Safety and health at work is everyone's concern. It's good for you. It's good for business.

Healthy Workplaces Campaign 2023-2025

Healthy Workplaces Good Practice Awards 2023-2025

Awarded and commended examples

European Agency for Safety and Health at Work

Healthy Workplaces

Luxembourg: Publications Office of the European Union, 2025

Print: ISBN 978-92-9402-403-9, doi:10.2802/9881320, TE-01-25-004-EN-C
PDF: ISBN 978-92-9402-402-2, doi:10.2802/0557047, TE-01-25-004-EN-N

For one-click access to websites and references please consult the online version of this guide at:
https://osha.europa.eu/en/publications.

Contents

Foreword by the Jury Chair

The Healthy Workplaces Good Practice Awards recognise innovative and sustainable approaches to managing occupational safety and health (OSH). The awards are organised by the European Agency for Safety and Health at Work (EU-OSHA) as part of their pan-European Healthy Workplaces Campaigns.

The focus of the 2023-2025 campaign – **Safe and healthy work in the digital age** – is to raise awareness of both the opportunities and risks for OSH that digital transformation brings to the way we work. It promotes a human-centred approach and cooperation between all stakeholders to prevent risks. In addition, the campaign helps to ensure worker safety and health and business productivity by sharing practical tips and good practice case studies.

The Good Practice Awards play a major role in demonstrating the benefits of good safety and health practice, while providing a platform for sharing knowledge and experience. The 2023-2025 awards focus on small and large companies and organisations that demonstrate an outstanding commitment to actively preventing OSH risks related to the introduction of digital systems in the workplace.

The pan-European tripartite jury that I chaired reviewed 34 applications from 21 EU and candidate countries for the 2023-2025 awards. These applications were submitted by companies and organisations from a wide range of sectors. The jury comprised representatives from various organisations and bodies—the European Commission's Directorate-General for Employment, Social Affairs and Inclusion, employer, worker and government representatives from EU-OSHA's Management Board, and as an independent academic, I also served on the jury. Of the 34 applicants, we awarded 6 organisations and commended another 11.

This booklet showcases the awarded and commended examples of good practice, providing a brief description of each intervention or initiative implemented. The issues faced by each company or organisation, the actions taken to address them and the results achieved are described. The examples presented could inform any company or organisation's OSH strategy, regardless of size, sector, or EU Member State, by tailoring aspects of the interventions described to individual characteristics and needs.

Jury Chair Óscar Molina is Associate Professor at the Autonomous University of Barcelona (UAB) and Director of the Institute for Labour Studies (IET).

Introduction

Why is it important to manage risks related to digitalisation at work?

The increasing adoption of digital technologies in workplaces across Europe has raised concerns over its implications on workers' safety and health. Digital tools and devices, such as artificial intelligence (AI), virtual reality, cloud computing, algorithms, advanced robotics, drones and automation are being integrated in workplaces and work processes and arrangements. These emerging digital technologies are enabling new forms of work—such as platform work, remote, hybrid, and telework—while also introducing new ways of organising work, including algorithmic management of workers. They are evolving so quickly that legislation has difficulty keeping pace.

However, legislation is moving forward. The Directive on Platform Work (2024) sets standards to improve working conditions for digital platform work and introduces rules regulating algorithmic management. The EU Artificial Intelligence Act (2024), the first-ever comprehensive legal framework on AI, aims to foster trustworthy AI in Europe.

The timing is ideal for the 2023-2025 Healthy Workplaces Campaign to address the challenges and opportunities that digitalisation presents in the workplace. It aims to raise awareness of emerging OSH risks and policies, while also promoting the potential benefits.

What are the OSH risks?

Findings from the 2022 OSH Pulse survey underscore the presence of various psychosocial risks associated with the use of digital technologies, suggesting that European workers are increasingly exposed to these challenges. In particular, workers report that the use of digital technologies in the workplace:

- determines the speed or pace of their work (52% of workers);
- results in solitary work (reported by 44% of workers);
- increases surveillance on workers (37% of workers);
- increases workload (33% of workers);
- reduces autonomy at work (19% of workers).

All of them are psychosocial risks that – if not properly managed – can have a negative impact in terms of stress and mental health issues.

The first findings from the 2024 European Survey of Enterprises on New and Emerging Risks (ESENER)[1] also highlight physical and psychosocial risk factors in European companies linked to digitalisation at work:

- prolonged sitting (mentioned by 54% of companies);
- repetitive hand or arm movements (mentioned by 47% of companies);
- increased work intensity (34% of companies);
- information overload (32% of companies);
- blurring boundaries between work and private life (27% of companies).

What are the opportunities for OSH?

Digital solutions can contribute to OSH improvement and support risk prevention provided their adoption is based on a **human-in-control approach** and are implemented in a way that includes **worker involvement and training**. This year's Healthy Workplaces Campaign winners and runners-up are recognised for their good practices by introducing a variety of innovative digital solutions, such as:

- customised smart robots to reduce MSD-related risks;
- automated driving systems with AI sensors to reduce stress and prevent collisions;
- wearable devices, drones and cameras to prevent workplace accidents;
- virtual reality systems to provide training in hazardous situations;
- online fitness platforms and counselling to support psychological and nutritional wellbeing.

The examples in this booklet demonstrate what can be achieved when an organisation takes a proactive approach to reducing OSH risks in the workplace by implementing appropriate measures and instilling a culture of prevention.

1 From May to October 2024, 41,458 establishments across all sectors employing at least five people were surveyed in the EU-27, Iceland, Norway and Switzerland. Although the questionnaire was similar to those of 2014 and 2019 for comparisons, specific questions were introduced to reflect the impact of digitalisation at work. The first findings are reported here, and more detailed results and analyses will be presented in forthcoming publications.

