

**NYNJ 40th Annual Scientific Meeting:
The Future of Work**

**Connecting the Dots:
OHS - Sustainability - &
Putting People Back into
Sustainability**

September 20, 2019



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Chair, Center for Safety and Health Sustainability
PWG, Global Reporting Initiative (GRI) 403 OHS Standard

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Context.

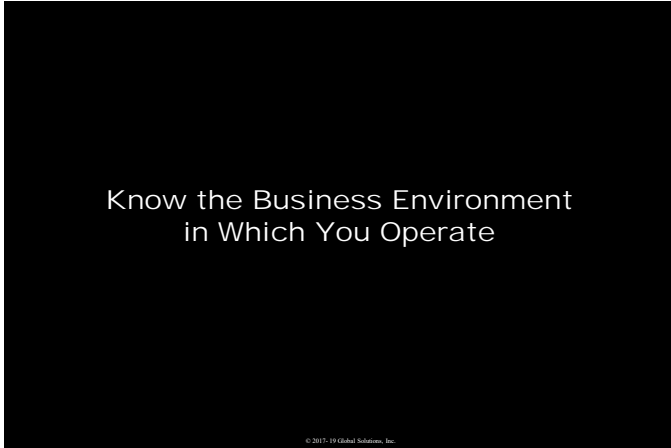
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WORK

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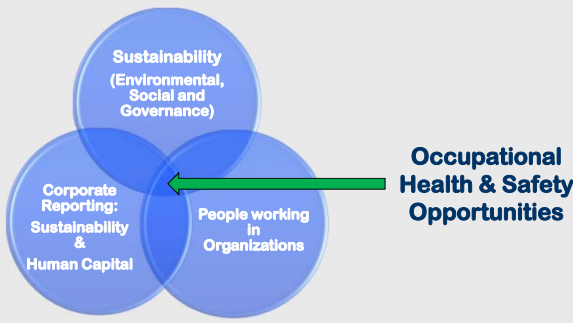


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Confluence of Changing Stakeholder Expectations



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Level of Assurance Risks & Opportunities are Identified, Assessed, Managed and ...

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... reported, creating accountability & assurance.

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| The Investor's Perspective

ESG Reporting on Financial & Non-Financial Impacts

(Investment decision making based upon a Company's environmental, social, governance and ethical impact)

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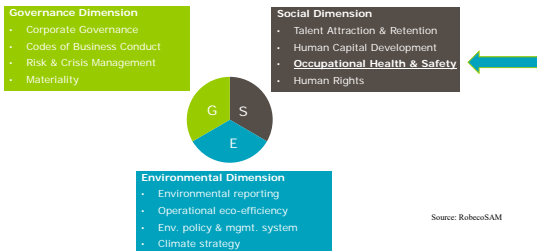
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Measure, Manage & Disclose (Report) Human Capital (OHS) impacts through Public Reporting

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| Putting People Back into Sustainability

**Sustainability Dimensions (Governance, Social and Environmental)
DJSI Disclosure Assessment Criteria**



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| US Business Roundtable Purpose of a Corporation

181 CEOs who committed to leading their companies for the benefit of all stakeholders – customers, employees, suppliers, communities as well as shareholders.

“Major employers are investing in their workers and communities because they know it is the only way to be successful over the long term.”

**Jamie Dimon, Chairman and CEO of JPMorgan Chase & Co.
Chairman of the US Business Roundtable
(181 CEOs Black Rock and Vanguard Group.)
August 19, 2019**

Source: <https://opportunity.businessroundtable.org>

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Why Human Capital?

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PEOPLE are at the core of every Thriving Business...Their contribution is directly affected by their Health, Safety & Wellbeing.

