



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

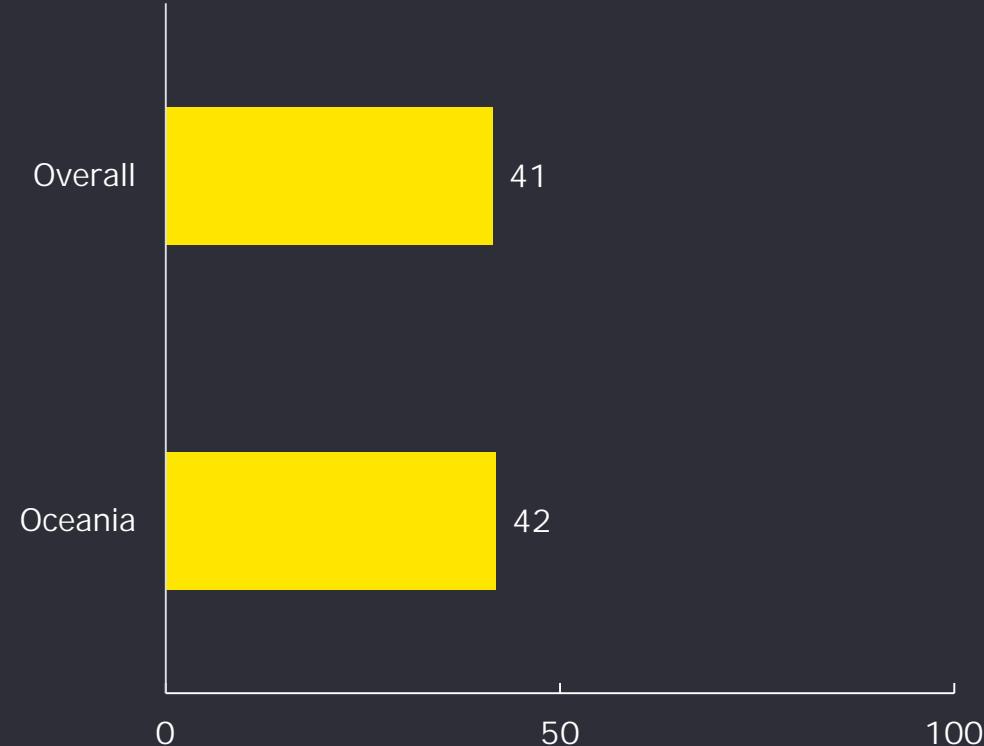
What does an organisation with higher EHS maturity look like in Australia / New Zealand?



EHS maturity can be influenced by seven key levers



Average EHS maturity in Oceania aligns with global EHS maturity



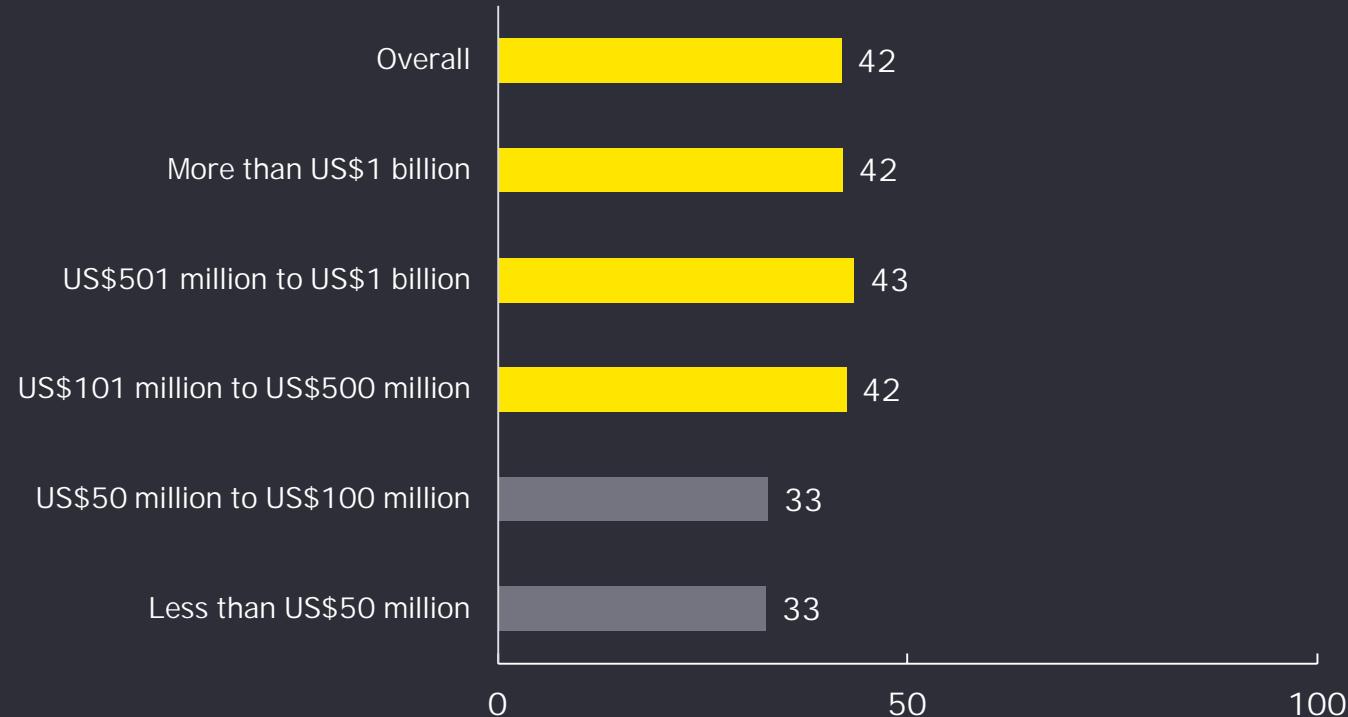
Note: Sample size = 60 (Oceania only)