Recognising good practice – the jury's selection criteria

Applicants had to demonstrate innovative and sustainable approaches to managing risks related to digitalisation of the workplace. The jury looked for clear examples that illustrated a holistic approach to OSH prevention and management as a result of effective participation, including the involvement of workers and their representatives, and the clear commitment of senior management.

The jury also addressed these questions when selecting the awarded and commended examples:

- Do collective measures take priority over interventions that focus on the individual?
- Do the measures result in real and distinct OSH improvements in terms of risk prevention and management?
- Can the intervention be transferred to other workplaces in EU Member States?
- Does the intervention meet or exceed minimum legislative requirements of the EU Member State where implemented?

More information

A wealth of information and resources on OSH is available in more than 20 European languages on the EU-OSHA website: https://osha.europa.eu/en. Further information can be accessed on the 2023-2025 Healthy Workplaces Campaign 'Safe and healthy work in the digital age' at https://healthy-workplaces.osha.europa.eu/en.

Acknowledgements

EU-OSHA is grateful for the beneficial support its national Focal Points throughout Europe provide to the Healthy Workplaces Campaigns and other awareness-raising activities, and particularly for nominating and assessing applicants for the Good Practice Awards.

EU-OSHA wishes to thank the members of the 2023-2025 Good Practice Awards jury:

Óscar Molina, Chair of the jury; Michael Gillen, Management Board Member, employers' representative; Mercedes Tejedor, Management Board Member, governments' representative; Andreas Stoimenidis, Management Board Member, workers' representative; Jesús Álvarez, European Commission, Directorate-General for Employment, Social Affairs and Inclusion.

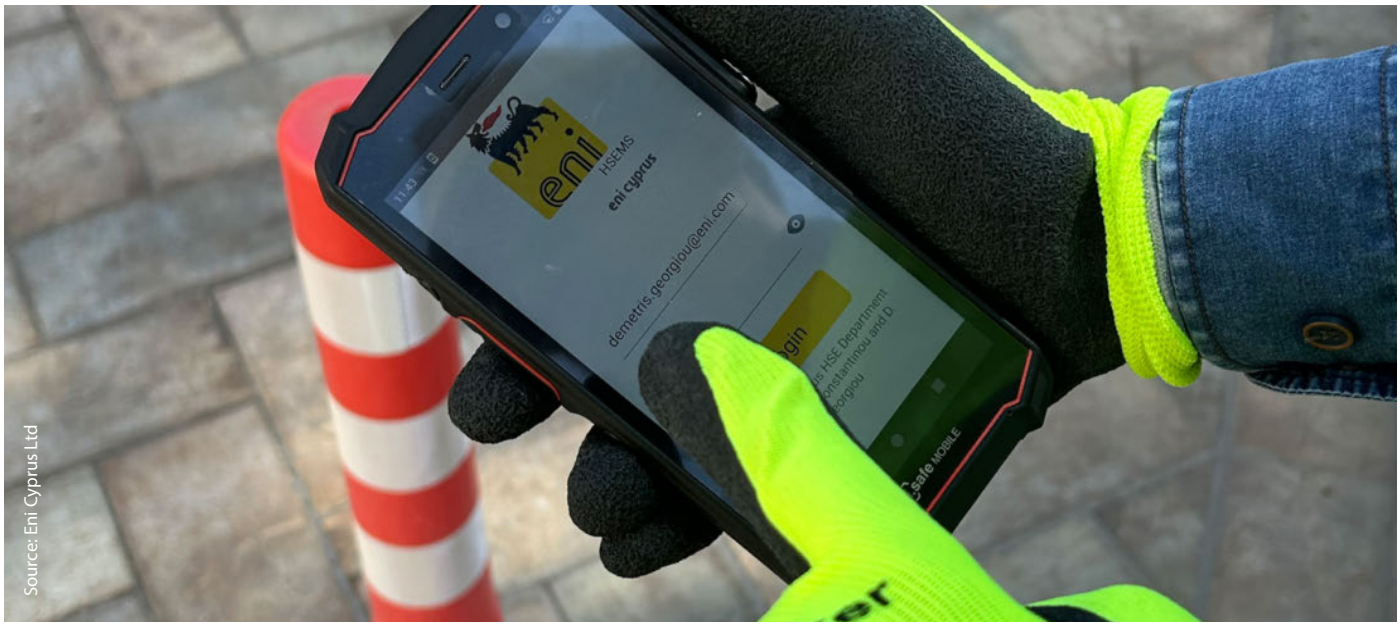
Mobile and web application for compliance verification of safety and health requirements in oil and gas production

AWARDED

Eni Cyprus Ltd

Cyprus

www.eni.com



Source: Eni Cyprus Ltd

Background

Eni Cyprus is involved in the exploration and production of natural oil and gas, with significant discoveries of fields off the Cyprus coast that enable supply to Europe and the eastern Mediterranean area. The company has 36 workers and works with contractors under their supervision. Its workplaces include offices, onshore equipment storage areas (lifting operations, ship loading-unloading), offshore drilling rigs in marine waters, supply vessels and a helicopter station.

Offshore oil and gas exploration operations involve several safety and health risks for workers, such as those related to the work environment, facility conditions and equipment usage. To manage and mitigate risks, the company and its contractors assigned with the execution of the operations have to rigidly adhere to safety and health legislation, protocols and safe systems of work for the protection of human health and the environment.

