

The Kalisme Pro evidence pack

No workplace health framework assesses an app: each one assesses the employer's approach. For the part that concerns Kalisme Pro, this pack brings together the documents you can attach to yours.

1. Programme description

2. Deployment certificate

3. Method note for the aggregated report

4. Charter against managerial misuse

5. Consulting your teams

6. Helplines by country

7. Cross-reference table

8. GRI 403-6-b paragraph

9. Pilot protocol

Kalisme Pro never meets a criterion on its own. It documents a voluntary mental health promotion programme, alongside your prevention work.

It does not measure your workplace climate. It replaces neither your psychosocial risk assessment nor your staff survey, and it does not earn you any label.

The report you receive contains no health indicators: these are usage indicators, never for fewer than 10 people.

The names of these frameworks belong to their owners. Kalisme is neither certified nor labelled by any of them, and is not affiliated with them: here, these names refer to our clients' own initiatives.

The French version is authoritative.

www.kalisme.com/pro/dossier/en/

Kalisme Pro: programme description

Evidence pack, document 1 · October 2026

In brief

Kalisme Pro makes the Kalisme app available to an organisation's employees. It is a psychological wellbeing app, not a medical one. It gives each person a few minutes a day to breathe, sort out their thoughts or reread a page that helps, whenever they need it, at work or at home.

Use is voluntary. The organisation provides the access; what each person does with it is up to them.

What employees get

- **13 books**, to read or listen to, one for each permission in the Kalisme Manifesto.
- **Short practices**: breathing, a personal notebook, a decision compass, and today's feed, a few cards with an end. Short enough to fit into a real workday, on shift or on the road.
- **Kal**, an artificial intelligence companion for thinking things through, putting a thought into words, breathing, refocusing.
- **15 languages**: French, English, Spanish, Portuguese, Italian, German, Japanese, Korean, Simplified Chinese, Arabic, Russian, Turkish, Hindi, Bengali, Indonesian. Everyone reads in their own language, not the one spoken at the organisation's headquarters.

The app runs on iPhone and iPad, with Apple Watch, widgets and CarPlay. The Android version is being ported.

Access opens with a link or a code. There is no account to create: Kalisme asks for no name, no email address and no job title.

Kal, on or off

Kal is never forced on anyone. Each person decides whether to turn it on, after a screen that says where their messages go and how long they are kept, and can change that choice later.

The organisation can also choose Kalisme Pro without Kal for all of its seats, when it subscribes or later from its portal, and restore it afterwards. The price does not change. Without Kal, everything else stays: the 13 books, breathing, the notebook, the decision compass, today's feed. For a public body, Kal is switched off by default; it can be switched on once the data protection officer has reviewed it.

What the organisation sees

Which seats are open, aggregated adoption across all of its seats and, if it wishes, the anonymous summary of a voluntary survey of its teams. Never what anyone does with their access, nor when they use it, nor what they write, nor their conversations with Kal. The detail, with the anonymity thresholds, is in document 3. The organisation's commitments are set out in the charter against managerial misuse (document 4).

What Kalisme Pro is not

- **Not care, and not a medical device.** Kalisme does not assess anyone's health and treats nothing. Kal is someone to think things through with, not a health professional.
- **Not a measure of wellbeing.** The programme produces no health indicator. An activation rate is not one.

- **Not a substitute for prevention.** The assessment of psychosocial risks, the organisation of work and management remain the employer's. Kalisme adds to your prevention work. Nor does it replace occupational health or psychological support: it sits alongside them, never ahead of them.
- **Not an emergency channel.** The helplines the app offers, country by country, are listed in document 6.
- **Not a promise in figures.** Kalisme claims no effect on burnout, absenteeism or performance. What a pilot measures is written down in advance (document 9).

Its foundations

Kalisme draws on studied approaches: mindfulness, acceptance and commitment, self-compassion and positive psychology. Research finds effects on stress and wellbeing, most often small to moderate. Kalisme brings them together; it did not invent them. Its own effect has not yet been evaluated: the pilots first test whether it is taken up and judged useful.

This is the place described in the World Health Organization guidelines on mental health at work (2022): individual interventions to be considered as a complement to organisational measures, with a low level of certainty, and never as a complete response.

