

Psychosocial Health as a Strategic Management Variable: The B Corp Workers-Readiness Guide

The Workers Pillar has significant influence on your B Corp Score. Why impact-oriented companies need a system, why standard surveys and EAPs don't pass the B Lab audit, and how to turn psychosocial risks into measurable governance strength.

5,200_h

Documentation & Process Effort / Year

per 2,000 employees >97% less with mentalport

78%

Without a legally valid Psychosocial Risk Assessment

Mandatory under national occupational health laws

€9,000/emp.

Annual Loss

due to mental health strain

For whom?

CEO · CFO · Legal · HR Leadership at companies with B Corp certification, an active BIA, or ESG obligations

What you receive:

Audit Gap Analysis · Automated Audit-Trail · ROI Calculation · Next Steps

mentalport · B Corp Workers-Readiness Guide

EXECUTIVE SUMMARY

The key points at a glance.

01

The Problem

Psychosocial risks are today one of the largest uncontrolled cost drivers in organisations. They emerge invisibly - and are not captured in conventional KPIs.

02

The B Corp Context

B Corp does not assess worker wellbeing by intention - but by systems, data, and demonstrable impact. That is precisely where the critical gap lies.

03

The Solution

mentalport fully operationalizes the Workers Pillar: from legally compliant capture through to continuous impact evidence.

What B Lab really assesses.

B Corp is not an award for good intentions. B Lab's Impact Assessment evaluates operative systems, measurable impact and structural embedding.

Workers Psychosocial health, compensation, development	Governance Company structure, ethics, transparency	Community Supply chain, society, diversity	Environment Climate, resources, circular economy	Customers Product impact, data protection, access
--	--	--	--	---

★ **Workers Pillar: The decisive lever**

The Workers Pillar accounts for up to 40% of the total B Corp Score - and is the weakest area for most companies. Psychosocial risks, compliance evidence and systematic health management are the three fields with the greatest score potential.

For the Workers Pillar, this means four concrete requirements - of which most companies do not fully meet a single one.

01 Legally Compliant Capture Psychosocial Risk Assessment §§5,6 ArbSchG + ISO 45003 - not just a survey, but an audit-proof system	02 Automated OHS Measures GDA-compliant Occupational Health & Safety Measures must be documented, derived and implemented	03 Evidence of Continuous Improvement B Lab assesses not the status quo - but data-driven iteration over time	04 Governance & Transparency GRI 403 Reporting, BIA Score documentation and board-ready impact reporting
--	---	---	--

What this means for your audit:

None of these four requirements can be met with an annual employee survey or an EAP programme. B Lab audits the systems behind them. Organisations that are not prepared lose between 20 and 40 points in the Workers Pillar - or do not pass the audit.

→ **The Generation-1 Trap**

Traditional workplace health approaches treat mental health as a benefit - not as a management variable. Training courses, awareness campaigns and voluntary apps are decoupled from operational decisions: they do not measure impact, provide no steering data, and generate no demonstrable ROI. Companies pursuing B Corp need more.

What mental health really costs.

mentalport's ROI is not generated through promises, but through three measurable levers: absenteeism, presenteeism and turnover. Organisations that do not actively manage these costs bear them silently.

€2,400 Absenteeism <i>per employee / year</i>	€3,900 Presenteeism <i>1.5x more costly than absenteeism</i>	€2,700 Turnover <i>30-200% of annual salary</i>	€9,000 Total loss <i>per employee / year (avg.)</i>
--	---	--	--

And that is only the direct damage.

Add to this: BIA Score losses in the Workers Pillar, ESG rating downgrades from missing GRI 403 documentation, and regulatory liability risks under ArbSchG §§5,6 that fall directly on management level during inspections.

ROI Scenarios (100 employees)

Conservative (15%): **~€35,000 savings**
 Realistic (20–25%): **~€50,000 savings**
 Best Practice (30%): **~€67,500 savings**

Investment: €20,000–30,000/year depending on headcount · Break-even: 6–9 months

Calculation based on 100 employees with payroll ~€4.5M. Sources: McKinsey Health Institute, DAK Psychoreport 2025, BAuA 2023

03 - WHY STANDARD APPROACHES FAIL

The gap no EAP fills.

B Lab assesses four concrete evidence levels in the Workers Pillar using the BIA (B Impact Assessment). Standard surveys, EAPs and annual employee reviews pass none of them.