The company's health and safety management system consists of 40 procedures and 8 operating instructions, as well as a number of safety and health measures that must be implemented during work execution. At the same time, workers in some of these workplaces are not permanent, nor familiar with Cypriot legislation and the company's safety and health practices. These factors make the work of technical staff and safety and health supervisors particularly demanding in terms of complying with the safety and health system and measures at the company's workplaces.

Aims

The aim is to benefit from digital technologies by introducing a mobile phone and web application that will facilitate compliance with the requirements of the Health, Safety and Environmental Integrated Management System (HSE IMS) during operations. The application will make it easier to familiarise workers efficiently with necessary procedures during the execution of tasks, while providing early detection of weak areas and weak signals to prevent accidents.

What was done and how?

In 2019, Eni Cyprus developed a digital tool to facilitate reference to the requirements and provisions of the HSE IMS. A popular spreadsheet software was set up to cover each type of work task and checklists per HSE topic. The purpose was to be able to verify the implementation of the HSE IMS provisions during the planning and execution of each work assignment. The file also included links to the HSE IMS documents (procedures and forms) for easy access.

By the end of 2022, the idea evolved and was transferred to an application for mobile devices and computers. The application is a user-friendly tool that concisely presents the main points of verification for the HSE IMS by any site supervisor, even in environments without internet access and regardless of the duration of employment with the company.

What was achieved?

The application was initially used during the company's offshore drilling operations in 2023 and 2024. The effective results allowed the office-based HSE team to focus on specific areas of OSH improvement by implementing more targeted health and safety campaigns, training, talks and awareness-raising initiatives aimed at the relevant personnel. These additional measures could be taken after analysing information and indices taken from employees using the application, by observing HSE conditions during their daily visits to the sites and by filling in the questionnaires and checklists for the specific work tasks (e.g. lifting operations, working at heights, working in confined spaces, housekeeping). As a result, the company's HSE performance has improved, and accident prevention was achieved with positive results for human health and the environment.

Success factors

The use of the mobile HSE application on site has contributed to the timely identification of weak signals and helped the teams respond proactively to prevent incidents. This also saves time from incident investigations and time loss due to accidents. Another advantage is that it directly introduces provisions to workers who are newly assigned to the work project, saving time during their familiarisation with the HSE IMS. The automatic digital data analysis of the input submitted through the checklists immediately highlights weak areas in an effective way. In addition, the tool's simple interface has facilitated the use of the application by all workers in a short time.

Transferability

The HSE application could easily be transferred to companies of all sizes in the oil and gas sector. It would also be of benefit to other sectors, such as those related to energy, construction and mining, where it is necessary to manage workplace risks, environmental risks and worker safety, health and wellbeing.

Source: Eni Cyprus Ltd

Costs and benefits

The costs include the purchase of ATEX devices (i.e. devices for uses in explosive atmospheres) and the development and installation of the HSE application in mobile phones, ATEX devices and computers, plus fees to maintain the application.

Through the exact verification of safety, health and environment requirements in all workplaces, the company has seen improvements in accident prevention, as well as in the level of compliance and awareness-raising over HSE matters.

Key features of good practice example

- The HSE application facilitates the early detection of weak signals.
- The application enables the statistical analysis of weak signals, which can lead to targeted and informative training of the personnel involved in the relevant work assignments, as well as the adoption of corrective and preventive actions.
- Overall, the HSE application enhances accident prevention and could evolve into a tool aimed at the partial prediction of accidents.

Further information

Further information can be found at:
https://www.eni.com/en-IT/actions/global-activities/cyprus.html

The use of the mobile health, safety and environment application on site has contributed to the timely identification of weak signals and helped the teams respond proactively to prevent incidents.

New technologies and digital tools to improve safety, health and wellbeing in telecommunications

AWARDED

Hellenic Telecommunications Organisation S.A. (OTE Group)

Greece

www.cosmote.gr

Background

Hellenic Telecommunications Organisation (OTE Group), a member of Deutsche Telekom, is the largest telecommunications organisation in Greece. It employs 13,685 people in a variety of roles, such as retail salespeople; technicians and line workers; employees in offices, warehouses and call centres; as well as contracted third-party companies.

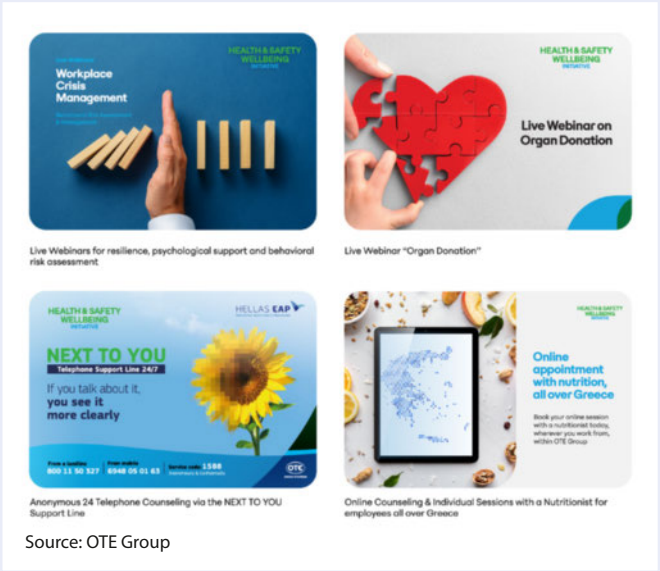
OTE Group recognises that fostering the culture of safety and health at work positively impacts not only its activities, but also employees, customers, contractors, suppliers and partners, as well as society in general. Its main priority is compliance with the requirements of relevant legislation and international standards and their implementation across all facilities and activities of OTE Group in Greece, including the adoption and implementation of workplace health promotion programmes and specific activities for worker wellness.