The references, each checked against its DOI or ISBN, with their counterpoints:
<https://www.kalisme.com/fondements/en/>

Who designs it

Kalisme Pro is designed in Lausanne by Hakan Kaynar. The website is hosted in France, the admin platform in Germany.

Offer page: <https://www.kalisme.com/pro/>

Kalisme Pro deployment certificate: template

Evidence pack, document 2 · October 2026

Template. The fields in square brackets are specific to each organisation. The actual certificate will be produced by the Kalisme Pro portal, from the data it already holds: the order, the seats, the organisation's settings. This portal feature is not yet available; this template sets out what it will contain, and nothing more.

Certificate

Kalisme certifies that the organisation named below makes the Kalisme app available to its employees, under Kalisme Pro.

Organisation	[registered name], [registered office address]
Contractual basis	[Kalisme Pro contract / pilot agreement], reference [number], dated [order date]
Date made available	[date the admin space was opened]
Seats ordered	[number]
Seats activated at the date of this certificate	[number]
Population covered	[all staff / sites or departments concerned], i.e. [number] people offered access, out of a headcount of [number]
Languages	all 15 app languages are open to every employee; internal communication in [languages chosen by the organisation]
Access	[during working time / outside working time / during and outside working time]
How access is provided	[invitation to work email address / team link / both]
Kal, the artificial intelligence companion	[on / switched off for the whole organisation since (date)]
Charter against managerial misuse	version [number], attached to the contract, signed on [date]
Voluntary, anonymous feedback	[waves opened, with their dates / not subscribed]

What this certificate establishes

That a voluntary, non-medical psychological wellbeing programme has been made available, from what date, to what extent and on what terms of access.

What it does not establish

- Any health or wellbeing indicator for employees.
- Any data about an individual: not who uses the app, nor when, nor how.
- Any assessment of the organisation's health approach, and no label. Kalisme does not assess its client; it certifies what it supplies.

Signed in Lausanne on [date].

For Kalisme: Hakan Kaynar, founder

[signature]

Related documents: programme description (document 1), method note for the aggregated report (document 3), employer charter (document 4).

The Kalisme Pro aggregated report: method note

Evidence pack, document 3 · October 2026

This note explains what the organisation receives from Kalisme Pro, from what thresholds, and what it never receives. It describes the portal as it works in October 2026. Each organisation's actual report can be read in its portal.

What the report brings together

Two parts, both produced by the portal.

1. Adoption, on the portal home page: the number of seats ordered, the number of seats activated, and the adoption rate (seats activated as a share of seats ordered). This view is only available to organisations that have ordered at least 20 seats. The rate is only shown from 20 activated seats; below that, only the number of activated seats appears.

2. The summary of each wave of voluntary feedback. A wave is an anonymous questionnaire, opened from the portal and passed on through a single link shared with everyone concerned, whether or not they use Kalisme. During a pilot there are three waves: at launch, at 30 days and at 90 days. Outside a pilot, with the "Voluntary feedback" option, there is one survey a year. The summary contains:

- the number of responses, and the participation rate (responses as a share of the people invited, if the organisation has entered that number);
- four markers, each given as the share of answers in agreement (4 or 5 on the 5-point scale):
- **Trust**: is the voluntary, private, no-blame nature of the programme understood?
- **Accessibility**: discovery, language, format; where is the friction?
- **Relevance**: does the programme seem useful, and complementary to what already exists?
- **Perceived gesture**: is making Kalisme available read as care, without a feeling of being watched?
- the **intention to continue**: the share of answers of 4 or 5 to the statement "I would like Kalisme to remain available in the coming months";
- the breakdown of answers to each of the questionnaire's 12 statements, never an average;
- the **declared situation**: not discovered yet, discovered but not used, used;
- the **three levers** most often chosen to make discovery or use easier;
- the questions specific to each wave: at launch, whether the fact that the employer is offering it makes people more or less inclined to try it; at 30 days, coming back within the week after first opening it; at 90 days, the number of uses over the past month, and whether the person would pay themselves to keep using it;
- the **themes** of the free-text answers, read by Kalisme alone, with no quotations.

A wave reports only on what it asked. At launch, only trust and a few statements are covered: asking about perceived usefulness before someone has even opened the app would make no sense.

