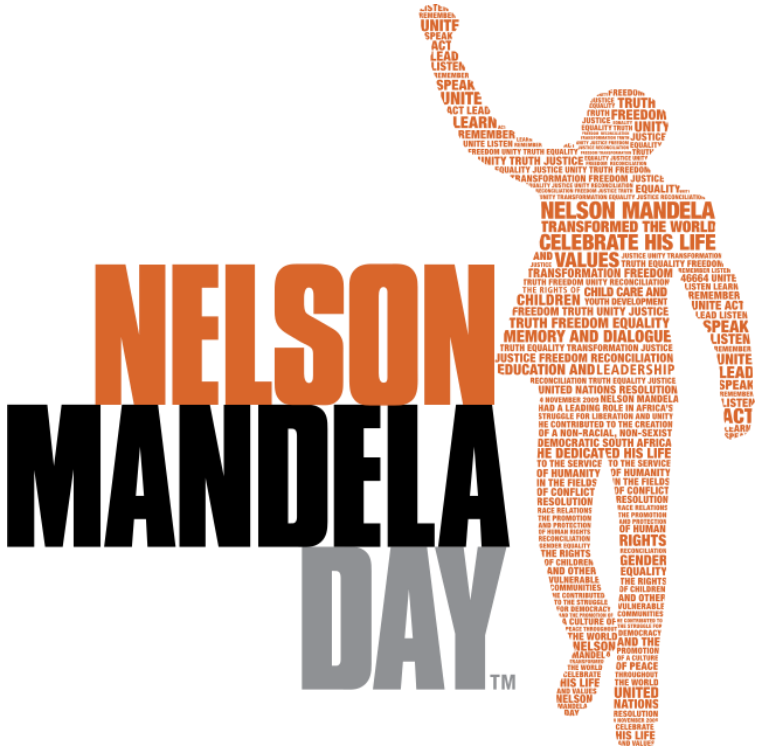
WWASA

WORKPLACE WELLNESS ASSOCIATION

SOUTHERN AFRICA

Wellness at Work

Newsletter: May - July 2026



Chairperson's Reflection

Nelson Mandela Day: A Legacy of Service, Leadership and Wellbeing

By Alan Fritz, Chairperson of the Board

Every year on 18 July, people around the world honour the life and enduring legacy of Nelson Rolihlahla Mandela, one of humanity's greatest leaders.

More than a birthday commemoration, Nelson Mandela International Day is a global call to action, reminding us that each of us has both the opportunity and the responsibility to make a meaningful difference in the lives of others.

The United Nations established Mandela Day to encourage every citizen to dedicate 67 minutes of service to others, symbolising the 67 years that Madiba devoted to justice, equality, democracy and human dignity.

For Workplace Wellness Association Southern Africa, Mandela's legacy extends beyond service; it embodies wellbeing, resilience and servant leadership. During his imprisonment on Robben Island, Mandela demonstrated extraordinary physical and mental discipline through exercise, reflection, gardening and daily routines that strengthened both himself and those around him. Even under unimaginable circumstances, he understood that caring for one's own wellbeing is essential to serving others.

As organisations across Africa commemorate Mandela Day, we encourage employers to move beyond once-off acts of charity and to embed compassion, dignity and wellbeing into the very culture of their workplaces.

Healthy organisations create healthy communities.

May Madiba's example continues to inspire us to lead with courage, compassion and purpose.



CEO Update

Turning Insight into Impact

By Chris Luyt, Chief Executive Officer

The past three months have marked a turning point for WWASA. What began as a vision to transform workplace wellness is rapidly becoming an evidence-based movement supported by employers, academics, healthcare professionals, consultants and technology partners.

One of our most significant milestones has been the successful launch of the Workplace Wellness Index. With participation from nearly 300 organisations, we are beginning to build one of Africa's largest workplace wellness benchmarking databases. More importantly, the insights being generated are helping organisations understand where they perform well and where opportunities for improvement exist.

At the same time, we have continued refining the WWASA Four-Wheel Workplace Wellness Framework. The Framework now provides employers with a practical roadmap—from understanding organisational climate, assessing workplace wellness maturity and identifying employee needs, through to implementing targeted interventions, measuring outcomes and benchmarking progress over time.

Another important area of progress has been the development of our AI-enabled digital platform. By combining data, analytics and artificial intelligence, WWASA is creating practical decision-support tools that help leaders make evidence-based decisions about workforce wellbeing, organisational performance and long-term sustainability.

Perhaps the most important lesson over the past two months has been this: organisations are no longer looking for isolated wellness initiatives; they are looking for integrated systems that improve organisational performance while supporting compliance, Skills Development, B-BBEE objectives and employee wellbeing.

At only **R8 per employee per month**, WWASA Employer Membership provides organisations with access to benchmarking, workplace wellness resources, strategic reporting and a growing ecosystem of trusted service providers.

