

Table S4: Descriptive statistics - variables

Variable	Scale	Mean (unadj.)	Std. dev.	Median	Min	Max	Mean (adj. <sup>a</sup> )
Smoking	Smoker/Nonsmoker	0.37	0.48	0	0	1	0.63
Alcohol consumption	Units per week	11.26	13.37	7	0	140	128.74
Exercise	Minutes per week <sup>b</sup>	296.32	294.72	230	0	4,200	
Fruits & vegetables	Portions per day	4.94	2.42	5	0	40	
Sleep length	Hours per day	6.99	0.94	7	1	20	
Dietary fats and oils	Portions per day	1.65	1.03	2	0	5	3.35
Trans-unsaturated fatty acids	Portions per day	1.33	1.20	1	0	7	5.67
Low-fat dairy products	Portions per day	3.97	1.58	4	1	6	
Mental health self-assessment	Poor-excellent	2.96	0.89	3	0	4	
Psychological distress	0-24	4.68	4.09	4	0	24	19.32
Life satisfaction	0-10	6.92	1.81	7	0	10	
Financial concerns	A lot; A little; None	0.56	0.63	0	0	2	1.44
Physical health self-assessment	0-4	1.07	0.79	1	0	4	2.93
BMI	kg/m <sup>2</sup>	20.66	5.12	19.8	0	79.9	59.26
# musculoskeletal health conditions	0-9	2.09	1.84	2	0	9	6.91
# chronic conditions	0-16	0.38	0.70	0	10	0	15.62
MSK unable to work	Yes/No	0.15	0.35	1	0	0	0.85
Fatigue	Always-Never	1.72	0.99	2	0	4	2.28
Job satisfaction	0-10	4.22	1.48	5	0	6	
Work stress	0-7	6.05	1.20	6	0	7	
Flexible hours	No/Yes	0.56	0.50	1	0	1	
Home work	No/Yes	0.52	0.50	1	0	1	
Isolation	Always-Never	0.83	0.95	1	0	4	3.17
Safety	Never-Always	3.60	0.65	4	0	4	
Commuting time	Minutes/day (one way)	41.49	29.96	35	0	180	138.51
Support - physical activity	Disagree-Agree	3.19	1.01	3	1	5	
Support - diet	Disagree-Agree	3.08	0.99	3	1	5	
Support - smoking	Disagree-Agree	3.09	0.93	3	1	5	
Support - stress	Disagree-Agree	3.02	0.99	3	1	5	
Support - unwell	Disagree-Agree	3.58	0.90	4	1	5	
Manager encouragement	Disagree-Agree	3.83	0.95	4	1	5	
Manager well-being	Disagree-Agree	3.86	0.92	4	1	5	
Well-being importance for the org.	Disagree-Agree	3.43	1.07	4	1	5	
Discussion with line manager	Disagree-Agree	3.09	1.26	3	1	5	
Discussion with HR representative	Disagree-Agree	2.87	1.21	3	1	5	
Discussion with colleague	Disagree-Agree	3.05	1.17	3	1	5	
Work engagement	0-6 (continuous)	3.62	0.92	3.7	0	6	
Productivity loss	0%-100%	0.12	0.20	0	0	1	0.88

<sup>a</sup> Adjusted, where appropriate, so that for all variables, higher values represent preferable outcomes.

<sup>b</sup> Moderate-intensity physical activity; each minute of vigorous-intensity physical activity is counted as two minutes of moderate-intensity physical activity.

n = 29,928