokers, MAXIS GBN network members, and medical professionals - to our 2014 Global Health Event.

Leading medical experts provided operational advice on how to implement successful Health & Wellness programs as well as giving scientific evidence for their effectiveness.

We are pleased to share their actionable insights with you through this booklet.

We remain at your disposal to provide the latest findings in corporate Health & Wellness and hope you can join us for next year's Global Health Event.

Mattieu Rouot



Keynote speaker



LUC MONTAGNIER

M.D. PhD joint recipient of the 2008 Nobel Prize in Medicine

“CHRONIC DISEASES: ROLE OF ENVIRONMENTAL & INFECTIOUS FACTORS - HOW CAN EMPLOYERS PREVENT CANCER, CARDIOVASCULAR DISEASES, AND ALZHEIMER’S DISEASE?”



HIGHLIGHTS

24%

OF GLOBAL DISEASE BURDEN FROM NON COMMUNICABLE DISEASES (NCDs)

23%

OF ALL NCD DEATHS DUE TO ENVIRONMENTAL FACTORS

including pollutants and infectious agents.

Infectious agents also play a role in the development of many common types of cancer, cardiovascular, and Alzheimer’s diseases.



KEY TAKEAWAYS

IN ADDITION TO PROMOTING HEALTHY LIFESTYLE TO REDUCE LIFESTYLE RISK FACTORS FOR COMMON DISEASE- INCLUDING WEIGHT LOSS, SMOKING CESSATION, AND STRESS MANAGEMENT- EMPLOYERS NEED TO FOCUS ON REDUCING INFECTIONS.

- Promote hand washing and keeping workspaces clean
- Increase physical activity to boost immune system



Medical expert



DR. FRÉDÉRIC SALDMANN

Cardiologist and Nutritionist - Attaché at the Hospitals of Paris, doctor emeritus in cardiology, nutritionist specialist

***“PREVENTION OF CARDIOVASCULAR DISEASES (CVDS) IN THE WORKPLACE
PHYSICAL INACTIVITY AS A
MAJOR RISK FACTOR”***



HIGHLIGHTS

80%

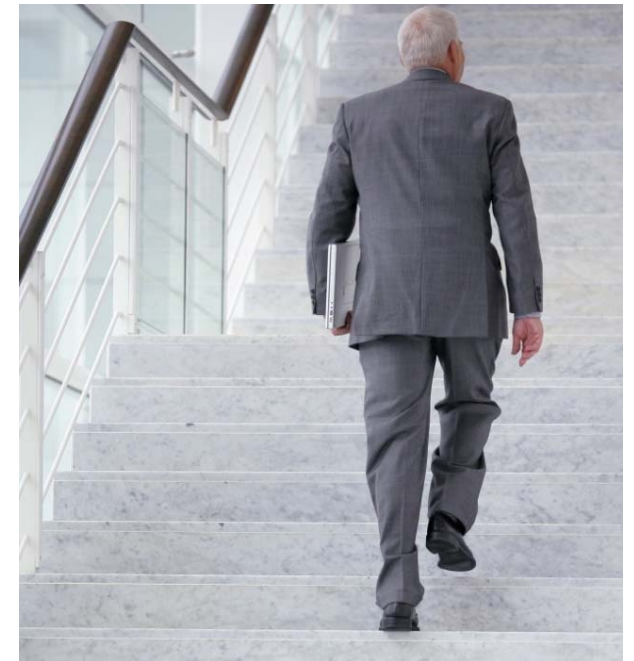
of CVDs are highly preventable: Behavioral risk factors, including lack of physical activity, represents most of coronary heart disease and cerebrovascular disease.

13%

Decreased risk of coronary heart disease from walking to work. Simple workplace interventions have a huge impact.

40%

Decreased risk of cardiovascular diseases, Alzheimer's and cancer from just 30 minutes of continuous moderate physical activity per day.





Medical expert



PROF. JEAN-JACQUES ALTMAN

Head of the Diabetology-Endocrinology-Nutrition. European Hospital Georges Pompidou, Paris

“NUTRITION AND DIABETES - IMPACT FOR EMPLOYERS”



HIGHLIGHTS

The world population of diabetics is expected to increase by **75%** by 2025

60%

of diabetics live in **India** and **China**, key economic powers- the increase in diabetes is likely to have major consequences for the world economy and of course for all MNCs

Costs are high throughout the world:

USA	EU	ASIA	AFRICA
€263Bn	€147 Bn	€88 Bn	€4 Bn

Despite these grim statistics, diabetes prevention programs have been proven to be effective.



TARGET DIABETES PREVENTION PROGRAMS TO EMPLOYEES WHO ARE ALREADY AT INCREASED RISK:

- Employees who are genetically predisposed to develop diabetes (determined by short questionnaire)
- Women who have had gestational diabetes and are at high risk for becoming diabetic



Medical expert



PROF. FRANÇOISE FORETTE

Professor of internal medicine and geriatrics at the University of Paris V and Chairman of the Supervisory Board of Broca Hospital in Paris.