Aims

By adopting and making use of digital systems and tools to provide safe working conditions and implementing health and wellness programmes, OTE Group aims to prevent the risk of accidents and injuries while also promoting employee mental health and quality of life.

What was done and how?

All actions implemented by OTE Group's Health and Safety Unit are provided free of charge to its employees across Greece. Actions are designed based on the Occupational Risk Assessment Study, which aims to identify and evaluate risks related to production processes and employees, ensuring their safety and health. All risks are examined, and measures are proposed to prevent or mitigate them. The study emphasises active monitoring and continuous improvement of working conditions to minimise risks and promote employee safety, health and wellbeing, while also taking into account the challenges of the new digital era.



Source: OTE Group

Digital technologies as tools to improve safety and prevent risks

- Drones were introduced to reduce risks at mobile phone base stations. For example, photos or videos taken by drones enable remote checks and inspections, reducing the need for workers to climb great heights.
- With the help of drones, digital 3D office models were created to simulate realistic evacuation scenarios for emergencies.
- Training programmes using virtual reality were created for technicians to recognise hazards and respond to emergencies. Trainees participated in virtual scenarios simulating hazardous conditions, such as fires and evacuation drills and falls from a height. As part of continuous training for Building Incident Controller and Incident Response Team groups, an online seminar was organised with speakers from the Earthquake Planning and Protection Organisation and the fire brigade. The aim was to inform and proactively prepare for effective management of emergencies and incidents due to natural disasters.

Digital technologies to promote workers' wellbeing

Webinars and online seminars

- The training programme Behavioural Risk Assessment and Management was created for line managers to recognise and manage deviant behaviour in the workplace.
- The Live without Bullying webinar focused on managing bullying and the communication channels that one can approach for prevention.
- The Emotional Management webinar aimed at helping employees develop skills to react constructively to people or events.
- The Organ Donation webinar was held on National Organ Donation and Transplantation Day.
- Live webinars on Mind and Nourishment aimed to improve the dietary habits of employees.

Counselling services

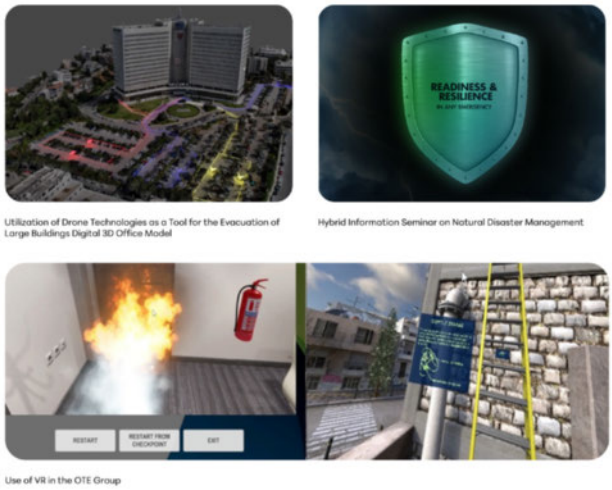
- Anonymous telephone counselling via the Next to You support line offers guidance from specialised psychologists to manage personal, family or work-related issues that may affect employee productivity, functionality and psychosocial health.
- One-on-one online counselling with specialised psychologists is available by appointment.
- Employees can arrange individual online sessions with a nutritionist.

Fitness and exercise

- Since 2021, The Coach online fitness and wellness platform is available on demand, with over 450 workouts in Pilates, yoga and dance, featuring more than 25 coaches, onscreen metrics and a mobile running app.
- The Inno Gym Instructor (a user-friendly robot) visits offices in collaboration with a trainer to demonstrate simple posture exercises and stretches that can be done daily at the office, aiming to promote and maintain musculoskeletal health.

What was achieved?

OTE Group has leveraged digital tools and new technologies to meet its ever-increasing needs for training and occupational safety and health. Digital tools, accessible to all employees, were used to facilitate online work, collaboration, training, physical exercise and wellbeing. All actions were designed in consultation with workforce representatives and with support from professional experts, taking a holistic approach that focuses on the employees. Many of the educational content programmes of short duration have been implemented within working hours, significantly improving employees' professional daily life. For a company with a wide geographical spread across Greece, the use of digital technologies for training and raising employee awareness is extremely effective, as it provides access to training materials and resources regardless of workforce location.



Source: OTE Group

Over 9,000 employees have engaged in the various training programmes and activities that promote safety, health and wellness in the workplace.

Success factors

The use of drones and virtual reality improves safety at base stations and promotes employee training in environments free from physical hazards. Drones allow for remote inspections and reduce the need for ascents, while digital 3D models help create realistic evacuation scenarios. Hybrid informational seminars and virtual reality training sessions enhance knowledge and readiness for responding to natural disasters and crises.

Health and wellness programmes, such as webinars focused on mental health and nutrition, the support hotline and The Coach platform, promote the wellbeing of employees. The use of the Inno robot for training supports health and fitness in the workplace. These actions contribute to improving safety and health, providing practical solutions and innovations.

Transferability

As a whole, in combination or individually, these initiatives could suitably be adapted by organisations of any size across numerous sectors.

Costs and benefits

OTE Group recognises the importance of integrating modern technologies, such as drones, virtual reality and wellness platforms, in ensuring the safety and health of employees. Investments in these tools are not merely innovations, but essential contributions to improving operational efficiency and productivity. Despite the initial economic costs involved, benefits such as cost reduction, accident prevention, and improved mental and physical wellbeing far exceed the expenses. These technologies enable OTE Group to offer a safer working environment, promote the professional development of employees and ensure a better work-life balance, overall boosting its competitiveness and social responsibility.