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

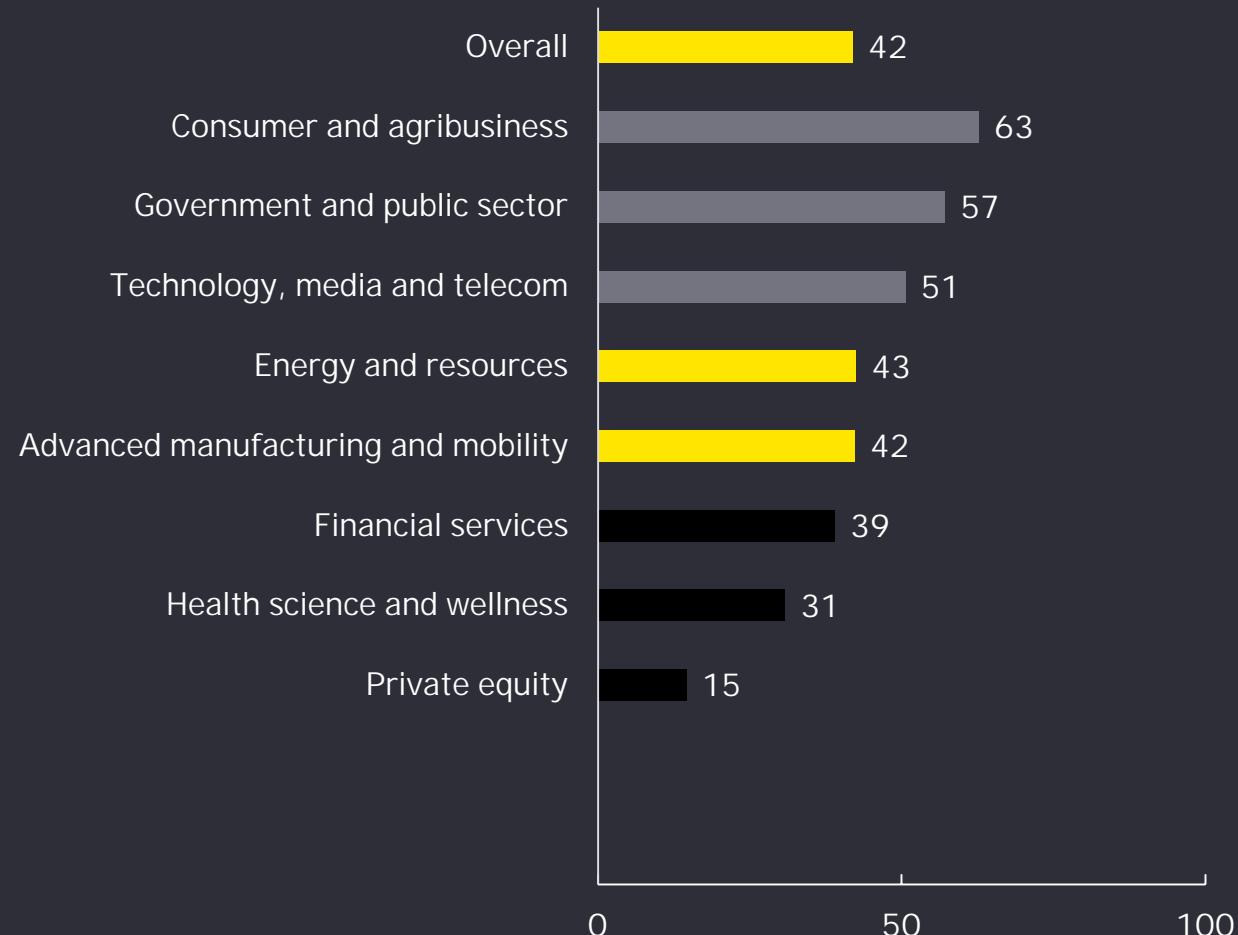


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In Oceania, there was some variation in EHS maturity across industries



