




Moving beyond environment, health and safety (EHS) compliance to innovation

EY Global EHS Maturity Study 2024

EY

Building a better
working world



What value could be unlocked
by moving beyond EHS
compliance?

EY teams sought to confirm the value of EHS maturity

Over 9,000
organisations
globally

Publicly available
information

Suggested
relationships
between EHS and
financial, social
and regulatory
performance

Correlation does
not imply
causation

Key findings support the view that good EHS is good for business



Improved
financial, social
and regulatory
performance

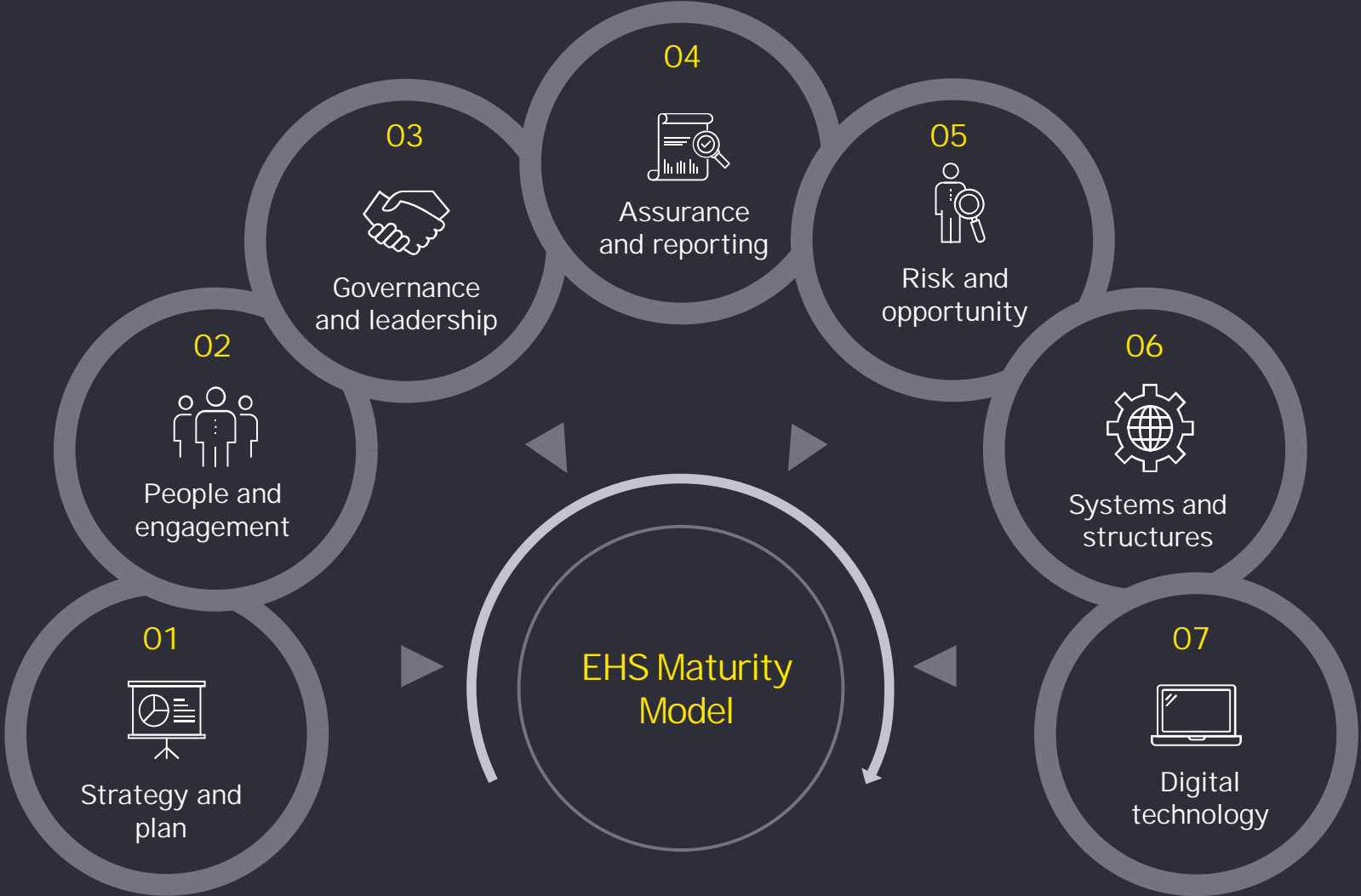
Faster increases
in net income,
revenue and
market
capitalisation

Stronger
relationship
between EHS
performance and
company
performance in
companies with
higher EHS risk