We are grateful to every member, partner, researcher and employer who continues to support this journey.

Together, we are building healthier workplaces across Africa.



Feature Article

Listening Before Leading

One of the highlights of the past two months was the WWASA Workplace Wellness Focus Group, where leaders from business, healthcare, consulting and human resources came together to discuss the future of workplace wellness.

The objective was simple: before designing solutions, we wanted to understand the challenges organisations are experiencing on the ground.

Several important themes emerged.

Participants consistently highlighted that workplace wellness remains fragmented within many organisations. Wellness days, Employee Assistance Programmes and health campaigns all provide value, but too often operate independently rather than forming part of an integrated organisational strategy.

Another recurring message was that leadership determines success. Employees quickly recognise whether leaders genuinely prioritise wellbeing or merely support isolated initiatives. Organisations with engaged leadership consistently create stronger workplace cultures and better outcomes.

The focus group also confirmed that employers increasingly expect workplace wellness initiatives to demonstrate measurable business value. Productivity, employee engagement, retention, organisational culture and performance have become key measures of success.

These insights have directly influenced the continued development of the WWASA Four-Wheel Framework, the Workplace Wellness Index and our AI-enabled reporting platform.

WWASA believes that the best solutions are developed with employers—not merely for employers.



Research & Insights

The Workplace Wellness Index

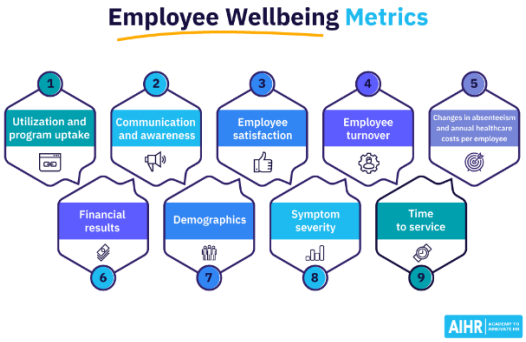
The launch of the Workplace Wellness Index marks an important milestone for workplace wellness in Africa.

With participation from almost 300 organisations, the Index is beginning to establish meaningful national benchmarks across the four dimensions of workplace wellness.

Rather than relying on assumptions, organisations are now able to compare their workplace environment against national averages, identify strengths, recognise emerging risks and prioritise improvement initiatives based on evidence.

This benchmarking capability will become increasingly valuable as participation grows and sector-specific insights emerge.

Ultimately, the Workplace Wellness Index is designed to support better leadership decisions through reliable, evidence-based information.



Innovation Spotlight

Building the Future of Workplace Wellness

Technology is becoming an increasingly important part of the WWASA ecosystem.

Over the past two months significant progress has been made towards an integrated digital platform that combines workplace wellness assessments, organisational benchmarking and AI-assisted reporting.

The platform will enable executives to monitor workplace wellbeing through intuitive dashboards, identify emerging trends, benchmark organisational performance and receive actionable insights based on real organisational data.



This represents an important shift from reporting historical information towards enabling proactive, data-driven decision-making.

As additional modules are introduced, the platform will continue evolving into one of Africa's most comprehensive workplace wellness intelligence systems.

Why Employers Are Joining WWASA

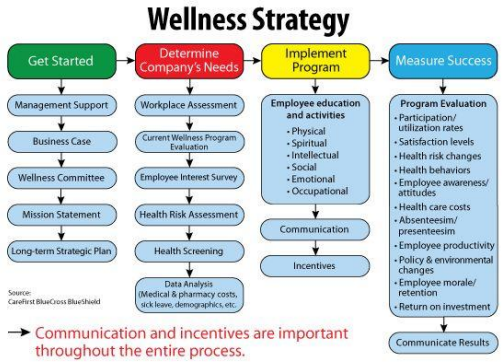
Organisations today face increasing pressure to improve employee wellbeing while simultaneously enhancing productivity, demonstrating governance, supporting Skills Development and achieving B-BBEE objectives.

WWASA provides a practical, affordable solution.

Employer Membership, at just **R8 per employee per month**, gives organisations access to a structured workplace wellness framework, benchmarking, executive reporting, educational resources and a growing network of trusted service providers.

Rather than implementing isolated wellness activities, employers gain access to an integrated system designed to support healthier employees, stronger organisational cultures and better business outcomes.

Workplace wellness is no longer simply an employee benefit—it has become a strategic business capability.



Looking Ahead

The coming months promise to be equally exciting.

WWASA will continue expanding the Workplace Wellness Index, advancing pilot implementations, enhancing the AI-enabled platform and supporting organisations as they embed workplace wellness into their long-term business strategies.

We also encourage every organisation to embrace the spirit of Nelson Mandela Day—not only through acts of service, but by creating workplaces where dignity, wellbeing and opportunity are experienced every day.

Together, we are turning insight into impact.

WWASA

Workplace Wellness Association Southern Africa

Healthy Employees. Healthy Organisations. Healthy Communities.