Table S1: Detailled overview of the questionnaires and items used for the WHM-check

Questionnaire	Items	Response option
Health promoting willingness[28] index over three items	In our company, the prevailing opinion is that health is exclusively a personal matter.[1] In our company, the subject of employee health promotion is often discussed. [1] The company's management demonstrates a very strong willingness to actively promote employee health. [1]	Eleven-point Likert scale (from 0 = "do not agree at all", 10 = "fully agree")
Health promoting management[28] index over nine items	Time resources, such as time off for employees, are made available for workplace health promotion on a large scale. [2] Financial resources for workplace health promotion are provided on a large scale. [2] Large amounts of personnel resources, e.g., through specially created jobs, are made available for workplace health promotion. [2] Needs are systematically identified prior to the implementation of worksite health promotion measures. [1] We define quantifiable goals for worksite health promotion. [1] All worksite health promotion measures are constantly evaluated based on the defined goals. [1] The worksite health promotion measures are modified based on evaluation results.. [1] All employees are informed about the projects in the area of workplace health promotion by suitable means of internal public relations work. [2] Our company has a comprehensive health promotion program, in which individual measures are integrated. [1]	Eleven-point Likert scale (from 0 = "do not agree at all", 10 = "fully agree")

	Now that you think about collaboration and cooperation in your facility, how strongly do you agree with the following statements?	
	...there is unity and agreement.	
	...how much do we trust each other.	
	... there is a ""we feeling"" among the employees.	
Social capital[28] index over nine items	... the working atmosphere is good.	Four-point Likert scale (1="do not agree at all", 4="fully agree")
	...we get along poorly with each other.	
	...there is a great willingness to help each other.	
	...we share many values.	
	...there is a relationship of trust between the hierarchy levels.	
	...there is respect between the members of the different hierarchy levels. [2]	
Workplace health activities [28] index over six items	Our company offers a wide range of measures to change employees' health behavior (e.g. smoking prevention). [2]	Eleven-point Likert scale (0 = "do not agree at all", 10 = "fully agree")
	Our company offers a wide range of preventive measures (e.g. on cancer). [2]	
	Our company improves the working conditions of employees through a variety of measures (e.g. measures to improve work organization). [2]	
	Our company offers a wide range of measures to promote and improve mental health (e.g. stress management measures). [2]	
	Our company offers a wide range of measures to promote the well-being of employees (e.g., appealing rooms, physiotherapeutic measures). [2]	

	Our company offers a wide range of measures to help employees do their work full of energy (e.g. relaxation measures). [2]	
Workplace health structures [28] and supporting cooperation partner five items	There is a steering committee or project group for workplace health promotion. [2]	Four nominal scaled response options ("yes" and "no")
	Workplace health promotion is part of the training and continuing education of managers. [2]	
	All employees have the opportunity to actively participate in the design and planning of workplace health promotion. [2]	
	Workplace health promotion is the responsibility of the individual company units.[1] [2]	
	We work together with cooperation partners (e.g. social insurance carriers) to promote WHP. [2]	non-standardized question ("work with cooperation partner")
Handling of incidents of violence and aggression (against employees) [30] eight items	Our organization has a written concept (or a strategy paper, a guideline, a service agreement ...) for dealing professionally with violence and aggression. [2]	Nominal scaled response options ("yes" and "no")
	In our organization, the topic of "violence and aggression" is dealt with in an open, objective and constructive manner. [2]	
	Hazards due to incidents of violence and aggressive behavior are addressed in the risk assessment. [2]	
	Violent and aggressive incidents are continuously documented in our organization (e.g., as accident reports, in the first-aid book, as file notes). [2]	
	A regular evaluation of the documented violent assaults is carried out (e.g. according to the number of incidents per area, according to professional experience and gender of the persons concerned). [2]	
	Conclusions that guide action are drawn from the regular evaluation of documented incidents of violence (e.g., revision of company emergency plans, training of managers). [2]	

	Our organization regularly offers specific training on violence-preventing behavior for employees (e.g., de-escalation training). [2]	
	There is a support concept for employees who have been exposed to a violent event. [2]	
	Are all employees aware of the possibility of an OIM? [2]	
Operational integration management [31] four items	Is the answer, whether participation in the OIM or not, documented? [2]	Nominal scaled response options ("yes" and "no")
	Has it been clarified who can assume the function of an OIM representative? [2]	
	Is there a written schedule or a company agreement on the OIM? [2]	
Occupational safety two items non-standardized question	Is there an occupational health and safety committee that meets regularly (e.g. as part of the WHM steering committee) or a person responsible for occupational health and safety management? [2]	Nominal scaled response options ("yes" and "no")
	Have the risk assessments required by the German Ordinance on Industrial Safety and Health (BSV) been carried out and documented with measures? [2]	

[1] Translation from Jung et al., 2010 [27]

[2] Own translations. These do not constitute a validated English-language questionnaire and are for informational purposes only.

Reference

[27] Jung, J., Nitzsche, A., Neumann, M., Wirtz, M., Kowalski, C., et al., "The Worksite Health Promotion Capacity Instrument (WHPCI): development, validation and approaches for determining companies' levels of health promotion capacity," *BMC public health*, Vol. 10, 1 Jan. 2010, p. 550. doi: 10.1186/1471-2458-10-550.

[28] Pfaff, H., Nitzsche, A., and Jung, J., *Handbuch zum „Healthy Organisational Resources and Strategies". (HORST) Fragebogen. Forschungsbericht 03-2008*, 1 Jan. 2008.

[30] Berufsgenossenschaft für Gesundheitsdienst und Wohlfahrtspflege, "Selbsteinschätzung „Gewalt und Aggression," URL: https://www.bgw-online.de/SharedDocs/Downloads/DE/Arbeitssicherheit_und_Gesundheitsschutz/Organisationsberatung/Selbsteinschaetzung_Download.pdf?__blob=publicationFile [retrieved 14 December 2021].

[31] Deutsche Rentenversicherung Baden-Württemberg, "Praxisleitfaden für kleine und mittelständische Unternehmen," URL: https://kom-consulting.de/pages/BEM_Broschuere_DRV-BW-2014.pdf [retrieved 8 March 2021].