



Key highlights from the GERI

2024 Global EHS Readiness Index (GERI) Report

The Global EHS Readiness Index (GERI) Report benchmarks the overall program maturity of organizations by assessing ten (10) capability factors for EHS readiness. The study also highlights the critical gaps and vulnerabilities preventing EHS programs from progressing with confidence.

Assessing Maturity

Many EHS programs are not in a state of readiness

State of Readiness

3%

of EHS programs are in a state of optimal readiness or preparedness

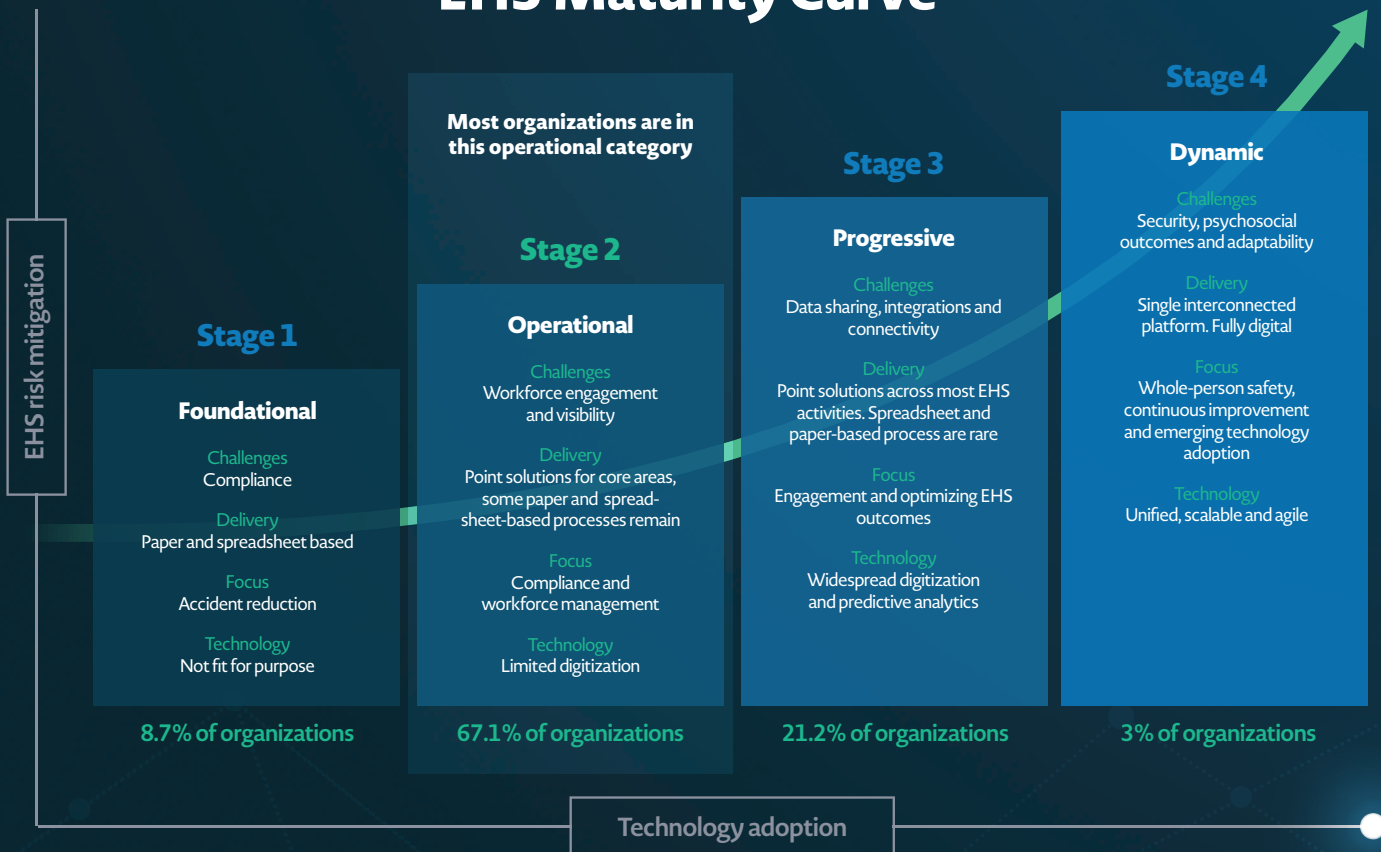
Classified Immature

8.7%

of EHS programs are classified immature and are exposed to unacceptably elevated levels of risk

Today's health and safety leaders need to modernize their EHS programs, remove hidden vulnerabilities, and be prepared for tomorrow's unknowns

EHS Maturity Curve



Illustrates the stages of EHS maturity and the percentage of organizations that are in each stage.