Nothing is shown while the wave is open, apart from the number of responses. When the wave closes, the summary is frozen and can be downloaded as a one-page PDF, to hand to the works council or staff committee, to management or to the occupational physician.

The thresholds

- **At least 10 answers given, indicator by indicator.** Below that, only the number of responses is shown. A question answered by 4 people stays hidden, even if 30 answered the rest.

- **No cell describes fewer than 10 people.** In a breakdown, a cell below that threshold is shown as “fewer than 10”, never as a figure, and a neighbouring cell is hidden with it when needed, so that none can be worked out from the others.
- **No more responses than people invited:** the number of responses to a wave is capped at the number of invitees the organisation has declared.
- **No breakdown** by team, by site or by person.
- **No individual response** is passed on to the organisation: not a line, not a free-text answer, not the day of a response. Nobody logs in to respond; no address, no identifier and no time of response is recorded, only the day.
- **Raw responses are deleted 90 days after the wave closes.** The frozen summary remains.

What the report does not contain

- **No health indicator.** No wellbeing, no stress, no risk. The pilot protocol provides for two short scales, of wellbeing and of perceived stress, once their usage rights are confirmed: the organisation receives nothing from them, and only their average across all the pilots is published.
- **No individual usage data.** Not what anyone does with their access, nor when they use it, nor what they write in their notebook, nor their conversations with Kal, nor a score, nor any individual risk signal.
- **No conclusion** about health, absenteeism or performance.

Only one piece of personal data exists outside the report, and we would rather state it here: when the organisation invites its employees by their work email address, its portal shows, for each seat, that address, whether the access is open, since when, and on how many devices. That is what makes it possible to resend an invitation or release a seat. Nothing done in the app appears there. With a team link, no address is kept. The charter (document 4, commitment 6) forbids using the activation of a seat in any assessment of a person.

How to read it

Low trust is dealt with before any push for adoption: clarify the message, the charter and what the employer cannot see. High trust with low use is a matter of discovery and communication, not of value. A high intention to continue is a credible basis for carrying on.

An activation rate is not a wellbeing indicator. A good number is not a clean bill of health for the way work is organised; a bad number accuses no one. Nothing in this report may be used for a decision about an individual.

Specimen

FICTITIOUS EXAMPLE. The figures below are invented to show what the report looks like. They describe no organisation and are not a Kalisme result.

Adoption · 120 seats ordered · 68 seats activated · adoption rate: 57%

90-day wave · 41 responses from 120 people invited · participation: 34%

Marker	Share of answers in agreement (4 or 5)
Trust	84%
Accessibility	71%
Relevance	66%

Marker	Share of answers in agreement (4 or 5)
Perceived gesture	hidden, fewer than 10 answers given

Intention to continue: 61% of the 38 people who answered would like Kalisme to remain available in the coming months.

Declared situation	People
Not discovered yet	fewer than 10
Discovered, not used yet	12
Used once or more	21
Prefers not to answer	fewer than 10

Levers most often chosen	People
More time or availability	14
Concrete examples of content or practices	11
A better understanding of what Kalisme offers	fewer than 10

Uses over the past month	People
Not at all	fewer than 10
Once	fewer than 10
Two or three times	12
Every week or nearly	11

Amount people would pay themselves: hidden, fewer than 10 answers given (9).

Themes of the free-text answers: [summary written by Kalisme, with no quotations].

The charter against managerial misuse

Evidence pack, document 4 · October 2026

Full text, and the only authoritative version: <https://www.kalisme.com/pro/charte/> (English translation, for information only: <https://www.kalisme.com/pro/charte/en/>)

What it is

A charter that the organisation signs with Kalisme and that is attached to its Kalisme Pro contract. It does not describe what Kalisme forbids itself: it states what the organisation forbids itself to do with Kalisme, and the one thing it undertakes to do. Kalisme can enforce it against the organisation.

It is included for every organisation: it is not an optional extra. It is drafted and signed in French; its translations are provided for information only. Version in force: 1.4, of 8 October 2026. Every change is dated, explained and published.

What it commits the organisation to, in substance

Seven commitments. The first six forbid turning the tool against people: using it to justify a workload, to make someone accept abusive behaviour, to replace or delay medical, psychological or social support, to turn a collective problem into a personal failing, to mandate an expected way of behaving, or to judge, rank or monitor a person. The seventh calls for action: not to present Kalisme as a sufficient answer to a risk the organisation has already recorded in writing, and to examine its causes.