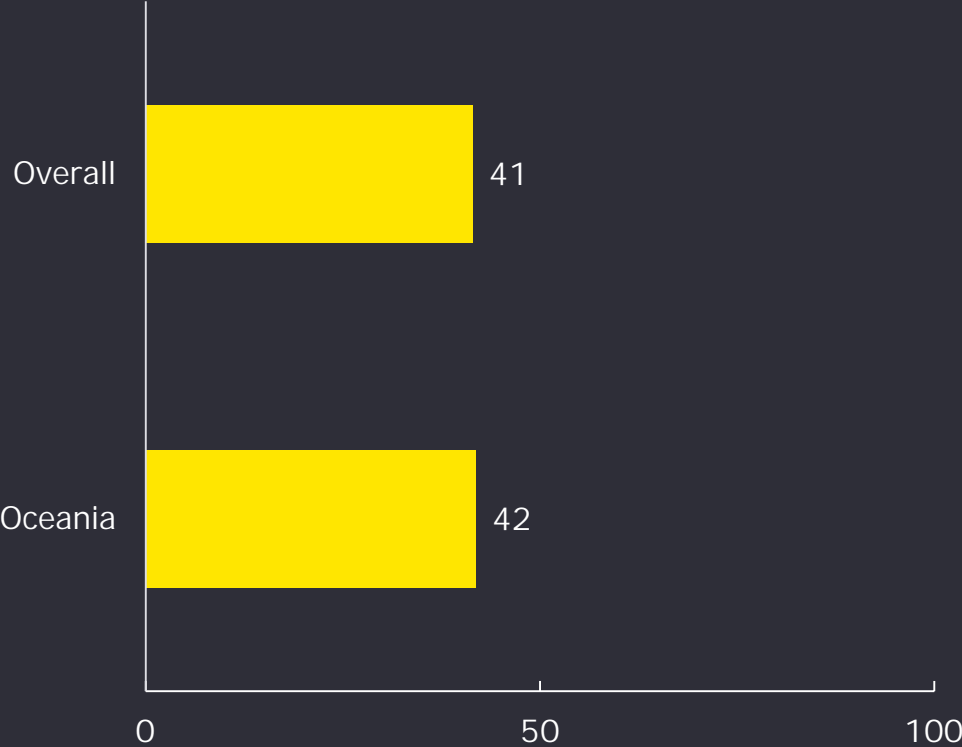


What does an organisation with higher EHS maturity look like in Australia / New Zealand?

EHS maturity can be influenced by seven key levers



Average EHS maturity in Oceania aligns with global EHS maturity



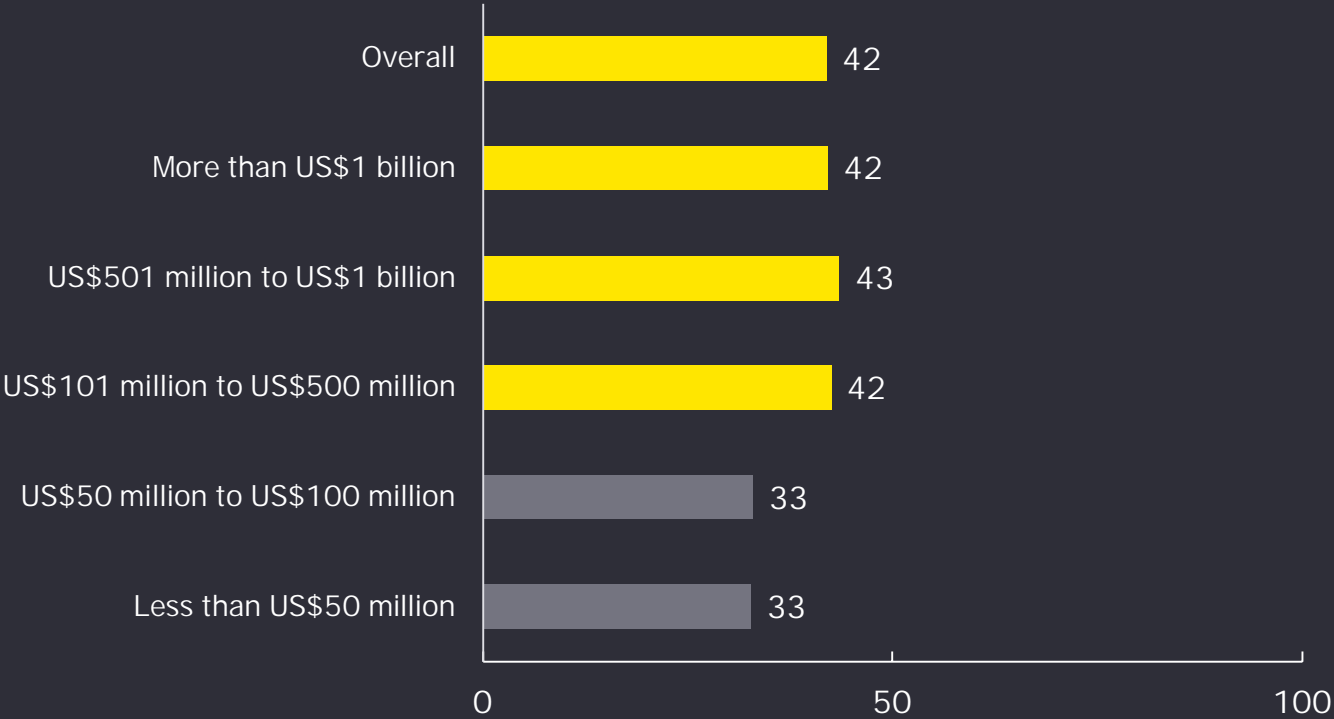
Note: Sample size = 60 (Oceania only)
For the purposes of our analysis, the Oceania region includes Australia and New Zealand

Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study



Bigger is usually better when it comes to EHS maturity in Oceania

Average EHS maturity by annual revenue

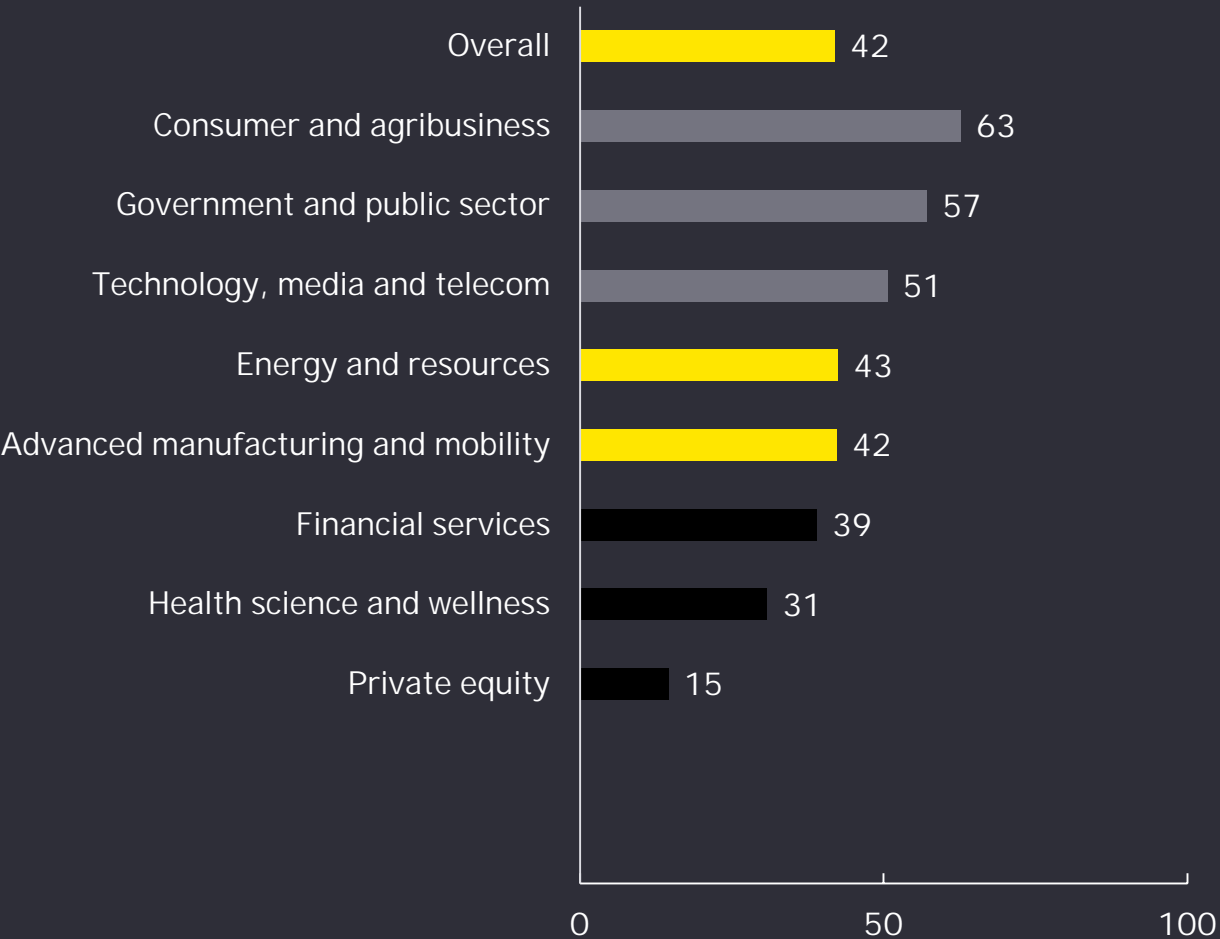


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In Oceania, there was some variation in EHS maturity across industries



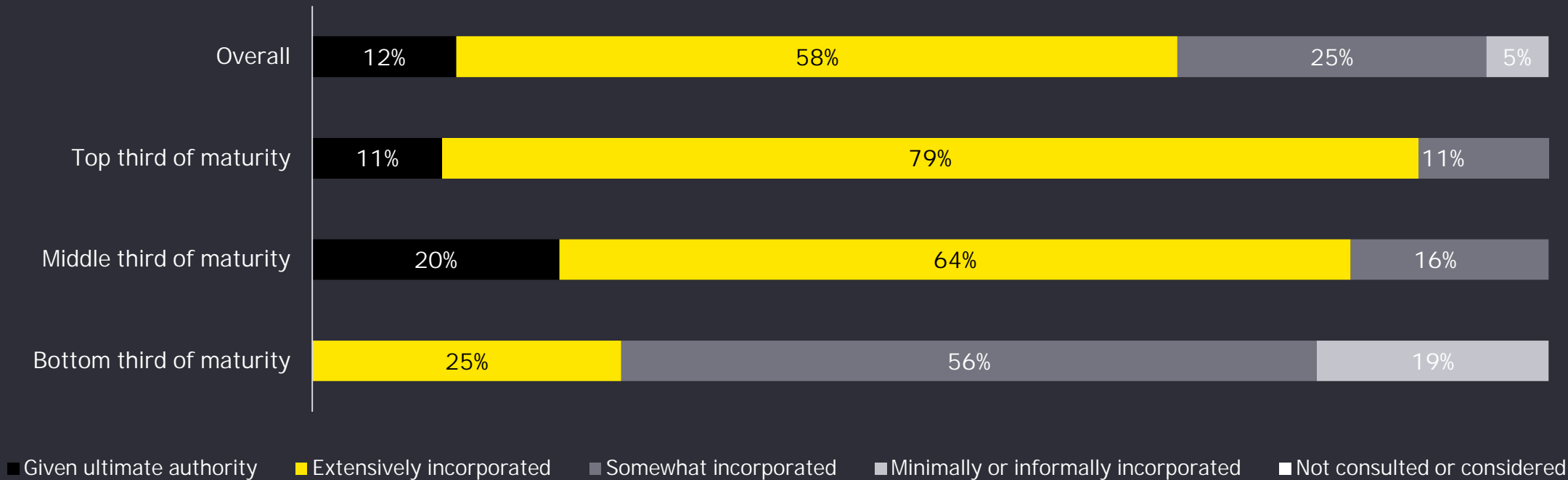
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The higher EHS maturity, the higher the likelihood that the EHS function is consulted regarding major business initiatives

