

Workforce Sustainability & Human Capital ESG Reporting

Data Mapping, Strategic Wellness & ESG Alignment

Bhakti Shah

Managing Director, ImpactAfya Ltd

THE CHALLENGE

- **Burnout & Mental Stress** Unmanaged workplace stress and mental health challenges quietly drain productivity, increase turnover and inflate insurance premiums.
- **Low Engagement:** Traditional corporate wellness programs fail due to fragmented initiatives and complex manual tracking.
- **Data Fragmentation:** Organizations struggle to collect, align, and map employee wellness metrics into standardized Human Capital ESG disclosure frameworks.

STRATEGIC SOLUTION

- **ImpactAfya Advisory:** In-country strategic advisory providing expert data mapping to align workforce wellness with international Human Capital ESG standards.
- **IncentFit Technology:** Automated holistic platform tracking preventive care, physical wellness, mental health and professional development in real time.
- **Audit-Ready ESG Data:** Seamlessly translates physical, mental and preventive health metrics into structured reportable datasets for corporate leadership and boards

CORE CAPABILITIES & HOLISTIC WELLNESS PILLARS

1. Preventive Care

Reward check-ups, vaccinations, and proactive health screenings to reduce medical claims.

2. Professional Growth

Incentivize course completions, skill workshops, and continuous training.

3. Physical & Mental Wellness

Automated tracking for gym visits, daily steps, team health challenges, stress management, sleep and counseling sessions

4. Flexible Rewards

Automated monetary & non-monetary incentives

HUMAN CAPITAL ESG DATA MAPPING & REPORTING ADVISORY

A major bottleneck in corporate ESG disclosure is capturing and mapping mental health resilience, workplace burnout mitigation and physical wellness metrics into standardized indicators. ImpactAfya bridge this gap by actively mapping workforce participation data—captured seamlessly via IncentFit—directly into recognized Human Capital ESG reporting frameworks (Social Pillar). We empower leadership teams in organizing metrics on employee health risk reduction, preventive care adoption, and personal development into audit-ready datasets for stakeholders, board members, and international sustainability disclosures to demonstrate proactive investment in employee health, talent retention and corporate social accountability.