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UNRAVELING THE SYNERGY BETWEEN SUSTAINABILITY AND HEALTH AND SAFETY

Susan Burkett, CSP – Technical Principal of Compliance

GOALS FOR TODAY

1) Overview of Sustainability

- What is it?

2) Sustainability and EH&S: Bridging the Gap

- Why/how it's relevant to EH&S managers
- What's trending?
- Sustainability tools for increased health and safety

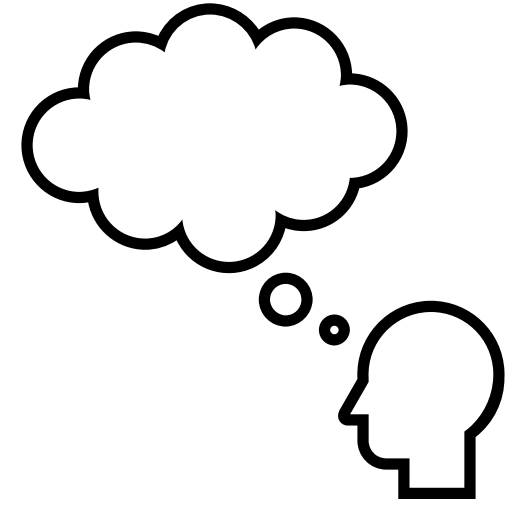


SUSTAINABILITY – WHAT?

Defining Sustainability

LET'S THINK...

- What does sustainability mean to you?

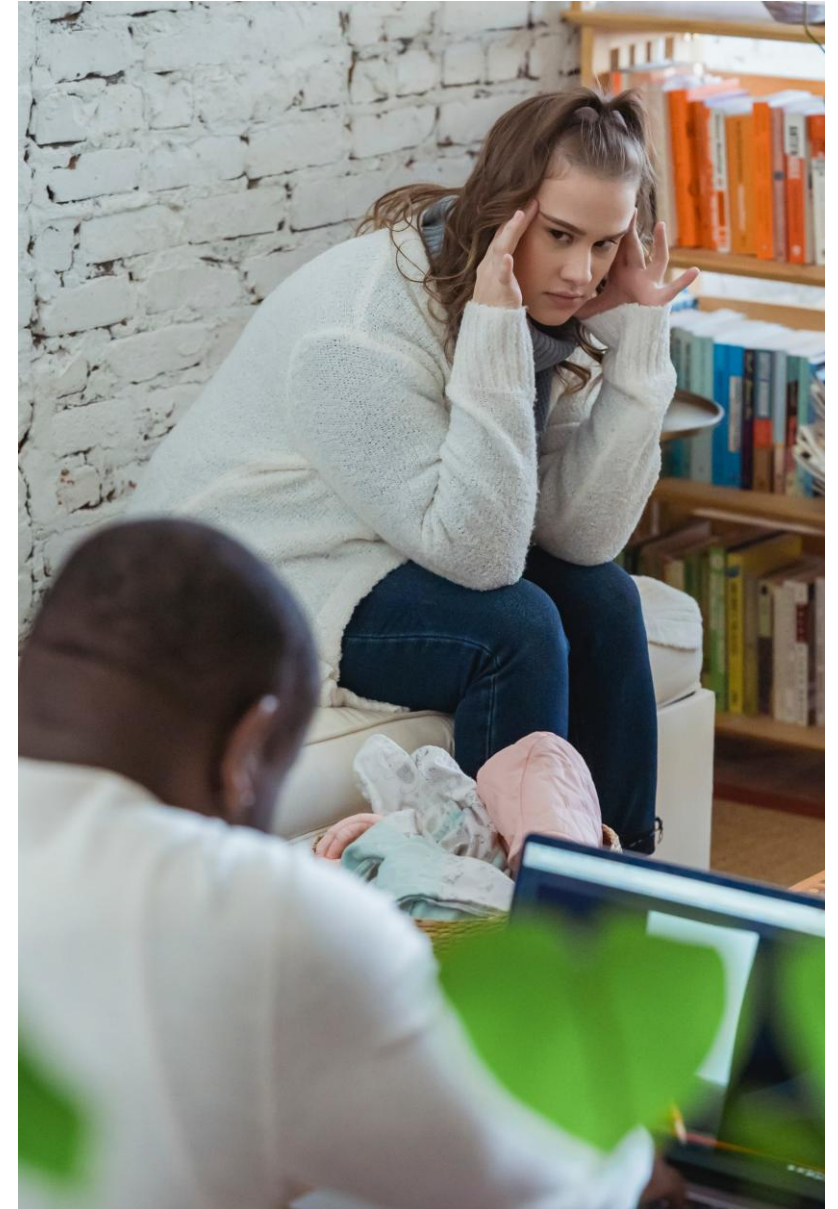


Poll responses:

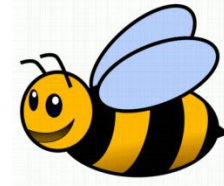
- Achievable and reachable
- Maintain
- Less waste, ability to reuse from within
- Reuse, reduce, recycle
- Future
- **Hassle** 

DEFINING SUSTAINABILITY

- What *is* “sustainability?”
...like, *literally* what is it?....
- The dictionary definition
 - “...the ability to maintain something for a prolonged period at a constant rate”
- Example: Hold your breath underwater...Doable?
Sustainable (think long term)?



BUZZ WORDS



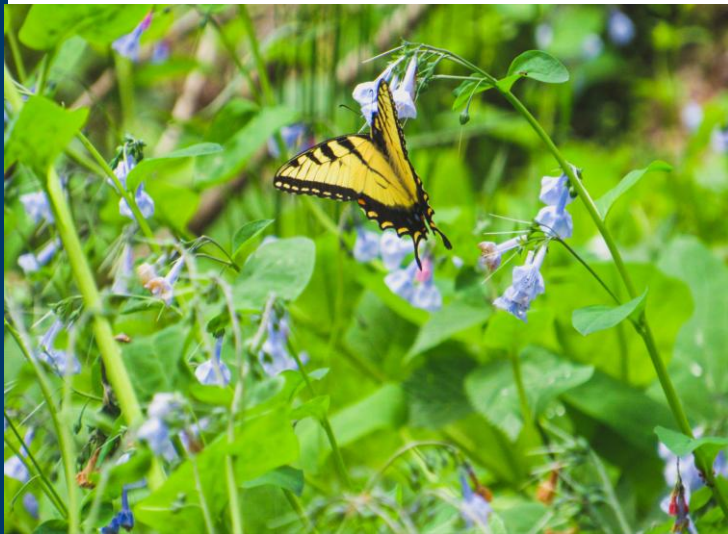
- Carbon footprint
- Greenhouse gases
- Climate change
- Global warming
- Green
- Life cycle
- Cradle to cradle
- Triple bottom line
- People / Planet / Profit
- Energy efficient
- Socially responsible
- Environmentally friendly
- LEED certification



DEFINING SUSTAINABILITY THROUGH ACTION

Sustainability (in business) is...

- An all-encompassing word describing business practices that are well balanced in **e**nvironmental, **s**ocial, and **g**overnance (ESG) factors
- Actively evolving
- Widely supported by large investors such as BlackRock

