



UN GLOBAL COMPACT

Communication on Engagement (COE)

IOSH 2021–2023

March 2023

To our stakeholders

I am pleased to declare that the Institution of Occupational Safety and Health (IOSH) reaffirms its support for the United Nations Global Compact and its Ten Principles in Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

The Institution was first established in 1945 as charitable, non-governmental organisation with a determination to promote systematic and organised methods of improving occupational safety and health and to advocate, advise on, disseminate, explain and advance the principles, methods and systems of their application at work generally. Our vision is simple: a safe and healthy world of work. This is why our mission is to be the professional body leading the way in global occupational safety and health. Over the years, IOSH membership has grown in numbers and reach and now boasts more than 49,000 highly qualified safety and health professionals in more than 130 countries around the world. Because of our expertise, reach and reputation, IOSH is uniquely placed to influence the way organisations look after their people at work.

IOSH first became a Non-Business Participant of the United Nations Global Compact on 8 March 2021. Our motivation to join the Global Compact was based on the recognition that, on the one hand, it is a powerful UN initiative capable of mobilising business participants in advancing the Ten Principles and, on the other, that IOSH, as an international non-governmental organisation and a global membership body for occupational safety and health (OSH) professionals, is uniquely placed to contribute to the Global Compact and its business participants with its particular expertise in good practice relating to safety and health at work.

IOSH has been doing just that for almost eight decades – creating relevant content, tools and resources to educate and empower safety and health professionals and other professionals with responsibility and accountability for occupational safety and health strategies and outcomes. This includes awareness-raising guidance, general OSH awareness courses, industry-specific OSH training, training for workers and for all levels of business management and leadership.

In June 2022, in a historic vote, hugely important for working people around the world, the International Labour Conference (ILC) decided to amend the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, originally adopted in 1998, by including a principle specifically relating to the right of workers to work in a safe and healthy work environment. The Declaration now contains five Fundamental Principles and Rights at Work:

- (1) freedom of association and the effective recognition of the right to collective bargaining
- (2) the elimination of all forms of forced or compulsory labour
- (3) the effective abolition of child labour
- (4) the elimination of discrimination in respect of employment and occupation
- (5) a safe and healthy working environment.

In view of the Declaration, the UN Global Compact has amended its reporting tool for business participants. From 2023 they are obliged to include in their annual reports a Communication on Progress (COP), with relevant information about their efforts to provide a safe and healthy working environment for their workers.

In this very first IOSH Communication on Engagement, we describe the actions that IOSH has taken in the period March 2021 to March 2023 to support the UN Global Compact and its OSH related Principles.

Given that Global Compact Business Participants are required to report on occupational safety and health, I am convinced that our future contribution will be even more significant. We look forward to continuing to work with the Global Compact to support business participants by offering practical guidance and corporate solutions for workplaces across all industries, all roles and all management levels.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours sincerely

A handwritten signature in black ink that reads "Vanessa Harwood-Whitcher". The signature is written in a cursive, flowing style.

Vanessa Harwood-Whitcher
Chief Executive

About IOSH

The Institution of Occupational Safety and Health (IOSH) is the world's leading professional body for people responsible for safety and health in the workplace. Formed in 1945, IOSH now leads a profession that transforms the world of work, making it safer and healthier every day.

IOSH acts as a champion, supporter, adviser, advocate and trainer for safety and health professionals who work in organisations of all sizes. IOSH's longstanding and time-tested expertise and status is recognised worldwide by businesses and governments. We give the safety and health profession a consistent, independent and authoritative voice at the highest levels.

We support more than 49,000 members in over 130 countries by providing them with the tools they need to do their work to the highest standards.

We work with national, regional and international agencies, policy-makers and businesses globally to help achieve our vision of a safe and healthy world of work.

Our highly regarded training courses provide essential information, tools and skills for our members and their colleagues, suppliers and customers. We empower our members to ensure that their organisations prioritise the safety, health and wellbeing of their workforces. We believe that safe and healthy workforces are not only good for people, but also good for business – strengthening business reputations, resilience and even results. Our shared objective is a world where work is safe and healthy for every working person.

IOSH in action – Advocating for social sustainability

IOSH argues that OSH contributes directly or indirectly to over 50 targets across 15 UN Sustainable Development Goals (SDGs), and so represents a key to social sustainability and a foundation of sustainable development.

IOSH has adopted the UNGC definition of social sustainability as the identification and management of business impacts (positive and negative) on people.

In November 2021, we launched Catch the Wave, our human capital and sustainability initiative. It aims to demonstrate how OSH can have an impact on the delivery of the SDGs, and then to provide information and resources that will enable businesses, investors and OSH professionals to take practical steps to putting OSH at the heart of social sustainability. In this initiative, IOSH produced research papers, webinars, free download materials and a suite of social sustainability training courses for leaders, managers and workers.

