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# Construction: Towards a safer, healthier industry

## A BSI white paper

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# Profits before people?

By many measures the UK construction industry is a major success story – but in the area of occupational health and safety the industry continues to generate some worrying statistics.

Although there have been big improvements in recent years in reducing the number and rate of injuries to construction workers, the industry remains high risk, accounting for a disproportionately large number of fatal and major injuries.

The Health and Safety Executive (HSE) reports that there were 38 fatal injuries to construction workers in 2018/19, as well as 58,000 non-fatal injuries, or 3% of the workforce. The accident rate is second only to agriculture/forestry among all industry sectors.

It's not just accidents. Less well recognized is that construction is a high-risk industry for health issues too. The HSE finds that three times as many working days are lost in the sector due to work-related illness than to injuries. Each year, approximately 80,000 construction workers in Britain suffer from an illness they believe was caused or made worse by their work.

These stark statistics prompt the obvious question: are construction companies doing enough to ensure the health and safety of their people? More bluntly, are they putting commercial success before the wellbeing of workers?

## Figures we can fix

The most common causes of fatalities in the construction sector are falls from heights (accounting for approximately 50% of deaths), followed by workers being trapped (12%), or struck by an object (11%).

The most common causes of ill health are musculoskeletal injuries, accounting for 62% of cases, but construction also has the largest burden of cancer among all industrial sectors, accounting for over 40% of occupational cancer registrations and cancer deaths. Past exposures in the construction sector cause over 5,000 occupational cancer cases and approximately 3,700 deaths annually.

The most significant cause of these cancers is asbestos (70%), followed by silica (17%), paint/solvents (6-7%), and diesel engine fumes (6-7%).

Mental health issues such as stress, anxiety and depression also cast a shadow over the sector, with over 12,000 cases recorded per year.



Sources: www.hse.gov.uk/statistics/causdis/cancer.pdf
www.hse.gov.uk/statistics/industry/construction.pdf

# Today's health and safety risks

The onus is on companies to keep up to speed with all the risks that today's construction workers are exposed to, including mental health and emerging technology-related issues.

## Welcoming changes in mental health and wellbeing

Historically, mental health has been 'the poor relation' to physical health and safety in the workplace, not least in the traditionally male-dominated, somewhat 'macho' culture of the construction industry. But things are changing. For example, construction companies should be aware of the new international standard in occupational health, which brings greater focus on the management of mental health and overall worker wellbeing than ever before.

Meanwhile, charities exist to bring mental health issues to the fore, and enlightened companies are taking decisive steps in this area (Read BSI client PDS's story: Enlightened self-interest). Mental health should not be swept under the carpet as it has been in the past. Construction leaders should strive to increase awareness and monitoring of mental health and worker wellbeing in their organizations.

## PDS: Enlightened self-interest

PDS
INTELLIGENT INFRASTRUCTURE SYSTEMS

P Ducker Systems (PDS) is a £6m turnover SME specializing in IT and electronics for infrastructure developments, such as lighting systems for tunnel projects. Typically, its clients are major tier 1 construction contractors.

The firm's Managing Director, Mike Rose, takes a refreshingly enlightened approach to health and safety management. He has gone much further than merely addressing the company's legal obligations in this area, taking a broad and proactive stance on the overall wellbeing of employees.

The process began when he took on the MD role seven years ago, and his thoughts turned from compliance and "certificates on the wall" to a more holistic approach. He explains, "We have service teams working 24/7, and staff working long shifts on site, sometimes at night. I wanted them home safely – but I also wanted the job done well."

Rose started by achieving or transitioning to BSI certifications to multiple management systems, including ISO 9001 (Quality), ISO 14001 (Environmental Management), ISO 27001 (Information Security), ISO 44001 (Collaborative Working) and OHSAS 18001 (soon to transition to ISO 45001) for health and safety. "I wanted us to be the best in our field – and be seen as the best," he says.