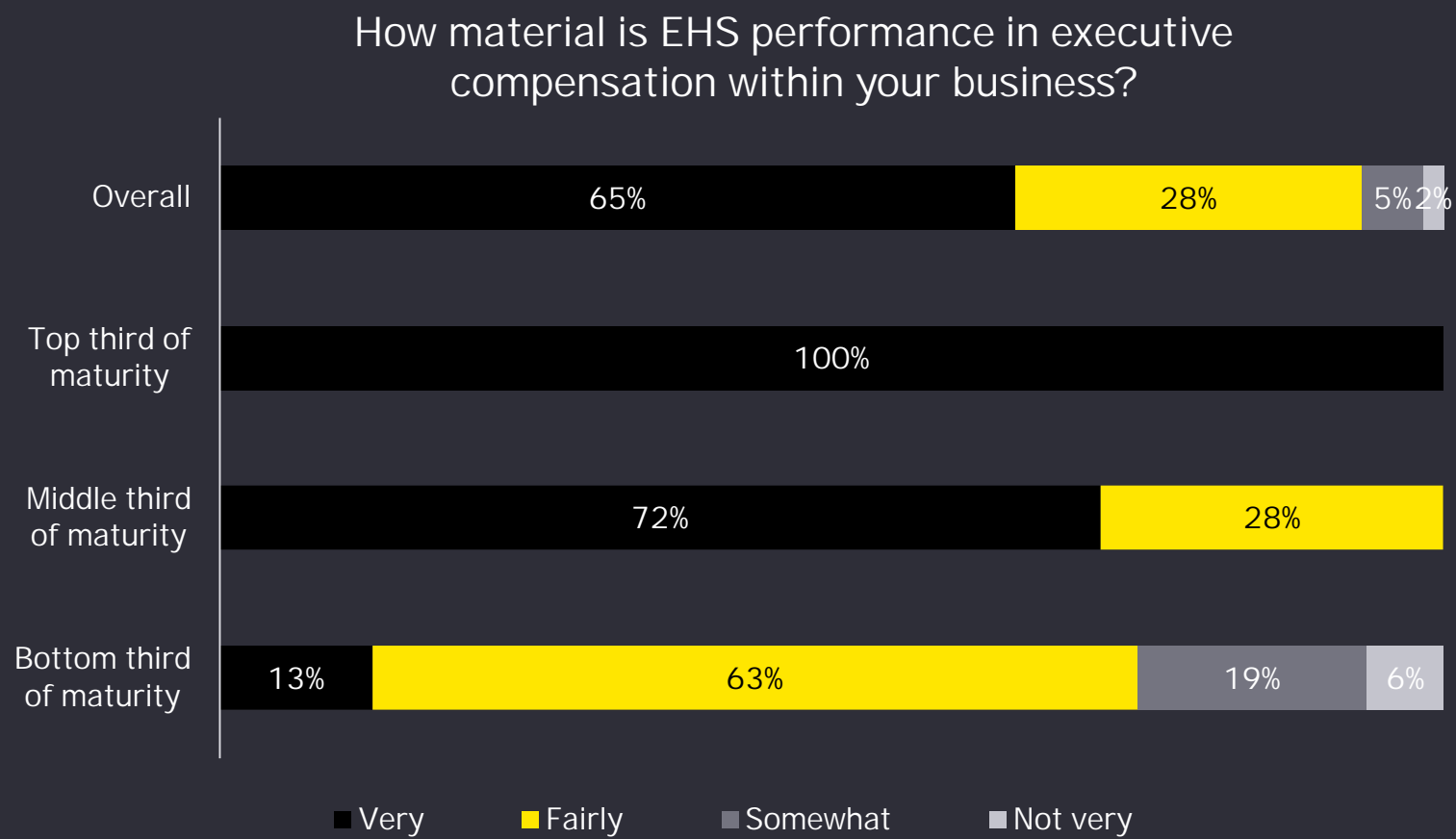
EHS function incorporation into major business initiatives that have an EHS dimension



Single select; the sum of the numbers may not appear to be 100 due to rounding.
Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study



Companies with higher EHS maturity were more likely to make EHS performance a “very” material factor in executive compensation

