



Peter Cavada  
Industriestrasse 56  
FL 9491 Ruggell  
Tel: +43 (0)699 17219518  
Mail: p.cavada@cp-consulting.li

for



EUROPEAN  
RENTAL  
ASSOCIATION

# OCCUPATIONAL SAFETY AND HEALTH

EXECUTIVE SUMMARY AND CORE RESULTS

## **CARING FOR PEOPLE – PASSIONATE ABOUT HEALTH & SAFETY**

In the working environment of the rental industry with its increasing complexity and demanding productivity challenges employee health and safety is not only a legal obligation. It is a basic human right and a prerequisite for establishing the industry sector as an attractive employer. “Caring for people” must include the passion to create and offer working conditions in which team members are able to perform their tasks safely and without risking their health.

This engagement and commitment for occupational health and safety does not only create a more productive team. It also strengthens the trust and loyalty of the employees. Companies investing into health and safety profit from lower absence rates, higher productivity, more innovation, and quality work due to smooth processes with no interruptions.

“Occupational Health and Safety” (OSH) is more than a rule or regulation. It is a promise for a good future, in which every team member will leave work in healthy and safe manner.

### **ERA OSH INITIATIVE**

In a time with fast and dramatic changes the European Rental Association and its partners face the challenge to not only remaining competitive but also having a positive impact on society and the environment. In 2023, safety has been designated by the ERA Board as a priority in the ERA 3-year Strategic plan, to improve the attractiveness of the equipment rental industry.

Based on a defined focus from the ERA Sustainability Committee and the long-term target to establish the rental industry as an attractive employer the “OSH working group” was launched in late 2023.

With the innovative concept of an “ERA OSH Toolbox” the team designed the structure and developed content to support OSH managers with rental industry specific health & safety material.

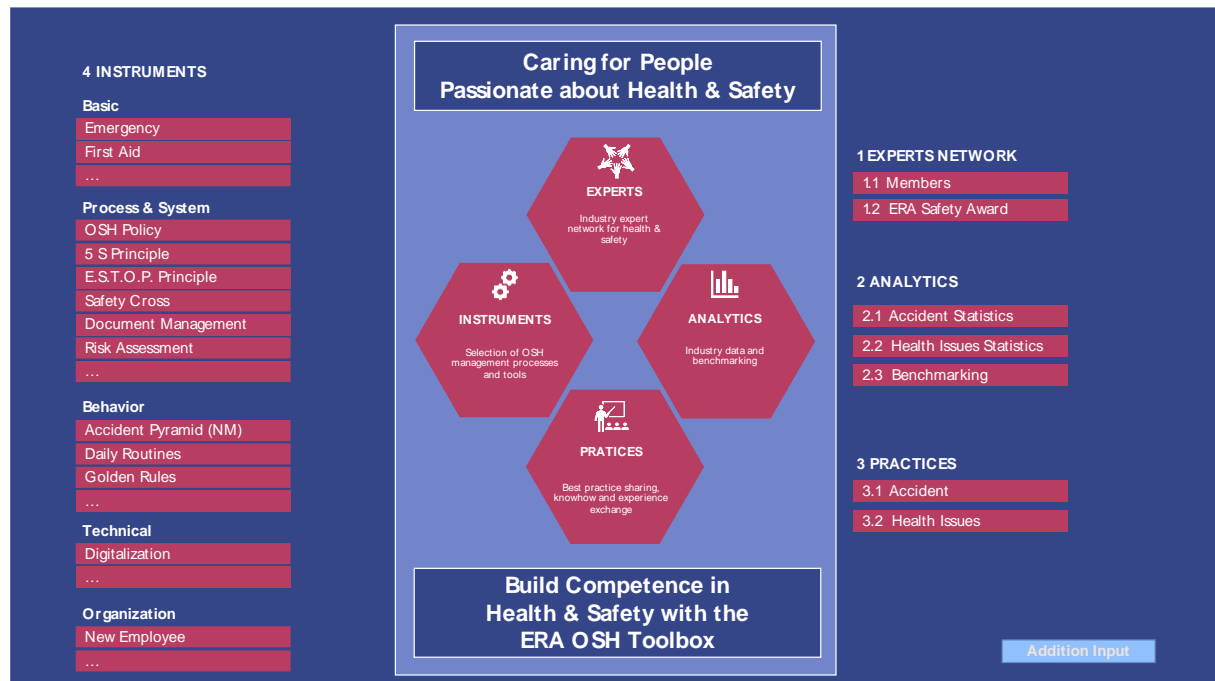
### **ERA OSH TOOLBOX**

While national rental association focuses on technicalities and legal aspects the “ERA OSH Toolbox” and is going beyond legal obligations.

