

Harlow Manufacturing Ltd

Quarterly Workforce Health Report

Q2 2026

REPORTING QUARTER

24

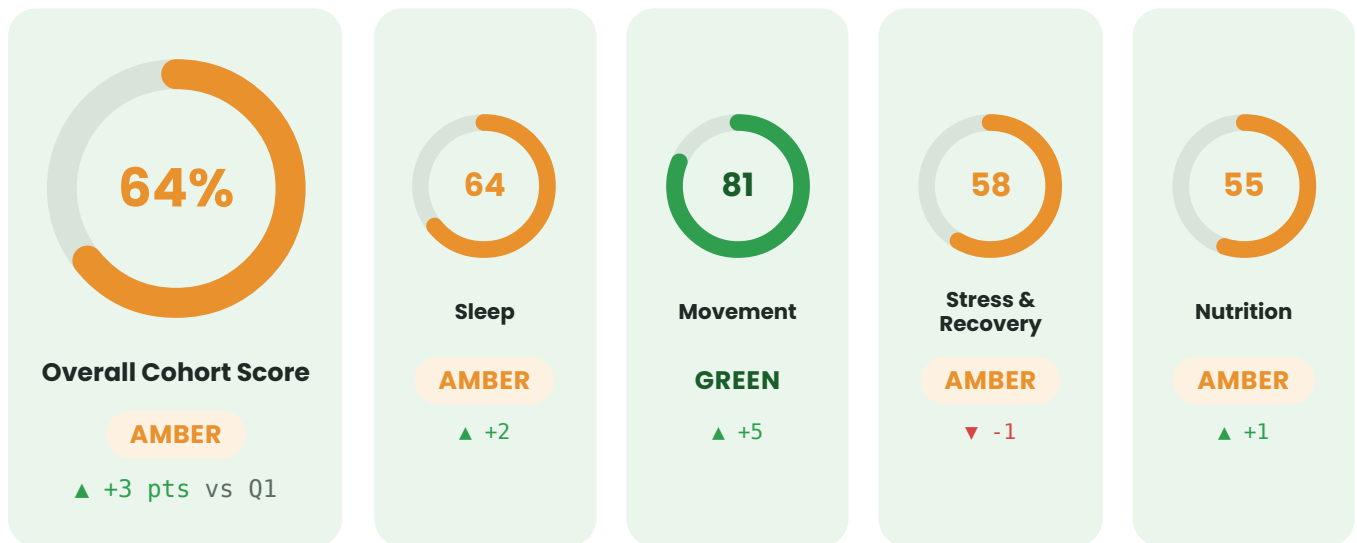
ENROLLED STAFF

Apr–Jun

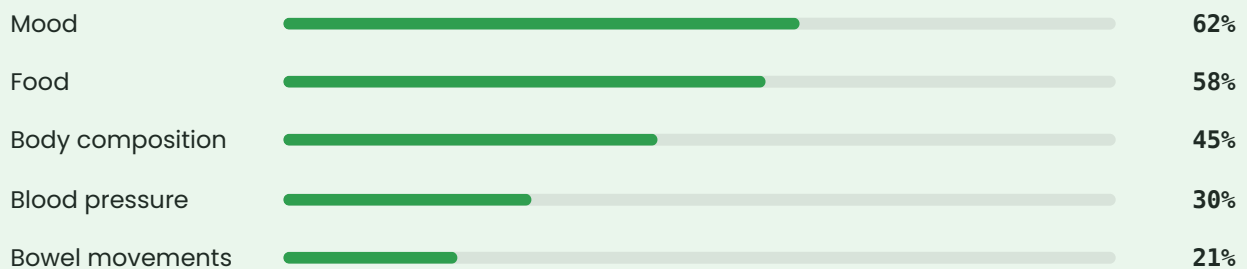
PERIOD COVERED

This report contains fully anonymised, aggregated data only. It does not identify, and cannot be used to identify, any individual member of staff.

COHORT EVERWELL SCORE DASHBOARD

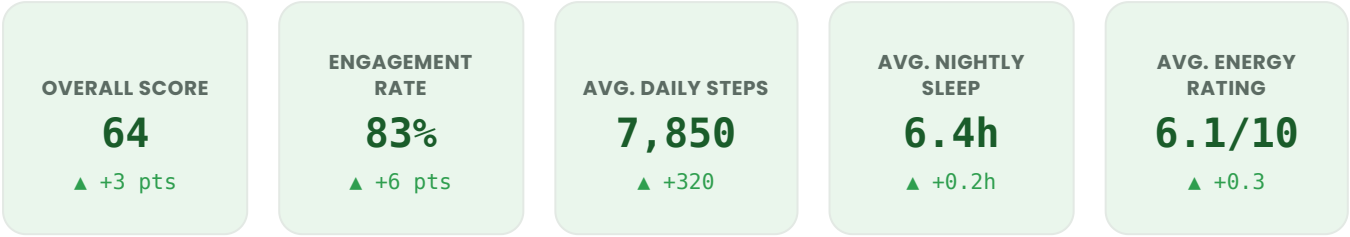


Consistency — % of Staff Logging Each Field



Scores represent the anonymised average across all enrolled staff. They are not a clinical measurement and cannot be used to identify any individual.