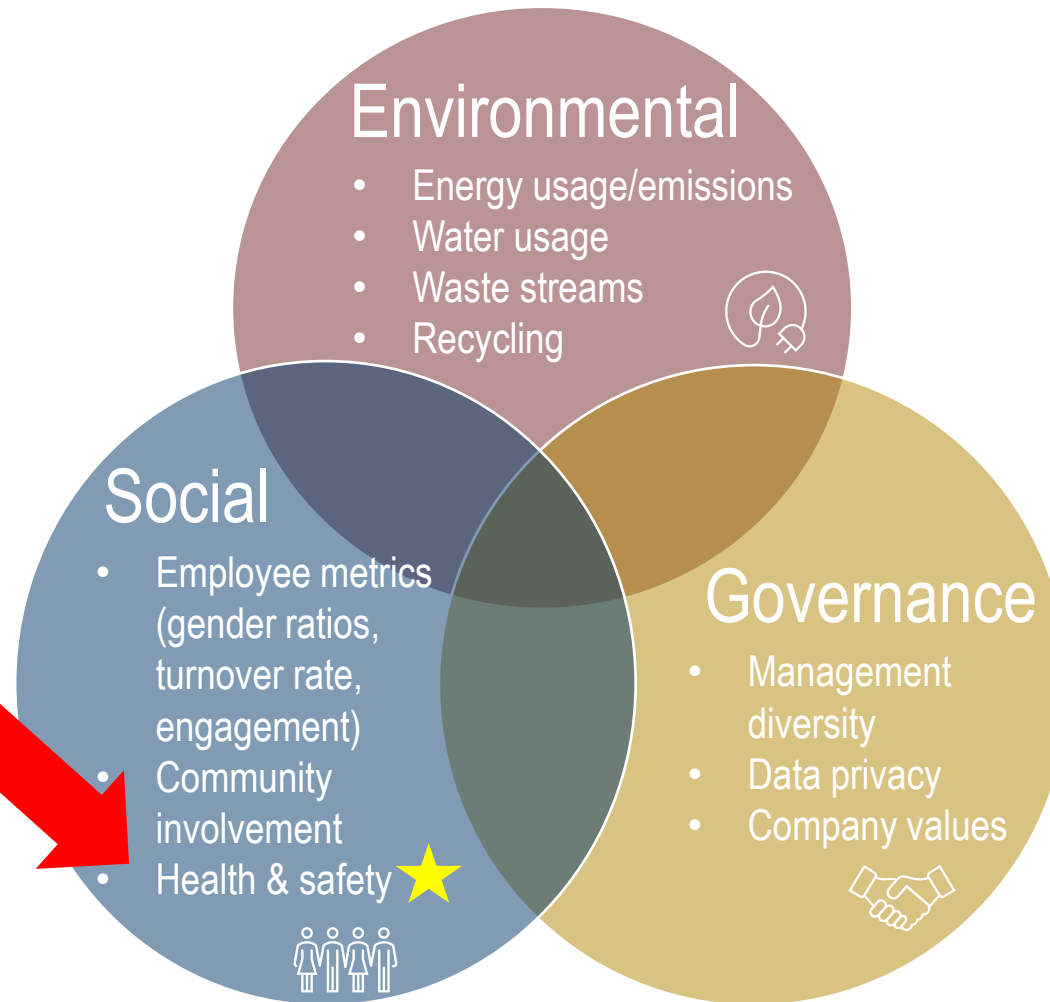


WHAT'S DRIVING SUSTAINABLE BUSINESS DEVELOPMENT?

- Public opinion
- Politics
- Economics
- Increasing brand value
- Decreasing natural resources
- Regulations
- Industry organizations
- Employees



ESG



WHY PURSUE SUSTAINABILITY INITIATIVES?



- Improves brand image
- Emphasizes good corporate citizenship
- Increases production efficiency
- Reduces resource usage
- Manages risk
- Increases employee morale
- Improves profitability

THE DRIVERS OF SUSTAINABILITY

- \$\$\$
- Pleases stakeholders (investors, employees, customers, clients, etc.)
- Improves public image
- It's ethical ;)

