

Table S9: Workplace model – standardized factor loadings

Latent constructs and indicators	Model 1	Model 2	Model 3
	Factor loadings		
Openness to discussion about mental health			
Discussion with line manager	0.841	-	-
Discussion with HR representative	0.781	-	-
Discussion with colleague	0.695	-	-
Support from organization			
Support - physical activity	-	0.769	0.640
Support - diet	-	0.798	0.659
Support - smoking	-	0.644	0.553
Support - stress	-	0.749	0.830
Support - when unwell	-	0.581	0.628
Wellbeing importance for the organisation	-	0.533	0.565
Support from managers			
Openness to discussion about mental health	-	0.446	0.578
Manager encouragement	-	0.833	0.609
Manager well-being	-	0.906	0.667
Covariances: Organization support–Manager support	-	0.515	0.739
Support PA–Support diet	-	-	0.471
Support PA–Support smoking	-	-	0.220
Support diet–Support smoking	-	-	0.320
Support diet–Support unwell	-	-	-0.012
Support stress–Support unwell	-	-	0.028
Support unwell–Manager encouragement	-	-	0.143
Support unwell–Manager well-being	-	-	0.251
Man. encouragement–Man. well-being	-	-	0.595
CFI	-	0.914	0.992
Sample size	29,928	29,928	29,928

CFI = Comparative fit index. For all variables, higher values represent positive outcomes.