The International Labour Conference (ILC) in June 2022 adopted a safe and healthy working environment as a Fundamental Principle and Right at Work – a position for which IOSH has advocated over many years.

Since joining the UNGC in 2021, IOSH has worked to explore partnership opportunities in supporting corporate sustainability efforts relating to OSH.

IOSH in action – helping businesses to advance labour standards

IOSH training courses

IOSH training courses are popular at all levels. They cater to an organisation's differing health and safety needs, ranging from core skills and management education to executive education. They guarantee the highest standards and the most up-to-date OSH content.

It is no surprise that in annual reports and Communications on Progress over the years many UNGC business participants have been recording information on the number of their staff who have completed IOSH-certified training.

IOSH courses are tried and trusted by thousands of organisations, large and small. The IOSH Managing Safely® course has been particularly popular with businesses around the world, and is one of several IOSH courses that have been translated into other languages.

IOSH for Business Partnership

IOSH recognises the commitment of organisations to create a safer and healthier world of work and show that businesses can be a force for good. IOSH engages with business through, for example, the IOSH Business Forum, where corporate organisations meet to make recommendations which can be integrated into IOSH Business Leaders Forum strategy, regardless of location, structure or scale.

Organisations can use IOSH's model of safety – an OSH maturity model – to assess their OSH strategic position and compare against competitors or other businesses in their sector.

Case study

Over two years IOSH delivered a Transformational Leadership Programme to Nike and its supply chain in Southeast Asia. Underpinned by IOSH's model of safety, this produced exceptional results, developing a high level of corporate OSH maturity for Nike.

“

“With the Institution of Occupational Safety and Health (IOSH), we have successfully piloted an enterprise-level program with our largest supplier group (over 1 million employees) to help their company leaders evaluate and improve the effectiveness of existing safety governance structure and safety leadership...The program enables these leaders to gain confidence and better understand the key elements of effective corporate health and safety governance, their strategic strengths and areas where they can improve.”

FY21 Nike, Inc. Impact Report – Transformational Leadership

“

“Working with IOSH has been transformative to understand the threshold for world-class governance and assurance, as well as the critical milestones along our journey of creating a more resilient organisation.”

Keith Ma, Group Strategy Director of the Ramatex Group and key member of the Nike supply chain

IOSH in action – Engaging with Global Compact Local Networks

UN Global Compact Local Networks advance the UNGC and its principles in a particular geographic context. They help organisations to implement the Ten Principles and create opportunities for multi-stakeholder engagement and collective action. Both business and non-business participants engage in various events organised by the Local Networks.

UN Global Compact Network UK

Since joining the Global Compact in March 2021, IOSH has taken part in various UNGC Network UK events, organised virtually. We have attended Members' Breakfast virtual monthly meetings, showcasing our work and opportunities to support businesses, exchanging experience and networking with other participants.

IOSH invited Steve Kenzie, UNGC Network UK's Executive Director, to a round table discussion to offer insights and perspectives in advance of launching the Catch the Wave social sustainability initiative in 2021.

At the invitation of UNGC Network UK, IOSH supported the Global Compact SDG flag campaign in 2022.

IOSH engages with UNGC local networks where we have members' networks and branches – West Africa, Middle East, the Caribbean and South-East Asia. IOSH members can advise and support UNGC business participants to improve their OSH management systems and practices. For example, IOSH membership in Nigeria and Ghana has grown to 300 local members since IOSH's West Africa Division launched in 2020 and there are 13 training providers delivering IOSH's courses, with 329 certificates issued to date for successful course completion.

UNGC Network Nigeria

Naomi Nwokolo, Executive Director of the UNGC Nigeria Network, took part in IOSH's virtual West Conference in September 2021, attended by almost 1,000 delegates, both from West Africa, mainly Nigeria and Ghana, alongside international IOSH members and representatives of interested organisations and businesses. She gave an overview of the briefing note from the International Labour Organization and UNGC: Nine business practices for improving safety and health through supply chains and building a culture of prevention and protection, which was published in October 2021.

UNGC Network Ghana

IOSH has been engaging with stakeholders in Ghana since 2020 to improve the state of OSH in the country. This includes supporting the authorities with a new draft of the Ghanaian OSH Bill, developing an IOSH members' network and organising awareness-raising and networking events. IOSH has shared information with UNGC Network Ghana about opportunities to collaborate in helping businesses to improve safety and health at work.

Tolu LaCroix, Executive Director of the UNGC Network Ghana gave a presentation on OSH as a fundamental labour right and the UNGC at IOSH's third West Africa Conference in Accra, on 8 February 2023. The conference was attended by over 450 IOSH members, businesses, representatives of government institutions and international organisations, including ILO and WHO.

