



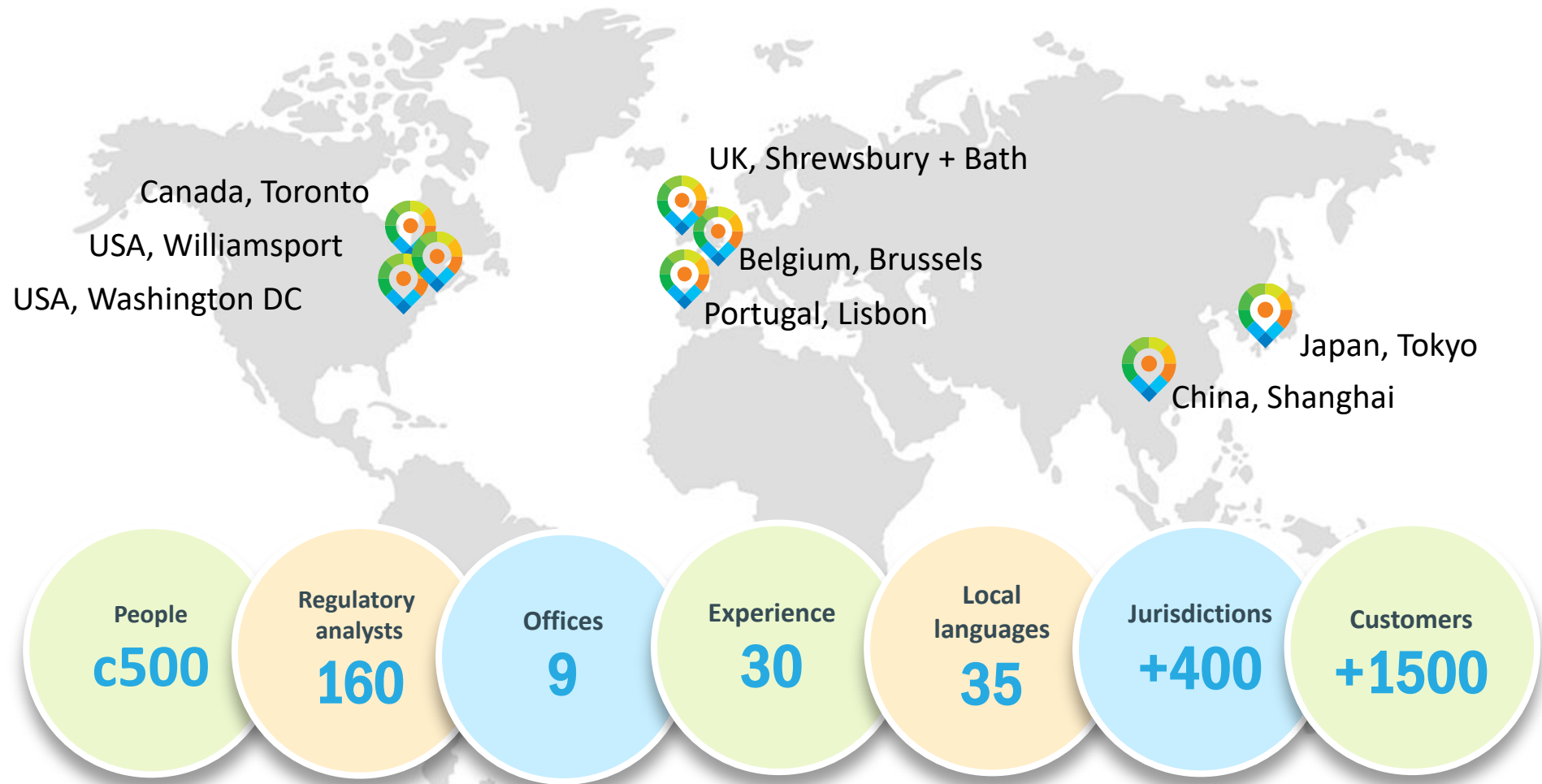
2024 HSE and Sustainability **Regulatory** **trends**

Octavio Sambiase
Expert Support Services Manager
7th October 2024



Enhesa...