Key features of good practice example

- Initiatives include a variety of digital tools in combination with the adoption of various wellness activities and targeted training programmes to improve the safety, health and the wellness of workers.
- Initiatives take a holistic approach that focuses on both the physical and mental health of the workforce.
- Efforts to adopt and implement workplace health and wellness promotion activities go beyond national requirements.
- The majority of personnel have embraced and participate in the various workplace health and wellness promotion activities.

Further information

Further information can be found at:
https://www.cosmote.gr

References and resources

https://youtu.be/YeihRcc_uT8
Hellas EAP – Employee Assistance Programs
Online Προγράμματα Γυμναστικής - Χορού | The Coach

The use of digital technologies for training and raising employee awareness is extremely effective, as it provides access to training materials and resources regardless of workforce location.

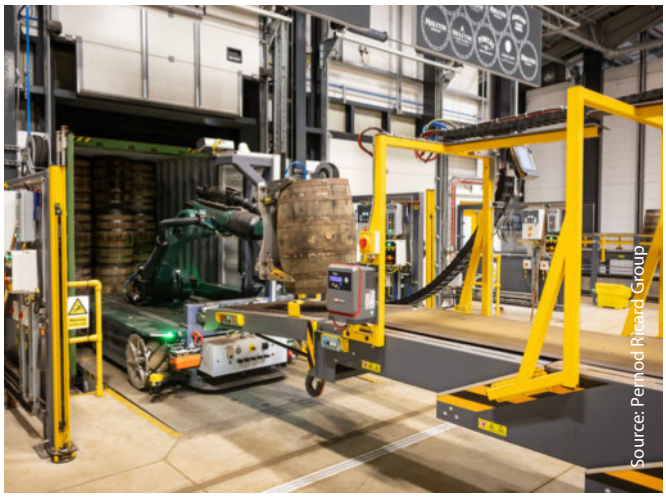
Robotic barrel unloading system to reduce risk of musculoskeletal injuries

AWARDED

Midleton Distillery of Irish Distillers, Pernod Ricard Group

Ireland

www.pernod-ricard.com/en



Source: Pernod Ricard Group

Background

Midleton Distillery, with over 240 workers, is a key player in Ireland's whisky production. The distillery is owned by Irish Distillers, a subsidiary of the global Pernod Ricard Group. With a long-standing tradition of excellence and a commitment to craftsmanship, Midleton Distillery handles large volumes of whisky barrels daily. The safety and health of employees is their top priority, striving for zero accidents implemented through their Taking Care of Each Other programme.

Empty barrels are transported to Midleton Distillery in large shipping containers, stacked three high with up to 208 barrels per container. Until recently, the barrels were manually unloaded onto a carousel by two operators. The team at Midleton Distillery identified this unloading operation as a high-risk activity with several musculoskeletal risks due to: the heavy weight of the empty barrels; the risk of barrels falling onto operators due to the potential dislodgement of barrels during transit; and operators not being able to stand upright inside the container, meaning that they needed to drop empty 60 kg barrels from the top layer to remove them from the container or walk in an awkward posture on top of the base row of barrels. The consequences of such operations were lower back injury, crush injuries, and exposure to dust in confined spaces. Despite implementing organisational controls to mitigate risks, such as rotation of operations, reduction of the barrel stacks to two, additional personal protective equipment and increased training, accidents continued to occur.

Aims

The company seeks to explore automated or robotic solutions that will eliminate as many occupational safety and health (OSH) risks from its barrel handling process as possible to improve employee safety, health and wellbeing.

What was done and how?

Midleton Distillery consulted with Pilz, an automation technology firm, in 2017 to explore automated options regarding barrel unloading. A project team was formed, comprising Pilz consultants and members from the health and safety, engineering and operations teams at Midleton Distillery. It also included the operators who would eventually run the equipment.

No off-the-shelf solution was available, so they decided to develop an innovative and previously untested concept using a combination of robotics and AI to automate the barrel handling process. The project team worked together from the initial concept through the design, commissioning and operational stages.

Consultation with safety representatives also took place on a regular basis, and both were very closely involved with the project. Various options were evaluated until the team finally agreed on the development of a tailor-made autonomous mobile robot (AMR) guided by an AI vision system that offered full flexibility in reach, travel path and 360-degree orientation. It was selected for its ability to minimise manual intervention and effectively address the identified risks.

Over a three-year period, the AMR system was developed, installed and commissioned at Midleton Distillery. It became fully operational in the summer of 2024.

What was achieved?

The AMR system increases safety and efficiency, addressing the risks associated with manual unloading and accommodating the variability in barrel placement and sizes. As a result, there has been significant improvement in worker health, safety and wellbeing at the facility. The system has a high-performance level for all primary safety features, including safety circuits, light curtains, e-stops, safety gates, 2D floor scanners and a trapped key Safety System. This level of protection enables a number of critical

operator interactions with the system, while ensuring operator safety at all times.

Using the trapped key, operators can protect themselves and alert the system to their presence. This is done while accessing a bay adjacent to the robot to prepare for the arrival or departure of another truck without stopping operations. In the event of an inadvertent step towards a working robot zone, the light curtains that segregate each bay will bring the robot to an immediate stop. The 2D floor scanners also protect operators by stopping the robot's hazardous movements when the safety zone is entered.

