Willing to participate (38 OPs)

Randomization (28 OPs)

Workers invited to participate (30 workers x 20 OPs = 600 workers)

- Lack of time (2 OP)
- Company withdrew (3 OP)
- Company delayed or cancelled HRA due to crisis (3 OPs)

Intervention group Baseline measurement (10 OPs; 300 Workers)

Implementation of guideline

- 6 months follow-up
- 12 months follow-up
- 18 months follow-up (9 OPs; 175 Workers)

Control Group Baseline measurement (10 OPs; 300 Workers)

Usual Care

- 6 months follow-up
- 12 months follow-up
- 18 months follow-up (9 OPs; 175 Workers)

Excluded
- Not meeting inclusion criteria (7 OP)
- Company refused to participate (3 OPs)

Withdrew
- Lack of time (2 OP)
- Company withdrew (3 OP)
- Company delayed or cancelled HRA due to crisis (3 OPs)