

Table S1: Analysis of representativeness - descriptive statistics

	BHW <sup>a</sup>		HSE <sup>b</sup>	
	Mean	# obs	Mean	# obs
Gender (% male)	0.5	29,928	0.5	6,546
Age (years)	39.1	29,928	41.7	4,751
Ethnicity (white)	93%	29,928	83%	6,475
Ethnicity (Asian)	4%	29,928	10%	6,475
Ethnicity (black)	1%	29,928	4%	6,475
Ethnicity (mixed)	2%	29,928	3%	6,475
BMI	26.1	29,928	25.2	5,262
Alcohol (units per week)	11.3	29,928	10.2	4,820
% current smokers	10%	29,928	13%	6,546
Life satisfaction (1 = low - 4 = very high)	2.7	29,928	2.9	4,310

<sup>a</sup> Britain's Healthiest Workplace dataset (i.e. the main dataset used in this study).

<sup>b</sup> Health Survey for England dataset.