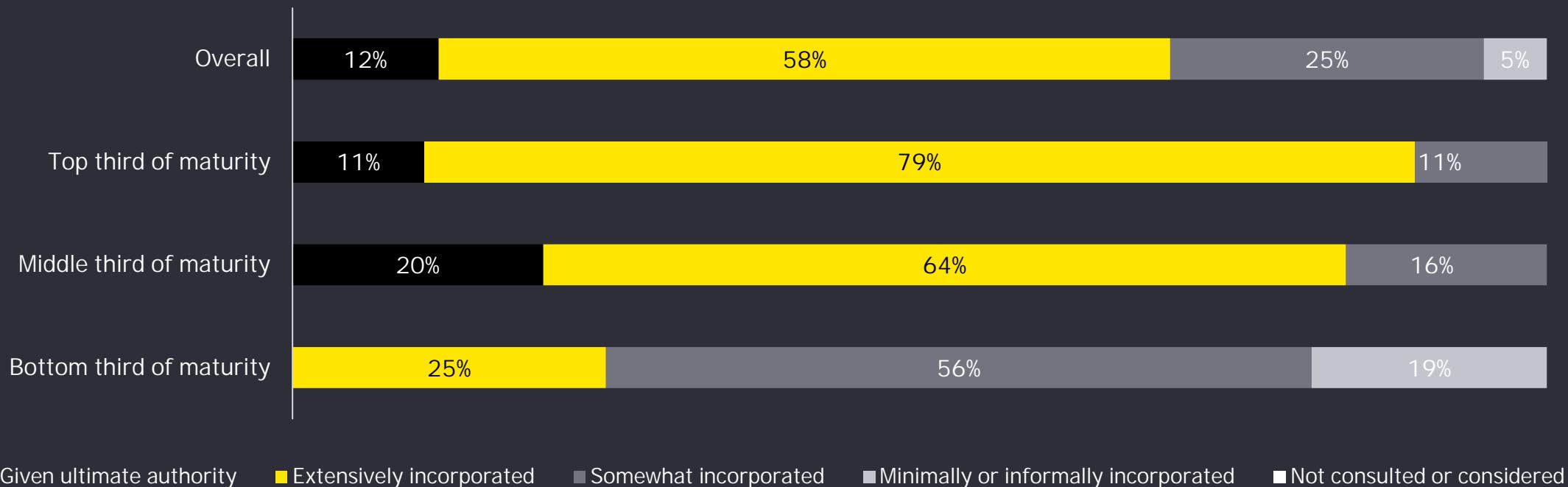
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The higher EHS maturity, the higher the likelihood that the EHS function is consulted regarding major business initiatives

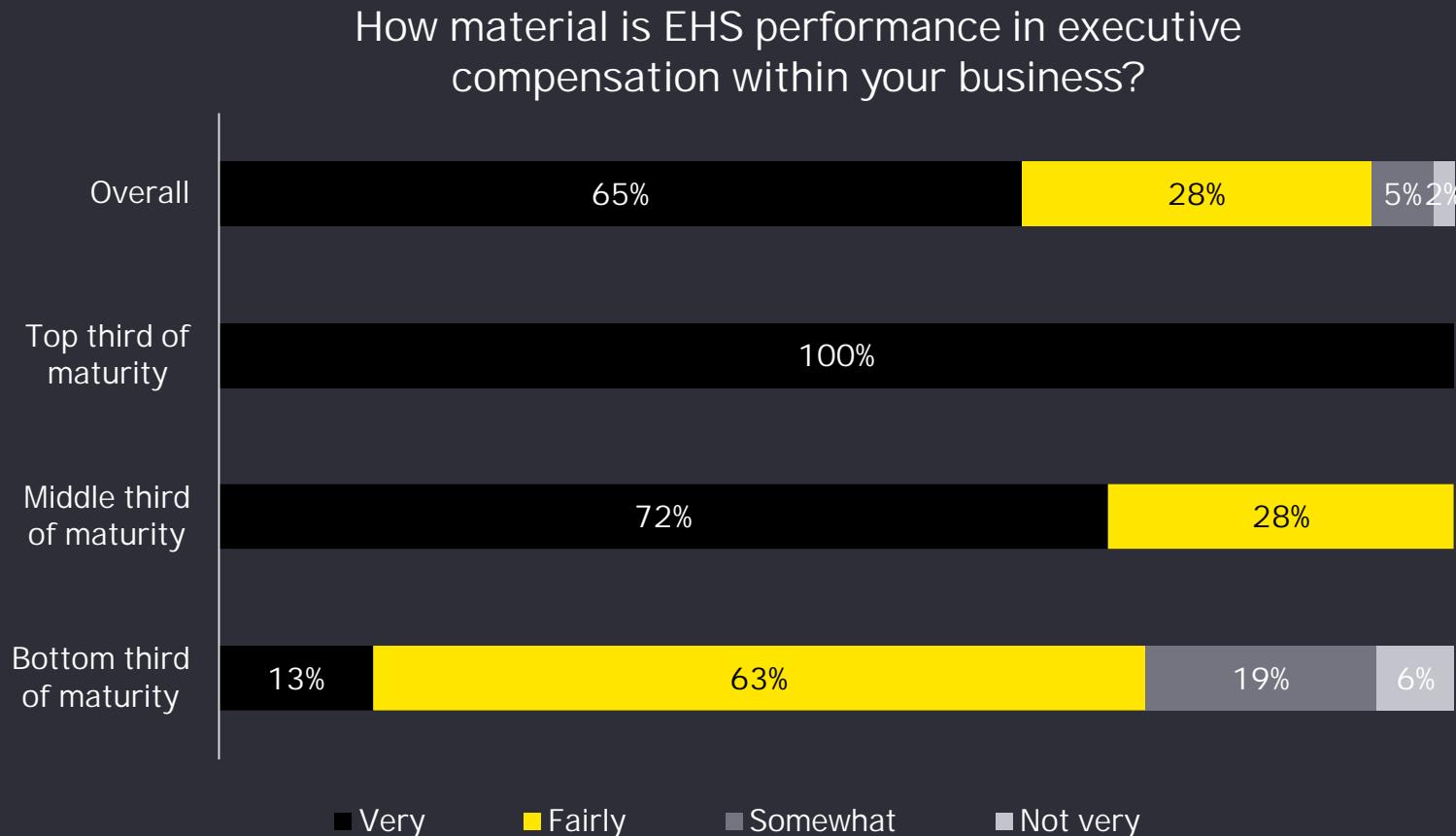
EHS function incorporation into major business initiatives that have an EHS dimension