B Lab Requirement	EAP / Standard Survey	mentalport	Why this makes the difference
Legally compliant psychosocial risk assessment (ArbSchG §§5,6 + ISO 45003)	X Not applicable No legal compliance	✓ Fully compliant GDA-certified, audited	Without a compliant risk assessment, the Workers Pillar evidence does not hold before B Lab auditors. Full stop.
Automated derivation of Occupational Health & Safety Measures	X Not available No OHS documentation	✓ Automated Immediately post-assessment	OHS documentation is mandatory under GDA guidelines. Missing = liability risk at management level.
Evidence of continuous improvement (iteration data)	X One-off No time-series data	✓ Continuous Pulse Checks + trend line	B Lab assesses progress, not snapshots. Annual surveys deliver no trend line.
GRI 403 / BIA-compliant Impact Reporting	X Not generatable No structured data	✓ Automated Board-ready export	Without a GRI 403-capable data foundation, ESG reporting loses credibility with auditors.
Prevention before clinical threshold (early detection)	X Reactive Activated in acute distress	✓ Systemic Early detection + intervention	B Corps want systemic health - not repair medicine. EAPs intervene when it is already too late.

04 - THE UNFAIR ADVANTAGE

Why only mentalport is the solution.

01

AI + Real Measurability

mentalport combines scientifically validated assessments with AI-powered risk mapping and continuous pulse checks. The result: objective organisational data - no guesswork, no estimates.

02

Legal Compliance on Autopilot

While others only collect data, mentalport generates the complete documentation output: Psychosocial Risk Assessment final report, GDA-compliant OHS derivation, ISO 45003 action plan - audit-ready.

03

Prevention Before Repair

mentalport intervenes before the clinical threshold. Early warning signals, individual interventions and pulse checks identify overload before it becomes absence - systemic, not reactive.

Not a survey. A system.

While others ask about moods, mentalport delivers structured risk data that holds up before B Lab

From 5,200 to 120 hours.

Case Study ZI Mannheim: Internal documentation effort reduced by 97.7% - with simultaneously higher audit certainty.

-9-13% sick-pay costs in 8-12 months.

Not through therapy - through continuous steering. Verified across 10+ client case studies.

05 - THE CORE CAPABILITY

Automated Audit-Trail. From 5,200 to 120 hours.

This is the central promise of mentalport: legally compliant psychosocial risk assessment, ISO 45003-compliant psychosocial management system including action planning and implementation, plus GRI 403-ready reporting - fully automated, audit-ready for B Lab and regulatory authorities.

Conventional Process (Current State)	with mentalport Automated Audit-Trail
<input checked="" type="checkbox"/> Manual interviews per job function area (30+ hrs / 100 emp.)	<input checked="" type="checkbox"/> Digital assessment in 15 min - fully anonymised
<input checked="" type="checkbox"/> Excel documentation, error-prone, not auditable	<input checked="" type="checkbox"/> Automatically generated psychosocial risk assessment final report
<input checked="" type="checkbox"/> OHS measure derivation by HR manually - weeks of delay	<input checked="" type="checkbox"/> Immediate GDA-compliant OHS measure derivation post-assessment
<input checked="" type="checkbox"/> Follow-up assessment often forgotten - evidence missing	<input checked="" type="checkbox"/> Pulse Checks + automated effectiveness monitoring
<input checked="" type="checkbox"/> No GRI 403-capable export - ESG reporting incomplete	<input checked="" type="checkbox"/> Board-ready Impact Report, GRI 403 + BIA-compatible
<input checked="" type="checkbox"/> Total effort: 5,200 hrs / year (ZI Mannheim, before)	<input checked="" type="checkbox"/> Total effort: 120 hrs / year - Reduction: 97.7%

Case Study: ZI Mannheim (Central Institute of Mental Health, Mannheim) · 2024/2025

06 - READINESS SCAN: AUDIT GAP ANALYSIS

Where does your organisation stand ahead of the next BIA?

Use this analysis as preparation for your next B Lab Impact Assessment or ESG audit. Every open gap costs you BIA points - and generates regulatory risk.

Audit Area	What B Lab checks	mentalport Module	BIA Risk if Gap Exists
<input type="checkbox"/> Psychosocial Risk Assessment & Compliance	Is a legally compliant psychosocial risk assessment with GDA-compliant documentation in place?	Psychosocial Risk Assessment + Compliance Layer	Critical - Workers Score not passable
<input type="checkbox"/> OHS Measure Derivation & Evidence	Are occupational health & safety measures automatically derived, documented and checked for effectiveness?	OHS Engine + Effectiveness Monitoring	High - GDA obligation, management liability
<input type="checkbox"/> Data-Driven Iteration	Is there a time-series record with evidence of improvement over at least 12 months?	Pulse Checks + Human Capital Intelligence	Medium - B Lab assesses progress
<input type="checkbox"/> GRI 403 Impact Report	Can psychosocial risks and measures be reported in a GRI 403-compliant format?	Reporting Module + Board Export	High - ESG rating and BIA transparency
<input type="checkbox"/> Prevention Before Clinical Threshold	Are there early detection signals and individual interventions before absence occurs?	Early Detection Layer + Coaching App	Medium - Workers Score differentiation

Audit Area	What B Lab checks	mentalport Module	BIA Risk if Gap Exists
<input type="checkbox"/> Human Capital Risk Reporting	Are psychosocial risks translated into management / board language and actively steered?	Human Capital Intelligence Engine	Medium - Governance Transparency Score

Every open checkbox represents a measurable BIA Score risk. The order reflects the prioritisation for your next audit.