On health and safety, PDS's starting point is a "near miss, risk reduction process" – where all incidents are recorded and their causes analyzed, so that rectifying measures can be taken. Regular communication takes place with staff, who are encouraged to be vigilant and proactive.

The strategy has now evolved to take in employee wellbeing, a subject in which Rose takes both a personal and a business interest, wanting the best outcomes for his people and for the company. "I'm now a mental health first aider, " he continues. "But it's not just about mental health – wellbeing is important all the time, at home and at work. Many factors affect our wellbeing – diet, sleep, leisure, relationships – so we've thought about what we can influence positively."

PDS conducts staff surveys and offers training, support and awareness to employees on wellbeing issues, as well as pursuing practical policies on flexible working.

And the result? "More motivated people, less sickness, less absenteeism, less 'presenteeism', and better performance," says Rose. "We're a company of fitter, healthier, happier people who are better able to cope with work – and life – and that's what I want."

## Embracing digital technologies for business and health

As the pace of digital transformation in the construction industry intensifies, new health and safety risks are emerging. At their simplest, such risks include the potential for eyesight harm or repetitive strain injury from the intense use of digital devices, while unpredictable hazards could stem from the adoption of mobile solutions on site, (such as tablet PCs being used to record data), which might result in workers not heeding physical dangers around them.

Technology can also create a stressful 'always on' business culture, with the potential to cause harmful mental and physical repercussions, such as anxiety, fatigue and burn out.

It is incumbent on construction companies to consider new technologies from a health and safety perspective. But as well as raising new risks, digital technology can also be part of their solution, offering innovative ways to reduce harm to workers and mitigate the human and capital costs of accidents at work.

For example, technology now offers the possibility of real-time monitoring, measuring and reporting of health and safety incidents through mobile devices. This offers the potential to speed up safety improvements and provide rich data for analysis, both of which could reduce the number of future accidents and the extent of exposure to damaging substances.

Wearable devices are increasingly common, opening up new opportunities for construction companies to make use of communications systems, location devices and alarms built into protective clothing or headgear.

Organizations should consider new technologies that could strengthen their health and safety toolkit. Morgan Sindall Construction & Infrastructure for example, is one major construction company that is already using a mobile app for real-time health and safety reporting. Companies' rate of adoption of such innovations will differ according to their individual circumstances. Their starting-point must be to ask what innovations are available, whether they will make people safer, and whether they hinder their work. Then there is the cost. While new technologies require investment, there are also potential savings to consider in switching from manual to automated systems. They should bear in mind how cost-effective such solutions could be when reduced financial, human and reputational costs of poor health and safety are taken into account.

## BIM (Building information modelling) and health and safety

To date, users of BIM (Building Information Modelling) have been slow to collaborate on sharing structured health and safety (H&S) information across project and asset lifecycles.

However, it has been recognized that the adoption of BIM brings great opportunities to drive a zero-accident culture.

For example, the use of Ipads on construction sites to capture incidents can then be stored for future use and awareness of hazards and risks. Drones capturing data to feed into a BIM model may reduce the need for surveyors to be on site. BIM objects can give immediate information on material components and their associated risks, clashes can be stopped quickly, reducing risks on site.

## Profiting healthily from new materials

Bearing in mind the statistics around asbestosis and other construction-related cancers, construction companies should consider what questions have been raised about the potential health dangers of working with newly developed materials, including the impact they could have far into the future on workers who decommission assets that incorporate them.

Such materials include pollution-absorbing bricks, translucent wood, light-generating cement, self-healing concrete and thermo-plastic carbon fibre composite. While welcoming the ability of such materials to solve environmental and other building challenges and boost profits, contractors should also consider their potential human impact.

## Safely adopting new construction techniques

New methods of construction, notably remote manufacture of major building sections and components (resulting in relatively simple onsite assembly), reduces the time spent by workers on site and should also lessen health and safety risks. At the same time, however, it could introduce new headaches as large numbers of bulky built components are manoeuvred into position on site, often in restricted space and to tight timescales.

