

Analysis of sustainability KPIs in Move Republic program

The Move Republic program has the potential to support some of the 17 SDGs [THE 17 GOALS | Sustainable Development](#) with its actions and resulting numbers.

SDG relations

Goal 3 - Good Health and Well-Being

Promoting physical activities and healthy lifestyles can help improve overall public health, prevent diseases, and enhance well-being.

- **More healthy movement for prevention**
 - [Move Republic KPI: # of steps, biking and check-ins](#)
 - [Move Republic KPI: # of minutes of activity](#)
- **Healthy habits**
 - [Move Republic KPI: # of followed habits](#)
 - [Move Republic KPI: Improvement of habits](#)
- **Mental health improvement**
 - [Move Republic KPI: # of communities forming around health](#)
 - [Move Republic KPI: # of personal supporters for healthy habits](#)
- **Employee Well-being**
- **Employee Health Metrics:** Track metrics such as reduced absenteeism, improved employee health screenings, or decreased health insurance claims.
 - [Move Republic KPI: Sick rate progress](#)
 - [Move Republic KPI: Sick rate comparison YtY and compared to country wide average](#)
- **Participation Rates:** Measure the percentage of employees participating in health and wellness programs.
 - [Move Republic KPI: Progress in program participation](#)
- **Survey Data:** Use employee satisfaction and wellness surveys to assess improvements in physical and mental health.
 - [Move Republic KPI: Use of WHO Global physical activity questionnaire \(GPAQ\) questionnaire](#)

Example: [Nachhaltigkeitsziele \(SDGs\) - K+S Aktiengesellschaft](#)

Goal 4 - Quality Education

If the program includes educational components that inform people about healthy living and physical activity, it can contribute to education for sustainable development.

- **Learn about health and good habits**
 - [Move Republic KPI: Regular learning articles frequency](#)
- **Participation in Educational Programs:** Measure the number of employees participating in health and sustainability education workshops.
 - [Planned Move Republic KPI: Number of employees participating in quizzes](#)
- **Knowledge Retention:** Assess the knowledge gained and retained through post-training quizzes or surveys.
 - [Planned Move Republic KPI: Quizzes regarding learning articles](#)
- **Document changes** in employee behaviors or lifestyle choices following educational initiatives.
 - [Planned Move Republic KPI: Building habits](#)
- **Capture the number of advocacy or awareness campaigns** initiated as a result of educational programs.
 - [Move Republic KPI: Regular learning articles frequency](#)

Goal 10 - Reduced Inequalities

By providing accessible offerings that reach all segments of the population, the program can help reduce inequalities in access to health promotion and physical activities.

- **A program to include everyone**, not focussing on the sportives
 - [Move Republic KPI: Adoption rate compared to other sport offerings](#)
- **Diversity Metrics:** Measure the gender and diversity composition of participants in health initiatives.
- **Accessibility Scores:** Assess the accessibility of programs for all employees, measuring adjustments or accommodations made.
 - [Potential Move Republic KPI: UX accessibility report](#)
- **Report on the narrowing of participation gaps** between different employee groups.
 - [Potential Move Republic KPI: Random Teams statistics](#)
- **Highlight enhanced inclusivity** within wellness initiatives leading to more diverse engagement.

- [Move Republic KPI: Adoption rate compared to other sport offerings](#)

Goal 11: Sustainable Cities and Communities

By encouraging movement and active mobility (e.g., cycling, walking), the program could contribute to the creation of sustainable urban environments.

- **Active Transportation Initiatives**
 - Highlight efforts to encourage employees to use sustainable modes of transport, such as providing bike parking, subsidizing public transportation, or promoting carpool programs.
 - [Move Republic topic: Report in combination of bike leasing + motivation program](#)
 - [Potential Move Republic KPI: Report in KM and habits of bike or walking commute](#)
- **Community Engagement**
 - Describe how the company is involved in enhancing urban spaces, such as participating in or sponsoring local park improvements or bike-sharing programs.
 - [Move Republic topic: Report in combination of bike leasing + motivation program](#)
 - [Potential Move Republic KPI: Report in KM and habits of bike or walking commute](#)
- **Transportation Mode Shares:** Track the increase in employees using public transport, cycling, walking, or carpooling.
 - [Potential Move Republic KPI: Report in KM and habits of bike or walking commute](#)
- **Facility Usage:** Measure the utilization rates of cycle storage facilities or public transport subsidies.

Goal 13 - Climate Action

If the program includes activities that promote sustainable mobility, it could contribute to reducing CO2 emissions and raising awareness for climate action.

- **Reduce CO2** by substitution of car movement with cycling
 - [Move Republic KPI: Total cycled meters per month](#)
- **Emission Reductions:** Quantify emissions saved due to changes in commuting behavior.
 - [Move Republic KPI: Total cycled km * ~150g CO2 saving / km](#)
- **Sustainability Engagement:** Measure engagement levels in climate action programs related to health and movement.

- Move Republic KPI: Participation rate in program
- Track progress towards company-wide transportation emission reduction targets.
 - Move Republic KPI: Total cycled km * ~150g CO2 saving / km
- Provide data on employee contributions to company sustainability goals through reduced personal commuting emissions.
 - Potential Move Republic KPI: Report in KM and habits of bike or walking commute

Scopes

Move Republic supports **Chapter 7 “Employee Commuting” in Scope 3** in a measurable way. The program can offer informations about commuting by bike or by walking when correlated to normal office hours in a precise manor.

<https://ghgprotocol.org/sites/default/files/2022-12/Chapter7.pdf>

- Potential Move Republic KPI: Report in KM and habits of bike or walking commute