



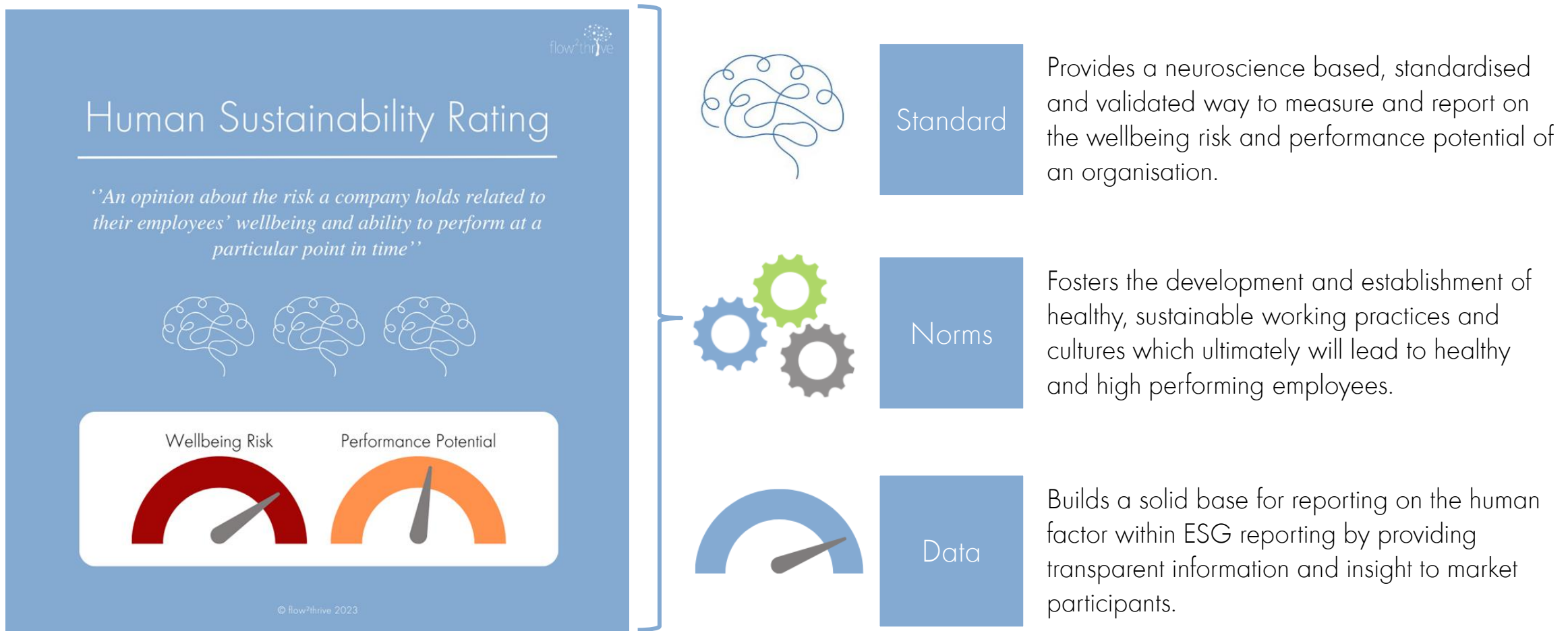
flow²thrive's Human Sustainability Rating System

Providing you with data and insights for your:

- ✓ Work Transformation Impact Assessments
- ✓ ESG Materiality Assessment & Reporting
- ✓ Wellbeing Strategy Development
- ✓ WELL Certification

Human Sustainability Ratings: Overview

A rating system for measuring & tracking employee wellbeing risk and performance potential



Human Sustainability Ratings: Overview

The Human Sustainability Rating System provides data for baselining and tracking human factors for ESG (and other) reporting purposes by **providing transparent information to stakeholders**



Internally

1. Common terminology of factors driving human risk & potential
2. Targeted interventions and investments where it matters
3. Ability to measure impact of actions and forecast future issues
4. Input into materiality assessments and other CSRD/ESRS features



Externally

1. Insights into organisation's risk related to their human assets
2. Indicates actual levels of human productivity & potential gaps
3. Standardised, easy to understand rating system
4. Insight into impact of an organisation's actions

Human Sustainability Ratings: Overview

Goes to the heart of what makes the human brain thrive, focusing on 30+ factors and habits scientifically proven to directly impact wellbeing, brain energy, productivity and performance.



