

EVOTIX



I'M NOT
A STATISTIC

Behind Every Statistic Is A Human.

EVOTIX

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FOREWORD



Matthew Elson CEO

At Evotix, we believe every person deserves to work in a safe and fulfilling environment. Individuals, not statistics, are the heartbeat of organisations around the world. Each one contributes to your culture and chose to work at your business. They deserve the best. But are you doing enough to protect them? Are you doing enough to ensure they can return home after a day, or night at work? Are you looking after their physical and mental health?

The statistics would say no. The rate of workplace accidents is too high. Most derive from well understood and easily addressable causes. These same statistics conceal the personal stories and the impact that poor health and safety can have on people and their families. We say no more. We say, it's time to make a change. "I'm not a statistic" is about your people, they are your champions. Take care of them.

CONTENTS



SAFETY IS YOUR NUMBER ONE PRIORITY? WE CALL BS 7



BACKGROUNDS SHOULDN'T MATTER 9



MAKE SAFETY A WIN-WIN 11



LEVERAGE SAFETY AS A CORE BUSINESS VALUE 13



BE A CHANGEMAKER 15



EHS DOESN'T HAVE TO BE COMPLICATED 16

INTRODUCTION

Why are we starting with a definition?

Well, health, safety and wellbeing incidents and accidents are happening in workplaces across the world every single day. They are adding up to an unflattering statistic for employee health and safety, with estimates from the World Health Organization (WHO) and International Labour Organization (ILO) reporting 360,000 deaths per year due to occupational accidents. These aren't freak occurrences – they're common occurrences such as falls from height, being struck by moving vehicles, being trapped by structures and objects collapsing, coming into contact with moving machinery, or even incidents with dangerous animals.

This is concerning, but what these statistics don't show are each of the 360,000 individuals behind the numbers. After all, the most important asset a company has is its people. When organizations fail to address health and safety at the human level, it not only endangers the lives of employees, but negatively impacts overall culture, productivity and morale.

This is a human story, not a data story.

ENOUGH IS ENOUGH.



Statistic /st ´tistik/
noun

a quantity (such as the mean of a sample) that is computed from a sample specifically (Merriam-Webster)



WE CALL BS.

While most businesses pride themselves on caring for their employees' safety, some don't put those words into actions. With the high rate of workplace accidents, and in some countries not improving at all, it's hard to believe safety is a priority. Most accidents derive from well-understood and easily addressable causes – so why haven't they been addressed?

These same statistics conceal the personal stories and the impact that poor health and safety can have on people and their family. At Evotix, we say: no more. It's time to make a change.

For those businesses that claim "safety is our number one priority," we challenge you. Is that really true? How often is safety discussed at a leadership level? Or even at a board level? We don't accept the fact that accidents sometimes happen in the workplace. The numbers don't lie: there are too many accidents, and those accidents involve real people.

We understand that businesses cannot operate without profitability. But in reality, rather than eating into profit margins, safety is a driver for business success. It strengthens operations, drives engagement and improves productivity among employees. C-suite executives must realize this and make safety a top organizational priority.

Businesses need strong operations to perform well. This requires consistency, reliability and predictability – whether in the flow of activity or quality of output. They need to be able to identify and mitigate sources of disruption, respond quickly and decisively to any incidents, and learn from mistakes to create a culture of continuous improvement. Sound familiar? That's



because good safety management helps reinforce strong operational performance, and creates business value by making the process more effective.

Of course, 'continuous improvement' sounds impressive, but it's actually an achievable goal. What practical steps can be taken to achieve it? Engaged employees are key: not only are they more productive, but they are more likely to share their insights on what it's really like in the workplace, and what can be done to make it operate better.

Safety is a huge part of this, and a great topic for employee engagement. It demonstrates care for the employee and also helps generate ideas – both about safety and other operational improvements.

Businesses need to be honest with themselves and their employees. Of course, they need to turn a profit to stay operational – but safety isn't an impediment to that. Properly executed, good health and safety practices can bring significant business value.



BACKGROUND
SHOULDN'T
MATTER

What's even more concerning is that the most hazardous industries are those which are most likely to use casual (irregular employment, interim cover, short-term contracts, pay-as-you-work) and migrant labor on zero-hour contracts. In other words, there is a disproportionate impact on disadvantaged groups in society – people less likely to have the support systems needed to make full recoveries.

In addition, blue-collar earnings are on average half of white-collar earnings – yet, the fatality rate is five times higher. The discrepancy in the number of workplace incidents between those in lower income roles and higher income roles is vast – and that's before we consider the impact of poor working conditions on long-term physical and mental health.