While the construction industry increasingly welcomes the benefits of offsite construction, it also has a responsibility to recognize and manage the new health and safety risks that accompany this and other evolving techniques.

## Managing supply chain risks

For large organizations, outsourcing or subcontracting work, often to smaller firms or self-employed individuals, poses significant additional health and safety risks. They should be particularly wary of assuming that their responsibility for the health and safety of workers is absolved when work is outsourced to cheaper providers or subcontracted to specialists. Principal contractors must understand the legal implications of outsourcing/subcontracting, and must take steps to manage the relationship down the supply chain. Contracting out a job does not mean contracting out health and safety responsibilities. The law does not allow them to contract out to suppliers, perhaps based overseas, with weak health and safety controls, and this presents them with the challenge of imposing such controls on third parties.

# Positive thinking

Managing health and safety risks through a positive approach can bring multiple benefits, reducing human costs and avoiding the potential for adverse financial and legal impacts, including:

## Lost working time

It is a false economy to pay little regard to your people. An immediate major impact is lost working time due to sickness absence. The HSE estimates that 2.3 million working days are lost each year in construction because of workplace injury (17%) and work-related illness (83%). This equates to 1.1 working days lost per worker, or around 10,000 full-time workers being absent from the workforce for the whole year.

## Financial costs

The HSE has estimated the total cost of workplace injury and new cases of work-related ill health in construction at £1bn (£0.5bn injury, £0.5bn illness). The cost burden is shared between individuals (mainly arising from the monetary valuation of the human costs), employers (from costs such as sick pay, insurance premiums, and production disturbance), and government/taxpayers (from state benefits payments and healthcare costs).

## Legal implications

The principal focus of health and safety legislation and sentencing guidelines is to ensure fines are "sufficiently substantial to have a real economic impact that will bring home to both management and shareholders the need to comply with health and safety legislation".

HSE data on prosecutions shows a huge increase in fines in recent years. There were 206 prosecution cases in 2017/18, with a startling 94% of convictions for at least one offence. This accounted for nearly £19m in fines across the sector averaging £98,000 per conviction. Fines have increased by 20% since 2016/2017 figures. If we place these figures in the wider context of fines across all industries we see a four-fold increase in just three years, from £18m to over £72m. This staggering upward trend is likely to continue. Clearly, a significant fine could threaten an organization's financial viability, while the negative publicity from a prosecution can do further damage.

As well as penalties for organizations, there has been a sharp increase in the number of prosecutions, suspended sentences and fines imposed on individuals. HSE can also boast a consistently impressive conviction rate of over 93% in the last six years – if organizations or individuals are prosecuted, they are likely to be convicted.

Despite its enforcement successes, the HSE is more focused on identifying risks in key sectors such as construction. Prohibition and improvement notices (which carry a fee) are much more common than prosecutions, with over 11,000 notices issued in each of the last three years. The construction sector accounts for a staggering 60% of all notices served – further evidence, if needed, that there is still much work to be done to tackle health and safety risks in the sector.

## It pays to comply

According to a study by consultants Arinite, average health and safety fines far outstrip the cost of compliance. The research found that in 2016 small and medium-sized enterprises (SMEs) that invested effectively in health and safety management potentially avoided a fine that would have been £75,000 higher than the cost of compliance.

According to both Arinite and the HSE's research, SMEs can expect to pay no more than £40,000 per year to remain health and safety compliant, with the cost typically covering the maintenance of a formal health and safety system, insurance, and compensation for a designated health and safety role or person.

For larger businesses, compliance costs are proportionately lower – although, of course, they can be much higher in absolute terms. But non-compliance is not an option.

Legal compliance is not an optional extra. With health and safety failures now resulting in eye-watering fines, as well as major costs sustained from injuries and ill health, and the potentially crippling impact of adverse publicity, organizations that do not prioritize health and safety risk their own future.