Risk Exposure

Low state of EHS readiness leaving workplaces exposed to risk

Vulnerable to Risk

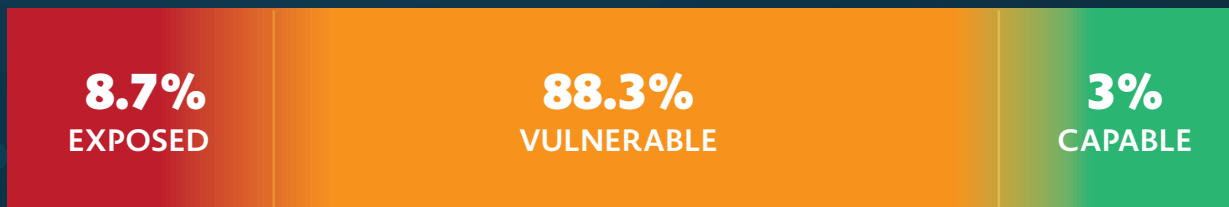
97%

of EHS programs have significant capability gaps and vulnerabilities exposing them to varying levels of risk



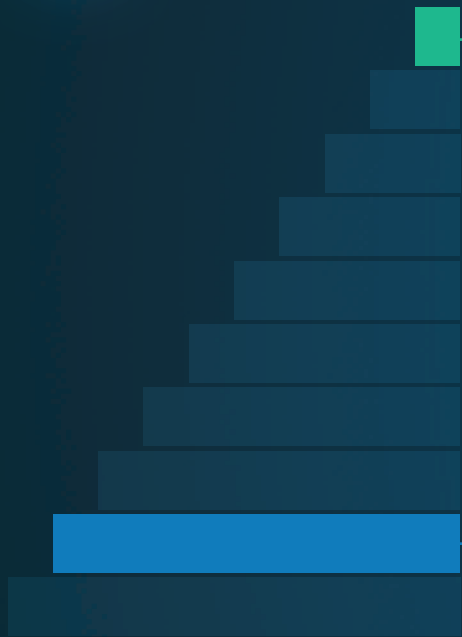
EHS Risk Spectrum

Most organizations are vulnerable



Illustrates the EHS risk spectrum and shows where most organizations are clustered.

Focus on Compliance



High compliance capability

Compliance capability is the top ranking factor overall when it comes to compliance maturity and capability

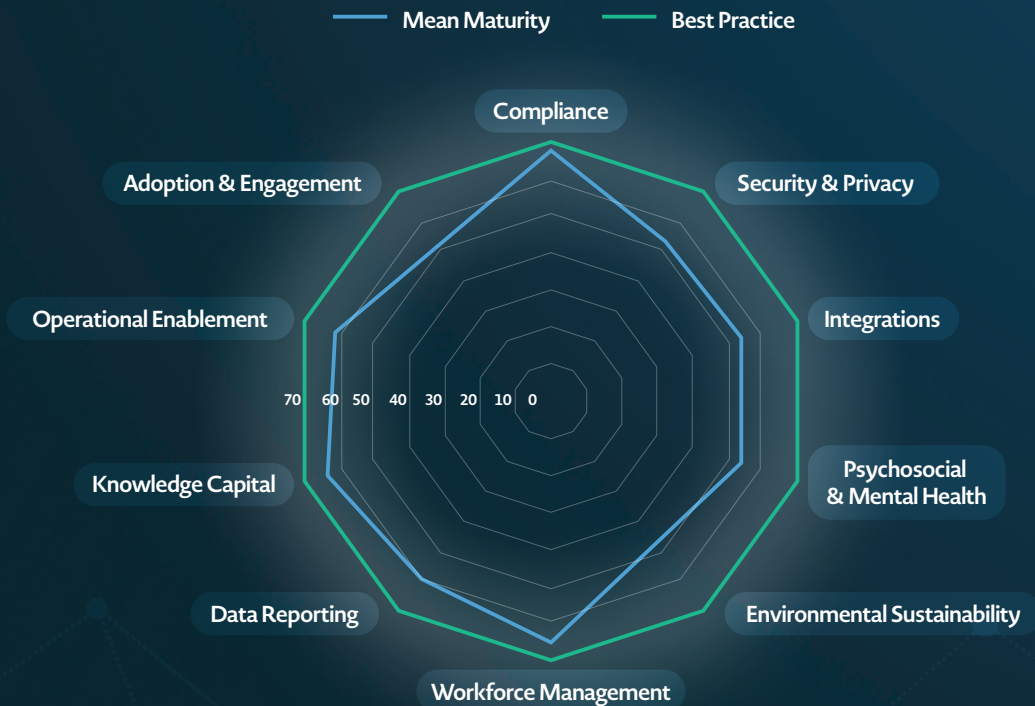
Despite high compliance maturity overall, significant blind spots exist due to low adoption of EHS programs by the workforce

Low EHS adoption

Adoption and engagement is one of the lowest ranking factors when it comes to maturity and capability

Today's EHS programs need to shift from a siloed compliance-centric approach to a holistic risk-minimization approach when driving EHS capability and readiness

Benchmarking EHS capability factors



Illustrates mean maturity and best practice.