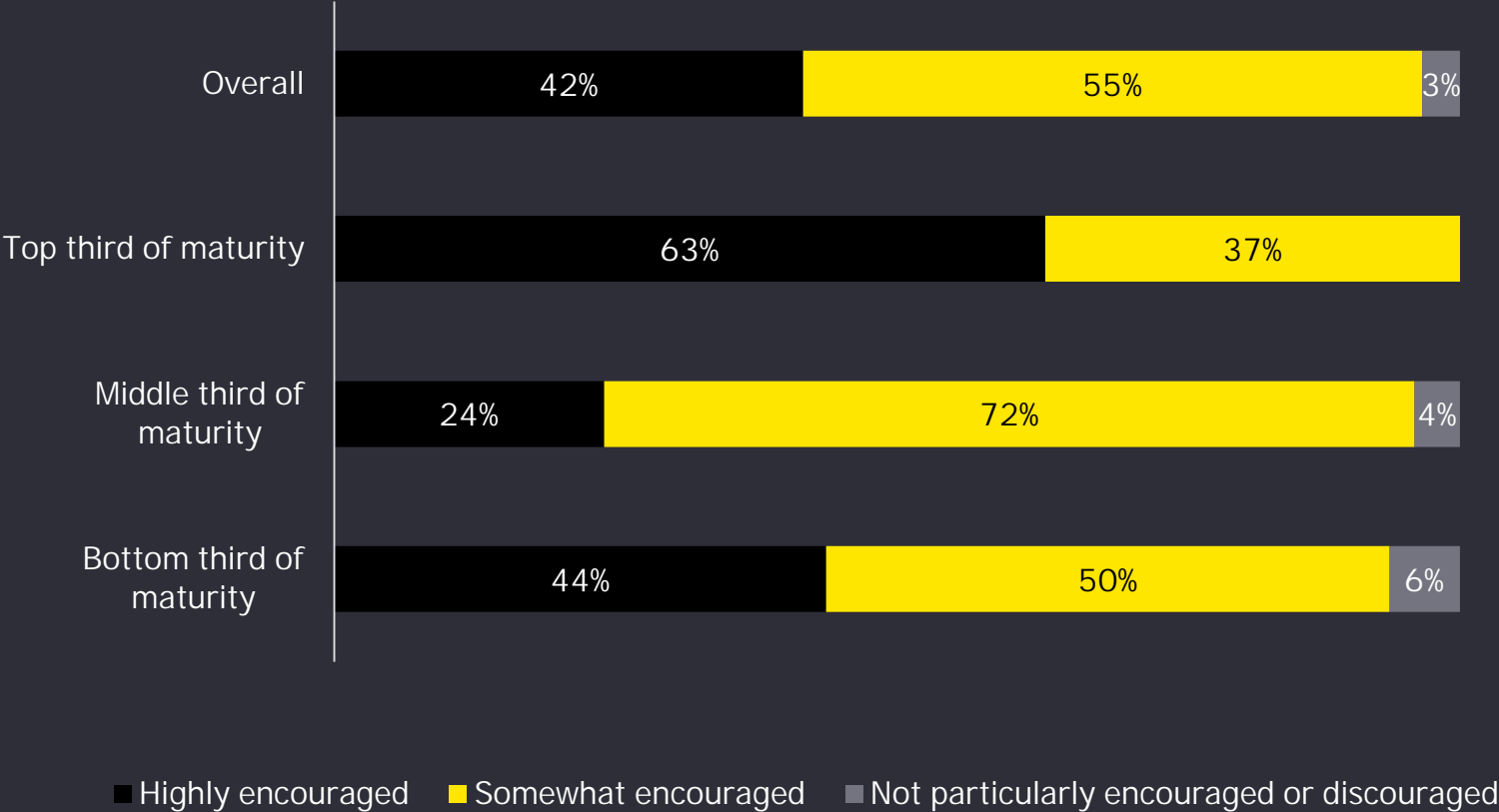


Note: Sample size = 60 (Oceania only)
Single select; the sum of the numbers may not appear to be 100 due to rounding.

Page 11 Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study



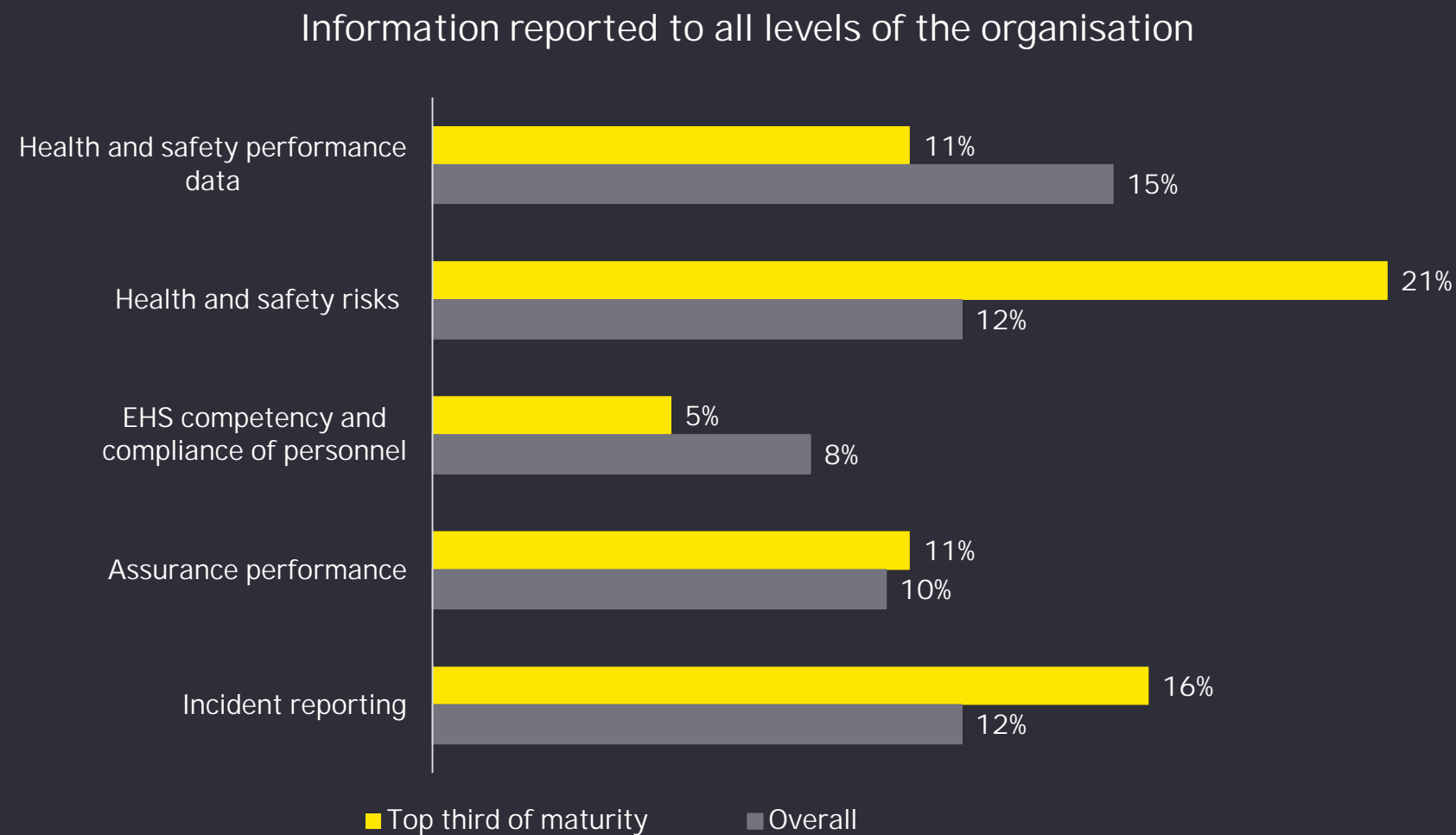
Companies with higher EHS maturity were more likely to encourage a culture of open EHS reporting



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Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study



