

Trends in Employee Wellness and Perks

While many organizations globally have reduced on-site perquisites, employee wellness programs are receiving more attention as effective tools to engage and retain key talent. To take a closer look at wellness initiatives and other perks, we turn to data from our first annual **Radford Employee Experience Study**. The data includes global responses from nearly 700 organizations across a variety of industries, collected between March and August 2021. More information about the study is at radford.aon.com/products/market-practice-studies.

Organizations Providing Health and Wellness Programs

Most companies provide physical health or wellness programs. These include health classes, gym memberships, health screenings, ergonomic evaluations and vaccinations.

Australia	Brazil	Canada	China	France	Germany	India	Mexico	Spain	Sweden	United Kingdom	United States
86%	86%	92%	80%	82%	81%	83%	86%	86%	87%	87%	98%

Workplace Benefits Go Beyond Physical Health

Nearly half of all companies offer some types of perks. Here are some of the specific types of perquisites offered:

Australia	Brazil	Canada	China	France	Germany	India	Mexico	Spain	Sweden	United Kingdom	United States
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Free Meals

51%	39%	50%	52%	45%	45%	53%	45%	42%	37%	53%	68%
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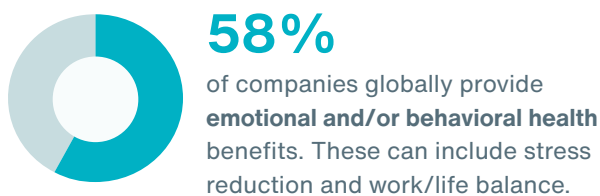
Company Logo/Apparel Store

66%	61%	65%	60%	67%	69%	59%	55%	65%	63%	70%	68%
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Company Product Discount

29%	50%	32%	32%	33%	31%	31%	35%	35%	37%	31%	29%
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Note: Percentages may total more than 100% since more than one response was acceptable.



Developing a comprehensive total rewards package that includes wellness benefits is increasingly vital to attracting and retaining talent in a competitive talent market. Learn more about Aon's approach to total rewards at humancapital.aon.com/total-rewards.