The charter asks for no training, no officer to appoint and no reporting back to Kalisme. It provides a reporting channel open to any employee, without going through their management line, and sets out what Kalisme does about an established breach.

What it evidences in an application

What the framework requires

GRI 403-6: no participation and no health data used for an employment decision

Responsible business labels, working conditions component: optional participation, anonymity by default, no measuring or reading of mental health by the employer

OLT 3 (Ordinance 3 to the Employment Act), art. 26: no system designed to monitor workers' behaviour at their workstation; CO (Swiss Code of Obligations), art. 328b

"Partizipation" (participation) and "Kommunikation" (communication) (Friendly Work Space)

What the charter provides

Commitment 6 forbids any use of Kalisme, or of the activation of a seat, in an appraisal, a promotion, a transfer or any career decision

Use remains voluntary; no use for discipline, pay, appraisal or selection

The charter adds to a design with no individual usage data (document 3), in the spirit of these two articles

The charter is handed to employee representatives, in line with the applicable employment law

These correspondences show alignment by design. They do not amount to an assessment of the organisation's approach under the framework concerned.

What to attach

The signed copy, attached to the contract, and the address of the public page above. The signed copy is specific to each organisation; the contracts signed with Kalisme are kept together in the “Documents” tab of its portal.

One consequence for your application

The charter forbids listing Kalisme in the risk assessment or the prevention plan as a measure (commitment 3), and presenting it as the answer to a risk already identified (commitment 7). In your application, Kalisme therefore appears as a voluntary health promotion programme, alongside your prevention measures, never in their place.

Consulting your teams before roll-out: template

Evidence pack, document 5 · October 2026

Template. The fields in square brackets are to be completed by the organisation. This template does not constitute legal advice, and the consultation remains the employer's responsibility.

Why consult

Ordinance 3 to the Employment Act (OLT 3, art. 6) requires workers or their representatives to be consulted on all matters relating to health protection, **early enough and comprehensively**. They have the **right to make proposals**, and the employer **must give reasons for its decision** if it does not follow them. The Employment Act (art. 6, para. 3) also requires the employer to involve workers in health protection measures.

Kalisme Pro is a voluntary psychological wellbeing programme. We recommend that you treat it as a health-related matter, and consult before rolling it out. That is also what gives the programme its credibility: an offer announced without consultation reads as a decision taken over people's heads.

This template can also serve as evidence of participation in a Friendly Work Space application (the "Partizipation" (participation) criterion) or in an application for a responsible business label (taking workers' feedback into account).

1. Information note, ready to send

Subject: proposal to make Kalisme available, consultation

Dear colleagues,

[Name of the organisation] is considering making the Kalisme app available to [population concerned] from [planned date]. Before we decide, we would like your views and proposals.

What Kalisme is. A psychological wellbeing app, not a medical one: 13 books to read or listen to, short practices (breathing, a personal notebook, a decision compass) and, if we choose to include it, Kal, an artificial intelligence companion for thinking things through. A few minutes a day, in 15 languages. A full description is attached.

What it is not. It is not care, not a measure of your health, and not a substitute for our prevention of psychosocial risks, for occupational health or for [existing services].

What using it commits you to. Nothing. Use is entirely voluntary. There is no account to create, and the app asks for no personal data.

What we will see. Which seats are open, [if invited by email: your work email address, the activation date and the number of devices / with a team link: nothing that identifies you], an overall adoption rate once 20 seats have been activated and, if we open a voluntary survey, its anonymous summary, never below 10 responses.

What we will never see. What anyone does in the app, nor when they use it, nor what they write, nor their conversations with Kal.

What we commit to. We will sign Kalisme's charter against managerial misuse, attached: Kalisme will never be used to justify a workload, to assess or rank anyone, or to replace existing support.

What we are asking of you. Your questions, reservations and proposals, by [deadline], to [address or contact person]. We will reply in writing, and will give reasons for any proposal we do not take up.

[Signature]

Attachments: programme description (document 1), charter against managerial misuse (document 4), method note for the aggregated report (document 3).