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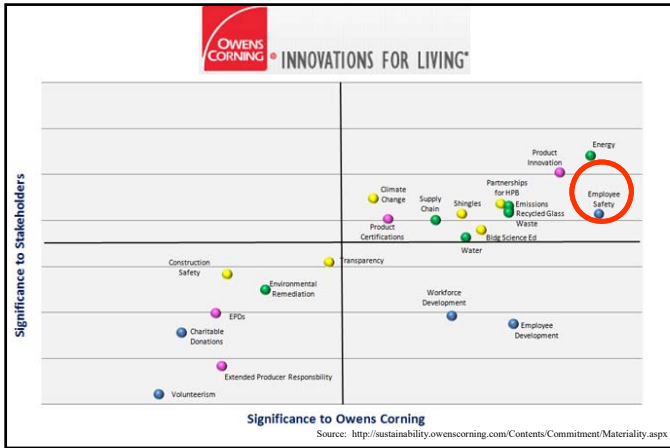
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| OHS – Material – Public Reporting



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Person performing work or work-related activities that are under the control of the organization.

1) All levels of Org.

2) paid or unpaid, regular or temporary, intermit or seasonal, casual or on a part-time basis.



Definition of Worker
ISO 45001

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Creates Value

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**Human Capital Management Coalition (25 Investors/\$2.8 T):
SEC Petition on HCM Disclosure for
Publicly Traded Companies
- July 2017-**

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| SEC Materiality Disclosure

Matters to which there is a substantial likelihood that a reasonable investor would attach importance in determining whether to purchase the security.

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| SEC Amendment to Human Capital Disclosure in Annual Reports

Securities and Exchange Commission proposed
Human Capital disclosure
amendments to current disclosure requirements under
Regulation S-K
(more principles-based disclosure framework)

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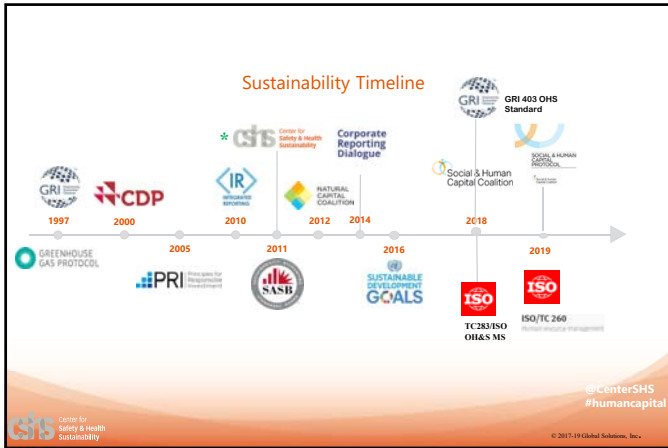


For all organizations to recognize and act on the value of occupational safety, health and well-being as part of their sustainable business practices.

Mission
www.CenterSHS.org

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Global Reporting Initiative (GRI) 403 OHS Standard

- Disclosure 403-1**
Occupational health and safety management system
- Disclosure 403-2**
Hazard identification, risk assessment, and incident investigation
- Disclosure 403-3***
Occupational health services
- Disclosure 403-4**
Worker participation, consultation, and communication on occupational health and safety
- Disclosure 403-5**
Worker training on occupational health and safety
- Disclosure 403-6***
Promotion of worker health
- Disclosure 403-7**
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
- Disclosure 403-8**
Workers covered by an occupational health and safety management system
- Disclosure 403-9**
Work-related injuries
- Disclosure 403-10***
Work-related ill health


All Include Health

3 Focus on Health*

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Disclosure 403-10 Work-related Ill Health




The reporting organization shall report the following information:

- For all **employees**:
 - The number of fatalities as a result of **work-related ill health**;
 - The number of cases of **recordable work-related ill health**;
 - The main types of work-related ill health.
- For all **workers who are not employees but whose work and/or workplace is controlled by the organization**:
 - The number of fatalities as a result of work-related ill health;
 - The number of cases of recordable work-related ill health;
 - The main types of work-related ill health.
- The work-related **hazards** that pose a **risk** of ill health, including:
 - how these hazards have been determined;
 - which of these hazards have caused or contributed to cases of ill health during the reporting period;
 - actions taken or underway to eliminate these hazards and minimize risks using the **hierarchy of controls**.
- Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.
- Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

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GRI 403 OHS Standard



work-related hazard : source or situation with the potential to cause **injury or ill health** *

Note 1: Hazards can be:

- physical (e.g., radiation, temperature extremes, constant loud noise, spills on floors or tripping hazards, unguarded machinery, faulty electrical equipment);
- ergonomic (e.g., improperly adjusted workstations and chairs, awkward movements, vibration);
- chemical (e.g., exposure to solvents, carbon monoxide, flammable materials, or pesticides);
- biological (e.g., exposure to blood and bodily fluids, fungi, bacteria, viruses, or insect bites);
- psychosocial (e.g., verbal abuse, harassment, bullying);
- related to work-organization (e.g., excessive workload demands, shift work, long hours, night work, workplace violence).