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

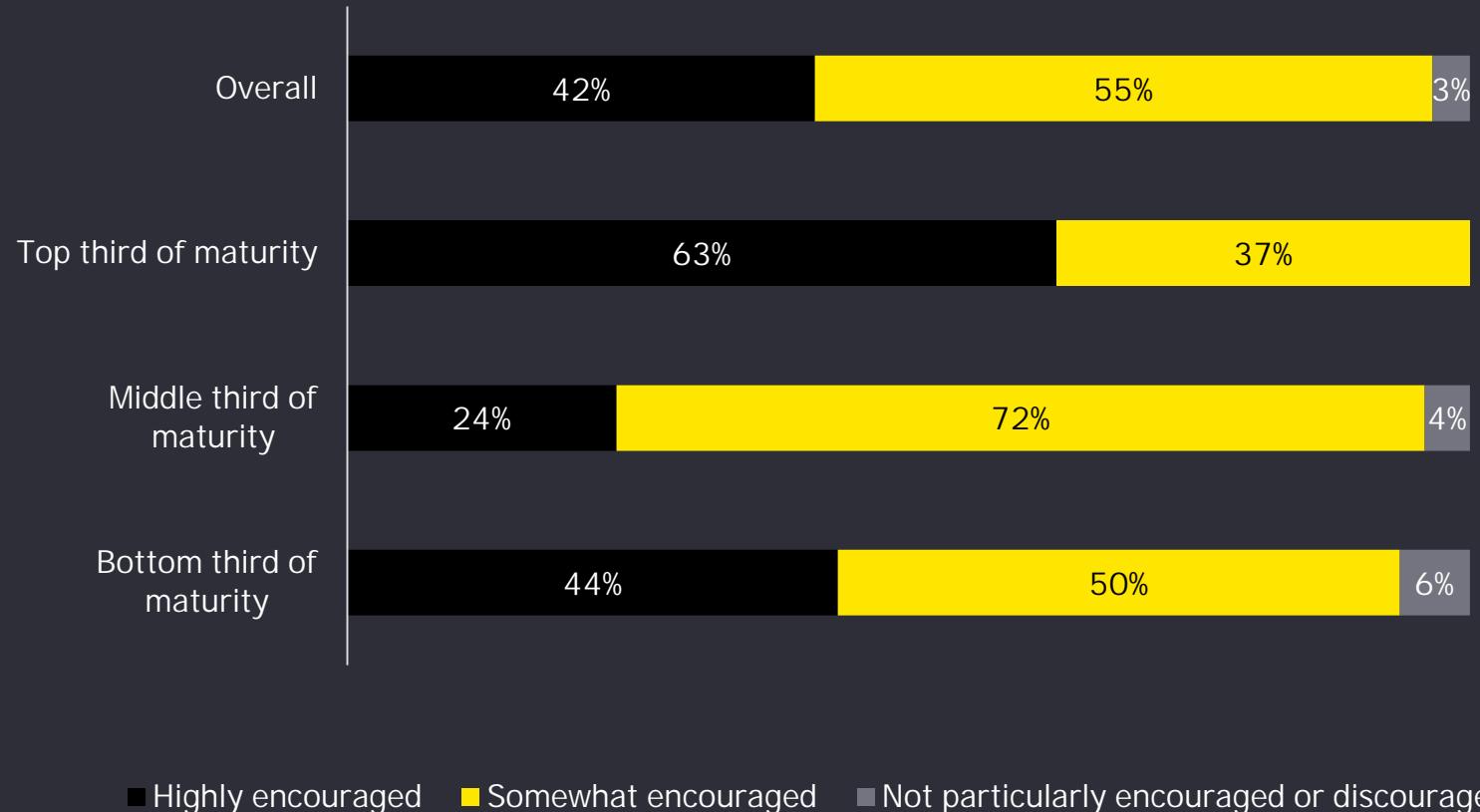
Companies with higher EHS maturity were more likely to make EHS performance a “very” material factor in executive compensation