Global coverage, local knowledge, flexible technology



Agenda

Introduction

OHS Global trends: Mental Health

EU – Environmental updates

Differences and commonalities between
HSE and ESG

Conclusions and takeaways





H&S
Mental Health & Stress

A photograph of the Shanghai skyline at sunset, featuring the Oriental Pearl Tower and other skyscrapers. In the foreground, several people are performing a traditional dance with red fans on a paved plaza. A large white circle is overlaid on the right side of the image, containing the text.

**Protection
of workers:
Mental Health**



ILO's guidance on measures to prevent and address violence and harassment in the workplace

January 2024

ILO releases a report providing information on how **violence and harassment in the workplace can be prevented through occupational safety and health measures** and analyses different legal frameworks regarding violence and harassment.

It provides information and evidence on the importance of prevention of violence and harassment at the workplace and how occupational health and safety framework can impact positively in the reduction of these situations at the workplace.



2024 Trends: Mental health, stress, discrimination, violence & harassment at the workplace

- From January to October 2024, countries all over the world have issued regulations concerning different aspects of workers mental health, among others:
 - Violence and harassment
 - Discrimination
 - Right to disconnect
 - Psychological hazards
- Workers' mental and social wellbeing, respect of their individuality and inclusive workplaces seem to be relevant topics across the globe.

Europe

- **European Union**
 - 2 directives dealing with discrimination at the workplace and equality
 - Supervisory staff to be trained on the prevention, recognition and address of the workplace harassment
- **Bulgaria** regulated the right to disconnect
- **UK** amended the Regulations on discrimination towards pregnant employees to extend the protected period



LATAM

- **Chile** passed regulations on the prevention of workplace harassment
- **Brazil** implemented a Mental Health Certificate for companies actively promoting mental health at the workplace
- **Bolivia** presented a proposal for obliging companies to implement mental health programs
- **Mexico** could require companies to implement guidelines and other actions to prevent and deal with violence against women in the workplace.



Australia

- Australia was active in the OHS field in 2024
- Safe Work Australia published a new report identifying trends in **workplace violence** in Australian workplaces
 - Workplace violence compensation claims have increased 56% since 2017-18.
 - Women accounted for more claims than men.
 - All companies are encouraged to review this report to better identify, assess and control risks of workplace violence within their own workplaces.
- **Right to disconnect**
 - Right to refuse to monitor, read or respond to contact or attempted contact from their employer outside of the employees' working hours
- **New South Wales** – Proposal for increasing the enforcement of programs for managing workplace violence, bullying, sexual harassment and stress



United States

California – Right to disconnect

- “Right to disconnect” from employer communications during nonworking hours
- Right to ignore employer communications outside of assigned work hours

Illinois - Harassment and sexual harassment

- Employers would be responsible for harassment and sexual harassment of its employees by the employer's nonmanagerial and nonsupervisory employees under the proposed bill





Chemical Management - EU

Chemical management in EU: essential use of chemicals

A use of a most harmful chemical is essential if:

- It is necessary for health or safety or is critical for the functioning of society; AND
- There are no acceptable alternatives.

The essential use concept needs to be introduced into specific chemical legislation to have legal effect.



Chemical management in EU: **developments 2024**

- 1) New Ozone Depleting Substances (ODS) Regulation
- 2) Additional substances added to the List of Substances of Very High Concern (SVHC) for Authorisation (the Candidate List)
- 3) Amendment of the CLP Regulation, introduction of a harmonised classification and labelling of 28 substances



Chemical management in EU: New ODS Regulation

Additional and stricter obligations, including:

- Record-keeping requirements.
- Prohibition from destroying halons in fire protection systems and fire extinguishers
- Mandatory recovery and destruction of ODS contained in insulation foams when removing the foams during renovation, refurbishing or demolition activities
- Additional ODS substances including under reporting obligations.