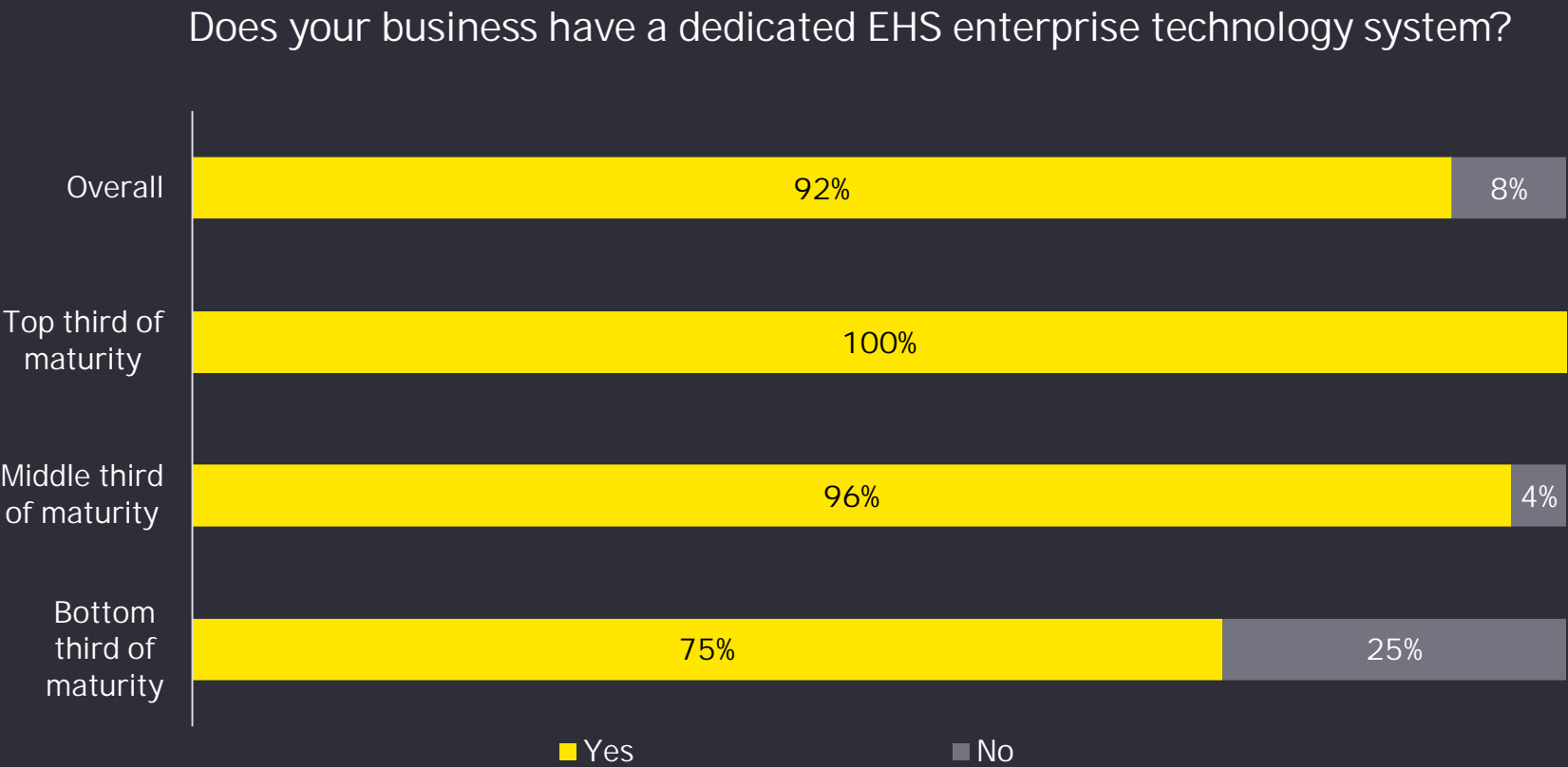
More mature organisations were more likely to report risks to all levels of the organisation



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Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study



Most survey respondents had dedicated EHS enterprise technology

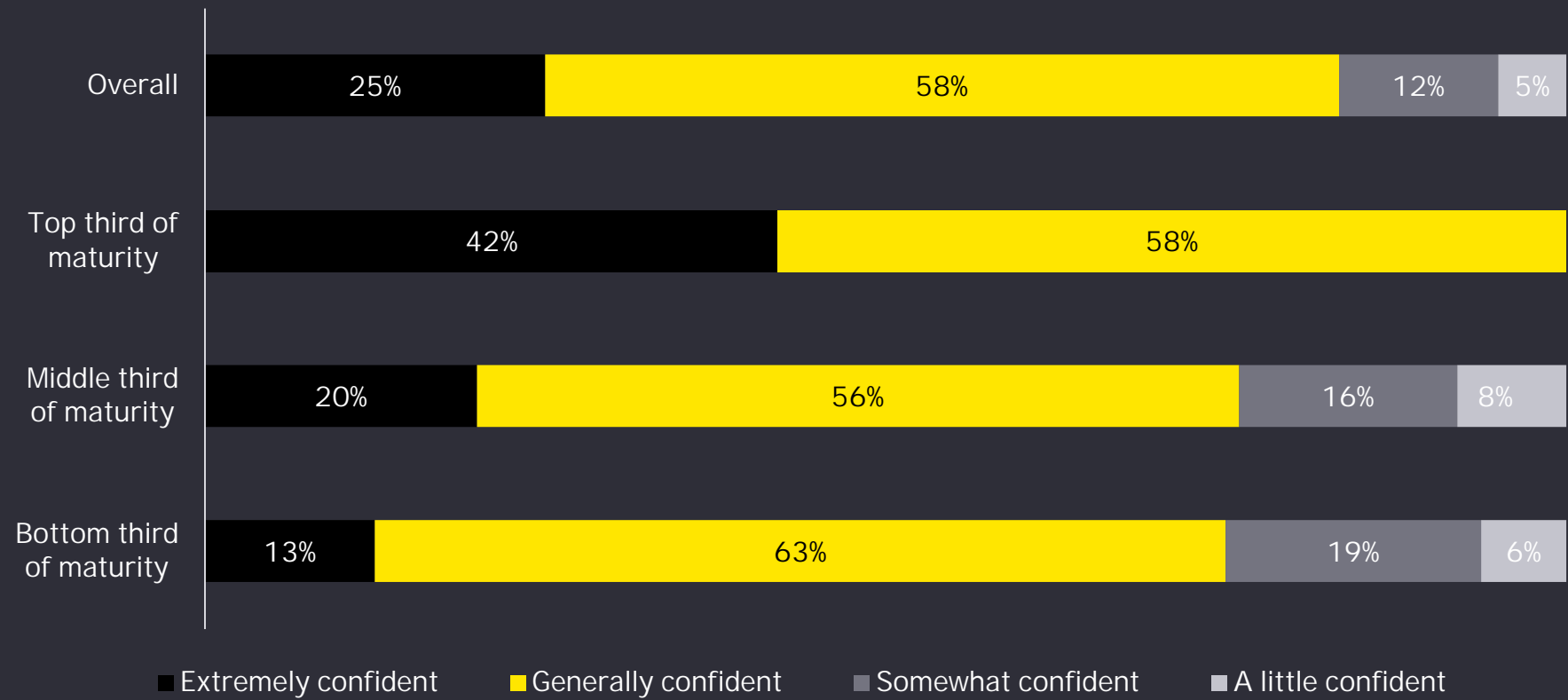


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Companies with higher EHS maturity reported significantly greater confidence in their EHS data