2. Questions to put forward

1. Does the programme meet a need you have observed? Which one?
2. Who should have access: all staff, certain sites, certain departments?
3. Should access be possible during working time, outside it, or both?
4. Should Kal, the artificial intelligence companion, be switched on, or should Kalisme be rolled out without Kal?
5. Should access be sent to work email addresses, or through a team link that identifies no one?
6. Should the voluntary, anonymous feedback waves be opened? When?
7. What safeguards do you expect, beyond the charter?
8. How should it be announced so that it is not understood as an answer to a problem the organisation must deal with itself?
9. What other proposals would you like to make?

3. Indicative timetable

Step	When	Who
Information note and attachments sent	[30 days before roll-out]	Management or HR
Discussion meeting, if the representatives request one	[21 days before]	Management, representatives
Deadline for proposals	[14 days before]	Representatives or teams
Written reply, giving reasons for proposals not taken up	[7 days before]	Management
Decision and internal announcement	[roll-out day]	Management

The timing depends on the size of the organisation and its usual practice. What matters is that the consultation takes place before the decision, not after the announcement.

4. Record of the consultation

To be kept and attached to the application.

Organisation	[registered name]
People or body consulted	[staff committee / representatives / all staff]
Date the note was sent	[date]
Documents provided	[list]
Date of the discussion meeting	[date / not applicable]
Deadline for proposals	[date]
Date of the written reply	[date]

Proposal received	Outcome	Reasons if not taken up
[proposal]	[taken up / partly taken up / not taken up]	[reason]

Final decision: [roll-out / postponement / withdrawal], on [date], by [role].

The helplines the app offers, by country

Evidence pack, document 6 · October 2026

In immediate danger, call the country's emergency number (the “Emergency” column below). Kalisme is not an emergency service, and these lines are services independent of Kalisme.

Where the app shows them

- At the end of one of the app's mirrors, devoted to asking for help.
- When a message written to Kal, or a notebook entry, contains words of distress: a local safety net appears. It reads only the text the person has just written, on their device. It keeps nothing, sends nothing, and nothing is passed on to the organisation. It also works when the organisation has switched Kal off.

The app chooses the numbers according to the **device's region**, not its language: a French speaker living in Germany sees the German numbers. For a region missing from this table, the app refers people to the country's emergency numbers and helplines.

The table

Country	Helpline	Number	24/7	Emergency
Switzerland	La Main Tendue	143	yes	144
Switzerland, youth line		147	yes	144
France	3114	3114	yes	112
Belgium	Centre de Prévention du Suicide	0800 32 123	yes	112
Germany	TelefonSeelsorge	0800 111 0 111	yes	112
Austria	TelefonSeelsorge	142	yes	112
Italy	Telefono Amico	02 2327 2327	yes	112
Spain	Línea 024	024	yes	112
Portugal	Linha Nacional de Prevenção do Suicídio	1411	yes	112
United Kingdom	Samaritans	116 123	yes	999
Ireland	Pieta	1800 247 247	yes	112
United States	988 Lifeline	988	yes	911
Canada	988	988	yes	911
Mexico	Línea de la Vida	800 911 2000	yes	911
Argentina	Salud Mental Responde	0800-999-0091	yes	911
Chile	Línea Prevención del Suicidio	*4141	yes	131
Colombia	Línea 106	106	yes	123

Country	Helpline	Number	24/7	Emergency
Peru	Línea 113, opción 5	113	yes	106
Brazil	CVV	188	yes	192
Australia	Lifeline	13 11 14	yes	000
New Zealand	Need to Talk?	1737	yes	111
Japan	#いのちSOS	0120-061-338	yes	119
South Korea	자살예방 상담전화	109	yes	119
China	心理援助热线	12356	not confirmed	120
Taiwan	安心專線	1925	yes	119
Hong Kong	撒瑪利亞防止自殺會	2389 2222	yes	999
Singapore	Samaritans of Singapore	1767	yes	995
India	Tele-MANAS	14416	yes	112
Indonesia	Healing119.id	119 ext. 8	not confirmed	112
Bangladesh	no verified line			999
Russia	ЦЭПП МЧС России	8-495-989-50-50	not confirmed	112
Russia, line for children, adolescents and parents	Детский телефон доверия	8-800-2000-122	yes	112
Türkiye	no verified national line			112
Saudi Arabia	مركز اتصال وزارة الصحة	937	yes	997
United Arab Emirates	سكينة · أبوظبي	800 725462	yes	998
Egypt	الأمانة العامة للصحة النفسية	16328	yes	123
Lebanon	خط الحياة	1564	yes	140

Helpline names are given in the language of the country, as the app displays them. The “Emergency” column is the medical emergency number the app gives for the country. “Not confirmed” means that 24/7 availability could not be verified at the source.