Chemical management in EU: 5 additional Substances of Very High Concern (SVHC) added to the Candidate List)

- Substances include, for instance:
 - 2,4,6-tri-tert-butylphenol (CAS 732-26-3)
 - Bumetrizole (CAS 3896-11-5)
- Candidate List include, for instance:
 - substances classified as carcinogenic, mutagenic, or toxic for reproduction;
 - persistent, toxic, and bioaccumulative (PTB) substances and very persistent and very bioaccumulative (vPvB) substances
- Companies operating with SVHC must comply with information obligations.



Chemical management in EU: harmonised classification and labelling



- As of September 2025, manufacturers, importers and users must adapt the labelling and packaging of 52 substances and mixtures according to the new or updated harmonised classification.
- Some of the affected substances:
 - dimethyl propylphosphonate (CAS 18755-43-6);
 - dibutyltin oxide (CAS 818-08-6);
 - tetramethylene dimethacrylate (CAS 2082-81-7)
 - sulphur dioxide (CAS 7446-09-5);
 - lead powder (CAS 7439-92-1); and
 - benzyl alcohol (CAS 100-51-6).



Climate Change – EU CBAM & Deforestation

Climate change in EU:

EU ETS to CBAM

1. Transitional phase (2023 – 2025)

- Careful, predictable and proportionate transition for EU and non-EU businesses.
- Establishment of e-permits by 2035

2. Initially applying to the following sectors:

- cement, iron and steel, aluminium, fertilisers, electricity and hydrogen

3. Once fully implemented, the CBAM will capture 50% more of the emissions.

4. December 2024: first reporting

- In 2024, companies can choose within 3 reporting methods
- As of January 2025, only the EU reporting method is allowed



Climate change in EU:

Deforestation

Regulations targeting deforestation and making companies liable for products produced with certain raw materials

- Regulation (EU) 2023/1115 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation (EUDR)
- UK Environmental Act

"The EUDR is likely to reconfigure trade and supply chains across deforestation-linked commodities over the next decade. Its impact will likely be felt across major palm oil-producing countries in Asia such as Indonesia and Malaysia, in the agribusiness industries of countries such as Brazil and Argentina, and across EU-bound cocoa exports from countries such as Côte d'Ivoire and Ghana." - S&P Global

