**Appendix A**

List of extracted topics from manuscript review:

1. Article details
   1. Publication year
   2. Authors
   3. Title
   4. Journal reference
   5. Link to article
   6. Data source (e.g. survey, administrative data) and study design (e.g. cross-sectional)
   7. Main independent variables
   8. Main dependent variables
   9. Primary findings
   10. Primary conclusions
   11. Was a policy identified in the paper? (yes/no, if yes, what)
2. Overarching themes
   1. Policy implications at organization level (yes/no)
   2. Public policy implications (yes/no)
   3. Tools for measurement (yes/no)
3. Details about policy implications and interpretations
   1. If NO policy implications were explicitly mentioned by the authors, what are policy implications of the study findings?
   2. Kinds of workplaces that could benefit from policy
   3. Generalizability (who can we generalize to, what are limits of this generalizability)
   4. Key limitations
   5. Scientific gaps
   6. Who would benefit from a policy if implemented?
   7. Where would resistance to policy come from?
4. Overall policy implications based on review (merged explicit and implicit implications)