How this table is maintained

- Each number was checked against the country’s official source (ministry of health, public agency, or the website of the organisation that operates the line) on 5 September 2026. A directory is never accepted as proof.
- The check is documentary: none of these numbers has been dialled. A line published by an official source may be temporarily unreachable; this was the case for the Egyptian line, which its operator reported as down for technical reasons at the time of the check.

- A number that cannot be verified does not go into the table: for Bangladesh and Türkiye, the app gives only the emergency number and refers people to the country's helplines. No number is better than a wrong one.

What remains the organisation's responsibility

This table does not replace the organisation's own resources: occupational physician, occupational health service, designated confidential contact, psychological support, employee assistance programme. We recommend that you share them with your teams at the same time as Kalisme, and place them ahead of it in any referral path.

Cross-reference table: frameworks, documents in this pack, the employer's share

Evidence pack, document 7 · October 2026

None of these frameworks assesses an app: each one assesses the employer's approach. Kalisme Pro therefore never meets a criterion on its own. It documents a voluntary mental health promotion programme that the employer makes available to its teams, alongside its prevention work. Criteria are quoted under their original titles, with the source consulted on 15 October 2026. Anything that could not be read at the primary source is flagged "to be confirmed at the source": check it again before attaching this table to an application.

Friendly Work Space (Health Promotion Switzerland)

- **Criteria concerned:** among the label's 14 quality criteria, "Handlungsfelder und Massnahmen" (fields of action and measures) and "Gesundheitsförderliches Verhalten" (health-promoting behaviour); in support, "Partizipation" (participation) and "Kommunikation" (communication).
- **Sources:** <https://friendlyworkspace.ch/de/das-label> and <https://www.bgm-zh.ch/wissen/grundlagen-betriebliches-gesundheitsmanagement/bgm-qualitatskriterien/>
- **Documents:** 1 (description), 2 (certificate), 3 (aggregated report), 4 (charter), 5 (consultation).
- **Remains with the employer:** the health management system itself, including analysis, steering, the organisation of work and leadership, and the label assessment.
- **To be confirmed at the source:** the official criteria document could not be read; the criterion titles come from the label's website and from a cantonal intermediary. The same applies to the current pass threshold.

Responsible business labels (working conditions component)

- **Criterion concerned:** some responsible business labels require a plan to continuously improve workplace culture, and give access to mental health or wellbeing resources as an example of action. In support, taking workers' feedback into account.
- **Documents:** 1, 2, 3, 4; document 5 for workers' feedback.
- **Remains with the employer:** the annual measurement of workplace culture through a staff survey, which Kalisme does not provide; the improvement plan itself; the rest of the assessment.
- **On request:** the exact criterion, its original title and its source are given in the version provided to an organisation preparing for such a label.

Sustainability commitments aligned with the Sustainable Development Goals

- **What is concerned:** a measurable commitment by the organisation to Sustainable Development Goal 3, good health and wellbeing, within a programme of public commitments. It is not a certification.
- **Documents:** 2 (date, coverage, languages: what is needed to quantify and date a commitment), 1.
- **Remains with the employer:** choosing the commitment, keeping it, publishing it.

GRI 403-6, promotion of worker health

- **Criterion concerned:** 403-6-b "a description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how

the organization facilitates workers' access". The standard covers mental health and mentions "stress-reducing programs". It requires that no participation and no health data be used for an employment decision.

- **Source:** <https://www.globalreporting.org/publications/documents/english/gri-403-occupational-health-and-safety-2018/>
- **Documents:** 8 (ready-to-use paragraph), 1, 4.
- **Remains with the employer:** publishing the report; 403-6-a and the rest of GRI 403. The same standard states that voluntary health promotion complements occupational health and safety services but cannot replace them.