Success factors

- Health and safety is a priority at Midleton Distillery, with a zero accidents objective implemented through their Taking Care of Each Other programme.
- There has been a 100% reduction in accidents.
- Senior management's commitment and the genuine collaboration between management and workers contributed to the programme's success.
- Involving the operators in all stages of the project gave them a sense of ownership and was key to its effective implementation.
- The robotic system is engineered to minimise manual intervention while maintaining a human-in-command approach. This ensures operators always remain in control of the process.
- The design ensures operators can safely operate equipment and make decisions from a secure area, with protocols in place for safe interventions when necessary.
- The system complies with machinery safety standards and Pernod Ricard's Machinery Safety Operating Requirements.

Transferability

The robotic system could be adapted for use at other Pernod Ricard sites or similar distilleries that take in barrels. In fact, other distilleries have already expressed interest in the technology, and Pernod Ricard and Irish Distillers are keen on transferring knowledge and sharing the benefits of this technology.

Due to its scalability, this type of technology is also suitable for use across many industries and sectors that handle barrels of various sizes and other containers.

Costs and benefits

The significant cost of the robotic system is immaterial when compared to the costs associated with poor health and safety, injuries to workers, lost hours and insurance costs. Since its introduction, no accidents related to barrel handling have been reported.


Source: Pernod Ricard Group

The fact that the system can unload barrels stacked in threes rather than twos (as would have been the case with other solutions) is estimated to reduce the number of containers by 463, with a cost savings of €1.38 million per year.

Key features of good practice example

- **Significant risk reduction** – The level of operator manual interaction and associated high-risk tasks have been greatly minimised.
- **Container capacity** – The system can handle containers with barrels stacked three high.
- **Cask size variability** – The system can effectively manage variations in cask sizes.
- **Operator upskilling** – The system was designed in consultation with operators who were involved in all stages of the process, including an extended commissioning and training phase. This enabled operators to gain experience and develop new skills.
- **Future enhancements** – The technology has potential for future upgrades to handle larger barrel types.
- **Scalability** – The solution can be adapted for use at other Pernod Ricard sites that handle barrels.
- **Compliance** – The system fully complies with both local legislative requirements and Pernod Ricard standards, including risk assessment.

Further information

Further information can be found at:
https://www.pernod-ricard.com/en

The AI-based robotic system is engineered to minimise manual intervention while maintaining a human-in-command approach.

Digital solutions for safety and health in precision farming in vineyard work

AWARDED

Perla del Garda (Morenica Società Agricola a Responsabilità Limitata) Italy

www.perladelgarda.it

Source: Perla del Garda

Background

The vineyard of the Perla del Garda winery of the Morenica agricultural company is located in the municipality of Lonato del Garda, Italy. The family farm employs 22 workers, of which 13 work in the winery.

The company produces wines with three protected designations of origin: Lugana Doc, Garda Doc, Riviera del Garda Classico Valtènesi Doc. Since 2022, its vineyards have been organically cultivated (Sidel certified) and are deemed sustainable according to national quality protocols: SQNPI and MAKE IT SUSTAINABLE. In 2024, the winery was also awarded the Equalitas certification, recognising its commitment to sustainable environmental practices and an ethical-social approach to the safety and health of workers. In 2025, Perla del Garda has achieved a new certification: VIVA Viticoltura Sostenibile.

Work in the vineyards is carried out in the narrow lanes between rows of grapevines by human-driven tractors equipped with specific rear and/or front tools depending on the processes required.

Driving the tractor in the narrow lanes requires precision, accuracy and experience. Hazardous situations can occur while driving the tractor, such as collisions with vines, transverse overturning or running into workers, animals or obstacles in the lanes. The operators must carry out activities that require the utmost attention, while keeping control over both the progress of the tractor in motion and the work carried out by the tool in use.

For example, a rear mulcher is used during the maintenance phase of the row lanes. The operator must steer the tractor in such a way as to keep it in the centre of the row, check for obstructions and, at the same time, watch over the work done by the tool. Operators must constantly rotate their gaze from the front to the rear of the tractor where the tool is mounted. If not properly managed, workers' effort, stress and tension can have adverse effects both on production (damage to the rows) and on workers' safety and health.

Aims

The aim is to install automated driving technology with safety features on the vineyard's existing fleet of tractors. This will not only improve safety and productivity in the vineyard, but also reduce the stress on operators by allowing them to better concentrate on other equipment and tasks.

What was done and how?

- Perla del Garda and COBO Spa collaborated to assess the need to modernise equipment, with a view to sustainability and the wellbeing of workers.
- Extensive surveying and mapping of the vineyard was performed, providing the data necessary to establish the critical thresholds beyond which the Vision Lane Navigation (VLN) kit could generate automatic alerts through AI to prevent risks. The VLN kit included the following safety features: automatic navigation, object detection, automatic tilt alert, and automatic data logger for the scheduling of equipment maintenance.
- The first tractor was selected for the kit installation. This was followed by experimentation, calibration and development of the technology.
- Operators were given both theoretical and practical training on how to use the VLN system.
- Once in use, operators were consulted for suggestions on how to improve the technology and its functionality. This resulted in updating the existing technology and installing sensors on some implements. Lastly, a more advanced VLN kit was installed on a second tractor.

What was achieved?

- Workers feel safe and supported by the automatic navigation system because they trust the smooth running of the tractor, which issues an alert in case of danger.
- Data provided by the technology indicates that operators rarely use their hands on the steering wheel, thus allowing them to concentrate on other tasks, such as monitoring the tools mounted on the tractor.
- This has made the operators' work less tiring and stressful, which has a positive impact on risk prevention, in general. No accidents occurred during the use of the installed technology in connection with the tractor.
- From data analysis provided by the technology, it is possible to obtain important information for work organisation and worker employment.
- The sensor technology informs when scheduled maintenance should take place. This provides considerable savings as the equipment does not wear out because it is properly maintained, respecting the life cycle of the tool itself.