Multipliers & Stressors

Elements and habits that impact mental, physiological & cognitive strength of an individual, group or organisation

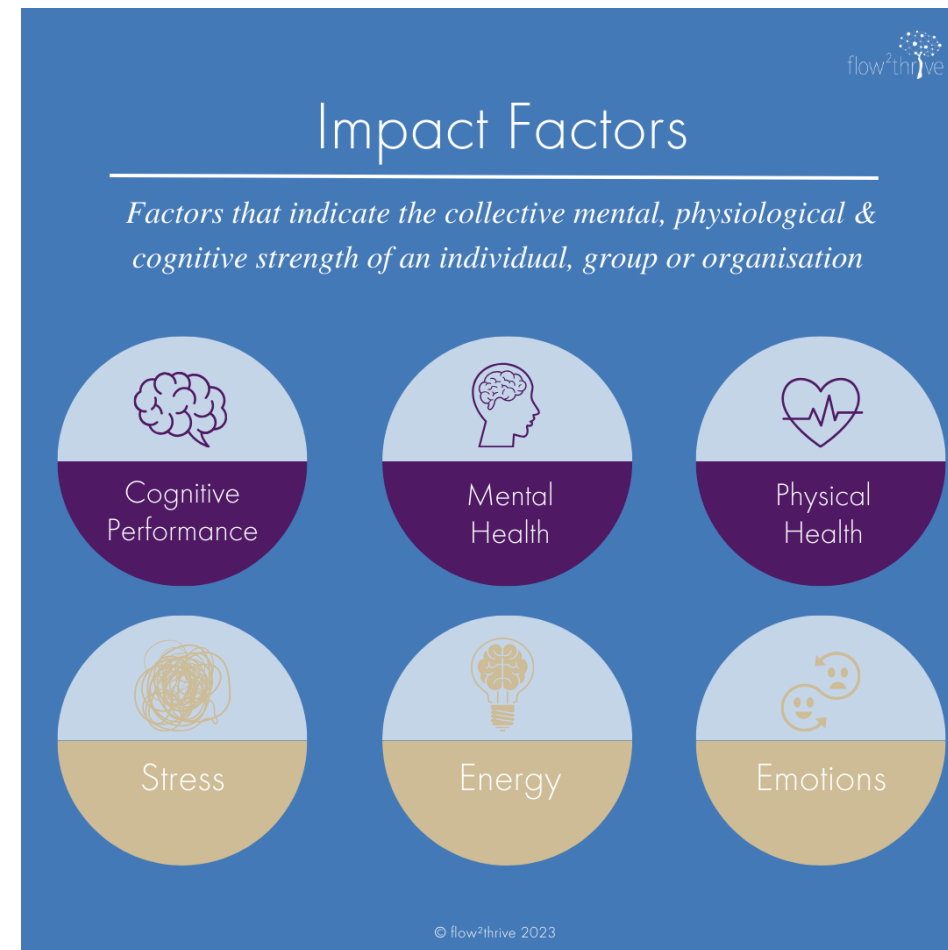
Multipliers

- Place of Work
- Way of Working
- Way of Living

Stressors

- At Work
- Outside Work

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Impact Factors

Factors that indicate the collective mental, physiological & cognitive strength of an individual, group or organisation

- Cognitive Performance
- Mental Health
- Physical Health
- Stress
- Energy
- Emotions

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Human Sustainability Ratings: Overview

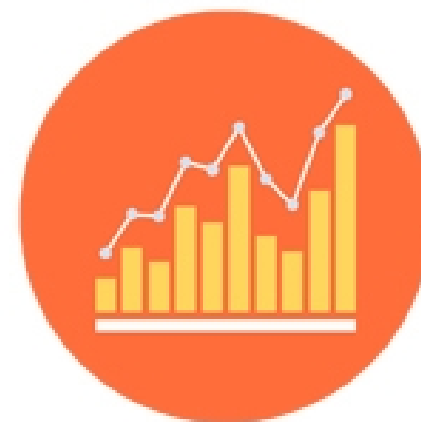
Baseline, track progress, compare trends, measure impact and outcomes of specific activities.