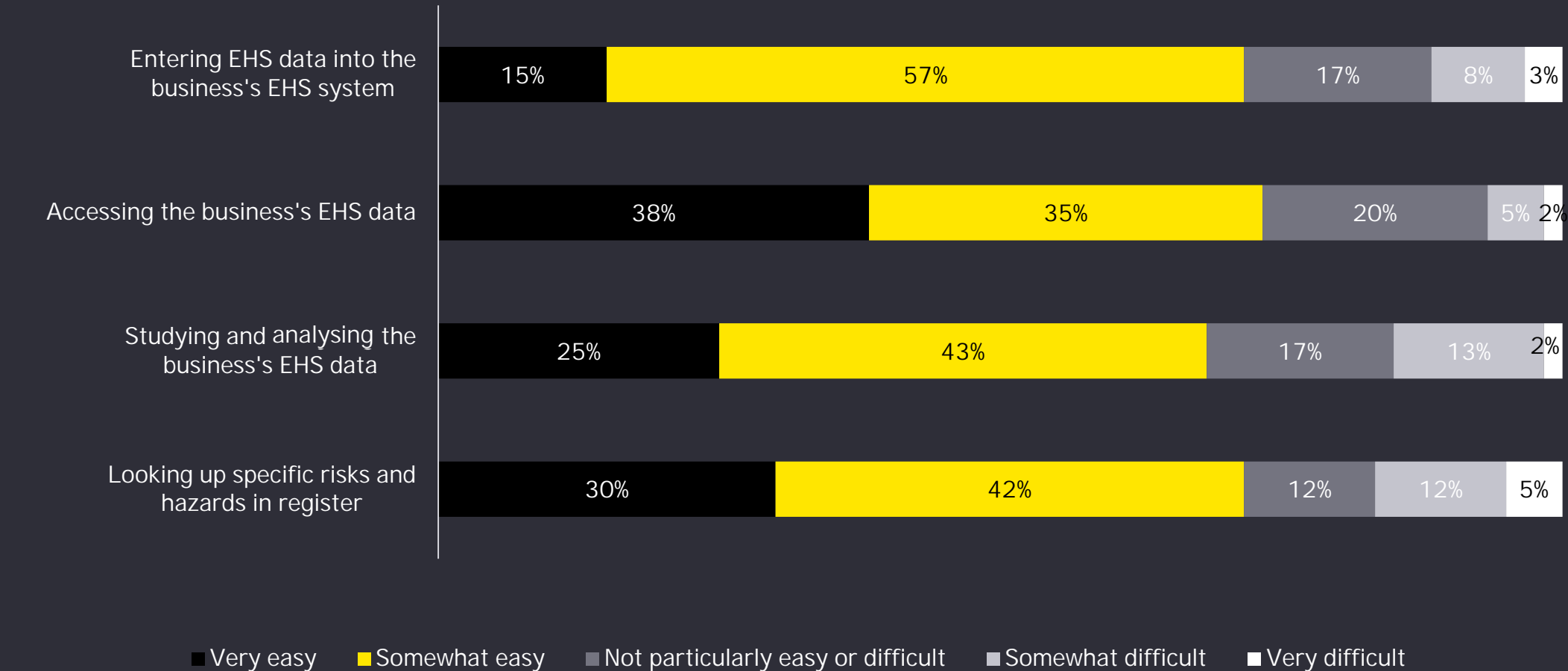
How confident are you in your EHS data to get an accurate understanding of EHS performance within your business?



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Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study




There were challenges across the board in relation to the ease of entering, accessing, and analysing EHS data



Single select; the sum of the numbers may not appear to be 100 due to rounding.
Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study





How does understanding EHS maturity enable a shift to innovation?



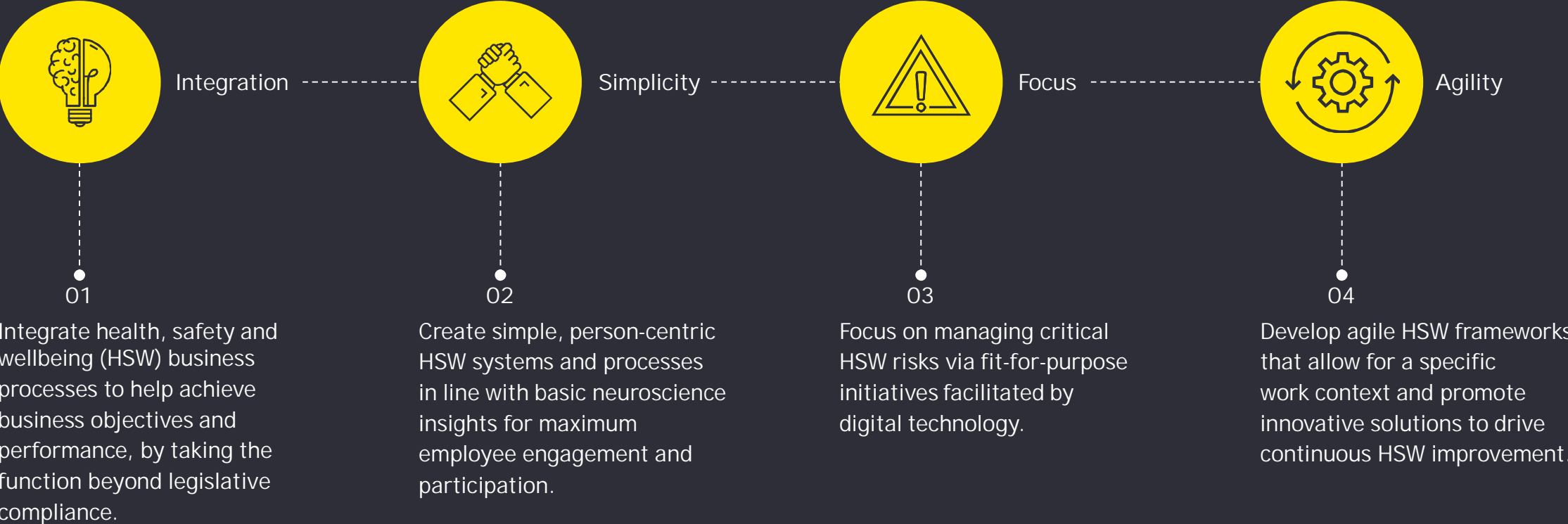
Innovation is the process of bringing about new ideas, methods, products, services, or solutions that have a significant positive impact and value. It involves transforming creative concepts into tangible outcomes that improve efficiency, and effectiveness, or address unmet needs.

