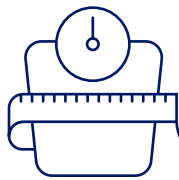


Re-thinking obesity in the workplace

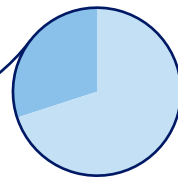
Obesity is a chronic condition that impacts us all. You likely know someone living with obesity: today, more than **7 million Canadian adults** are living with obesity,¹ and many require support to effectively manage their condition.

What is obesity?



Obesity is a chronic condition classified as having a **BMI of $\geq 30 \text{ kg/m}^2$** ²

By 2030, more than **30% of Canadian adults** are expected to be living with obesity^{3,4}



Obesity can be caused by multiple factors:²



Environmental



Genetic



Physiological



Psychological



Socio-economic

Obesity and COVID-19

In addition to the many co-morbidities associated with obesity, including diabetes, cardiovascular diseases, and mental health issues, there is growing evidence linking those living with obesity and poorer outcomes if they are to contract COVID-19.⁵

Obesity management: A science-based approach to managing weight

The Canadian Medical Association Journal published the [Obesity Management 2020 Clinical Practice Guidelines](#) to outline the ideal approaches to treat obesity and prevent its associated health complications:²



Behavioural modifications

Nutrition, physical activity and cognitive-behavioural therapy



Pharmacotherapy

For people who have a BMI of $\geq 27 \text{ kg/m}^2$ and suffer from weight-related health conditions, or those with a BMI of $\geq 30 \text{ kg/m}^2$



Bariatric surgery

For people with a BMI of $\geq 35 \text{ kg/m}^2$ who are living with obesity-related health complications, or a BMI of $\geq 40 \text{ kg/m}^2$ when other treatments have been unsuccessful

SUPPORTING OBESITY IN THE WORKPLACE

The obesity management toolkit

Novo Nordisk Canada has developed the **Obesity Management Toolkit** to support interactions and programs within the workplace to manage obesity, while breaking down common misconceptions and encouraging those living with the condition to seek support and proper treatment.

Can obesity impact the workplace?

Canadians living with obesity often face **bias and discrimination** from employers, co-workers and even healthcare professionals.⁶

54% of adults with obesity have reported being **stigmatized** by their co-workers, facing difficult **barriers**, such as **negative stereotypes** and **lower hiring success**.⁷

The high costs of obesity: It is estimated that over **\$7 billion in annual healthcare costs and lost productivity** can be attributed to obesity in Canada.^{8,9}

What can employers do? Take action on obesity

As an employer, you play a critical role in supporting employee health and wellness, and have the opportunity to address obesity within your workplace. Ensure your benefit plan provides adequate access to evidence-based treatment for obesity, create a safe environment free of bias and stigma for employees to talk about weight, and encourage employees living with obesity to start their weight management journey by talking to their health care provider.



Novo Nordisk offers a variety of resources and tools that will:

- Help you understand the impact of obesity on your workforce
- Help you implement an obesity awareness program in your workplace
- Provide you with tools and resources to educate and engage your employees

To learn more about obesity and weight management or request additional tools and resources, please contact Novo Nordisk Canada Inc. at NNCICustomerCare@novonordisk.com

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