07 - B CORP ALIGNMENT MATRIX

mentalport's impact on every B Corp Pillar.

The matrix below shows precisely which mentalport components address which B Corp Pillars - with concrete deliverables and measurable results. Use it as the foundation for your B Corp Readiness Analysis.

B Corp Pillar	mentalport Module	Concrete Deliverable & Audit Evidence	Measurable Results
Workers (Employees)	Psychosocial Risk Assessment · Assessment Suite · Coaching App	Legally compliant capture of psychosocial risks (ISO 45003); 100% anonymised; 87% participation; automated OHS derivation (GDA); early detection signals before clinical threshold	Absenteeism -11% · Turnover -13% · WHO-5 Score · BIA Workers Score
Governance	Compliance Layer · Audit Trail · Documentation Engine	Audit-proof psychosocial risk assessment documentation per ArbSchG §§5/6; automated audit trail; real-time compliance for board and works council	Open obligations = 0 · Audit pass rate · Time-to-Compliance
Transparency	Health-Check Report · HR Dashboard · Human Capital Intelligence Engine	Anonymised org report; GRI 403-compliant; BIA-compatible; board-ready - translates psychosocial risks into governance language	Report completeness · GRI 403 coverage · BIA Transparency Score
Customers & Brand	ESG Reporting Module · Impact Reporting	Verifiable impact data for investor, customer and stakeholder communications; differentiation in recruiting through measurable health culture	ESG Rating · Employer Brand NPS · Application quality index
Community	Action Management · Pulse Checks · Change Coach	Continuous culture development instead of one-off project; manager-driven micro-impulses; scaling to all locations and job functions	Action implementation rate · Culture index trend

Highlighted rows = primary BIA impact areas with full mentalport product depth

→ Focus: Workers + Governance + Transparency

These three pillars are the direct impact zone of mentalport - with full product depth, automated documentation and audit-proof impact evidence. Organisations that are strong here achieve the highest B Corp Workers Score while simultaneously meeting all regulatory requirements.

08 - PROVEN RESULTS

Numbers from real practice.

mentalport is not the first company to make promises on mental health. It is the only one to document them at this depth, make them measurable, and deliver them.

-9-13%

€34,000

81%

Sick-pay costs
after 8–12 months

Process cost savings
per 100 emp. vs. conventional Psychosocial Risk
Assessment

Participation rate
Industry average: 26%

Based on 10 case studies with real client data 2023–2026.

09 - IMPLEMENTATION

From 0 to compliant psychosocial risk management in 6 weeks.

01

Preparation

Needs assessment, package, job
function areas

02

Communication

Roll-out materials, kick-
off

03

Assessment

3–8 weeks, immediate
measures

04

Evaluation

Report, results
presentation

05

Ongoing

Coaching App, Pulse
Checks, steering

Management effort: <5 min/week per 100 employees. No internal process costs. Full legal compliance from day 1.

10 - REFERENCE CASE

ZI Mannheim: From obligation to strength.

Starting Position

The Central Institute of Mental Health Mannheim (ZI Mannheim) faced the challenge of systematically capturing psychosocial risks while meeting the highest scientific standards.

Outcome

With mentalport, risks were made data-visible for the first time, measures implemented and impact documented - at an institution that itself sets the highest quality standards.

“mentalport turns psychosocial health into a measurable management variable. We were also able to reduce the effort that would have been required just for the assessments alone - for 1,900 employees - from 5,200 hours per year to 120 hours. With measurable results, we now have a data-based system to steer psychosocial risks.”

ZI Mannheim · Head of Occupational Health & Safety

11 - NEXT STEP

Ready for your B Corp Workers Check?

In a free 30-minute conversation, we analyse together where your organisation stands in the Workers Pillar - and which three levers make the biggest difference.

- Individual Workers Pillar analysis against BIA questionnaire · Workers Pillar
- Compliance check: psychosocial risk assessment + ISO 45003 + GDA · Legal Certainty
- ROI calculation for your headcount · Business Case
- Automated Audit-Trail - live demo · Immediate Clarity

No sales pitch. Substance only.

Book your Workers Check

30 min · Free

mentalport.health/b-corp
hi@mentalport.health

Tim Kleber

Founder & CEO · mentalport