Source: Perla del Garda

Success factors

- The VLN system does not require a GPS signal and related corrections to maintain precision. Nor does it require LiDAR, radar or ultrasound sensors to allow navigation within the narrow lanes. This is essential to ensure the technology's efficiency even in regions where satellite coverage is poor, particularly in the hilly areas where the vineyards are located.
- Digitisation has enhanced the company's existing fleet of tractors and tools, without the need to purchase new tractors.
- The developers of the digitisation project constantly update the installed technology based on the evidence that the system returns. This enables an increase in and expansion of work opportunities where the installed technology supports operators' health and wellbeing. Updating workers on the use of equipment features is also continuous.

Transferability

The VLN system is easy-to-use, non-invasive in installation and very efficient. It can be installed on any type of tractor, grape harvester or other vehicle designed to operate on farms with row crops or defined lanes, with the aim of transferring greater automation to the vehicle already in service or on the market.

Costs and benefits

Costs – Costs included the purchase, installation and maintenance of the VLN technology. Additional costs were incurred to train and consult personnel in support of the technology's development.

Benefits – The VLN system was installed on the company's two existing tractors, making them more precise, efficient and safe. Making the tractors efficient in fuel consumption and safe in the work areas brought immediate benefits to the company in terms of savings, as well as maintenance and wear of the tools. The psycho-physical wellbeing of the staff has increased, as they are aware that they belong to an organisation that considers safety and the digitisation of work as fundamental values. Furthermore, operators were reskilled and acquired specific digital skills, which are fundamental in agriculture and precision farming.

Key features of good practice example

- The VLN technology installed on the company's tractors allows real-time operation on land by exploiting automatic driving and safety at work through the alerts provided to the operator.
- The technology is not linked to a GPS signal.
- The technology monitors the times and consumption of each operating machine (tractor and equipment), making it useful for maintenance management.
- The technology can be improved continuously according to the feedback of the system and by involving the operators and technicians.
- The technology supports workers' wellbeing and OSH.
- The approach relies on workers' participation and involves their reskilling.
- The technology and implementation method, which directly involves workers, solves the problem of visibility and reduces the risk of interference and collision, in accordance with the latest advancements in artificial vision technologies and AI methods.

Further information

Further information can be found at:
https://www.perladelgarda.it

The Vision Lane Navigation technology installed on the company's tractors allows real-time operation on land by exploiting automatic driving and safety at work through the alerts provided to the operator.

Digital systems for occupational safety and health monitoring, prevention and alerting in waste management

AWARDED

Amarsul – Treatment and Valuation of Solid Waste, S.A.

Portugal

www.amarsul.pt

Source: Amarsul

Background

Amarsul, with 415 workers, is a company dedicated to the integrated and sustainable management of urban waste, ensuring this public service for the inhabitants of the Setúbal Peninsula, Portugal. With one eco-waste transfer, three eco-parks and seven eco-centres distributed across the municipalities, Amarsul is firmly committed to environmental protection and the promotion of a circular economy. It offers innovative solutions for the collection, treatment, and organic and energy recovery of urban waste. It also develops educational programmes and awareness-raising campaigns to promote recycling and environmental practices in the community and continually invests in advanced technologies to minimise environmental impact and improve safety conditions in its workplaces.

The timely detection and warning of a risk scenario that can cause injury and serious consequences for worker health and safety is key to Amarsul's policy and guiding principles. Late reporting of an occurrence or dangerous situation increases the likelihood of an accident and delays the capacity and effectiveness of responding to emergencies and providing first aid.

Work is often carried out in isolation at urban waste treatment units and sanitary landfills, with 24-hour rotating shifts, or in teams collecting and transporting waste outside the premises. Such solitary work poses several risks that can impact the safety and wellbeing of workers. Other workers in manufacturing units, distracted by the noisy environment, may not notice a coworker's injury or fall. When working near conveyor belts, workers may be exposed to hazards that require an immediate response to lock conveyor lines.

Aims

Recognising the benefits of digital solutions, the company aims to adopt AI and wearable devices to monitor the safety of operations and workers, prevent risks and provide security alerts that ensure real-time responses in emergencies.

Source: Amarsul

What was done and how?

By carrying out alert and simulated tests at Amarsul facilities, it was possible to test the implementation and digitalisation of preventive safety and health measures. These tests included isolated work monitoring devices, automatic conveyor belt locking systems and all associated emergency procedures. The satisfactory results have led to the company's investment in a digital monitoring system in its operational areas, with software parameterisation and respective equipment along with adequate worker training for its use.

If a worker is immobilised for any reason, a wearable device contacts the security post and management, identifying the worker's exact location. In cases of threats of aggression or threats to integrity, animals and/or others, the worker may use the 'panic button' to make a distress call.

The system provides:

- protection in isolated work, providing a constant digital connection with the support team and 24-hour security post, a vital procedure in the event of an emergency response or accident;
- quick responses to dangerous situations (e.g. falls, sudden unusual movements, situations of danger to physical integrity, lack of movement due to loss of consciousness), enabling the worker to trigger a request for immediate assistance. As a result, the support team, management and security post receive the alert in real time and act quickly;
- remote activation of calls for help, enabling the emergency response team to precisely locate the worker at risk and direct help more quickly.