## Insurer pressure

Today, construction companies cannot simply rely on liability insurance to shoulder their health and safety responsibilities. With insurers feeling the financial impact of large payouts, they are increasingly active at influencing their clients' health and safety policies. They want to know more about what the company does and what measures and controls are in place to minimize the chances of incidents and claims. Without such reassurance, they are likely to raise premiums or decline to offer cover.



Sources: www.hse.gov.uk/statistics/enforcement.pdf • www.hse.gov.uk/statistics/industry/construction.pdf
www.arinite.co.uk/the-cost-of-health-and-safety-compliance-vs-a-prosecution-fine

# Building resilience

Those companies that invest seriously in managing and mitigating health and safety risks will achieve far more than simply meeting their legal obligations and reducing potentially huge human and financial costs. They stand to avoid broader, longer-term problems around organizational culture, staff morale, staff retention, brand perception, customer appeal and, ultimately, commercial performance.

If organizations adopt good practice in health and safety management they will protect themselves and their stakeholders from such negative impacts. They should ask themselves if they have done everything possible in this critical business area.

# From policy to practical steps

As part of its Industrial Strategy, the government has set out its aim "for the UK construction industry to operate under safe and healthy conditions at least comparable to other sectors of the economy." It is committed to improving health and safety in the industry to make it "a sector of choice for young people, inspiring them into rewarding professional and vocational careers."

It stresses that the industry "must also bring the same focus to health as it has to safety, to recognise the fact that three times as many working days are currently being lost to ill-health as to occupational injury."

The practical steps required are set out by the HSE, which offers a wealth of information and advice on implementing health and safety measures across industry, including specific advice for the construction sector. For example, the HSE has set out common principles to address ill health in the construction industry.

Similarly, the Construction Industry Advisory Committee (CONIAC), which advises the HSE on the protection of construction workers from health and safety hazards, has issued a guide for employers on assessing the risks to health in the construction industry and the role of occupational health service provision in preventing or controlling those risks. Its stance echoes that of the HSE and is set out in an eight-point position statement:

## The CONIAC 8-point risk assessment for employers

1. Workplace ill health kills and ruins lives in the construction industry. Statistics indicate that a construction worker is at least 100 times more likely to die from a disease caused or made worse by their work as they are from a fatal accident.
2. Managing workplace health helps employers to retain experienced and skilled workers, and it helps employees to maintain productive employment.
3. Workplace ill health is preventable – it is possible and practicable to carry out construction work without causing ill health. Risks to health can be managed by modifying processes to eliminate the risk, controlling and minimizing exposure, and taking precautions to prevent adverse effects.
4. Everyone involved in construction has a responsibility in managing risks to health, and all parties must take ownership of their part of the process.
5. Planning and working collaboratively will reduce risk throughout the supply chain, and at all stages of the process. Workers and their representatives must be consulted regarding the provision of occupational health services and material occupational health issues.
6. Managing health risks is no different to managing safety risks. Assessing hazards and using a hierarchy of control measures are equally appropriate when applied to health risks.
7. Checking workers' health is not a substitute for managing and controlling health risks. Monitoring should not be given priority over managing, or be confused with it.
8. Helping workers tackle other 'lifestyle' risks to their health is not a substitute for managing workplace health risks.

Source: www.hse.gov.uk/aboutus/meetings/iacs/coniac/coniac-oh-guidance.pdf

# ISO 45001: a game-changer

Forward-thinking construction companies are embracing the new global standard for occupational health and safety, ISO 45001, which offers huge benefits to a business, including:

- **Proactive risk prevention**
- **Innovation and continual improvement**
- **Strengthening of legal and regulatory compliance**
- **Reduced business costs**
- **Visible brand responsibility**
- **Stakeholder reassurance**
- **Increased organizational resilience.**

ISO 45001 was published in March 2018. Since then, the standard has been picking up momentum and credibility, offering a fundamental framework around which good practice can be built. Whether a company is migrating or upgrading from its predecessor, OHSAS 18001, or applying for the first time,

ISO 45001 sets out all the requirements for creating a successful health and safety management system, placing firm emphasis on the elimination, reduction and mitigation of health and safety risks through proactive leadership and risk-based thinking.

