

# The business benefits of good Health & Safety

A free guide





# A healthy business

As all good employers know, Health & Safety is not to be taken lightly. You have a legal duty to provide a safe working environment for your employees. Of course, for good reason, it saves millions of lives each year. But if you look at Health & Safety beyond the moral and legal side – It can be your business' key to growth and success.

This guide explores the powerful benefits of prioritising good Health & Safety in your business. From increasing productivity and reducing costs to building a strong reputation and supporting your corporate social responsibility (CSR). Let's dive in and discover how good Health & Safety in the workplace can take your business to the next level.

## Power productivity

Empower your people to do their best work by creating a safe and healthy work environment with good Health & Safety practices. Clearly defined procedures and tasks make it easier for employees to carry out their work efficiently, whilst also encouraging them to proactively spot risks and even turn them into opportunities for improvement and increased productivity. Plus, your team can focus on their work without having to worry about unsafe working conditions.

Investing in Health & Safety is an opportunity to show your employees how much they're valued. Employees who feel safe, valued, and cared for in their work environment are more likely to be happier, motivated, and dedicated to their roles. This results in higher productivity, saving valuable time, boosting efficiency and profits.

## Lower absenteeism and turnover

Having a safe and healthy work environment keeps workplace accidents, injuries, and illnesses low, which leads to lower absenteeism. And remember it's not just physical issues that cause absenteeism, mental health problems are the single biggest cause of sickness absence.

Good Health & Safety can not only reduce absenteeism, it can also reduce staff turnover. Last year, a Deloitte survey found that 28% of employees had either left their job in 2021 or planned to leave it in 2022, 61% of them cited poor mental health as their reason for leaving.

If you demonstrate your commitment to your employees' safety and wellbeing you can attract and retain top talent. You'll stand out as a

company that cares about its employees. A PwC study of over 50,000 employees found that the most important area of transparency is the company's record on protecting worker Health & Safety.

By investing in Health & Safety you'll help to minimise disruptions, downtime, and delays caused by absenteeism. All helping to maximise productivity and efficiency.

### Did you know?

**36.8 million** working days lost due to work-related ill health and non-fatal workplace injury (HSE).



## Reduce costs

When it comes to Health & Safety, prevention pays. The financial cost and long-term reputational damage of even a minor work-related accident can be damaging for a business. Let's look at some numbers...

The Health and Safety Executive (HSE) reported 135 workers were killed at work in 2022/23. 1.8 million workers suffered from work-related ill health and 0.6 million suffered an injury in 2021/22. And the average HSE enforcement fine? £145, 000. A cost you can do without, right?

The good news is that with strong Health & Safety practices you can save money and avoid costly fines and penalties. Remember, the HSE's Fee for Intervention (FFI) is £166 per hour, which can stack up extremely quickly. You'll have fewer workplace accidents which means reduced claim costs. Less absenteeism and with that comes less time and money spent finding replacements and managing such situations. Plus, showing you have a good Health & Safety system in place can even lower your insurance premiums!

## Enhance your reputation

Good Health & Safety practices enhance your reputation as a responsible and reliable business. Showing your commitment to corporate social responsibility will help to boost your brand's reputation and position your business for growth. It will help you gain trust and confidence from customers, suppliers and investors.

You'll also boost your reputation with your most valuable asset - your employees. Showing you care for the safety and wellbeing of your people nurtures loyalty. And engaged employees are more committed to your company's success and go the extra mile.