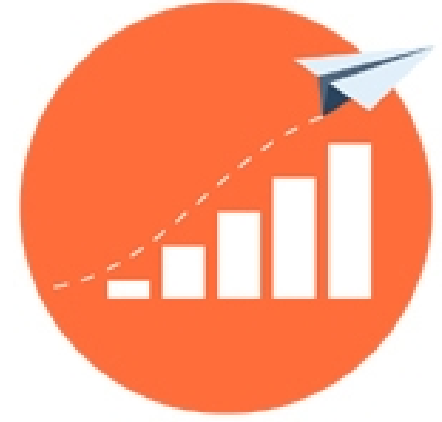
Compare BU, countries
& demographics



Target actions
Prioritise investments



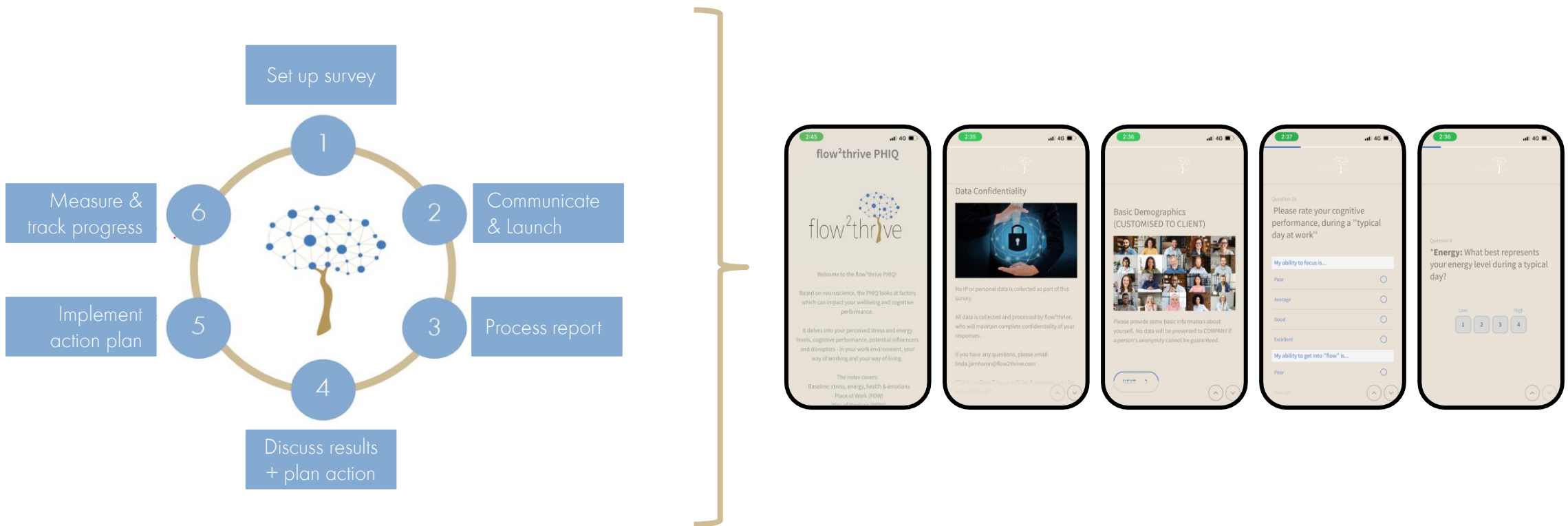
Track progress, impact
& changed habits



Include in annual &
ESG reports

Human Sustainability Ratings: Overview

Easy to use, customisable and GDPR compliant platform. Whilst the core questions in the diagnostic tool are standard, the introduction, including video options, set up for demographic cuts and reporting are fully customisable.