Closing the Gaps

Closing the gap in connectivity is the single biggest challenge and opportunity for EHS programs

Largest gap

47%

of EHS leaders cite lack of connectivity caused by disconnected solutions as their leading challenge

Poor connectivity emerges as having an impact on the success of every other EHS factor and is directly linked to low states of overall maturity

Business leaders need to act with urgency to close the connectivity gaps or risk falling further behind

Highest exposure

77%

of companies identified have low levels of connectivity, and are highly exposed to risk, placing them at the bottom of EHS maturity curve

Highest EHS maturity

End-to-end integration

5%

of organizations have full end-to-end integration. Of these, 90% rank among the most mature organizations overall

Integrated data capture

10%

are using integrated data capture and reporting technology. Of these, 98% rank the highest overall on the EHS maturity curve

Largest Gaps in EHS Postures



Adoption and Engagement



Psychosocial and Mental Health



Integrations



Security and Privacy

Illustrates the largest gaps in EHS postures globally.

Untangling the Complexity

EHS leaders are facing significant headwinds caused by operational complexity within their EHS ecosystem

Source of complexity **70%**

of EHS leaders remain focused on purchasing multiple point solutions despite ...

67%

having gaps in adoption and engagement

62%

citing multiple systems as a major challenge

Technology complexity has become the underlying bottleneck when it comes to progressing EHS capability growth and adapting to new ways of work

Increasing complexity of EHS programs is causing broader impacts



Data complexity

68%

say they are not confident with the quality and quantity of data being captured



Knowledge gaps

47%

report workforce skills gaps and low awareness as the biggest challenges holding their EHS program back



Security and privacy risk

68%

of organizations report gaps in their security and privacy capabilities from an EHS perspective



Administrative burden

42%

say reducing admin burden of EHS is one of the most critical outcomes expected from implementing a new technology platform

Managing Complacency

EHS leaders and business leaders have varying levels of complacency when it comes to their EHS programs

Tech Maturity

75% say their most significant challenges lie within technology and skills-based issues preventing them from moving their EHS programs forward.

“ EHS confidence breeds progression, however underlying complacency within EHS programs and executive levels is impeding EHS program progression ”



However, more priority should be placed on removing friction and closing the gaps



Securing executive support

46%

say achieving executive support for technology modernization is their top concern



Need to modernize

57%

view it as "very" to "extremely important" to have a single unified technology platform