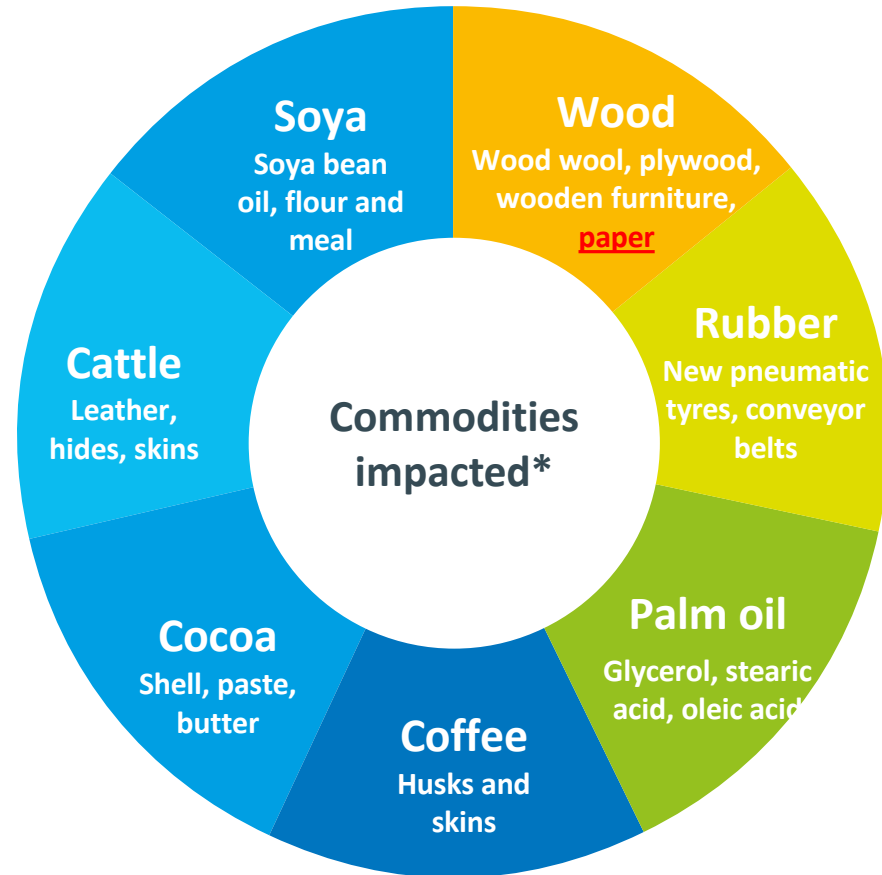


Climate change in EU:

Deforestation (2/2)

EUDR - Regulation (EU) 2023/1115 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation

- Apply as of **30 December 2024**
- General ban on goods linked to deforestation
- Compliance with local laws
- Due diligence statements
- Imports and exports to/from the EU market



**The list of products and commodities can be expanded by the Commission.*



HSE & ESG

Differences between HSE and ESG



HSE

- Facility-specific
- Granular-level of detail
- Written for the *Specialist* (HSE persona)
- EHS obligations ONLY

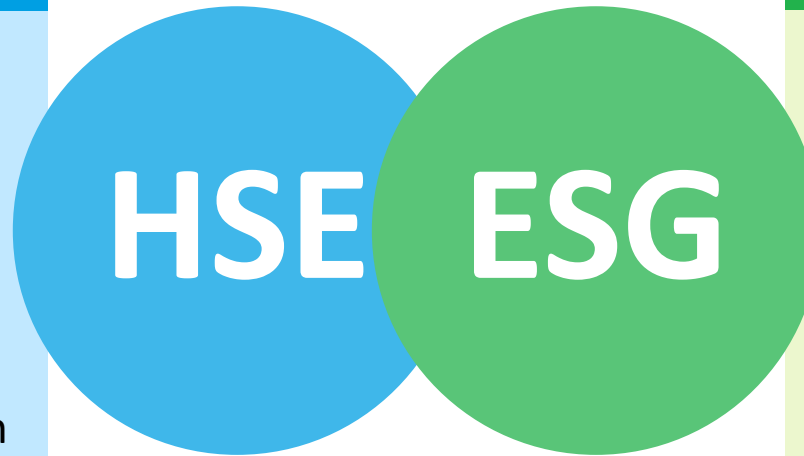


ESG

- Company-specific
- High-level details
- Written for the *Generalist* (ESG persona)
- ESG reporting and disclosure requirements ONLY

Overlaps between ESG “S” and HSE “S”

- “H” for Health focuses on promoting physical and mental well-being, preventing occupational illnesses, and addressing workplace hazards.
- “S” for Safety aims to prevent accidents, injuries, and fatalities in the workplace (safety protocols, risk assessments, training, and maintenance of safe working conditions).



- S” for Social involves being socially responsible
 - Build an inclusive and attractive workplace
 - Promote health, safety, and wellbeing
 - Promote diversity inclusion and belonging
 - Invest in communities

How HSE and ESG reinforce each other



ESG & HSE Compliance

ESG compliance includes **health and safety topics** where EHS professionals are the main point of contact.

Reversely EHS compliance gradually includes **social topics and wellbeing** (mental health, psychosocial risks, heat stress etc.)