Note: Sample size = 60 (Oceania only)

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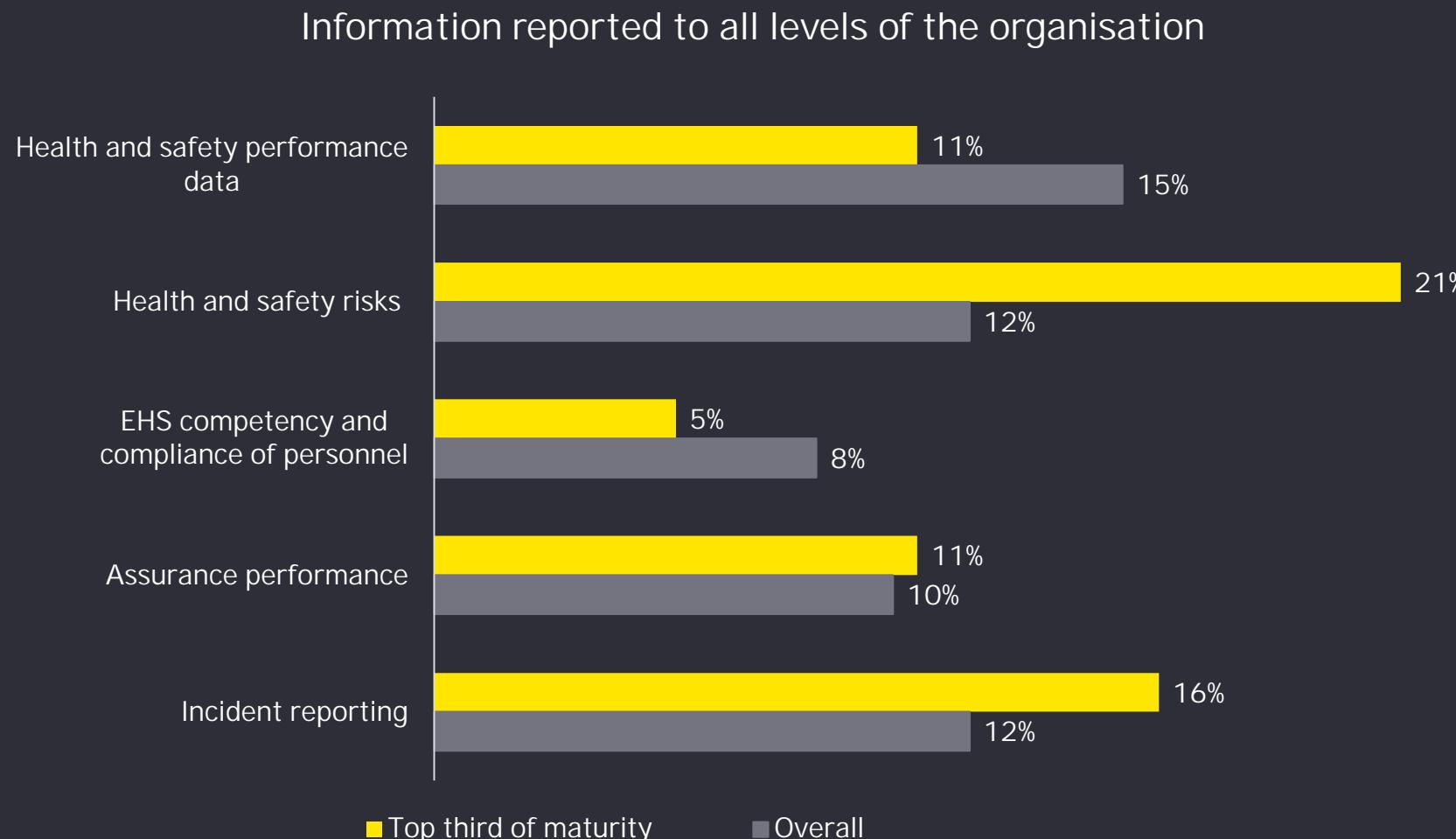
Companies with higher EHS maturity were more likely to encourage a culture of open EHS reporting



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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