SAMPLE REPORT OUTPUT: Dashboard


Multipliers

Elements and habits that impact mental, physiological & cognitive strength of an individual, group or organisation

 Home	 Office	 Virtual
 Grounders	 Energisers	 Drainers
 Rest	 Fuel	 Grow

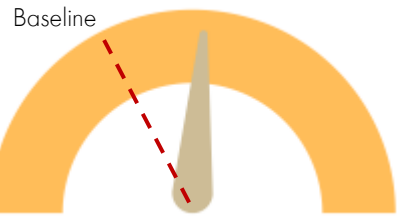
Outcome & Impact Factors

Factors indicating the collective mental, physiological & cognitive strength

 Energy	 Cognitive Performance
 Emotions	 Mental Health
 Stress	 Physical Health

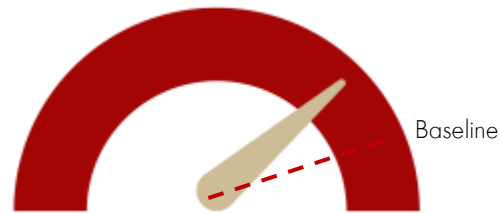
SAMPLE REPORT OUTPUT: Key Wellbeing Indicators

Physical Health



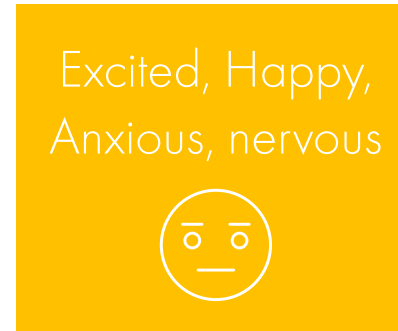
52%

Stress



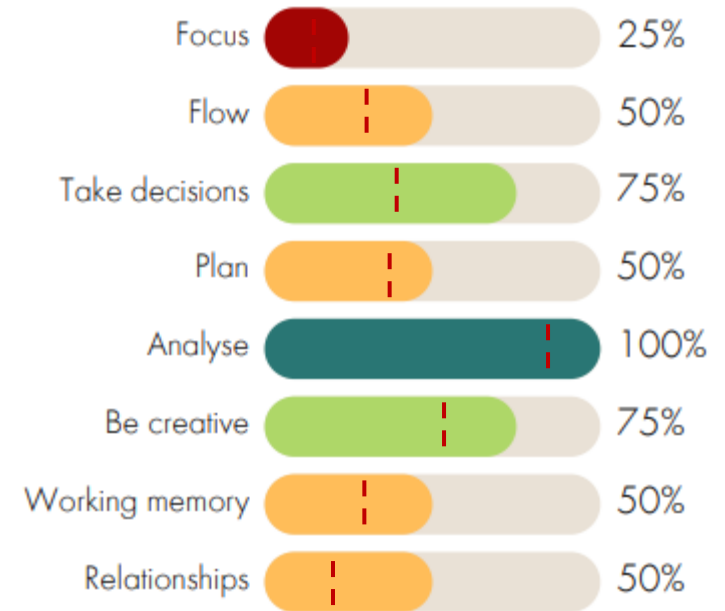
75%

Emotions

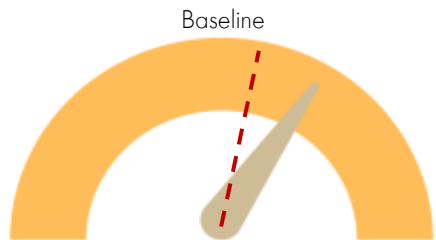


Cognitive Performance

I feel and perform at my best:
"Occasionally"