* Ill Health includes occupational disease, illness and death

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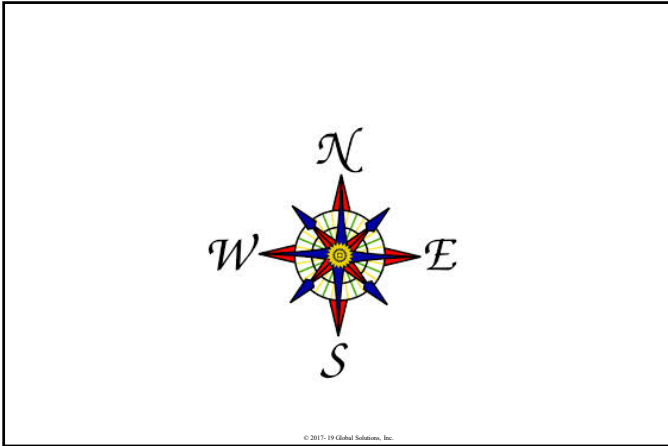
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In Closing Trends to Watch



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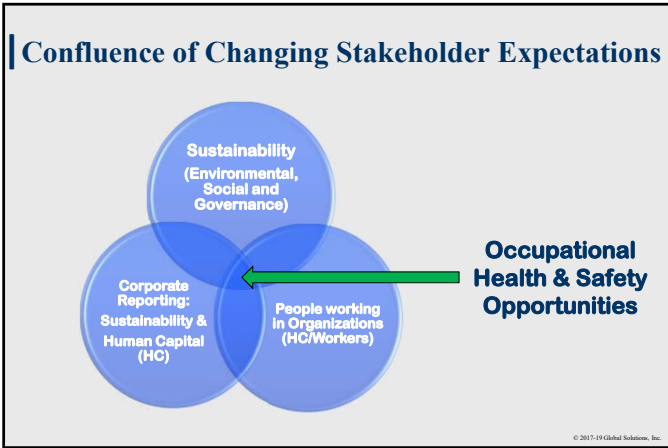
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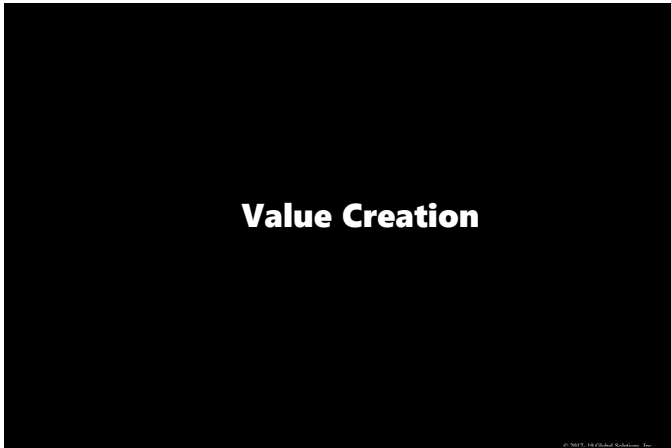
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| Resource Links – Kathy A. Seabrook

- [Global Solutions Inc. Links and resources](#)
- [World Safety Day Think Piece: Connecting the Dots - Occupational Safety and Health and Business Performance](#)
- [Center for Safety and Health Sustainability: OHS Stakeholders Human Capital Workshop Outputs](#)
- [GRI 403 OHS Disclosure Standard](#)
- [ISO 45001 OH&S Management System Standard](#)
- Questions? Seabrook@globalehs.com

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