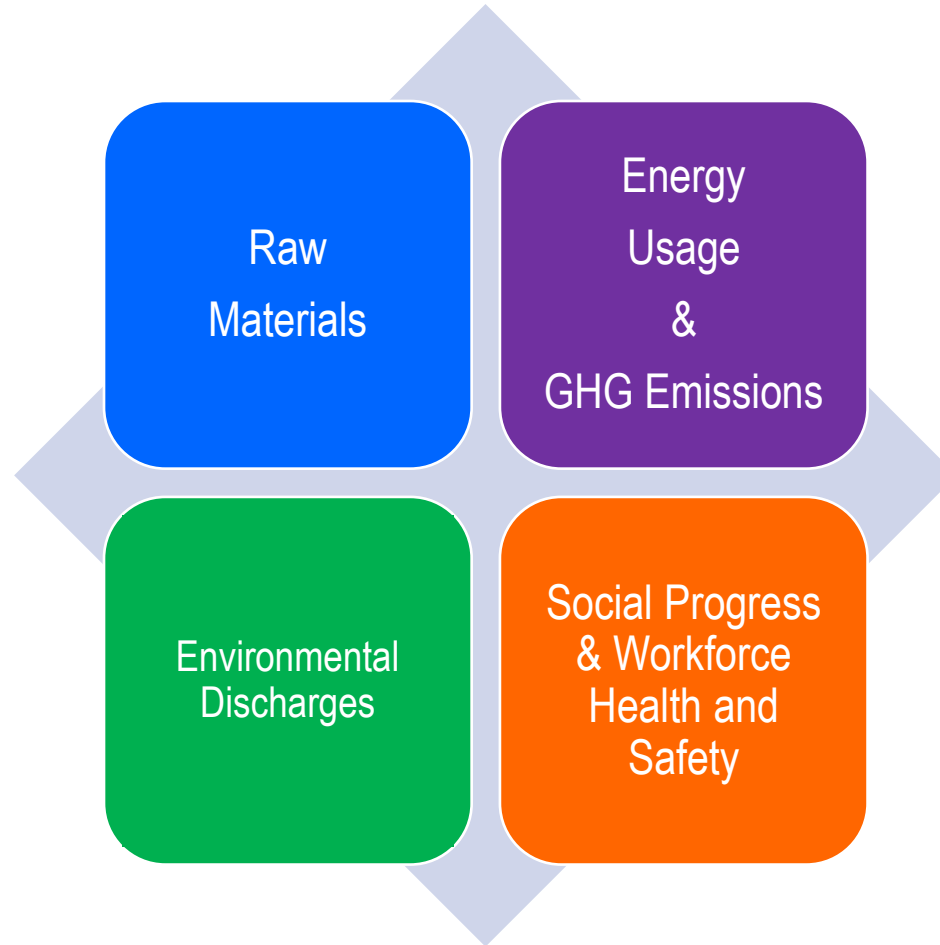


BACKGROUND

- GOAL 1: No Poverty
- GOAL 2: Zero Hunger
- GOAL 3: Good Health and Well-being
- GOAL 4: Quality Education
- GOAL 5: Gender Equality
- GOAL 6: Clean Water and Sanitation
- GOAL 8: Decent Work and Economic Growth
- GOAL 9: Industry, Innovation and Infrastructure
- GOAL 10: Reduced Inequality
- GOAL 11: Sustainable Cities and Communities
- GOAL 12: Responsible Consumption and Production
- GOAL 14: Life Below Water
- GOAL 15: Life on Land
- GOAL 16: Peace and Justice Strong Institutions
- GOAL 17: Partnerships to achieve the Goal



YOUR COMPANY'S SUSTAINABLE DEVELOPMENT PLAN COULD INCLUDE:

