WORLD HAPPINESS FOUNDATION
beCREATION

EXECUTIVE SUMMARY
Voluntary Letter of Adherence

GLOBAL PACT FOR WELL-BEING AT WORK

For organisations where people can be free, conscious and happy

WHAT IT IS

A **public, voluntary and free** commitment for organisations that want to put people's well-being at the centre of how they operate, with concrete commitments and an honest annual review. **It creates no contractual or financial obligation.**

THE 12 ARTICLES, FROM THE PERSON TO THE PLANET

THE PERSON

1. Purpose and meaning
2. Whole health and burnout prevention
3. Inner peace and personal sustainability

RELATIONSHIPS

4. Psychological safety and emotional literacy
5. Equity, diversity, inclusion and belonging
6. Peaceful coexistence and conflict transformation

THE ORGANISATION

7. Conscious leadership
8. Whole-person talent development
9. Work–life integration, flexibility and shared care

SOCIETY AND THE PLANET

10. Measuring what matters
11. Integrity and continuous improvement
12. Shared value with community and planet

WHAT THE ORGANISATION COMMITS TO

- Appoint a person or team responsible for well-being.
- Measure a baseline within the first 12 months.
- Run at least one well-being initiative a year.
- Train leaders and people-management teams.
- Publish a short annual Communication on Progress.

WHAT IT RECEIVES

- Certificate of adherence and Seal of Adhering Organisation.
- Listing in the International Registry (after review).
- Access to the Corporate Leadership Agoras network.
- Visibility at Foundation gatherings.

ADHERENCE IS NOT CERTIFICATION

The Pact is a public commitment: it does not attest to results. For external verification there is the Workplace Well-Being Certification (CBL, with AENOR).

HOW TO JOIN

1. **Read the Pact**
2. **Sign online in minutes**
3. **Confirm by email**

www.worldhappiness.foundation/en/pact

Free · Voluntary · No contractual obligation

Luis Miguel Gallardo · Founder and President, World Happiness Foundation