Objectives

1. Understand the basic principles of sustainability and how Occupational Safety and Health fits into sustainability efforts.
2. Understand the opportunities and challenges for furthering worker health and safety through sustainability activities.
3. Know the key metrics for disclosure for the Occupational Health and Safety topic area.

Basic Principles of Sustainability
What’s in a Name?

Corporate Social Responsibility

Sustainability

Corporate Responsibility

ESG

Citizenship

Definitions

Definition of Sustainable Development:

Development that meets the needs of the present without compromising the ability of future generations to meet their own needs

(UN Brundtland Commission 1987)

Definition of Corporate Responsibility:

Operating a business in a manner which meets or exceeds the ethical, legal, commercial and public expectations that society has of business.

(Business for Social Responsibility)

What are the Drivers?

- Manage Reputation
- Attract and Retain Employees
- Access to capital
- Engage with Stakeholders
- Improve Performance
- Risk Management
Stakeholders

- Employees
- Customers
- Investors and Shareholders
- Communities

Scope of Sustainability Issues

- Environmental
- Economic
- Social

Materiality

- Materiality Assessment: What’s in and what’s out
Key Opportunities

Opportunities

Opportunities in Reporting
Report Content: Standards and Guidelines

- GRI Standards:
  - GRI 403: Occupational Health and Safety
- Center for Safety and Health Sustainability
  - Best Practice Guide for OHS in Sustainability Reports
- UN Sustainable Development Goals (SDGs)
  - Goal #8 Decent Work and Economic Growth

Opportunities: Reporting

Current Reporting Standard – UNDER REVIEW

- GRI 403 Topic Specific Disclosures (Current Version)
  - 403-1: Workers representation in formal joint management-worker health and safety committees
  - 403-2: Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities
  - 403-3: Workers with high incidence or high risk of diseases related to their occupation
  - 403-4: Health and safety topics covered in formal agreements with trade unions
GRI 403 Exposure Draft Standard – Proposed Update

GRI 403 Topic Specific Disclosures
- 403-1: Workers covered by OHS management system
- 403-2: Work-related injuries
- 403-3: Work-related illnesses
- 403-4: Workers’ access to occupational health services
- 403-5: Worker Health Promotion

Center for Safety and Health Sustainability

CSHS Vision Statement

“For all organizations to consider the safety, health and well-being of workers, customers and the community as part of their sustainable business practice.”

CSHS Best Practice Guide

Essential Elements
- Descriptive Information
- OSH Performance Metrics

Optional Elements
UN Sustainable Development Goals

- SDG #8 Promote inclusive and sustainable economic growth, employment and decent work for all

“Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment”

GRI and UN Global Compact

- On Sept 21 the GRI and the UN Global Compact will launch the first outcome publication of their Action Platform for Business Reporting on the SDGs.


OHS Sustainability Reporting – An Example

- Baxter Healthcare: Performance Data

**Recordable Case Rate and Cases with Days Lost Rate**

<table>
<thead>
<tr>
<th>Year</th>
<th>Recordable Case Rate</th>
<th>Cases with Days Lost Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>0.93</td>
<td>0.13</td>
</tr>
<tr>
<td>2015</td>
<td>0.77</td>
<td>0.18</td>
</tr>
<tr>
<td>2016</td>
<td>0.62</td>
<td>0.14</td>
</tr>
</tbody>
</table>

*See the Baxter Data Summary for descriptions of metrics and additional detail.*
Baxter Healthcare: Descriptive Information

- Zero Harm Workplace
- Enhancing Safety Culture and Performance
- Health and Wellness
- Employee Health and Safety Goals for 2020
- Management Systems – OHSAS 18001 certified sites

EMPLOYEE HEALTH AND SAFETY

- Achieve the top quartile in total recordable incident rate among global companies across all industries as measured by ORCHSE
- Reduce employee health risk by increasing participation from 35% to 45% in BeWell@Baxter health promotion program initiatives and by expanding family participation

Opportunities – Rankings and Ratings
Ratings and Rankings

- Dow Jones Sustainability Indices (DJSI) Questionnaire
- Industry Dependent Questions - example (mining):
  - Number of Fatalities
  - Total Recordable Injury Frequency
  - Process Safety Events
  - Occupational Illness Frequency Rate
  - Occupational Diseases

Opportunities – Collaboration and Communication

Keep Calm and Start Collaborating

Key Challenges
Challenges

► OHS not always recognized as “material”
► Environmental issues often dominate sustainability programs
► Reporting is voluntary
► Leading metrics are needed
► Mindset of OSH as a cost

Report Challenges: Report Content

► Stakeholder Inclusiveness
► Sustainability Context
► Materiality
► Completeness

Challenges: Report Quality

► Reporting Principles for Defining Quality
  • Accuracy
  • Balance
  • Clarity
  • Comparability
  • Reliability
  • Timeliness

*Source: GRI Standards
Report Quality

► Accuracy
  • Data
  • Other Claims

► Balance

► Clarity
Key Metrics

► Standards and guidelines
  - GRI 403
  - CSHS Best Practice Guide
  - Regulatory Metrics

► Leading and Lagging Indicators

► Measurable/Tied to Goals

CSHS Best Practice Guide

► Essential Elements: OSH Performance Metrics
  - Lost-time injury and illness frequency rate (employees)
  - Lost-time injury and illness frequency rate (contractors)
  - % of facilities that have implemented OHS Management Systems
  - % of facilities that have had OHS Management Systems audited
  - % of direct suppliers’ facilities audited
Conclusions

Sustainability is an Opportunity for OHS

- Track evolving standards and guidelines
- Get involved with sustainability reporting
- Recognize the value to stakeholders
- Influence materiality assessments
- Consider sustainability ratings
- Ensure reported information is verifiable

Useful Websites

- [https://www.globalreporting.org](https://www.globalreporting.org)
- [http://www.centershs.org/](http://www.centershs.org/)
If you would like more information, or have any questions, contact me.

THANK YOU!