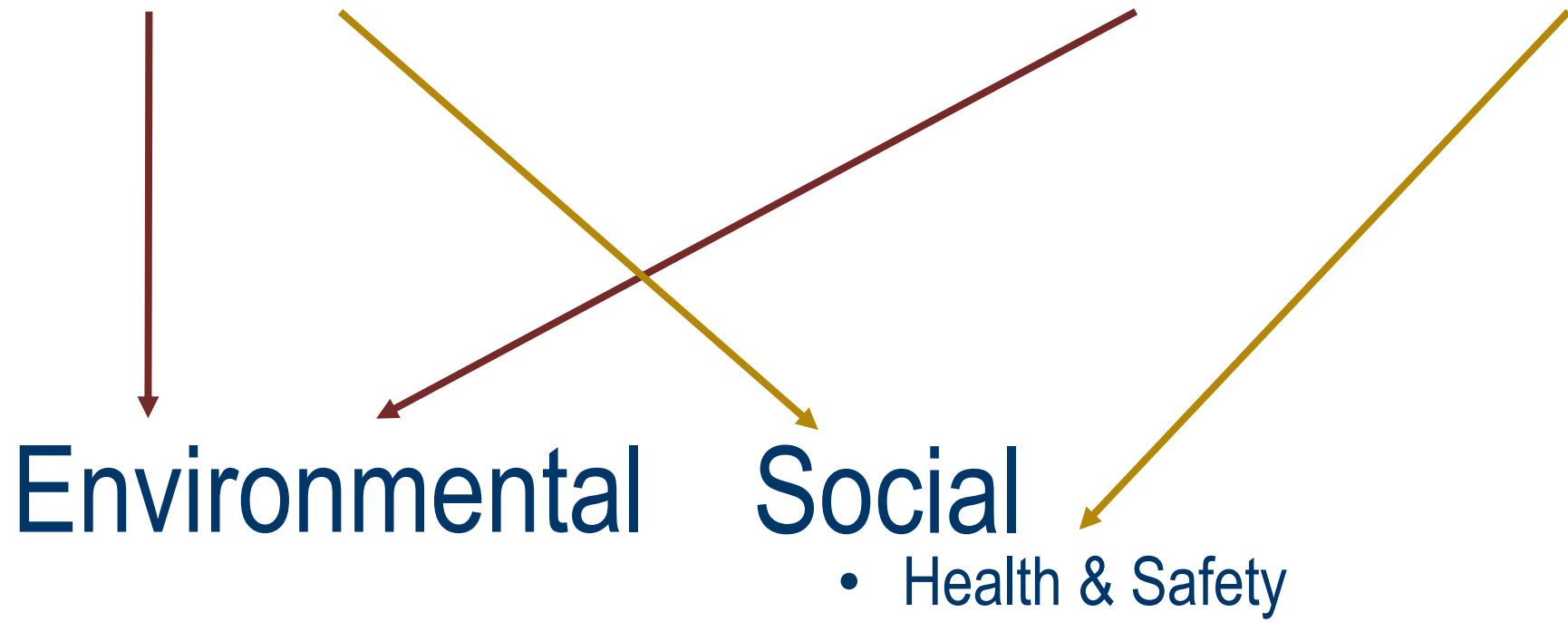




SUSTAINABILITY AND EH&S

Bridging the Gap

ESG & EH&S



WHAT'S TRENDING?

- Greenhouse gas (GHG) emissions
- Energy reduction goals/energy audits
- Water reduction goals/water audits
- CDP reporting (Walmart)
- EcoVadis reporting (Honda, U.S. Steel)



GETTING STARTED



- Pick a baseline year
- Track performance
- Grab some early victories
- Start with a division, department, or plant
- Look for issues that resonate with your customers
- Work with your supply chain
- Start with your current skill set
- Empower individuals

SUSTAINABILITY TOOLS FOR INCREASED H&S

- Sustainability Accounting Standards Board (SASB)
 - Industry based sustainability disclosures
 - Tied to financial impacts/performance



TYPES OF SUSTAINABILITY REPORTS

- GLOBAL REPORTING INITIATIVE (GRI)
 - Started in 1997
 - Emerged as a global benchmark, 80% of the world's largest companies follow GRI standards.
 - Includes industry-specific criteria for ESG issues that are applicable to specific industries.
 - ISO 1410, ISO 1411, ISO 1412, and ISO 26000 – Environmental Impact
 - OSHAs 18001 – Health and Safety RMS



TYPES OF SUSTAINABILITY REPORTS

- Sustainability Accounting Standards Board (SASB)
 - Started in 2011
 - Provide ESG data for investors; industry standards
 - Different approach than GRI; however, complimentary



Disclosure topics	A minimum set of industry-specific disclosure topics reasonably likely to constitute material information, and a brief description of how management or mismanagement of each topic may affect value creation
Accounting metrics	A set of quantitative and/or qualitative accounting metrics intended to measure performance on each topic
Technical protocols	Technical protocols that provide guidance on definitions, scope, implementation, compilation and presentation, all of which are intended to constitute suitable criteria for third-party assurance
Activity metrics	Metrics that quantify the scale of a company's business and are intended for use in conjunction with accounting metrics to normalize data and facilitate comparisons between companies

TYPES OF SUSTAINABILITY REPORTS

- Many reporting types
 - Envision
 - “Happy Planet Index”
 - Energy, Energy, and Sustainability Index
 - International Institute for Sustainable Development (IISD)
 - World Business Council for Sustainable Development (WBCSD)
 - “Life-cycle Assessments”
 - Islamic Reporting Initiative
 - Streamlined Energy and Carbon Reporting (SECR)
 - Many, many others...



CHOOSING A REPORT TYPE

Environment

- GHG Emissions
- Air Quality
- Energy Management
- Water & Wastewater Management
- Waste & Hazardous Materials Management
- Ecological Impacts

Leadership & Governance

- Business Ethics
- Competitive Behavior
- Management of the Legal & Regulatory Environment
- Critical Incident Risk Management
- Systemic Risk Management



Business Model & Innovation

- Product Design & Lifecycle Management
- Business Model Resilience
- Supply Chain Management
- Materials Sourcing & Efficiency
- Physical Impacts of Climate Change

Social Capital

- Human Rights & Community Relations
- Customer Privacy
- Data Security
- Access & Affordability
- Product Quality & Safety
- Customer Welfare
- Selling Practices & Product Labeling