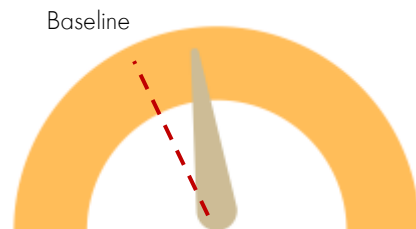


Mental Health



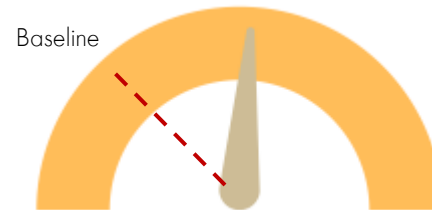
67%

Energy Levels



46%

Productivity



52%

Baseline

SAMPLE REPORT OUTPUT: Place of Work

Average time spent

Home



30%

Office



70%

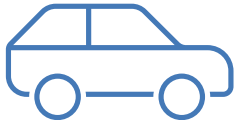
Virtual



52%

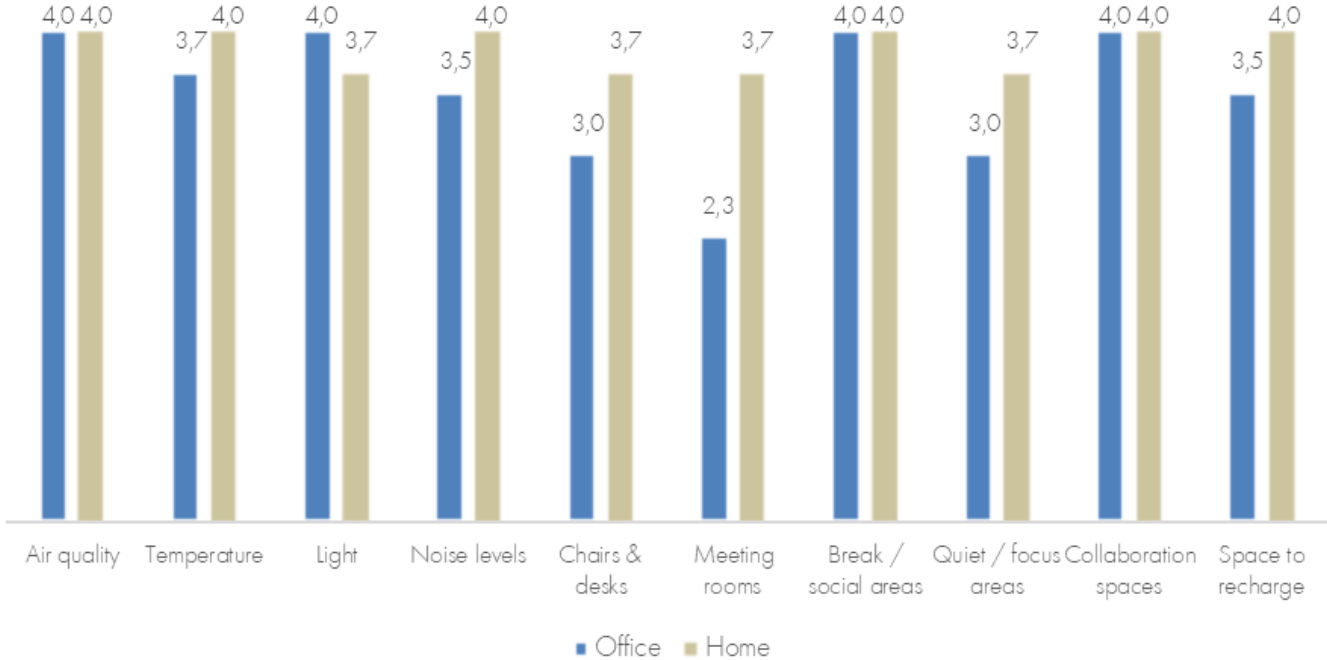
"Average"

Travel



Range: 10 - 60 mins
Average: 25 mins

Rating of the physical work environment



Virtual work: different locations

Home



Range: 50 - 90%
Average: 63%

Office

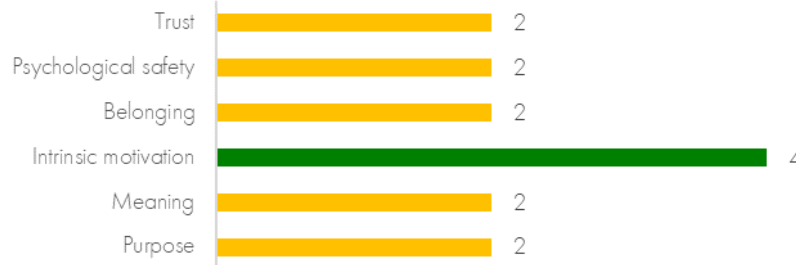
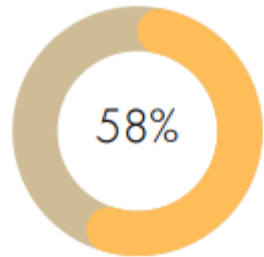