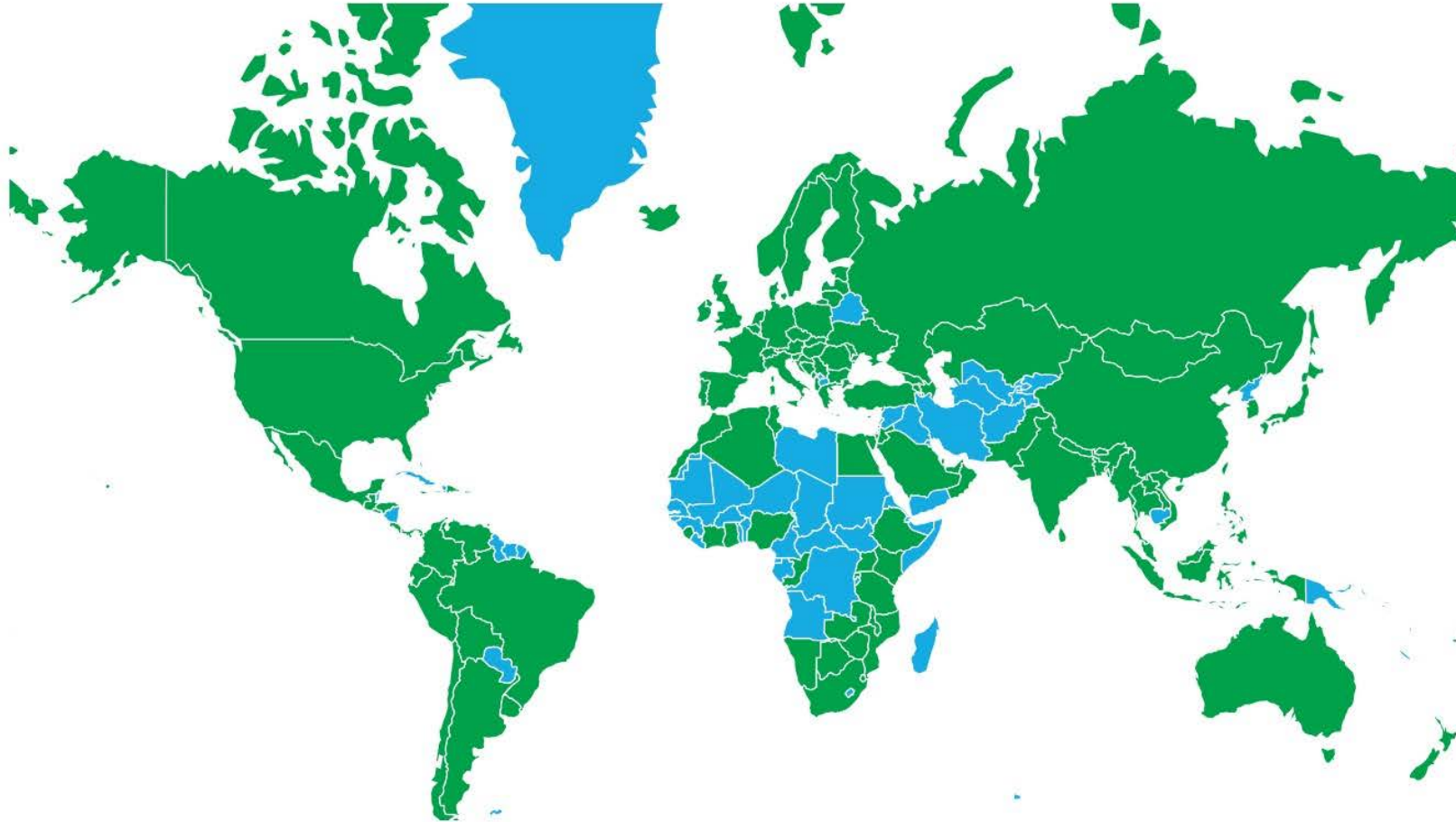
Opportunities for using EHS for ESG compliance:

- Highly regulated nature of environmental, health and safety topics; and
- Amount of measurable data collected by the organization for EHS compliance.