Human Capital

- Labor Practices
- Employee Health & Safety
- Employee Engagement, Diversity & Inclusion

HEALTH AND SAFETY SUSTAINABILITY PROJECTS

- Ergonomics
 - Installing lifting aids to prevent/decrease back injuries
- Branding Safety
 - Take 5
 - Go Home In One PIECE
- Wellness Programs
- Setting Safety Goals
 - Reducing Total Recordable Incident Rate (TRIR)
 - Zero Lost-Time Accidents for XXX Days/XX Months
- Comprehensive Risk Assessments/Audits
- Optimizing the Workplace Environment
 - Light, Air, Temp Controls, Ergonomic Layout

HEALTH AND SAFETY SUSTAINABILITY PROJECTS

- Chemical Substitutions
 - Minimizing use/exposure to hazardous substances
 - Greener cleaners
- Training
 - H&S Sustainability
 - Stress/Mental Health
- Noise Reduction

SUSTAINABILITY TOOLS FOR INCREASED H&S

- Sustainability Accounting Standards Board (SASB)
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GAME TIME!

Is Workforce H&S a SASB Topic for the Industry Listed Below?



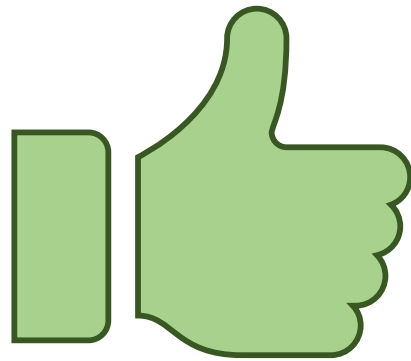
OR



Meat, Poultry, & Dairy:

Entities that produces raw and processed animal products, including meats, eggs, and dairy products, for human and animal consumption.

...continued



TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Quantitative	Rate	FB-MP-250a.1
	Percentage of supplier facilities certified to a Global Food Safety Initiative (GFSI) food safety certification programme	Quantitative	Percentage (%)	FB-MP-250a.2
	(1) Number of recalls issued and (2) total weight of products recalled ¹	Quantitative	Number, Metric tonnes (t)	FB-MP-250a.3
	Discussion of markets that ban imports of the entity's products	Discussion and Analysis	n/a	FB-MP-250a.4
Antibiotic Use in Animal Production	Percentage of animal production that received (1) medically important antibiotics and (2) not medically important antibiotics, by animal type	Quantitative	Percentage (%) by weight	FB-MP-260a.1
Workforce Health & Safety	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	Quantitative	Rate	FB-MP-320a.1
	Description of efforts to assess, monitor, and mitigate acute and chronic respiratory health conditions	Discussion and Analysis	n/a	FB-MP-320a.2
Animal Care & Welfare	Percentage of pork produced without the use of gestation crates	Quantitative	Percentage (%) by weight	FB-MP-410a.1
	Percentage of cage-free shell egg sales	Quantitative	Percentage (%)	FB-MP-410a.2
	Percentage of production certified to a third-party animal welfare standard	Quantitative	Percentage (%) by weight	FB-MP-410a.3
Environmental & Social Impacts of Animal Supply Chain	Percentage of livestock from suppliers implementing conservation plan criteria	Quantitative	Percentage (%) by weight	FB-MP-430a.1
	Percentage of supplier and contract production facilities verified to meet animal welfare standards	Quantitative	Percentage (%)	FB-MP-430a.2

continued...

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Is Workforce H&S a SASB Topic for the Industry Listed Below?



OR



Electrical Utilities & Power Generators:

Entities that generate electricity; build, own, and operate transmission and distribution (T&D) lines; and sell electricity.