Range: 10 - 50%
Average: 27%

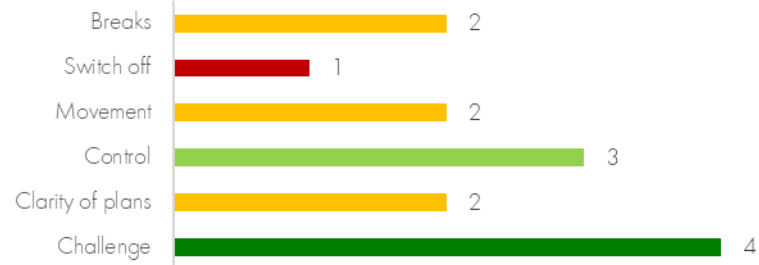
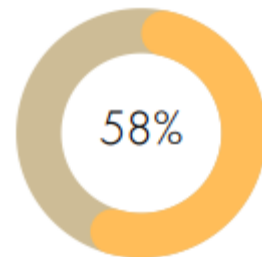
SAMPLE REPORT OUTPUT: Way of Working

The main objective of Way of Working is to get insight into collective habits and ways of working, to determine how current habits might be impacting employees' ability to feel, be & perform at their best.

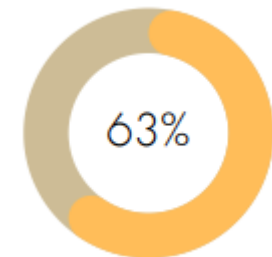
Brain Grounders



Brain Energisers

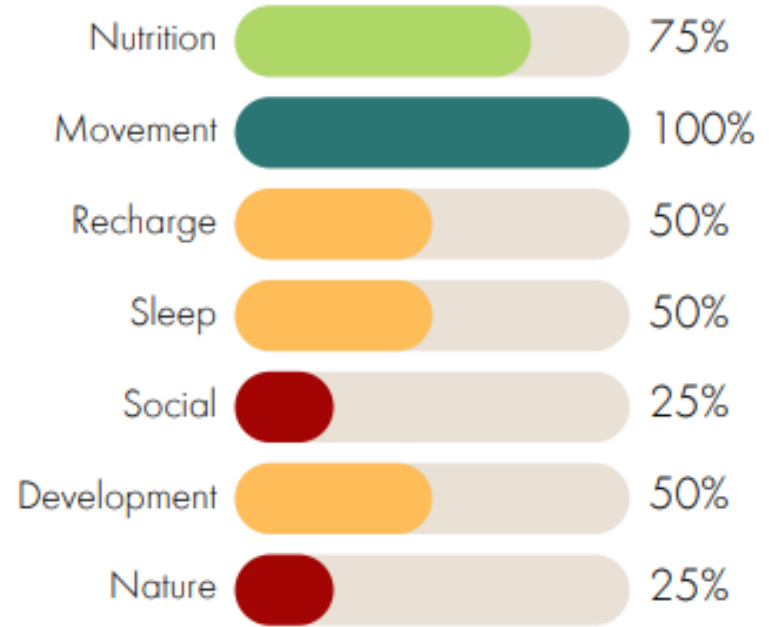
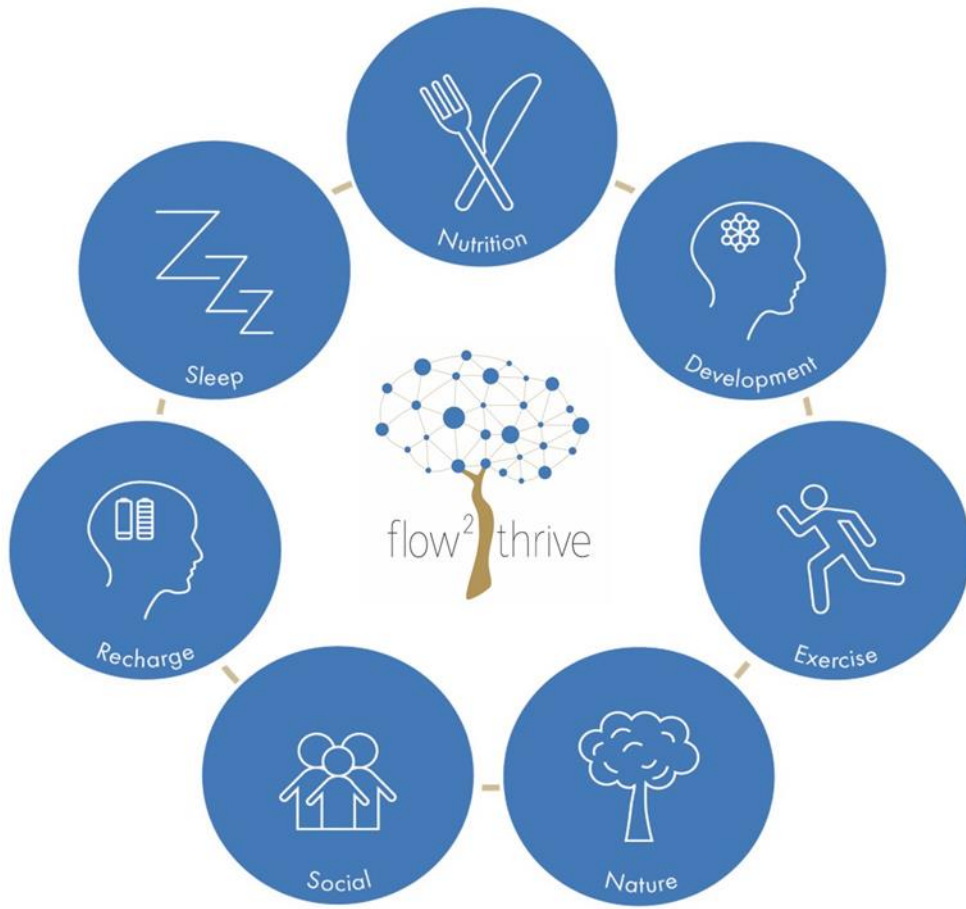