IOSH in action – Proposing and implementing partnerships on corporate sustainability and engaging with other stakeholders

IOSH has been consistently establishing collaborative relations with a wide range of stakeholders worldwide whose direct or indirect purpose is to improve safety and health at work.

In addition to being an active member in international OSH associations, we have memoranda of understanding in place with key UN agencies setting global standards in OSH.

- Our MoU with the International Labour Organization (ILO), signed in 2021, aims to facilitate collaboration with the Vision Zero Fund, the ILO's Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH), and its flagship programme 'Safety + Health for All' to improve OSH outcomes worldwide, particularly in the least developed countries.
- Our MoU with the World Health Organization (WHO), signed in 2022, aims to promote safe, healthy and resilient workplaces, including activities concerning the safety and health of healthcare workers.

IOSH actively participates in the Global Coalition for Occupational Safety and Health at Work, a multi-stakeholder partnership. IOSH contributes directly to the Coalition's Task Force to introduce and implement Vision Zero – a preventative approach to OSH – in global enterprises. In a partnership arrangement, IOSH delivers Vision Zero training on behalf of the International Social Security Association (ISSA). The training disseminates the principles and benefits of Vision Zero and provides learners the tools they need to implement it.

In 2021, IOSH became an Accredited Organisation to the Commonwealth, a voluntary association of 56 countries from around the world. It is the only organisation with the specific remit of occupational safety and health.

We also partner with global stakeholders who have an interest in OSH from a broader perspective, but whose influence in affecting positive change is potentially significant. Such examples of collaboration engagements include:

- IOSH joined the World Benchmarking Alliance (WBA) in 2021, joining over 300 other organisations who work at global, regional and local levels to shape the private sector's contributions to achieving the SDGs. The WBA develops benchmarks to measure and compare corporate performance on the SDGs, such as the Corporate Human Rights Benchmark, focusing on labour rights (including OSH) which IOSH supports with expertise.
- IOSH became a member of the International Corporate Governance Network (ICGN) in 2021 to promote OSH in the investor and corporate community. Established and led by investors, ICGN advances high standards of corporate governance and investor stewardship for long-term value creation and sustainable economies, societies and environment. IOSH's Head of Policy joined the ICGN's new Human Capital Committee, advising on all matters relating to safety and health at work.

Overview on outcomes

Advocating for social sustainability

- IOSH experts provide technical expertise (2022) to review OSH content in the UNGC and International Labour Organization jointly developed e-learning tool Advancing decent work in business through the UN Global Compact Labour Principles.
- IOSH makes its social sustainability content freely available (2022) to the UNGC's OSH Platform.
- Following the launch of the Catch the Wave human capital and social sustainability initiative, IOSH hosts five webinars, receiving 3,500 views on IOSH's YouTube channel. Some 26,500 users access the Catch the Wave webpages (62,000 visits). IOSH generates 42 known media stories relating to the initiative, according to one media database. Through social media, Catch the Wave extends to an estimated reach of 2 million.

Helping businesses to advance

- UNGC website contains Communications on Progress from 62 Business Participants that directly cite IOSH (as at 8 February 2023)

IOSH training courses

- In 2021 and 2022, IOSH trainers delivered 45,593 courses successfully to 333,366 individuals in the UK and around the world

IOSH for Business Partnership

- IOSH supports Nike with a governance and safety development programme that has an impact on over 1 million workers in Nike's south-east Asia supply chain.

Engaging with Global Compact Local Networks

- Executive Director, UNGC Network UK, offers insights and perspectives to help IOSH formulate its Catch the Wave social sustainability initiative (launched 2021).
- Executive Director, UNGC Network Nigeria, presents ILO/UNGC briefing note to almost 1,000 OSH specialists at IOSH West Africa Conference, 2021, Lagos.
- Executive Director, UNGC Network Ghana, presents on UNGC and OSH to more than 450 OSH specialists at IOSH West Africa Conference, 2023, Accra.

Proposing and implementing partnerships on corporate sustainability and engaging with other stakeholders

- Signs MoU with International Labour Organization (2021) to improve OSH outcomes worldwide, especially in LDCs.
- Signs MoU with World Health Organization (2022) to promote safe, healthy and resilient workplaces.
- Becomes an Accredited Association of the British Commonwealth – the only OSH specialist organisation.
- Joins World Benchmarking Association (2021) to collaborate and help improve benchmarks on corporate delivery of SDGs.
- Becomes member of International Corporate Governance Network (2021) to promote OSH in investor and corporate organisations. In October 2022, ICGN's Human Capital Committee publishes Occupational Safety and Health: The Pandemic, the Changing World of Work and How Investment Stewards Can Engage to Enhance Corporate Performance, incorporating inputs from IOSH.