A key benefit of the new standard is that it follows a high level structure (HLS), featuring terms, definitions, headings and text common to all management system standards – allowing easier integration when implementing multiple management systems, such as ISO 9001 (Quality) and ISO 14001 (Environmental Management).

The standard also offers flexibility so, for example, where the industry is adopting new technologies it provides a framework within which health and safety can be well managed alongside such changes.

# PAS 1192-6: collaborative sharing and use of structured Health and Safety information using BIM

To date, users of BIM (Building Information Modelling) have been slow to collaborate on sharing structured health and safety (H&S) information across project and asset lifecycles.

This PAS aims to remedy that by providing guidance on applying H&S information through BIM processes and applications. It specifies how to use Health and Safety information to:

- **Provide a safer and healthier environment for end-users**
- **Mitigate the inherent hazards and risks across the asset lifecycle**
- **Improve construction H&S performance, with fewer incidents and associated impacts**
- **Provide for clearer, more assured and relevant H&S information to the right-people at the right time**
- **Reduce construction and operational costs.**

## How do ISO 45001 and PAS 1192-6 work together?

ISO 45001 sets out the health and safety framework.
PAS 1192-6 is the BIM mechanism by which the ISO 45001 health and safety management system can be run.

BIM image on the computer on the front cover courtesy of Skanska UK Ltd.

# Benefits from good practice

For any management system to succeed, leadership, worker participation and engagement must be at the forefront, and ISO 45001 puts them there.

In fact, ISO 45001 is the only ISO management system standard developed to date that has explicit requirements concerning the culture of the organization. As with all of the latest ISO management system standards ISO 45001 requires a commitment to, and evidence of, continuing improvement. (Read BSI client CBRE's story: Taking a strategic approach).

Health and safety awareness as part of the culture of an organization is emphasized, with participation of and consultation with workers from all levels and functions, ensuring the management system covers what is needed and is communicated effectively to all involved. Full conformance with ISO 45001 delivers a communication process, rather than a set of random unplanned communications (See box – Morgan Sindall Construction & Infrastructure: Getting the message across).

HSE has produced a toolkit on leadership and worker involvement (http://www.hse.gov.uk/construction/lwit/index.htm) that can easily be adopted by a management system that conforms to ISO 45001. The toolkit includes 10 key principles for leadership and worker involvement (http://www.hse.gov.uk/construction/lwit/key-principles.htm), such as, "Don't walk by – it is everyone's responsibility on site to prevent any unsafe acts and conditions that they witness from turning into accidents as soon as they see them."

## CBRE: Taking a strategic approach

Facilities management company CBRE GWS was one of the first companies to achieve BSI certification to ISO 45001. As Richard White, Quality, Health, Safety, Environment (QHSE) Director, explains, "Health and safety is of paramount importance to us as a business and for our clients. We felt it was important both operationally and commercially to show we reached the standard".

CBRE GWS has an integrated management system approach, with its existing certification to ISO 9001 and ISO 14001 making its implementation of ISO 45001 relatively straightforward. The high level structure (HLS) common to all of them helps it streamline processes and deliver efficiencies saving time and money.

One area of particular focus was tying in its QHSE programme with overall business strategy. "We ensured we could demonstrate a link between where we're going as a business and how our QHSE programmes support our risk management process and ultimately business growth," says White.

Leadership and risk-based thinking have been key themes, with the company ensuring senior management commitment to the new standard. "Our business leaders lead our health and safety programmes and cascade key messages from the top. They understand our health and safety objectives, how they relate to our wider business strategy, and what risks and opportunities look like in practice," says White.

He explains that, rather than seeking to create a health and safety culture, the company aspires to "an operational culture of excellence" in which health and safety forms an important part. "It's not placed in a silo as a separate discipline for specialists but owned by managers and regarded as part of their day-to-day job, along with their other activities."

