Table S6: Composite variables used in the questionnaire

Scale	Question
Kessler Psych. Distress Scale (K6)[a] (0 - None of the time; 4 - All of the time)	During the last 30 days, about how often did you feel: 1. ...nervous? 2. ...hopeless? 3. ...restless or fidgety? 4. ...that everything was an effort? 5. ...so depressed that nothing could cheer you up? 6. ...worthless?
HSE Management Standards[b] (0 - Never; 4 - Always)	1. I have a choice in deciding what I do at work. 2. I have unrealistic time pressures. 3. I am clear what my duties and responsibilities are. 4. I receive the respect at work I deserve from my colleagues. 5. Staff are always consulted about change at work. 6. Relationships at work are strained. 7. I am subject to bullying at work.
Utrecht Work Engagement Scale[c] (0 - Never; 6 - Always)	1. At my work, I feel bursting with energy 2. At my job, I feel strong and vigorous 3. I am enthusiastic about my job 4. My job inspires me 5. When I get up in the morning, I feel like going to work 6. I feel happy when I am working intensely 7. I am proud of the work that I do 8. I am immersed in my work 9. I get carried away when I am working
Work Productivity and Activity Impairment[d] (General Health Questionnaire)	1. During the past seven days, how many hours did you actually work? 2. During the past seven days, how many hours did you miss from work because of health problems? 3. During the past seven days, how much did your health problems (physical and/or mental) affect your productivity while you were working?

[a] Source: [53]. Scores for all questions were summed up, forming a 0-24 scale.
[b] Selected questions from [14]. Employees are considered at stress in given indicator if they select 3 or 4 in negatively-oriented questions (no. 2, 6, 7) and 0 or 1 in positively-oriented questions (no. 1, 3, 4, 5).
[c] Source: [54]. Scores for all questions were averaged.
[d] Source: [13]. Productivity loss is calculated as $l = a/(a + w) + (1 - a/(a + w)) * p/10$, where w is the number of hours worked (Q1), a is a measure of absenteeism (Q2) and p is measure of presenteeism (Q3). Q3 is on scale 0–10.