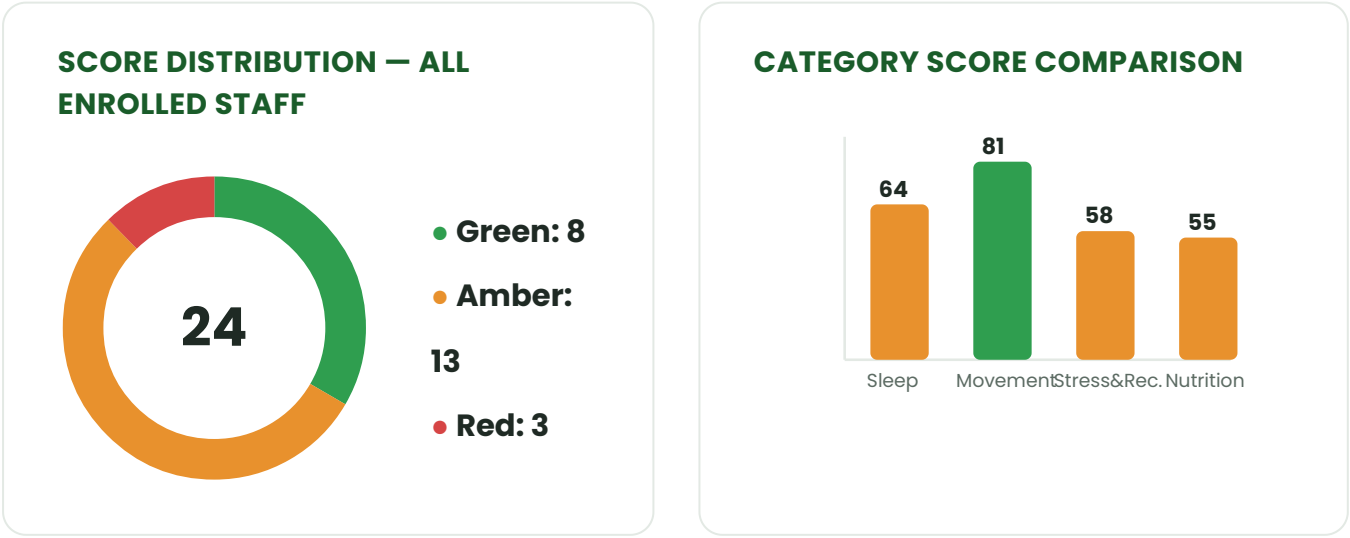
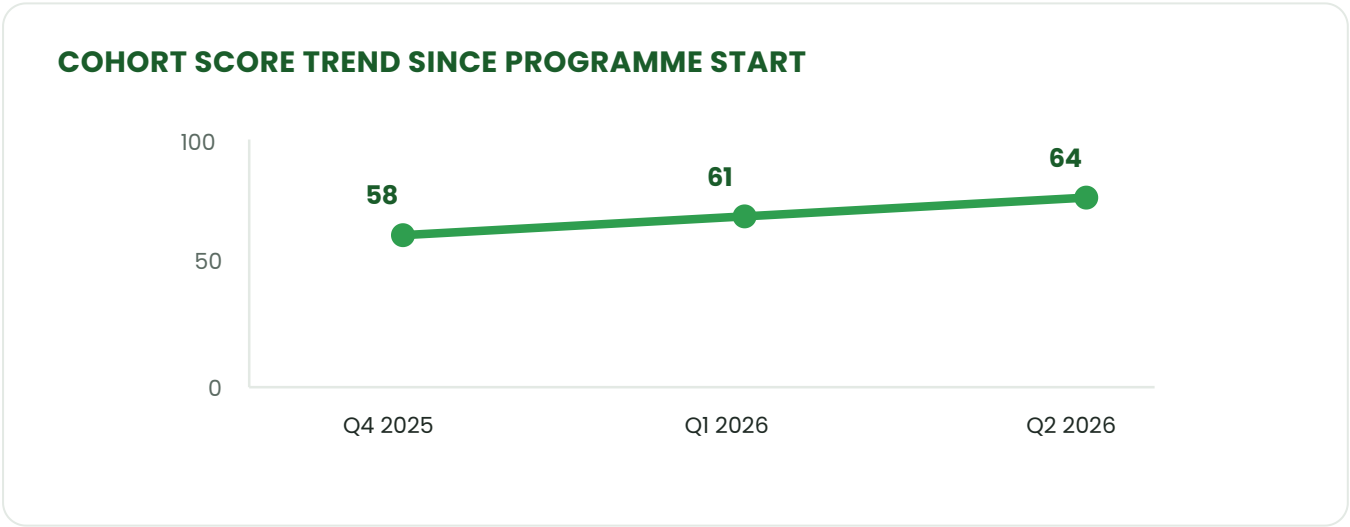
HEADLINE KPIS