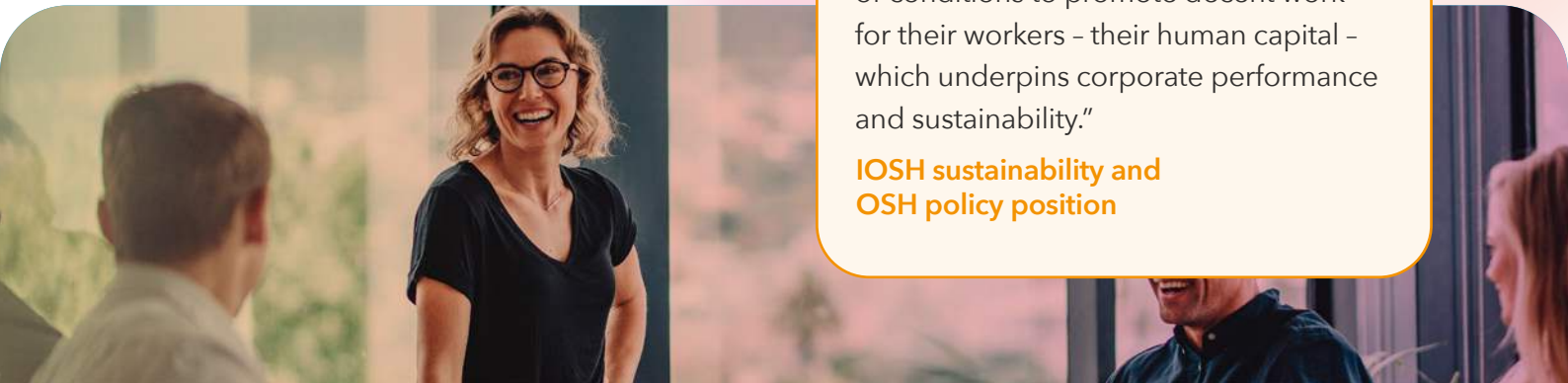
## Grow your business

A good Health & Safety record can make a big difference when bidding for work. It can set you apart from your competitors and gives potential clients confidence that your business can deliver projects safely and efficiently. In many industries, a strong Health & Safety management system is a must have for tendering and can be a key factor to securing more business. Having this to hand will set you up for winning more work and growing your business.



"Organisations cannot be sustainable in the current world of work without committing to protecting the safety, health and wellbeing of their most vital resource: workers. Socially sustainable organisations are those that recognise and prioritise the adoption of a holistic person-centred approach to everything they do. They recognise the value of their workers, treat them as an asset and invest in them. This includes the creation of conditions to promote decent work for their workers - their human capital - which underpins corporate performance and sustainability."

**IOSH sustainability and OSH policy position**





## Driving a Health & Safety approach

With good Health & Safety management you'll nurture a positive safety culture. That's the difference. Employee engagement and a culture which values people is what takes Health & Safety beyond ticking boxes and just fulfilling your legal duties. And this can have a powerful effect on the wellbeing of your workforce, as well as your bottom line. It spreads benefits across your business and can even be your secret to success. So, what's the best way to start? The world-renowned Standard, ISO 45001, is ready when you are.

### ISO 45001

This is the globally recognised occupational Health & Safety management system Standard that can transform your business. ISO 45001 provides you with a solution to better manage Health & Safety risks to prevent work-related ill health and injury. It focuses on a proactive approach to Health & Safety in the workplace and provides a framework for continual improvement. It also emphasises the importance of worker involvement and participation in Health & Safety. This gets your employees on the same page, encourages engagement and innovation.

ISO 45001 is designed for any business of any size and sector. If your business values the wellbeing and safety of employees and wants to promote a positive work environment, this Standard is ideal.

With ISO 45001 certification you'll show you follow Health & Safety best practices and reduce the likelihood of accidents and breaches of legislation, as well as improving your overall performance. It can even help you win more business - you'll stand out as an industry leader with a Standard that's recognised worldwide!

### What are the top benefits of ISO 45001 certification?

**Reduce accidents** - ISO 45001 helps you identify and minimise hazards so you can create a safer environment for everyone.

**Boost productivity** - increase employee awareness of Health & Safety risks and empower your workforce by promoting a culture of safety that sets the stage for peak performance.

**Win more business** - many organisations require businesses to hold ISO 45001 certification when tendering. So, if you can stand out and show you've got it, you'll unlock those bigger and better opportunities.

**Better legal compliance** - show you follow Health & Safety best practices and avoid legislation breaches (and the hefty fines they come with).

**Enhance your reputation** - show the world you're committed to Health & Safety in your business with a certificate that's recognised worldwide.

**Save money** - with best practices in place you can reduce costly accidents, absenteeism and downtime.



## That's not all! Going hand in hand with ISO 45001 is ISO 45003...

ISO 45003 is the world's first International Standard to address psychological health and wellbeing in the workplace. A best practice framework developed by experts around the world to help organisations of all sizes and from all sectors, identify and manage psychosocial risks to their workers, focusing on the mental health and wellbeing side of Health & Safety.

The Standard builds on ISO 45001's focus on managing Health & Safety risks in the workplace. And the great thing is ISO 45003 can be easily combined with ISO 45001, so you can identify physical and psychological health risks to your employees at the same time with one system.

ISO 45003 shows leadership commitment to employee health and wellbeing and emphasises the need for promoting and protecting psychological (not just physical) health in the workplace.

With ISO 45003 you can show that you prioritise the mental health of your employees, protect your people, cut absenteeism, boost productivity, enhance the reputation of your company and save money.

### Did you know?

Mental health research revealed the total cost of poor mental health to employers has increased by **25%** since 2019, costing UK employers up to **£56 billion** a year.

**The good news** - for every £1 spent on employee wellbeing, employers make **£5.30** back! (Deloitte).

### What are the top benefits of ISO 45003 certification?

**Reduce absenteeism** - from workplace stress, burnout, anxiety and depression. And reduce presenteeism (when an employee is at work in body, but not mind).