## Morgan Sindall Construction & Infrastructure: Getting the message across

Morgan Sindall Construction & Infrastructure, was among the first companies worldwide to have been independently assessed by BSI to achieve conformity to ISO 45001.

A renewed focus on worker engagement was a key part of the company's certification journey. The standard looks at the issue in terms of organizational behaviour and at the effectiveness of internal communications, which are monitored to see if key health and safety messages are getting across.

Martin Worthington, Director of Safety, Health, Environment and Quality at Morgan Sindall Construction & Infrastructure, says it has led the company to ensure it has a systematic process for ensuring the participation of workers and consultation with them.

"We have engagement with our people through our mental health service, for example," says Worthington. "We don't just communicate facts about the service to them – a one-way process. We also ask them to give feedback on specific issues, which constitutes consultation, and prompts feedback and participation from them."

He adds, "Achieving high standards in occupational health and safety is critical to the success of our business."

# Proportionality

Expert bodies, including the HSE, the ISO technical committee responsible for ISO 45001, and the Institute of Safety and Health (IOSH), have called for "proportionality" over ISO 45001 in relation to SMEs. Their concern is that interested parties, including consultants and certifying bodies, should consider what is reasonable and practical for SMEs when interpreting the requirements of the standard. At BSI, we wholeheartedly agree that ISO 45001 should not present unreasonable or unnecessary obstacles to smaller construction firms, particularly when its most important purpose is to save lives and prevent injury and harm. BSI is committed to the common sense approach needed.

# ISO 45001: clarity with certification

Certification complexity is a challenging issue for the construction industry – and a particular burden for SMEs in the sector. Currently, there are many competing and overlapping schemes, including Achilles, Contractors Health and Safety Assessment Scheme (CHAS), Construction Line, Safe Contractor and Safety Management Advisory Services (SMAS), with SMEs often compelled by the requirements of different clients to seek certification from several or all of them – with obvious time and cost implications.

The overarching Safety Schemes in Procurement (SSIP) exists to reduce such costs and bureaucracy by making cross-recognition between member schemes as effective as possible. SSIP estimates it saved the construction industry £62m in 2018, but despite this significant benefit, the coexistence of multiple certification bodies and schemes remains an ongoing problem (see box – MJF: Jumping through hoops).

BSI certification to ISO 45001 covers all the requirements of a rigorous health and safety management system, holding out the prospect of much reduced certification complexity in the future, both for principal contractors and smaller firms throughout the supply chain.

## MJF: ISO 45001 should be the gold standard that trumps everything

MJF is a London-based SME operating on the periphery of the construction industry supply chain through its supply and installation of office furniture (one of three distinct businesses).

Although MJF typically goes on site late in the construction process, when an office building is all but complete, if the site is still in the hands of a principal contractor MJF faces the same health and safety issues as those of any other construction supplier. As Jerry Flynn-Williams, its HSEQ adviser, explains, "We're part of the build process, but office furniture can be a bit of an afterthought for the principal contractor."

In other cases, the client is running the building or they have outsourced it to a facilities management (FM) provider. Flynn-Williams continues, "We strive to work very closely with the client or their FM company because we're working on their site, in their delivery areas, in line with their system and their staff.

Satisfying the health and safety requirements of principal contractors and FMs is not always an easy task. "They're usually large companies and their PQQs [pre-qualification questionnaires] expect us to jump through massive hoops on everything from manual handling to asbestos awareness," says Flynn-Williams.

Stephen Palmer, Group Commercial Director, says one of the biggest sources of frustration has been the need to maintain multiple health and safety certifications and accreditations to satisfy different FM firms' supplier requirements. "We're approved by Construction Line, Safe Contractor, CHAS and SMAS, we're certified to OHSAS 18001, and we're registered under SSIP, but we still have to spend large amounts of time fulfilling exactly the same requirements for different firms," he says. "It wastes a lot of time and money."

MJF is currently undergoing BSI's assessment process for certification to ISO 45001. "As far as we're concerned, ISO 45001 should be the gold standard that trumps everything," says Palmer. It should mean supplier PQQs are automatically answered, – although we're not there yet," says Palmer.