Brain Drainers

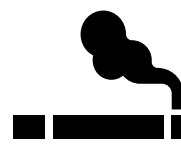


SAMPLE REPORT OUTPUT: Way of Living

The Way of Living Multipliers can help you identify lifestyle choices/situations that can may impact the wellbeing, physiological resilience and cognitive performance of your employees



Smoking



Medium Risk

Alcohol



Low, but some at risk

flow²thrive Team & Partners

Founder
Linda Jarnhamn



With a passion for brain health and cognitive performance optimisation, Linda strives to inspire positive change at individual, organisational and societal level.

She's on a mission to transform the world of work by applying neuroscience to the heart of people and culture practices as an

1. Entrepreneur and curator of neuroscience-based health tech solutions
2. Behavioural transformation leader focused on optimising brain health and performance
3. Advisor on wellbeing research and mental health ("Mind") to the International WELL Building Institute

Summary

- Pioneer in applying neuroscience to change, wellbeing and people practices
- 20 years leadership experience: primarily HR and business transformation
- Established www.flow2thrive.com, strategic, data driven corporate wellbeing business
- Solid experience of leading change in complex and multi-disciplinary environments
- Strong experience in building eco-systems, multi-national teams & strategicpartnerships
- Experienced facilitator, host and speaker at events, conferences and awards

Strategic Partners

We stand on a foundation of strong partnerships and collaboration. We work with a small number of strategic partners and a wider global ecosystem of technology, medical and academic collaboration partners, all trusted experts and innovators in their field.

Together, we collaborate and co-create to deliver tailored, impactful and measurable solutions for our clients. For sustainable work-life habits and high performing workplaces.



We've partnered with [CDE](#), a provider of state-of-the-art control rooms. We provide their clients with a solid, neuroscience-based baseline, to help them shape the design and measure progress and results of their projects.



Our [flow²thrive index](#) is a pre-approved survey for the WELL Certifications. Our founder Linda Jarnhamn is also an advisor to both the [MIND concept](#) and the [Global Research Advisory](#).