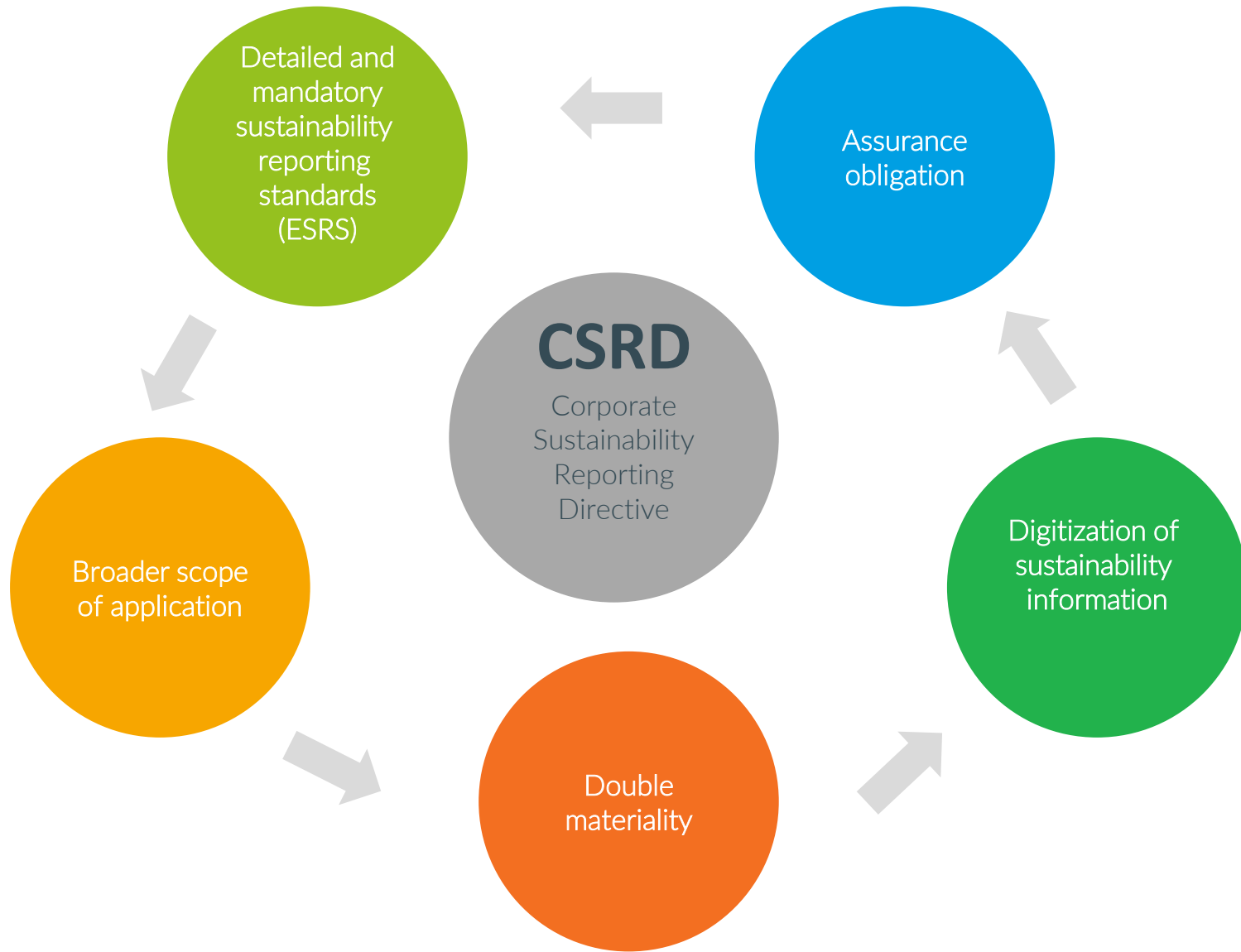


Corporate Sustainability Reporting

Sustainability reporting worldwide



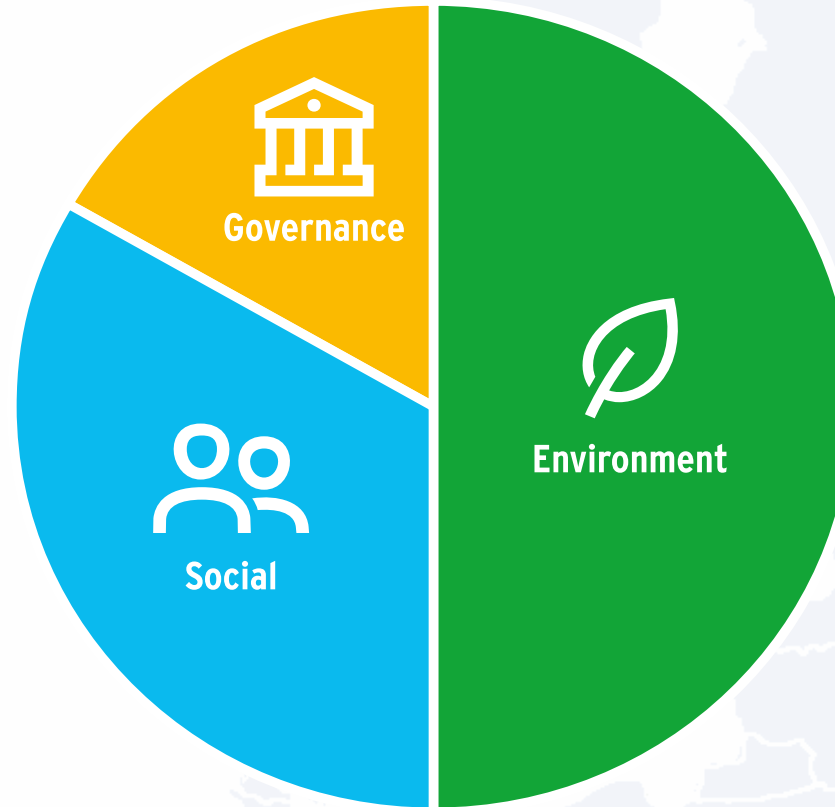
<https://www.carrotsandsticks.net/>



CSRD: European Sustainability Reporting Standards (ESRS)



ESG: number of Reporting Standards by E/S/G



2 x General

- General requirements
- General disclosures

5 x Environment

- Climate change
- Pollution
- Water & marine resources
- Biodiversity & ecosystems
- Resource use and circular economy

4 x Social

- Own workforce
- Workers in the value chain
- Affected communities
- Consumers & end users

1 x Governance

- Business conduct

The social pillar

Own workforce (ESRS S1)

- Working conditions
 - Remuneration
 - Social security
- Equal treatment/ non-discrimination
 - Gender equality
 - Equal pay

Affected communities (ESRS S3)

- Communities economic social and cultural rights
 - Land-related rights
 - Water/sanitation
- Rights of indigenous people
 - FPIC
 - Self-determination

Value chain workers (ESRS S2)

Similar rights protected as own workforce, but not to the same extent

Consumers and end-users (ESRS S4)

- Personal safety
 - Health and safety
 - Protection of children
- Information-related impacts
 - Privacy
 - Access to information

ISSB and sustainability reporting

- IFRS (International Financial Reporting Standards)
- S1 General Requirements for Disclosure of Sustainability-related Financial Information
- S2 Climate Related Disclosures
- Sector guidance
- Consultation papers next topics: Agenda Priorities. Human Rights & Capital/Biodiversity & Ecosystems and Integration in Reporting
- IOSCO (International Organization of Securities Commissions 130 member jurisdictions) endorsement



Adoption of IFRS S1 and S2 June 2024

Jurisdictional progress towards the adoption or other use of ISSB Standards

Americas	Asia/Oceania	EMEA
Bolivia	Australia	EU
Brazil	Bangladesh	Kenya
Canada	China	Nigeria
Costa Rica	Hong Kong SAR	Türkiye
	Japan	UK
	Malaysia	
	Pakistan	
	Philippines	
	Singapore	
	South Korea	
	Sri Lanka	
	Chinese Taipei	

A list of ongoing and completed jurisdiction consultations on sustainability-related disclosures is available:
ifrs.org/ifrs-sustainability-disclosure-standards-around-the-world/jurisdiction-consultations-on-sustainability-related-disclosures