With its objectives to create a rental specific knowhow platform and a data driven benchmarking tool it can play a vital role to further develop the health and safety culture in equipment rental companies. Ultimately it will become the “place to go” in respect to know-how and sector specific health & safety data

With a first analyses of accident data for 2022 from nine leading rental companies covering 22’000 employees an excellent starting point is available. These first results indicate that the accidents rates are in the mid-field of comparable industries. Especially the construction industry with its high safety exposure has developed over the years and put worker safety typically as one of their key priorities.

By focusing on “occupational” health & safety first the foundation is established to further elaborate on opportunities to support customers. Furthermore, a more detailed and broader database could help to create a feedback loop about safety issues to OEM’s.



Specifically, to date the ERA OSH Toolbox consists of:

- ERA OSH Purpose Statement
- ERA OSH Policy template for rental companies
- Rental industry accident statistics 2022 and a corresponding collection of best practices
- ERA Accidents benchmarking - definition and template
- Report and best practices on work-related health issues

## BENEFITS FOR SAFETY MANAGERS and THE INDUSTRY

With the paradigm “from the industry – for the industry” the ERA OSH Toolbox is a unique source for industry specific benchmarks, support material, documentation, and templates.

Today every health and safety manager in every company is developing basically the same material and documents. Meaning “reinventing the wheel” every time which is in fact a productivity killer throughout the industry.

This more culture and process-oriented material is an addition source to the technical focus and documentations provided by national associations.

With the ready to use “3-step” benchmarking instruction, the OSH Policy template including example formulations, OSH instrument one-pagers, and an accident analysis including best practices from the industry a first milestone is reached.

## LEGAL ASPECTS

Within the OSH regulation the “89/391/EEC” – Improvement of Health & Safety of Workers at Work” the general principles concerning the prevention of occupational risks, the protection of safety and health, the elimination of risk and accident factors, the informing, consultation, balanced participation, and training of workers. More specific obligations especially valid for the construction industry are specified under the EU directive “92/57/EEC”.

All regulatory obligations typically describe the “What?” but rarely the “How?”. Especially for the “How” the ERA OSH Toolbox will provide support and ready to use and easy to adapt material. Experience from EU wide operating rental companies and OEMs show that OSH related material can be standardized to very high extend. Only the last percentage points need to be adapted to some local details.

With the CSRD (Corporate Sustainability Reporting Directive) and the corresponding ESRS (European Sustainability Reporting Standard) under the chapter ESRS-S2 “Workers in the value chain” addition requirements regarding health and safety are defined. The minimum required reporting aspects are governance, strategies, management of impact-risk-opportunity, as well as metrics and target. The “ERA OSH Toolbox” can play a role in providing the industry with concrete, ready to use and easy to adapt working material.

## NEXT DEVELOPMENT OPPORTUNITIES

Based on the material on hand and in-depth discussions within the working group a concrete and stepped working plan for further developing the “ERA OSH Toolbox” can be defined along three cornerstones.

- With “Benchmarking” being a top priority a systematic further expansion of the accident data base (periodicity, data collection process, level of information & parameters, participation) as well as the development of an online tool would generate a unique platform.
- Besides having in principle good data availability for accidents, data about work related health issues are not available right now. With getting more pressure on reporting from the ESRS, collecting and analyzing health related data will become a priority.
- Finally, the continued further expansion of the know-how platform with best practices from the industry to gain further width and depth.

Steered by the ERA OSH Working Group and the guiding principle “caring for people – passionate about health and safety” the “ERA OSH Toolbox” will become the go-to-source for developing the health and safety culture within the industry.