For example, in the UK, agriculture – a notoriously difficult and low-paid industry – is responsible for just 1% of the total workforce, but 20% of all fatal accidents at work.

**Blue-collar
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MAKE SAFETY A WIN-WIN

Prioritizing safety shouldn't be sidelined in favor of other budgetary needs. The need for health and safety training, exercise and solutions shouldn't come at the expense of other important factors. Businesses need to fulfil their purpose, serve their customers, satisfy stakeholders and remain profitable. Companies are concerned about worker productivity and output, and with the Great Resignation as a global phenomenon, retaining talent can be a major headache that is hindering the recovery of entire industries after the pandemic.

However, none of this should mean that safety considerations take a back seat. Businesses like to highlight their purpose

beyond creating shareholder value. They have commitments to delivering environmental, social and governance objections, and to reflect and support a wider, more diverse set of stakeholders. And it should go without saying that this must include concrete actions that demonstrate they believe that every person has the right to operate in a safe and fulfilling workplace.

Not only do employers have a moral responsibility, but it makes business sense as well. Accidents disrupt output, reduce productivity, damage morale and reputation, and can cause serious damage to the bottom line.





LEVERAGE SAFETY AS A CORE BUSINESS VALUE

Research has shown that for every dollar saved in direct health care costs, employers receive an extra \$2.30 in improved performance and productivity. Health and safety precautions aren't an impediment to business efficiency – in reality, the two go hand in hand. Making safety your number one concern is a great way of keeping your employees happy, healthy and engaged.

You can join us in our mission to break the cycle. Here are three steps to get started:

1. Re-examine your culture

Evaluate the culture of safety within your workplaces and factory floors.

Ask: What are the prevailing attitudes around health and well-being? Who models your safety standards? Do managers have an unconscious bias for production over safety? Is your team aware of common risks and threats to their health? Does there need to be more easily accessible information on processes? Is safety seen as a burden or as a business advantage?

Taking a close look at how things are will give you an idea of what needs changing. And you'll quickly realize that checking off the boxes on a generic EHS audit list just won't cut it.

Your solution must be personal and targeted.



2. Re-examine your processes

The next step to ensure preventable accidents are a thing of the past is to reassess how things work in the present.

Put yourself in the shoes of your workforce. Ask: How easy is it to report an incident, hazard or near-miss? If I survived one of those events, how do I report it? If I've logged a report, who's reviewing the accident and what remedial actions are being taken?

Activating practical and user-friendly steps, especially in emergency situations, will give you clarity on how safe your work environments really are. Because identifying where, when and how these accidents are happening will only ensure they're remediated, and your employees feel safe.

Encourage reporting and make it easy.

3. Re-examine how technology can help

Now that you have an idea of prevailing attitudes and behaviors around safety, start to think about how technology can support your vision of a safer workplace.

Not every tool or software out there will work for your organization. But, depending on the need you've found, the latest smart tools could help you put action to your vision.

Some apps can support training, helping you empower and educate workers to take a more proactive approach to their own health and well-being. Others could help you get more insight into your business, putting the right information in your hands in real time so you can take the necessary actions to reduce risk. Some solutions do both and even offer in-the-flow training so employees learn right on the spot how to use equipment. Talk about upping your safety game!

Just remember to choose a solution that addresses your business's specific need.

WE HAVE
OTHERS
TO THINK
ABOUT



BE A CHANGEMAKER

As we've covered, behind every statistic is a human.

Your employees should be your priority. Workplace accidents effect their careers, their families and their futures. At Evotix, we're on a mission to help people and their organizations create safer, smarter futures. We're here to help businesses reduce those statistics.

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It's time to make a change. I'm Not A Statistic is about your people, they are your champions.

Take care of them.

– Matthew Elson
Evotix, CEO



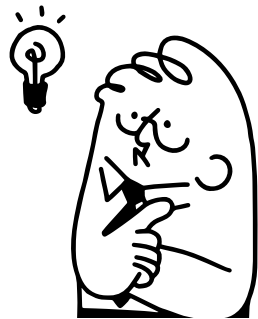
EHS DOES NOT HAVE TO BE COMPLICATED.

With the right strategy that takes a fresh look at how your people, processes and technology come together, you can build a future that's safer and smarter. That's what every employee deserves.

Empower your colleagues to realize a higher stand of workplace safety.

Evotix helps you tackle your most pressing EHS and well-being challenges with our innovative software solutions.

Ready to become an EHS change maker in your organization?



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