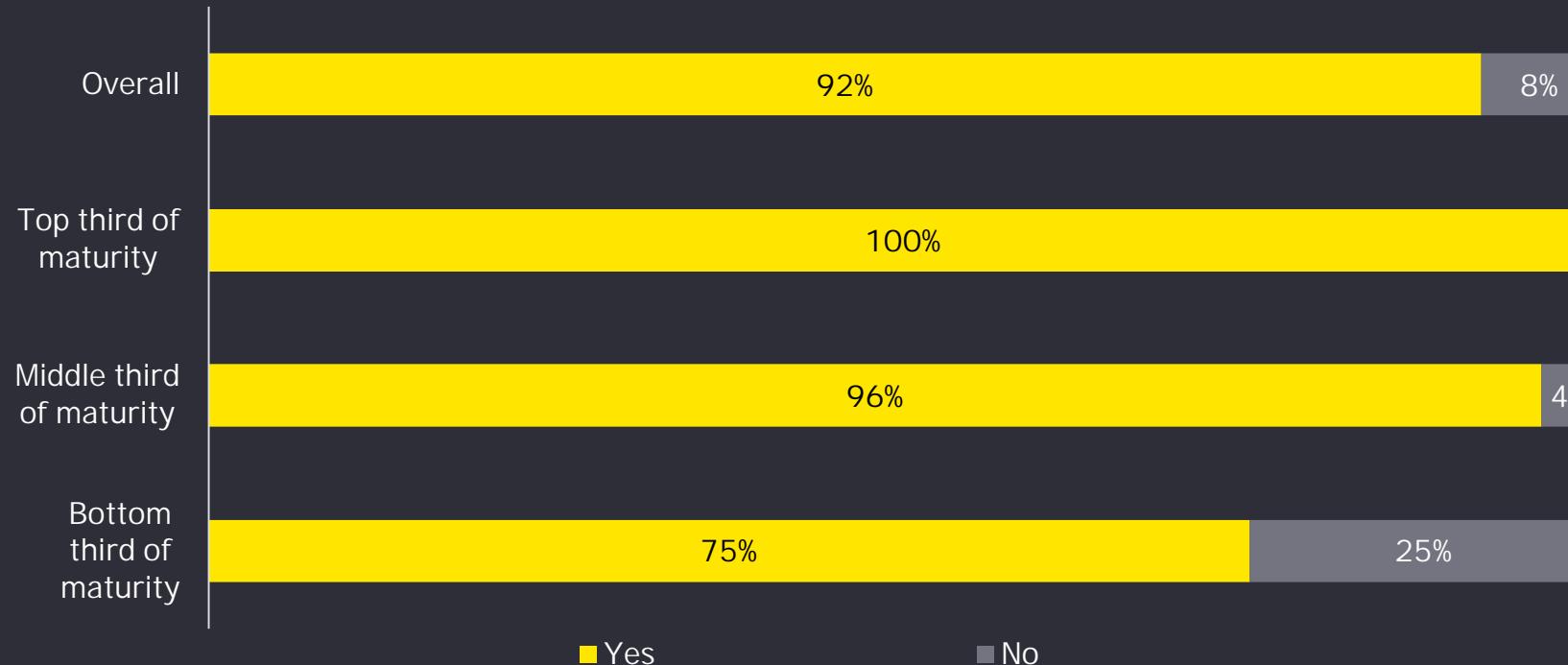


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Most survey respondents had dedicated EHS enterprise technology

Does your business have a dedicated EHS enterprise technology system?