# How we can help

We understand the health and safety challenges that construction companies and their supply chains are facing today. Through BSI training and certification to ISO 45001, construction companies have a powerful tool to tackle common mistakes in operational controls, hazard identification, risk assessment and emergency preparedness. Plus by adopting BSI's incident management tool, organizations can reduce reoccurrence of incidents through consistent root cause investigations and corrective actions, gain efficiencies through automated task allocation and progress updates and much more.

Organizations that currently hold BS OHSAS 18001 have until March 2021 to migrate to the new standard, at which point BS OHSAS 18001 has been withdrawn and certification will no longer be valid beyond 31 March 2021.

They have three options:

1. **Undertake a one-off migration audit.**
2. **Migrate progressively through existing OHSAS 18001 surveillance visits** (with at least one additional day, or more for larger or more complex organizations).
3. **Wait for a full re-certification visit**, whenever that falls due between now and the withdrawal of OHSAS 18001 in March 2021.

Each company's circumstances will be different, so there is no 'one size fits all' approach to migration. The assessment time, cost, and budgetary impact of each option can vary, so it is important they weigh them up carefully. Our assessors will be able to help them.

There has never been a better time for construction companies to improve health and safety through new or enhanced management systems. And there has never been a better means of doing so than through BSI certification to ISO 45001.

# About the author

Stephen Griffiths is BSI's EMEA Product Champion for Occupational Health. He is an OHS professional with 17 years auditing experience with BSI, and a member of the ISO Technical Committee responsible for the maintenance and development of ISO 45001, ISO/TC283.

# About BSI

BSI equips businesses with the necessary solutions to turn standards of best practice into habits of excellence. From assessment, certification and training to software solutions, advisory services and supply chain intelligence, BSI provides the full solution to facilitate business improvement and help clients drive performance, manage risk and grow sustainably. Through the passion and expertise of our people, BSI embeds excellence in organizations across the globe to improve business performance and resilience. BSI's influence spans across multiple sectors with particular focus on Aerospace, Automotive, Built Environment, Food, Retail, Healthcare and IT.

# Embed a culture of health and safety with BSI

BSI provides powerful solutions to reduce risk and support you through your health and safety business challenges. We equip organizations with the tools to create a safer and healthier workplace allowing you to achieve success, build strength and embrace opportunity.

## A 21st century approach

High-performing organizations build and sustain vibrant safety cultures by focusing on three things:

1. Demonstrating highly visible, unwavering leadership support for the safety and wellbeing of employees
2. Strong commitment from employees for their own safety and that of their colleagues
3. Establishing clear, open, honest and frequent two-way communication about commitment to safety between workers and leadership

A focus on safety and health provides a significant return on investment through reduced disruption of incidents, lower insurance costs, improved morale, efficiency and productivity.

## Driving business improvement and organizational resilience

BSI partners with our clients to become more resilient and embed a culture of workplace health and safety in organizations of all sizes worldwide.

### Our history

Established in 1901, today we work with over 86,000 clients each year across 193 countries.

### Our people

The expertise, passion and experience of our people are at the heart of what we do. This allows us to deliver excellence, enabling you to grow and prosper.

### Our clients

BSI works with leading organizations globally; 75% of the FTSE 100, 49% of the Fortune 500, 77% of the Nikkei listed companies as well as thousands of SMEs.

## Our services include:

- Management system certification and training
- Innovative technology to support delivery and improve performance
- Environmental health and safety consultancy services*
- Product testing and certification (including PPE, fire detection and suppression products)
- As the world's first National Standards Body we work with stakeholders to develop standards that respond to market needs, deliver value, and help business and the economy

For more information on migration to ISO 45001, or transferring to BSI visit **bsigroup.com/en-ae**

bsi.

bsigroup.com/en-au

* BSI EHS consultancy services may not currently be available in all geographies – contact BSI for information