The Small + Safe + Well (SSWell) study was a five-year study designed to understand how small organizations support the health, safety, and well-being of their workforce and how employees perceive these supports.

**BETTER TOGETHER**
Businesses that focus on leadership and have health and safety policies and programs have employees who act safer and healthier.

**POLICY & PROGRAM CHANGES**
On average, businesses increased their Healthy Workplace Assessment score by 11% after the first year of the intervention.

**LEADERSHIP MATTERS**
Work environments were rated 14% higher when employees felt that their leaders cared about their health and safety.

**SUPPORT MATTERS**
Employees were motivated to be safer and healthier at businesses with work environments that support employee health and safety.

**PANDEMIC STRONG**
During the COVID-19 pandemic, wellbeing was greater at businesses with work environments that support employee health and safety.

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