

Vaccination and the return to worksites

welcome to brighter



As vaccination and infection rates vary significantly across geographies, COVID-19 continues to disrupt lives and businesses. Companies are actively building & implementing plans to transition some employees back to worksites while making permanent flexible working more widely available. While many of Mercer's **Vaccination and the Return to Worksites** survey results are fairly consistent across industries, there are substantial differences for Energy (energy, natural resources & chemicals) which should not go unrecognized.

1 in 6 Energy companies reported moving to a flexible schedule where employees can choose to work onsite or remotely (half the rate of other industries)

Requiring vaccinations and willingness to get vaccinated

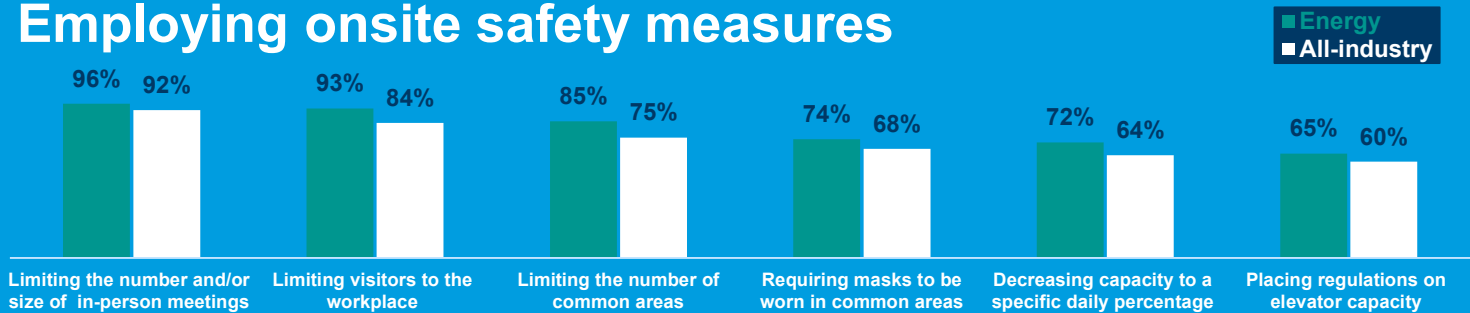


of energy companies plan on or are considering **mandating vaccination** compared to **20%** across all industries



of energy companies, versus **39%** across all industries, found that at least 7 in 10 of their employees were **willing to get vaccinated**

Employing onsite safety measures



■ Energy
■ All-industry

Providing mental health support and wellbeing (Energy vs. All-industry)

In response to the pandemic, employers have expanded access to behavioral health care...

- 35% vs. 45%** introduced mental health webinars
- 29% vs. 22%** expanded the number of sessions through EAP offerings
- 22% vs. 31%** added tele-therapy to covered telemedicine services
- 22% vs. 21%** launched communications to de-stigmatize behavioral health

...and companies are providing additional benefits and programs to reduce stress and increase morale:

- 36% vs. 56%** leadership encouragement to use PTO to recharge
- 24% vs. 41%** physical well-being apps or online classes
- 15% vs. 36%** meditation and relaxation apps or classes
- 13% vs. 20%** extra time off including early closing and/or days off