**Supplemental Digital Content Table 1**: Variables considered as potential confounders and adjusted in analyses

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| **Outcome** | **Models are adjusted for a** |
| All outcomes | Baseline values of the outcome, age (years), gender (men/women) and the following if significant at p<0.2 (backward elimination):  Physical Quality of Life (QoL) score, Mental Quality of Life (QoL) score, Total Fat & Fibre Behaviour Questionnaire (FFBQ) Index score, Fatigue score, Caucasian ethnicity (yes/no), married/living together (yes/no), completed post-school education (yes/no), currently smoke (yes/no), lower back problems (no/yes/affects activity)b, upper extremity problems (no/yes/affects activity)b, lower extremity problems (no/yes/affects activity)b, weekly headaches (yes/no) weekly difficulties with sleeping or waking (yes/no), job control (high [6 to 10] / low [1 to 5]), productivity (high [≥ median of 7.4] /low [<7.4]), mental demands (high [≥median of 16.7]/low [<16.7]), Body Mass Index (BMI; kg/m2) if p<0.2 |
| Workplace activity outcomes | TV viewing time (h/week) if p<0.2 |
| Workplace sitting (480-sitting), min/8h | Age, gender, physical QoL (log), mental QoL (log), BMI (log), TV viewing time (log), current smoking |
| Workplace prolonged sitting (log) , min/8h | Age, gender, physical QoL, log BMI, TV viewing time, weekly headaches |
| Workplace standing (log) , min/8h | Age, gender, BMI (log), TV viewing (log), current smoking |
| Workplace stepping (log), min/8h | Age, age squared, gender, physical QoL (log) , mental QoL (log), lower extremity problems, mental demands |
| Workplace light stepping (log) , min/8h | Age, gender, physical QoL (log) mental QoL (log), fatigue score (log), current smoking, productivity |
| Workplace MVPA stepping (log) , min/8h | Age, age squared, gender, physical QoL (log), lower extremity symptoms, weekly headaches, mental demands |
| Usual sitting bout duration at the workplace, min | Age, gender, FFBQ score |
| Overall sitting, min/16h | Age, gender, education, smoking, mental demands |
| Overall standing, min/16h | Age, gender, FFBQ score (linear and square term), post school education, lower back problems, lower extremity problems, mental demands |
| Overall stepping, min/16h | Age (linear and square term), gender, smoking |

a Models adjusted for baseline values of the outcome, age and gender regardless of significance and other potential confounders (all baseline values only) that were retained as significant at p<0.2 in a backward elimination. Continuous independent variables were adjusted for as either a linear term, a linear and a square term or the log of the variable depending on the association with the outcome and the model checks.

b Problems in the lower back, upper extremities (neck, shoulders, elbows, wrists/hands) and lower extremities (hips, knees, ankles) were assessed over the “last three months” prior to baseline and were classed as no/yesd/affects activity. No = no problem in last three months. Yes = problem in last three months but that does not interfere with daily activities. Affects activity = problem present that interferes with performing regular activities.