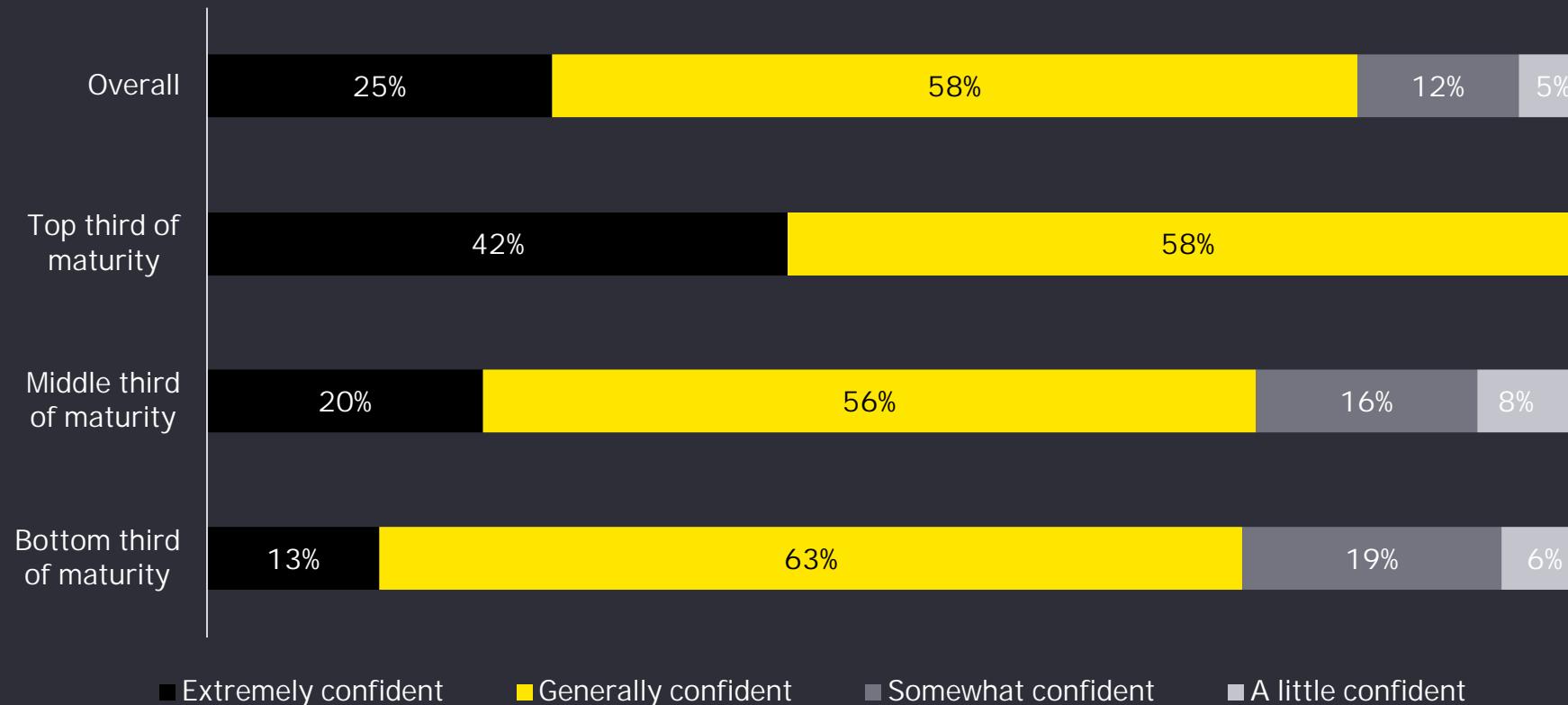


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Source: EY Global EHS Maturity Study, https://www.ey.com/en_gl/insights/climate-change-sustainability-services/ehs-maturity-study

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

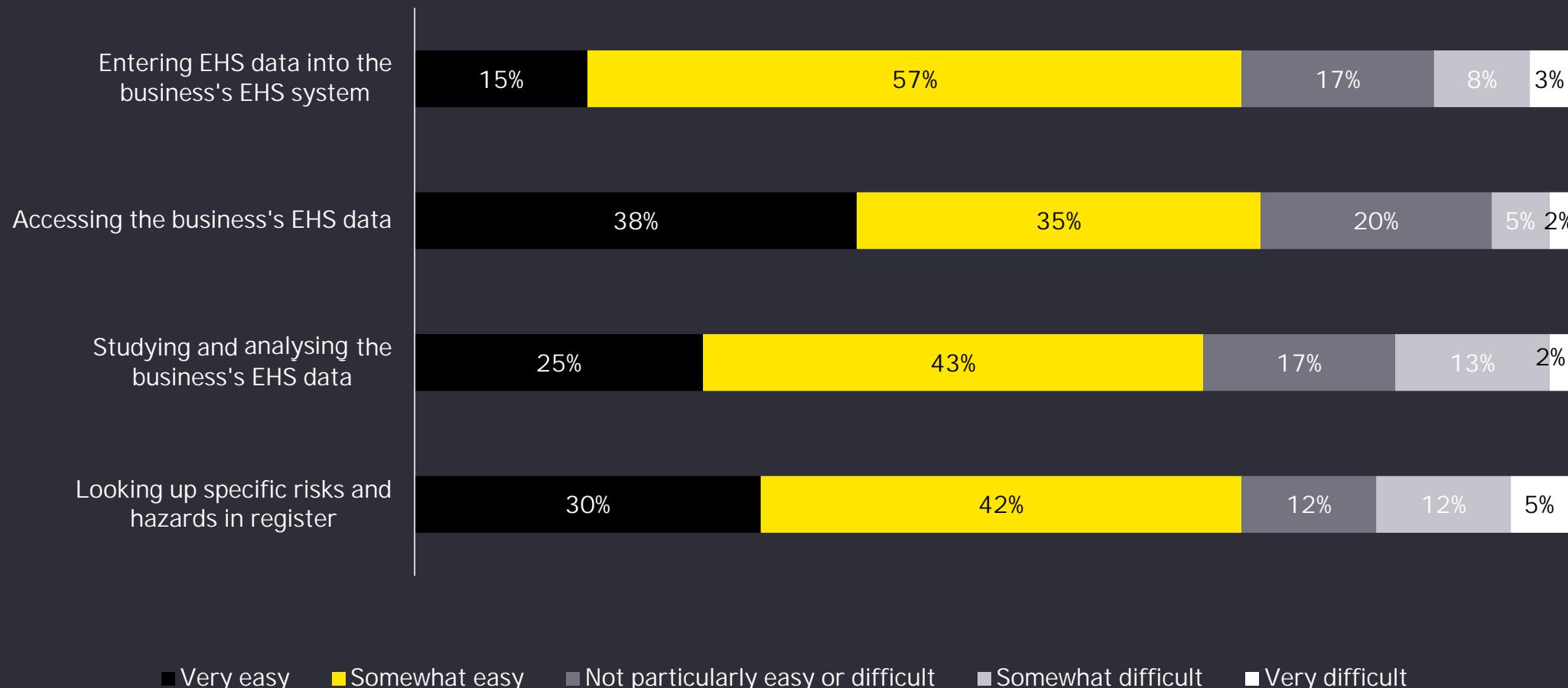
How confident are you in your EHS data to get an accurate understanding of EHS performance within your business?