ISO 45001, with ISO 45003

- **What is concerned:** ISO 45003:2021 "Occupational health and safety management, Psychological health and safety at work, Guidelines for managing psychosocial risks", a guidance standard applied within a management system based on ISO 45001. ISO 45003 cannot be certified on its own.
- **Source:** <https://www.iso.org/standard/64283.html> (summary of the standard).
- **Documents:** 1, 2, 3, 4; document 3 describes the anonymity arrangements.
- **Remains with the employer:** assessing psychosocial risks and reducing them at source, within its ISO 45001 system. Kalisme appears there as a freely accessible individual resource, alongside the prevention measures, never as one of them (charter, commitments 3 and 7).
- **To be confirmed at the source:** the full text of ISO 45003, which is paid for, has not been read; the fact that it cannot be certified on its own comes from a summary of the European Accreditation FAQ.

EcoVadis ("Labor & Human Rights" theme)

- **Criterion concerned:** "Employee Health & Safety", possibly "Working Conditions". Under the methodology, a programme that has been rolled out falls under the "Measure" indicator, and the share of the workforce covered under the "Coverage" indicator (companies with 1,000 employees or more). Only claims backed by documents are credited.
- **Source:** <https://ecovadis.com/wp-content/uploads/2026/04/EcoVadis-Sustainability-Rating-Methodology-disclosure-document-for-the-public-rating-users-and-rated-items.pdf>
- **Documents:** the contract, 1, 2, 3, and the organisation's internal communication.
- **Remains with the employer:** the health and safety policy, its results, the questionnaire.
- **To be confirmed at the source:** the questionnaire and the list of documents accepted for this criterion are not public. Nothing allows us to state that EcoVadis credits a mental wellbeing programme.

Swiss law

- **Provisions concerned:** Employment Act (LTr/ArG), art. 6 (health protection; involvement of workers); OLT 3 (ArGV 3, Ordinance 3 to the Employment Act), art. 2 (physical and mental health), art. 6 (consultation of workers) and art. 26 (no system designed to monitor workers' behaviour at their workstation); Swiss Code of Obligations (CO), art. 328 (protection of the employee's personality and health) and art. 328b (processing of employee data).
- **Sources:** https://www.fedlex.admin.ch/eli/cc/1966/57_57_57/fr (LTr), https://www.fedlex.admin.ch/eli/cc/1993/2553_2553_2553/fr (OLT 3), https://www.fedlex.admin.ch/eli/cc/27/317_321_377/de (CO).
- **Documents:** 5 for art. 6 OLT 3; 3 and 4 for the spirit of art. 26 OLT 3 and art. 328b CO; 6 for informing teams.

- **Remains with the employer:** the obligation itself, which cannot be delegated, and first of all assessing and preventing risks at source. No individual tool fulfils it.
- **For companies subject to art. 964b CO** (report on non-financial matters, including an assessment of the effectiveness of the measures taken): document 9 describes what will be measured. No results have been published to date.

Other frameworks

WELL v2, Mind concept, M01 part 2 (<https://v2.wellcertified.com/v/en/mind/feature/1>), requires crisis helplines to be communicated: document 6 addresses this. WELL certifies spaces, not companies; we do not put it forward.

GRI 403-6-b reporting paragraph, ready to use

Evidence pack, document 8 · October 2026

What it is for

The GRI 403 standard (occupational health and safety, 2018) requires, under 403-6-b, a description of the voluntary health promotion programmes offered to workers, the health risks they address, and how the organisation facilitates access to them. The standard covers mental health and mentions stress-reducing programmes. It also requires that neither participation nor health data be used for an employment decision.

The paragraph below addresses these four points. The fields in square brackets are to be completed; the rest describes Kalisme Pro as it works in October 2026. It can also be used in the report on non-financial matters under art. 964b of the Swiss Code of Obligations (CO), where that report follows GRI.

The paragraph

Promotion of worker health (GRI 403-6-b)

Since [date made available], [Name of the organisation] has made the Kalisme app available to [population covered: all its employees / its employees at (sites or departments)], i.e. [number] people, under Kalisme Pro. It is a voluntary, non-medical psychological wellbeing programme: 13 books to read or listen to, short practices for breathing and stepping back, a personal notebook[, and Kal, an artificial intelligence companion for thinking things through]. The programme is available in 15 languages.

Health risks addressed. The programme addresses everyday stress and mental health in the broad sense. It does not address occupational risks, which fall under our occupational health and safety management system and our prevention of psychosocial risks, which it complements without replacing them. It is neither care nor a medical service.

