



WORKPLACE VITALITY™

EXECUTIVE SUMMARY

Understanding the Key Pillars that Comprise Workplace Vitality™ and Why they Matter

At Mars Drinks, we are 100% dedicated to the workplace and we are committed to our customers' success. Based on this, we set out to more deeply understand how companies can be successful. We launched a global study of more than 3,000 people across generations, in all kinds of jobs and all kinds of companies. We discovered just how critical Collaboration, Engagement, Well-Being, and Productivity are. We learned about how they are unique across countries. We exposed some surprising ways they are related to each other, and also, ways they can be bolstered. In addition, we learned about drinks solutions in the workplace—their role and importance for success. Most of all, we have identified **Workplace Vitality™**, which is at the intersection of Collaboration, Engagement, Well-Being, and Productivity.

What we Learned

Our study revealed the interrelatedness of these four Pillars. Collaboration, Engagement, Well-Being, and Productivity are critical to organizational success. We also learned that these Pillars vary in importance across countries. We exposed some surprising ways in which they are related to each other, and also, ways they can be strengthened within an organization.

Equally important, we have identified **Workplace Vitality™**, which is at the intersection of Collaboration, Engagement, Well-Being, and Productivity.

90% OF RESPONDENTS

“Collaboration, Engagement, Well-Being, and Productivity are important to their organizations' success.”

- **87%** of respondents agreed that “Collaboration among associates, associate Engagement, and Well-Being all have a positive impact on workplace **PRODUCTIVITY.**”
- **86%** of respondents agreed that “People who feel appreciated are more **ENGAGED** at work.”
- Across all countries, executives rated organizational performance on all Pillars more highly than associates, indicating a gap in perception. The biggest gap occurred in **WELL-BEING.**



The Contribution of Drinks Solutions to Workplace Vitality™

During our study, we also learned about drinks solutions in the workplace and their role in supporting organizational success. Because of our focus on the workplace, Mars Drinks is committed to helping people think differently about work and the workplace—to Rethink the Daily Grind™. Through our research we have identified key ways that Workplace Vitality™ and drinks solutions can be enhanced and leveraged in order to contribute to positive results for our customers.

Drinks were rated as most important to the dimension of Well-Being, with 80% of respondents rating them as either somewhat or very important.

Notably, drinks were also reported by two out of three respondents as being either somewhat or very important to all other Pillars of Workplace Vitality™.

The depth and breadth of the relationship between drinks and Collaboration, Engagement, Well-Being, and Productivity are evident in the following statements:

Collaboration 72% agree “Coffee and other drinks energize and focus people, enabling them to be more effective collaborators at work.”

Engagement 73% agree “Coffee and other drinks in the workplace boost morale and attitude.”

Well-Being 80% agree “People are happier when good-tasting coffee and other drinks are available at work.”

Productivity 73% agree “People are more productive when they have their preferred drinks at work.”

Learn More

Through our research, we have solidified the meaning and priority of Collaboration, Engagement, Well-Being, and Productivity. We have discovered the interrelationships that combine to create the concept of Workplace Vitality™, bringing more clarity to the measurement and understanding of workplaces and organizations. **We are continuously exploring additional research to deepen the understanding of these Pillars.**



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About Mars Drinks, Study Sponsor

Mars, Incorporated has been recognized as a *FORTUNE* 100 Best Companies to Work For® for a third consecutive year and is also ranked on the list of the World's Best Multinational Workplaces by the Great Place to Work® Institute for being one of 40 organizations leading the world in employee engagement.

At Mars Drinks, we know the workday can be so much more than the daily grind. That's why we're 100% dedicated to the workplace—creating new and inspiring ways to help people connect, collaborate and get things done. Our innovative FLAVIA® single-serve brewers, KLIX® vending machines and selection of high-quality drinks are a big part of the equation.

We serve more than 1 billion drinks annually to global workplaces, delivering great-tasting beverages from the boardroom to the break room. We're enthusiastic about Workplace Vitality™, and we support customers as they create great work environment.