Nick Jain

IdeaScale CEO

Source: [What is Innovation? Definition, Types, Examples and Process - IdeaScale](#)

Transforming EHS to enable innovation and have greater impact

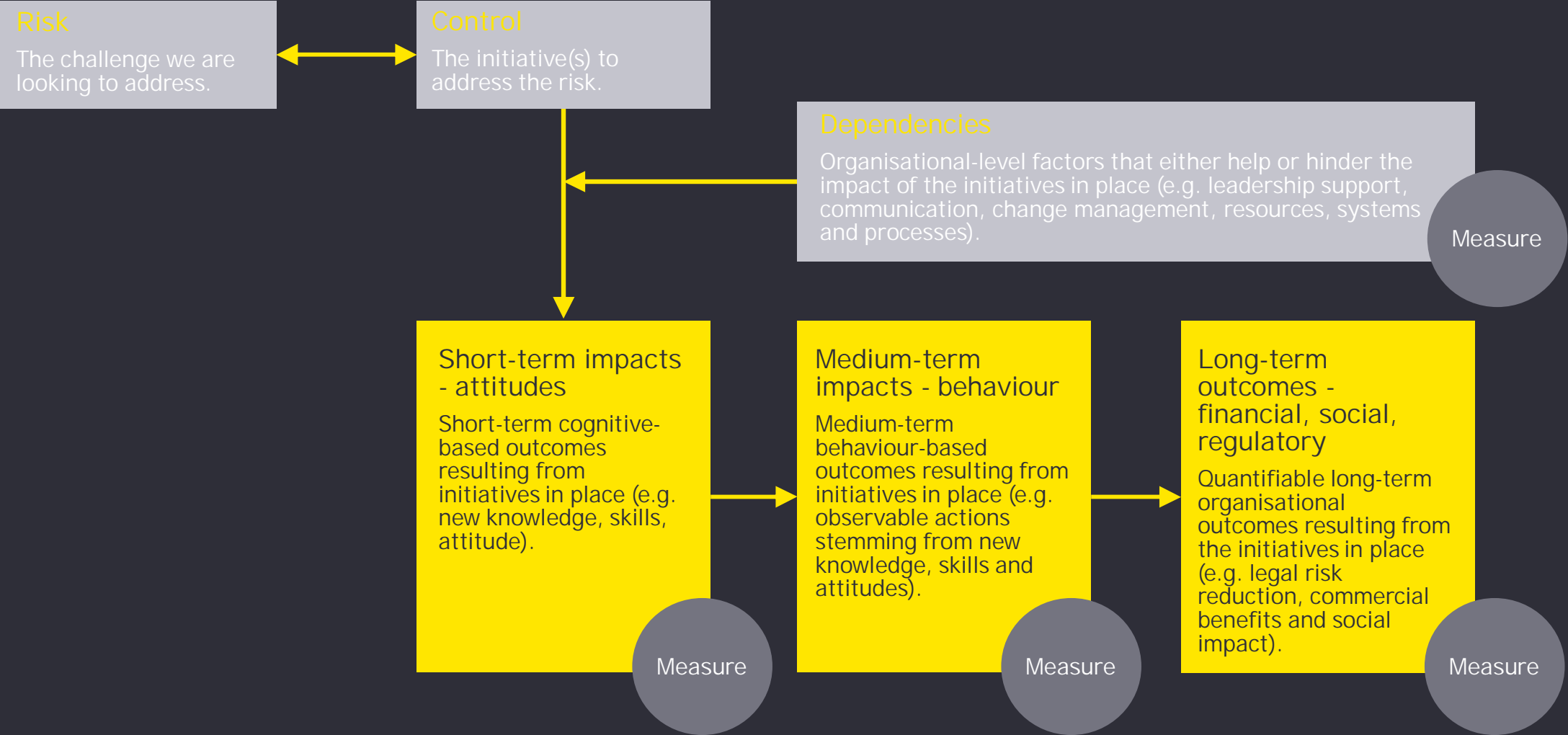


A child in a striped shirt and red pants stands in a lush forest, looking up at the tall trees. The scene is dimly lit, with sunlight filtering through the canopy.


Question:
How do you know if efforts to
transform and innovate are on
the right path?

Answer:
Measure the impact of
initiatives

Can you demonstrate the impact of EHS initiatives on financial, social and regulatory performance?



More than 50 EHS executives have told us there is a need to better quantify the impact of EHS initiatives and improve the link to organisational performance



More investment
in EHS resources
and initiatives
that matter

Safer, more
stable, engaged
and productive
workforce

Improved business
outcomes

Some things to think about...

1

Innovation (not compliance) enables EHS maturity uplift

2

EHS maturity impacts financial, social and regulatory outcomes

3

There is a better way to measure impact that enables ongoing investment in the right initiatives

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