Access. Each employee concerned receives access through [an invitation to their work email address / a team link], with no account to create and no personal data to provide. The app can be used [during working time / outside working time / during and outside working time], on iPhone and iPad, a few minutes at a time. Employees were consulted before roll-out, on [date].

Voluntary nature. Use is entirely optional. No personal target is attached to it, and no benefit, bonus or ranking depends on use or non-use.

Confidentiality and no use in employment decisions. [Name of the organisation] receives no data on what anyone does in the app: only which seats are open, an overall adoption rate and, where applicable, the anonymous summary of a voluntary survey, never below 10 responses nor for a group of fewer than 10 people. The programme produces no health indicator. Through a charter attached to its contract, [Name of the organisation] has undertaken not to use Kalisme, or the activation of a seat, in any appraisal, promotion, transfer or other decision concerning an individual.

Monitoring. [In (year), (number) seats out of (number) had been activated / A voluntary survey collected (number) responses; (marker): (value)]. These figures describe the adoption and perception of the programme; they do not measure employees' health.

Before publishing

- Publish only figures read in the organisation's portal (document 3), as at the date of the report.

- Remove the mention of Kal if the organisation has switched it off.
- Remove the sentence on consultation if none took place (template: document 5).
- Do not present the programme as an answer to a risk already identified in the risk assessment: the charter rules this out (document 4, commitment 7).
- Do not attribute any effect on health, absenteeism or performance to it: none has been established.

Source of the criterion: <https://www.globalreporting.org/publications/documents/english/gri-403-occupational-health-and-safety-2018/>

The Kalisme Pro pilot protocol

Evidence pack, document 9 · October 2026

Full text: <https://www.kalisme.com/pro/protocole/en/> (English translation; the French version at <https://www.kalisme.com/pro/protocole/> is authoritative)

What it is

The protocol for the pilots Kalisme offers to organisations, written and published before the first measurement. Version 1.0 of 12 October 2026; hypotheses published on 8 October 2026. The French version is authoritative.

It tests seven hypotheses, each with the threshold that would prove us wrong:

- **adoption:** the share of seats activated at 30 days, coming back within the week after first opening it, repeated use at 90 days, and the fact that the offer comes from the employer does not put people off trying it;
- **perceived usefulness:** the scheme is understood to be private, and judged useful by those who have tried it;
- **business model:** an organisation that has seen the pilot continues as a paying client, and for what reason.

What is measured: the share of seats activated at 30 days, what people report in a voluntary, anonymous survey in three waves (at launch, at 30 days and at 90 days), and whether the organisation wishes to continue. Coming back to the app, and how often, is measured by what people report, never by tracking their use.

Its fingerprint

The protocol is published as a PDF, with its SHA-256 fingerprint:

c9924001cb46d6a8e94aad6aed9fa33417ac39ddfff04effb657bb5e5ad65f8e

File: https://www.kalisme.com/pro/protocole/Kalisme_Protocole_pilote_v1.0_FR.pdf

To check that a downloaded copy is the one that was published:

```
shasum -a 256 Kalisme_Protocole_pilote_v1.0_FR.pdf
```

The result must match the fingerprint above. We recomputed it on the file served on 15 October 2026: it matches.

What it does not say yet

No results have been published to date. The protocol provides that no results will appear before at least three pilots have ended, aggregated across all the pilots, without naming any organisation. Each organisation may refuse to have its data included in the aggregate, without having to give a reason.

The protocol tests no effect on health. Two short scales, one of wellbeing and the other of perceived stress, may be added to the questionnaire once their usage rights are confirmed: they carry no hypothesis about effects, and the organisation receives nothing from them. A pilot of this size cannot isolate an effect on absenteeism, staff turnover or burnout, and we will not claim one.

What it contributes to an application

An evaluation method written in advance, dated and verifiable, where a framework requires the effectiveness of the measures taken to be assessed (for example art. 964b of the Swiss Code of Obligations, for companies subject to it). It provides the method, not yet the results: these will be added to this document on the day they are published, whether they prove us right or wrong.

For a pilot organisation, its own success criteria, written with Kalisme before launch, and the summaries of its three waves (document 3) make up the record of its evaluation.