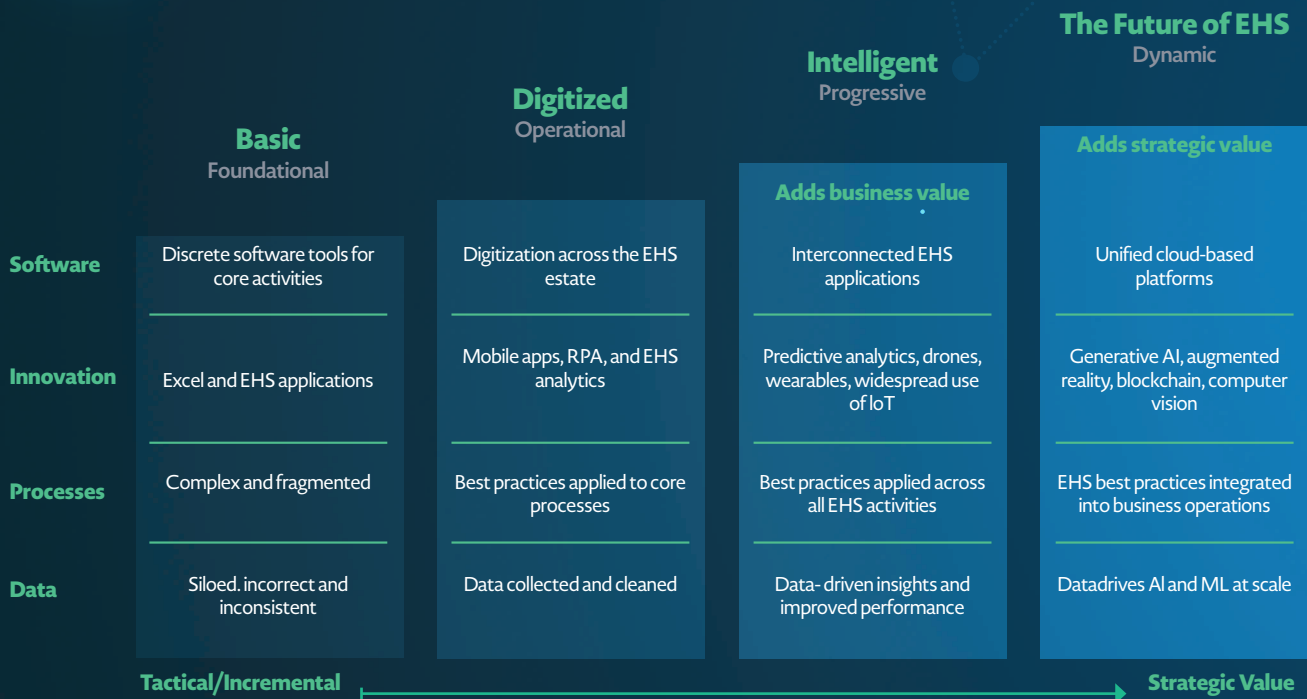


Closing the gap

16%

claim to have already adopted a unified EHS platform

The Path to EHS Readiness



Illustrates the path to EHS readiness and illustrates how the EHS function can shift from being tactical in nature, to offering strategic value to the business.

Becoming Future-Ready

EHS programs need to progressively mature their EHS programs at pace with tech modernization at its core



Single source simplicity

84% of EHS programs have not yet adopted a single source unified EHS platform

“ Building a single connected EHS ecosystem with unified data, control and action will keep EHS programs adapting at pace ”

Modernization of EHS programs with unified technology will be key to driving simplicity



Focus on de-risking

52%

say reducing incidents and injuries is the #1 expectation from EHS technology investment



Data unification

98%

of respondents with integrated data capturing and reporting emerge as being the most mature in terms of total EHS posture



Digital adoption

20%

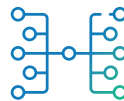
say they haven't adopted any EHS technology at all, preferring spreadsheets, paper and email to manage EHS programs

How can organizations improve their EHS readiness and become future-ready today?



Modernize with tomorrow's technology

Cloud · No-Code · Modular



Create single source simplicity

Data · Control · Visibility



Close the gap between data and action

Collect · Connect · Adapt

What's next?

Download the Full Report

- Access groundbreaking insights from global Health and Safety leaders
- Uncover hidden EHS blind spots to close the gaps
- Learn EHS best practice through world-class advisory intelligence



[Download the full report](#)

Take the EHS Readiness Diagnostic

- Assess your organizations EHS readiness
- Benchmark your EHS performance against the Global EHS Readiness Index (GERI)
- Receive a personalized report with actionable recommendations



[Start diagnostic now](#)

Methodology

In the second half of 2023, Focus Network, in collaboration with HSI, conducted 1,013 interviews and surveys of EHS decision-makers across the globe. An overview of the respondents of the research study is summarized below. Commissioned by HSI.



1,000+

EHS decision makers were interviewed and surveyed globally



24,000+

data points gathered in total

Senior decision makers responsible for the EHS function:

14%

C-suite executives

86%

Departmental heads



Organizations from over **19+ industries**

contributed



Organizations with employee size:

41%
1,000+

59%
<1,000

Global regions

37%

North America

29%

ANZ

26%

UK

7%

Other

Request a Demo

Let our experts show you how our next-gen technology can help modernize your program and unite your entire EHS universe in one place.

www.donesafe.com



About HSI Donesafe

HSI Donesafe, a global integrated EHSQ and ESG software leader, has redefined how modern workplaces realize safer, smarter, and more sustainable ways of working. Donesafe is an advanced cloud-native platform for achieving universal regulatory compliance, risk management and data reporting.

Built with next-generation no-code technology, the Donesafe platform boasts 50+ adaptive modules with virtually limitless configurability. This unmatched configurability empowers clients to effortlessly co-design their own modules with drag-and-drop ease, unlocking a world of possibilities, all managed within a single source platform.

Used by over 3 million people globally, the Donesafe platform is trusted by the world's largest organizations, including governments, for its next-level security, privacy, and authentication standards. It delivers a world-class suite of enterprise support services, integration connectivity, and business intelligence (BI) reporting capabilities, designed to keep future-ready workplaces adapting at pace.

For more information, visit: www.donesafe.com

HSI Donesafe is a division of HSI, a global single-source partner for EHS, ESG, training, compliance and professional development solutions. With over 40 years of experience supporting enterprises, including many Fortune 500 companies, our user base spans 22,000 customers across 71 countries.