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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



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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](#)

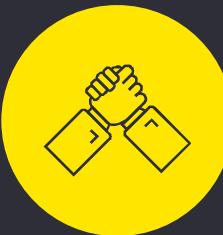
Transforming EHS to enable innovation and have greater impact



Integration

01

Integrate health, safety and wellbeing (HSW) business processes to help achieve business objectives and performance, by taking the function beyond legislative compliance.



Simplicity

02

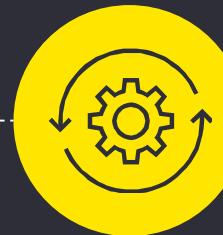
Create simple, person-centric HSW systems and processes in line with basic neuroscience insights for maximum employee engagement and participation.



Focus

03

Focus on managing critical HSW risks via fit-for-purpose initiatives facilitated by digital technology.



Agility

04

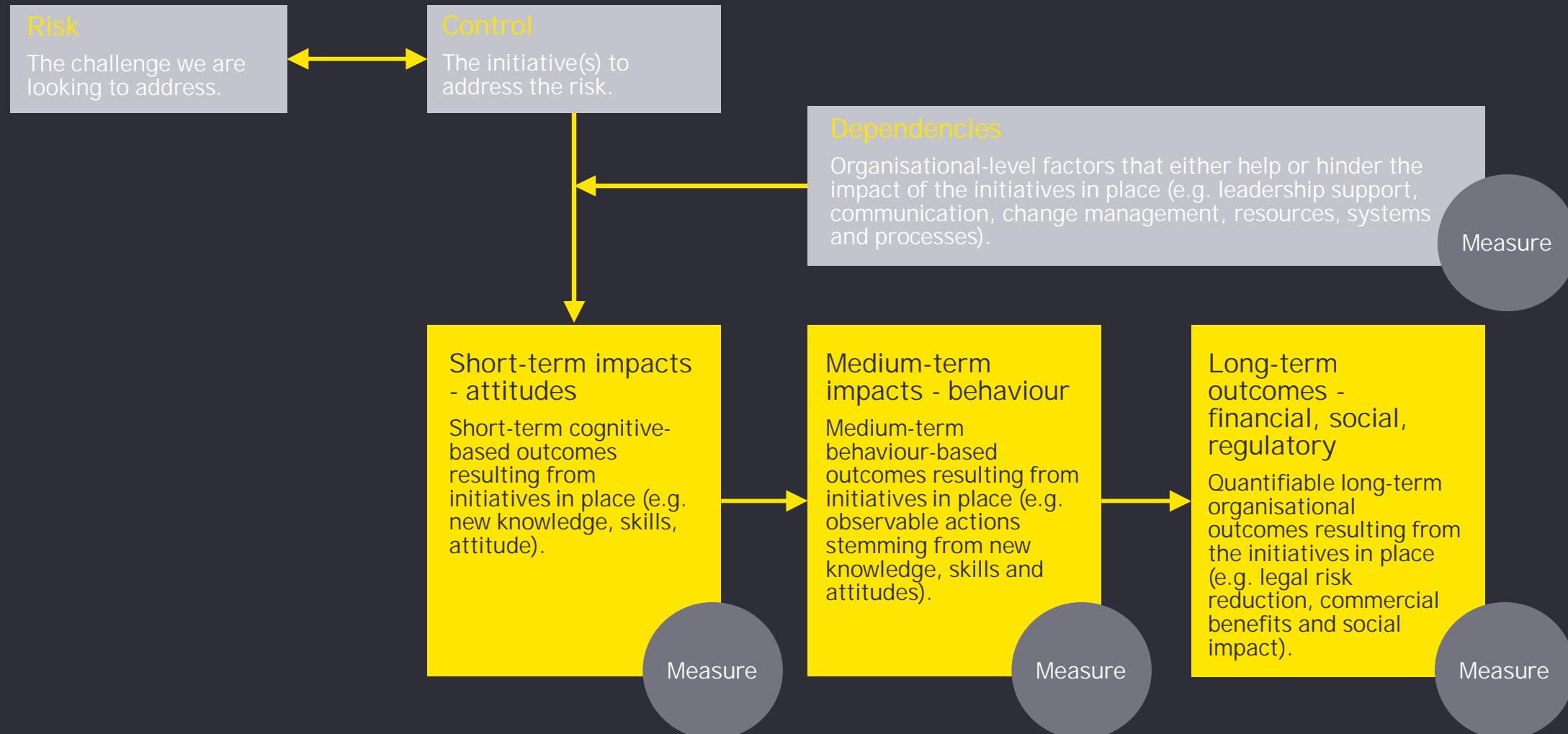
Develop agile HSW frameworks that allow for a specific work context and promote innovative solutions to drive continuous HSW improvement.



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



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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