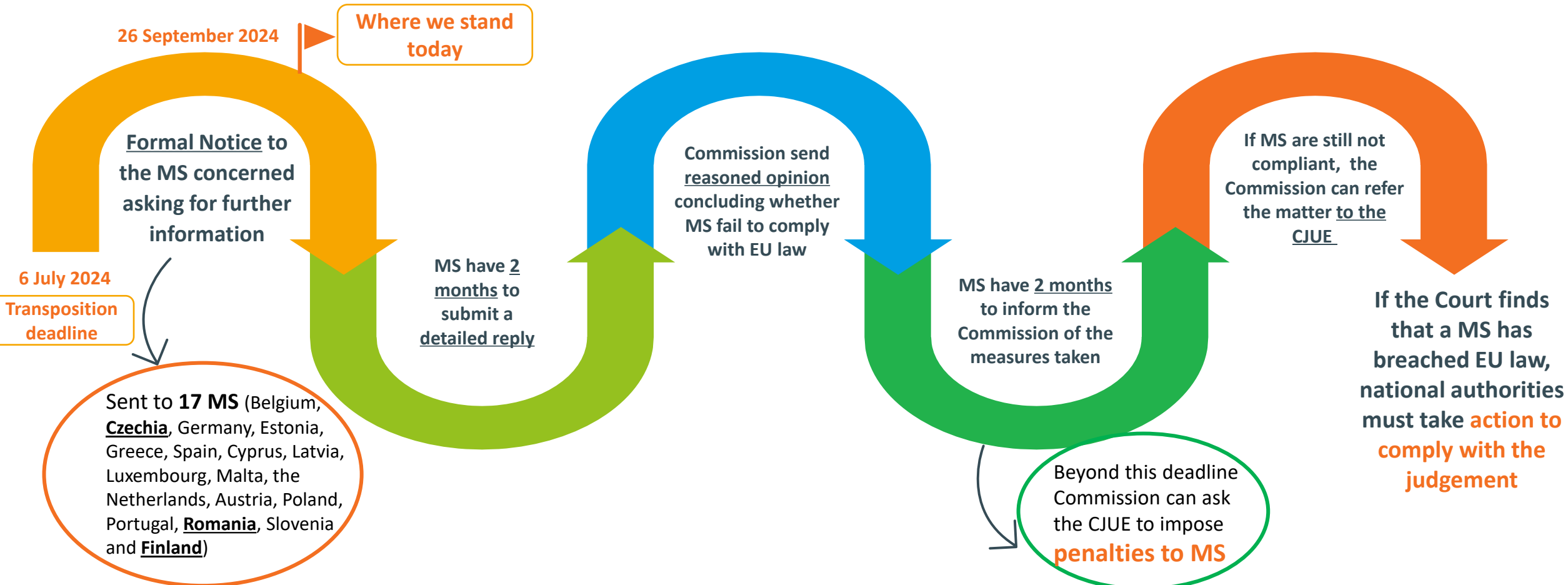


IFRS Foundation
CONFERENCE

Information Classification: General

#IFRSConference24

EU Commission has opened infringement procedure for delayed transpositions of the CSRD





Takeaways

What happened in 2024?

OHS

Mental health understood as:

- Prevention of violence, stress, and harassment.
- Right to Disconnect (regulated worldwide)

ESG

- Reporting obligations
- CSRD
- IFRS (S1 & S2)

Chemicals & Climate Change

- EU focusing on the ban of hazardous substances
 - ODS
- Climate Change
 - CBAM
 - Deforestation - traceability





Questions

Thank You!



Octavio Sambiasi
Expert Support Manager
octavio.sambiasi@enhesa.com



Belgium

Louise Center Building
Avenue Louise 287
1050 Brussels

t. +32 2 775 97 97

United States

1911 North Fort Myer Drive
Suite 1150
Arlington, VA 22209

t: +1 202 552 1090

Japan

1-5-15, Hirakawacho
Chiyoda-ku
Tokyo 102-0093

t. +81 (0)3 6261 2138

China

Room 1723, 17F, Building 1
No. 1198 Century Avenue
Shanghai China

t. +86 21 5072 1956

Canada

130 Spadina Avenue
Suite #402
Toronto

www.enhesa.com