“BUSINESSES AND LIFESTYLES: HOW TO IMPROVE EMPLOYEES' HEALTH THROUGH PREVENTION PROGRAMS IN THE WORKPLACE”

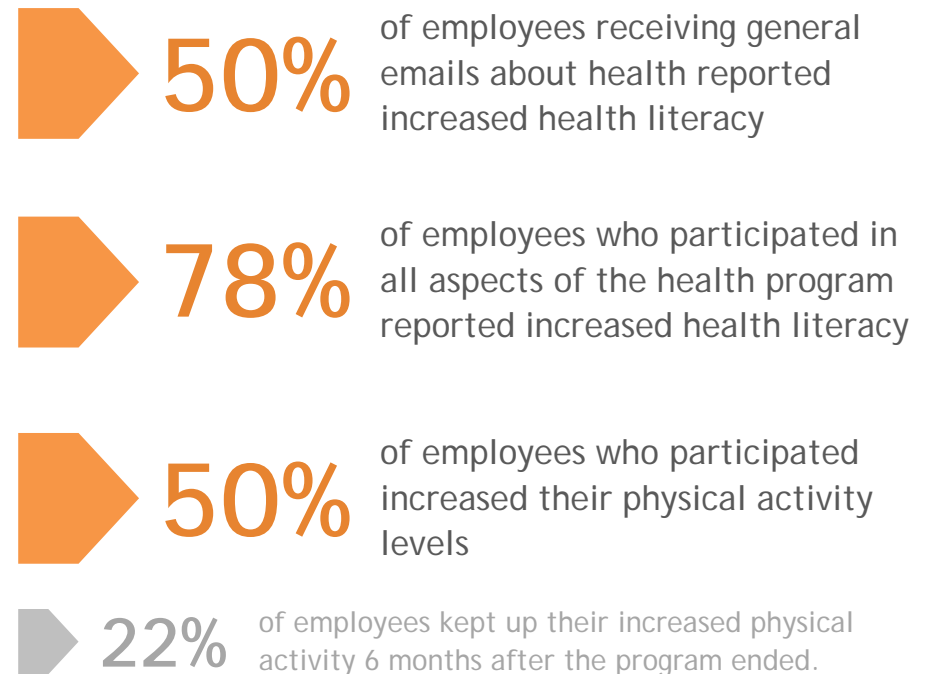


HIGHLIGHTS

Health literacy, the ability of individuals to understand health information and make appropriate decisions, is a key factor in enabling employees to lead a healthy lifestyle.

Workplace health literacy programs are highly effective in improving individual's capacity to improve their health.

The Healthy Companies study in France is a prime example:





Medical expert



PROF. LEVON DOURSOUNIAN

Orthopedic Surgeon & Traumatologist- Professor, surgeon of the hospital Saint Antoine, Chief of Orthopedics and Traumatology Service. Member of the National Academy of Surgery.

“THE CHALLENGE OF PREVENTING MUSCULOSKELETAL DISORDERS IN THE WORKPLACE”



HIGHLIGHTS

Physical activity reduces sarcopenia (loss of muscle fibers and decrease of muscle quality associated with aging)

- Sarcopenia leads to back pain, injuries, and osteo-arthritis
- Aerobic exercise, progressive resistance exercise (such as weight lifting), and stretching can all help reduce sarcopenia and decrease the risk of musculoskeletal disorders.



KEY TAKEAWAY

EMPLOYERS NEED TO ENCOURAGE PHYSICAL ACTIVITY BY GIVING MORE FLEXIBLE HOURS, MAKING GYM FACILITIES AVAILABLE, AND PROMOTING SIMPLE CHANGES SUCH AS WALKING OR BIKING TO WORK



Evidence is robust for ROI of Health and Wellness. Though figures differ, Health and Wellness has been shown to saves nearly

US \$4

or more saved for every dollar invested.



Medical expert



PROF. CHARLES PERETTI

Head of the Psychiatric and Medical Psychology Department at St Antoine Hospital, Paris

“PASSIVE LIFE-STYLE BEHAVIORS AND COGNITIVE HEALTH: CONSEQUENCES ON THE WORKPLACE”



HIGHLIGHTS

Physical activity preserves cognitive abilities and promotes emotional health- results are seen in populations of all age groups. Regular physical activity promotes the capabilities employees need for companies to stay competitive:

Fluid intelligence (creativity, innovation, and adaptation to change for problem solving) Professions impacted: all white-collar professionals

Visuospatial cognition (understanding of visual input) Professions impacted: professions where vision is key such as craftsmanship/artisan crafting, decoration, painting, video, and media

Attentional performance (ability to maintain concentration): Professions impacted: work-site managers, researchers (all professions requiring vigilance)



Reaction time (capacity of adaptation and safety) Professions impacted: transportation, logistics, and operations



Memory Professions impacted: All professions requiring guidelines or instructions to be followed



KEY TAKEAWAY

TO IMPROVE EMPLOYEE'S COGNITIVE PERFORMANCE AND REMAIN COMPETITIVE IN TODAY'S DYNAMIC MARKETPLACE, EMPLOYERS NEED TO PROMOTE PHYSICAL ACTIVITY.



MetLife & AXA Working in partnership

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