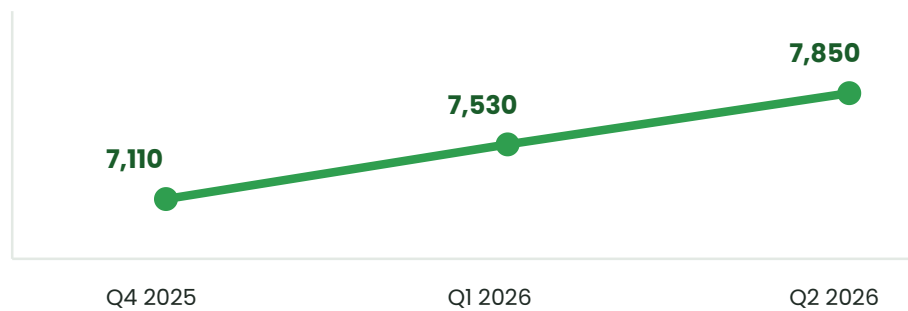
CATEGORY SCORE CARDS



TRENDS THIS QUARTER



AVERAGE DAILY STEPS TREND



AT A GLANCE

STRONGEST AREA — MOVEMENT

Movement was the standout category this quarter, with average daily steps up 320 and cohort movement score climbing 5 points to 81, likely reflecting stronger uptake of the on-site walking groups.

WATCH CLOSELY — NUTRITION

Nutrition remains the lowest-scoring category at 55, with only 14 of 24 staff logging food regularly enough to build a reliable picture, so this area is worth continued attention next quarter.

NEEDS FOCUS — STRESS & RECOVERY

Stress and recovery dipped slightly this quarter, a common pattern across shift-based teams during a busier production period, and is worth monitoring going into Q3.

QUARTERLY SUMMARY

This has been a quarter of steady, genuine progress for the Harlow Manufacturing cohort. The overall score has moved from 61 to 64, engagement is up six points to 83%, and movement in particular has had a strong quarter, with staff walking noticeably more each day than at the start of the year. That kind of shift usually reflects real behaviour change rather than a one-off, so it is a good foundation to build on.

The areas that still need attention are nutrition and, to a lesser extent, stress and recovery. Nutrition logging remains patchy, which makes it hard to get a full picture of the cohort's eating patterns, and the score itself has stayed in the amber band for the second quarter running. Stress and recovery softened slightly, which lines up with what would be expected during a busier production period with more shift work.

If current trends continue, the cohort is on track to move the overall score into the green band within two to three quarters, provided nutrition logging improves and the stress and recovery dip proves temporary rather than the start of a longer trend.

BLOOD WORK AGGREGATE

Sixteen of the 24 enrolled staff had blood results within the reporting window this quarter, enough to report meaningfully at cohort level. The majority of the cohort, 11 of 16, had Vitamin D in the amber range, suggesting sub-optimal levels across the workforce, a common finding in office and indoor-shift based cohorts in the UK, particularly heading into winter. Ferritin and ASO markers were broadly within expected range across the tested group, with no aggregate pattern worth flagging this quarter.

The next annual blood round for this cohort is due in Q4 2026, and the remaining eight enrolled staff without in-window results will be prioritised for testing ahead of that date.

RECOMMENDATIONS FOR NEXT QUARTER

COACHING

Sleep hygiene remains a coaching focus for staff in the amber band, with particular attention to deep sleep quality for those on rotating shift patterns.

ORGANISATION

Given the dip in stress and recovery, consider reviewing break scheduling for night shift teams and ensuring adequate wind-down time between rotations.

ORGANISATION

With nutrition the lowest-scoring category and logging still low, a review of on-site canteen or catering options would help both engagement and outcomes.

COACHING

Movement momentum is strong, coaches will reinforce this with staff already engaging well, while encouraging colleagues who have not yet joined the walking groups.

ORGANISATION

Given the aggregate Vitamin D finding, a short group education session on winter Vitamin D and sunlight exposure would be timely ahead of the darker months.

Data and Privacy Statement

All data in this report is fully anonymised and aggregated. No information in this document identifies or can be used to identify any individual staff member. Individual health data remains strictly private between each employee and their EverWell health coach and is never shared with the employer under any circumstances. This report is prepared in accordance with EverWell Health Ltd's Privacy Notice and the terms of your EverWell Connect Business agreement. Cohort scores and metrics are presented as group averages only. For questions about data handling, contact hello@everwellhealth.co.uk.