...continued

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE
Energy Affordability	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Quantitative	Rate	IF-EU-240a.1
	(1) Number of residential customer electric disconnections for non-payment, (2) percentage reconnected within 30 days ¹	Quantitative	Number, Percentage (%)	IF-EU-240a.3
	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Discussion and Analysis	n/a	IF-EU-240a.4
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-EU-320a.1
End-Use Efficiency & Demand	Percentage of electric load served by smart grid technology ²	Quantitative	Percentage (%) by megawatt hours (MWh)	IF-EU-420a.2
	Customer electricity savings from efficiency measures, by market ³	Quantitative	Megawatt hours (MWh)	IF-EU-420a.3
Nuclear Safety & Emergency Management	Total number of nuclear power units, broken down by results of most recent independent safety review	Quantitative	Number	IF-EU-540a.1
	Description of efforts to manage nuclear safety and emergency preparedness	Discussion and Analysis	n/a	IF-EU-540a.2
Grid Resiliency	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	Quantitative	Number	IF-EU-550a.1
	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days ⁴	Quantitative	Minutes, Number	IF-EU-550a.2

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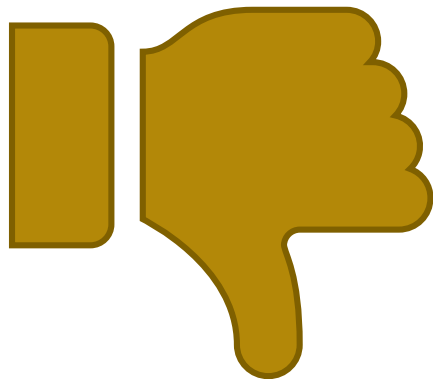


OR



Household & Personal Products:

Entities that manufacture a wide range of goods for personal and commercial consumption, including cosmetics, household and industrial cleaning supplies, soaps and detergents, sanitary paper products, household batteries, razors, and kitchen utensils.



SUSTAINABILITY DISCLOSURE TOPICS & METRICS

Table 1. Sustainability Disclosure Topics & Metrics

TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE
Water Management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic metres (m ³), Percentage (%)	CG-HP-140a.1
	Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	n/a	CG-HP-140a.2
Product Environmental, Health and Safety Performance	Revenue from products that contain substances of high concern	Quantitative	Presentation currency	CG-HP-250a.1
	Discussion of process to identify and manage emerging materials and chemicals of concern	Discussion and Analysis	n/a	CG-HP-250a.3
	Revenue from products designed with green chemistry principles	Quantitative	Presentation currency	CG-HP-250a.4
Packaging Lifecycle Management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, and (3) percentage that is recyclable, reusable or compostable	Quantitative	Metric tonnes (t), Percentage (%)	CG-HP-410a.1
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Discussion and Analysis	n/a	CG-HP-410a.2
Environmental & Social Impacts of Palm Oil Supply Chain	Amount of palm oil sourced, percentage certified through the Roundtable on Sustainable Palm Oil (RSPO) supply chains as (a) Identity Preserved, (b) Segregated, (c) Mass Balance or (d) Book & Claim	Quantitative	Metric tonnes (t), Percentage (%)	CG-HP-430a.1

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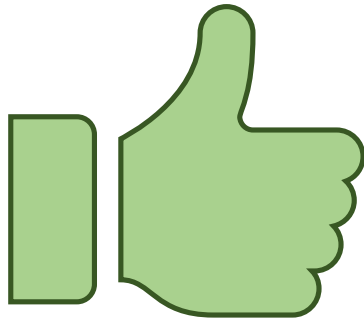
OR



Waste Management:

Entities that collect, store, dispose of, recycle, or treat various forms of waste from residential, commercial, and industrial clients.

...continued



TOPIC	METRIC	CATEGORY	UNIT OF MEASURE	CODE
Labour Practices	Percentage of active workforce employed under collective agreements	Quantitative	Percentage (%)	IF-WM-310a.1
	(1) Number of work stoppages and (2) total days idle ¹	Quantitative	Number, Days idle	IF-WM-310a.2
Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	IF-WM-320a.1
	Number of road accidents and incidents	Quantitative	Number	IF-WM-320a.3
Recycling & Resource Recovery	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Quantitative	Metric tonnes (t), Percentage (%)	IF-WM-420a.1
	Percentage of customers receiving (1) recycling and (2) composting services, by customer type	Quantitative	Percentage (%)	IF-WM-420a.2
	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tonnes (t)	IF-WM-420a.3
	(1) Amount of electronic waste collected, (2) percentage recovered through recycling	Quantitative	Metric tonnes (t), Percentage (%)	IF-WM-420a.4

SUMMARY

- Sustainability is broad
- Can impact internal workforce and business operations/partnerships
- Likely to fall to EH&S managers
- Sustainability tools/standards can help improve EH&S



QUESTIONS?



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