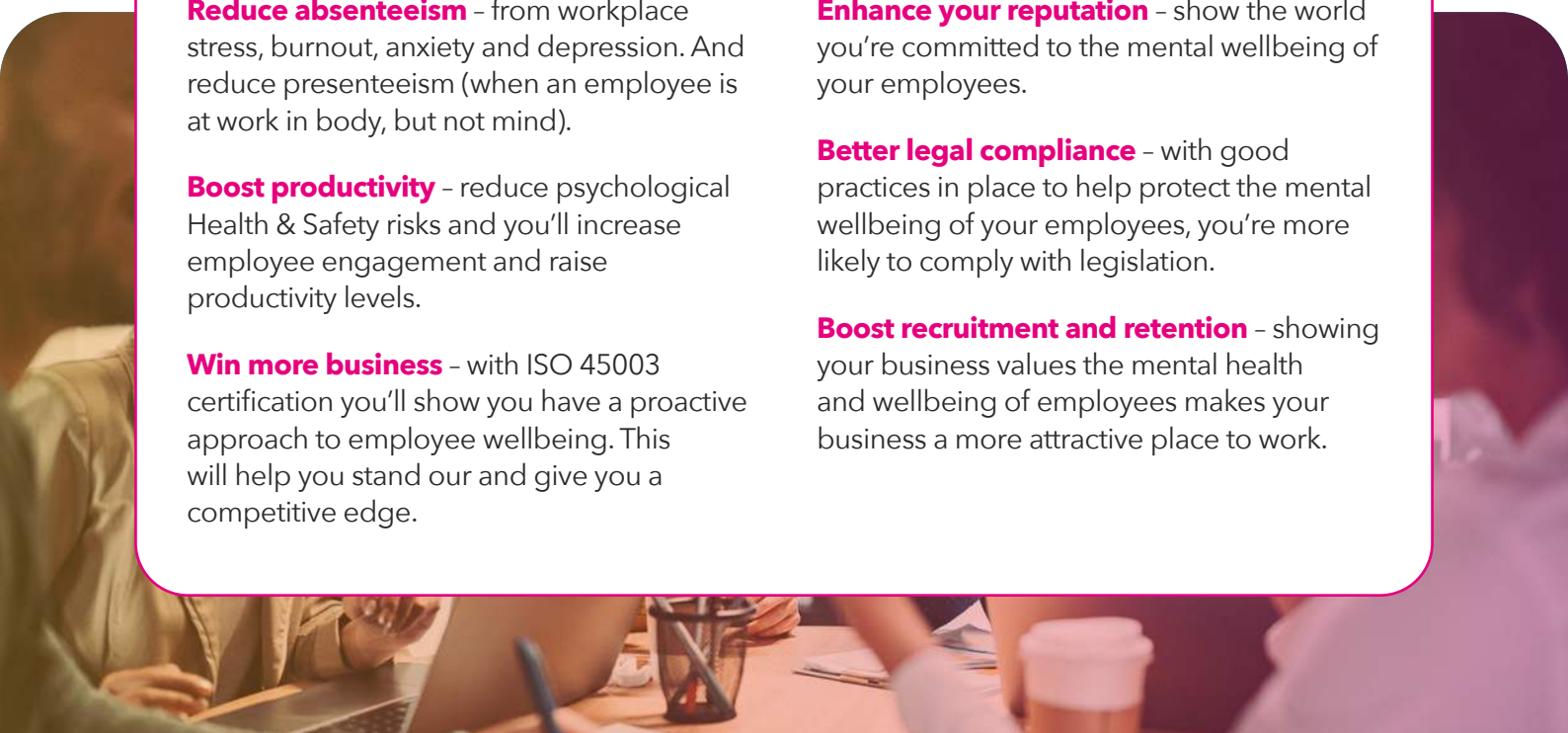
**Boost productivity** - reduce psychological Health & Safety risks and you'll increase employee engagement and raise productivity levels.

**Win more business** - with ISO 45003 certification you'll show you have a proactive approach to employee wellbeing. This will help you stand out and give you a competitive edge.

**Enhance your reputation** - show the world you're committed to the mental wellbeing of your employees.

**Better legal compliance** - with good practices in place to help protect the mental wellbeing of your employees, you're more likely to comply with legislation.

**Boost recruitment and retention** - showing your business values the mental health and wellbeing of employees makes your business a more attractive place to work.



# Citation ISO Certification – proud to support businesses across the UK

If you want to champion Health & Safety in your business and achieve ISO certification, we'll be with you all the way. Even if you're going it alone, you're not on your own and it's not as scary as you might think. It's based on how your business systems currently operate and basically makes them better and helps fill the gaps to get your business up to Standard.

At Citation ISO Certification we help businesses of every size and sector with a fast, simple, and cost-effective route to ISO certification. We are one of the UK's leading certification bodies and we're by your side throughout your ISO journey. No complicated jargon just simple expert advice to help you achieve certification in as little as 45 days.

If you have any questions or would like the help, guidance and advice of our expert team, you can call us on **0333 344 3646** or email **[ISOsales@citation.co.uk](mailto:ISOsales@citation.co.uk)** for a chat about what you need and to get the ball rolling.