To ensure the safety of workers when working on conveyor belts, the company has installed a digital system for the automatic detection of operator falls and activation of emergency locking of the conveyor belt consisting of the following measures:

- redefinition of equipment consignment procedures;
- installation of a locking system on pre-pressing or crushing conveyor belts, in situations where a worker falls, with automatic detection and alert by specific sensors that communicate with a wearable device (present on bracelets worn by all workers), instantly blocking the conveyor belts, and reporting the incident to provide assistance;
- detection of a worker within the danger zone, in which case the system prevents the line equipment from starting again until the worker is removed from the zone and communicates with the command centre's digital system to identify the alert.

What was achieved?

Digitalising the security systems has resulted in:

- fewer false alarms;
- quicker response time to requests for assistance;
- better communication between teams and security elements;
- reduction in accident severity;
- efficiency in emergency response procedures regarding waste management activities;
- promotion of worker mental health and wellbeing owing to the constant connection with digital support for detecting risks and speeding up activation of the emergency structure.

Success factors

- Robust risk assessments recognised and identified the need to improve working procedures and conditions.
- Workers were consulted and actively participated in training and testing of the new technology.
- Surveillance teams were involved in reporting anomalies and false alarms.
- Records and analyses of near misses made it possible to identify dangerous scenarios.
- Operational area managers, supported by senior management, recognised the need for digital solutions to improve worker safety and were committed to the objectives proposed by the Amarsul Sustainability Team.

Transferability

The entire approach could suitably be transferred to similar companies working in waste management. The use of wearable devices could also easily be adapted in any sector involving at-risk workers who work in isolation. In addition, the use of the digital monitoring system to detect and prevent accidents near conveyor belts is easily adaptable.

Costs and benefits

€67,000–70,000

These digital monitoring devices have not only enabled a more timely and accurate response to incidents and accidents, but have reduced the number of sick leave days by 230. It further promotes accident prevention, meeting the needs of good practices in the sector.

Key features of good practice example

- The company is committed to investing in new technologies that ensure the safety and wellbeing of its workers.
- The continuous monitoring of workers in high-risk areas and those who operate in isolated situations has led to the reduction of occupational accidents.
- By providing automatic alerts that trigger quick responses to emergency situations, workers feel more confident about their safety.

Further information

Further information can be found at:
https://amarsul.pt/

By carrying out alert and simulated tests at Amarsul facilities, it was possible to test the implementation and digitalisation of preventive safety and health measures.

Digital tools for preventing the risk of heatstroke in the construction industry

AWARDED

Jacar Montajes, S.L.

Spain

www.jacarnavarra.com

Source: Jacar Montajes, S.L.

Background

Jacar Montajes is a private construction company based in the Foral Community of Navarre. Its 70 workers restore facades and waterproof various surfaces.

Throughout the year, the 52 people who work on construction sites are exposed to inclement weather conditions as they primarily work outside.

This situation becomes worse in summer as, in addition to performing tasks that are very physically demanding, workers may be exposed to high temperatures that could affect their health.

In recent years, peak summer temperatures have been increasing and the State Meteorological Agency regularly issues orange or red adverse weather warnings. These warnings mean that companies should take additional preventive measures against extreme temperatures to ensure the safety and health of their workforce.

The construction industry is heavily impacted by high temperature events, the key factors being that:

- workers are exposed to various weather conditions and often work in front of light-coloured facades and on surfaces that strongly reflect sunlight;
- the demanding work requires manual handling of heavy loads and the use of hand tools;
- about 30% of the workforce consists of workers who are over 50 years old and have existing health conditions, such as obesity, respiratory and cardiovascular problems;
- workers are obliged to use personal protective equipment, such as high visibility clothing, helmets, safety footwear, fall arrest harnesses and gloves;
- alternating periods of high temperature with more moderate temperatures make it difficult for workers to acclimatise.

Aims

Taking advantage of wearable digital devices, the provision of simple equipment and thanks to worker involvement and participation the aim is to ensure the safety and wellbeing of outdoor construction workers by protecting them against hot weather conditions and preventing the occurrence of heatstroke and other related conditions.

What was done and how?

The following technical and organisational preventive measures have been implemented to prevent possible heatstroke episodes in the construction work performed by Jacar Montajes workers.

- A High Temperatures Committee has been set up, which includes both worker and company representatives. It meets every Friday to analyse the weather forecasts for the following week, using the Navarre government's weather warning system as a reference. It organises the work, planning any necessary preventive measures. These warnings and the measures to be taken are communicated to those in charge of each job.
- Work starting and ending times have been changed for the months of July and August to avoid the hours when the sun is strongest: work starts at 6:00, instead of 8:00, and finishes at 14:00. This was agreed by the High Temperatures Committee and communicated to the workers in person.
- Workers have been trained and informed about heatstroke prevention, the identification of symptoms and actions to be taken if any symptoms are detected. All workers have received the Jacar heat protocol in writing.
- The work huts have been equipped with:
  - hot and cold air conditioning systems;
  - cold water dispensers;
  - SPF 50 sunscreen dispensers.
- Each worker on site has been provided with:
  - a smart bracelet with embedded sensor bracelet to detect any increase in body temperature in real time, alerting the worker to stop work immediately and go to the rest hut;
  - new work clothes, with mandatory white cotton T-shirts with long sleeves;
  - glasses that protect against sunlight and splattering (EN166) to prevent damage caused by sunlight;
  - a perforated protective helmet to improve perspiration from the head.

Source: Jacar Montajes, S.L.

What was achieved?

By phasing in the above measures since 2022, the company has managed to ensure that their staff work in better conditions and are able to withstand hot summer days safely. In 2023 and 2024, they did not have a single case of heatstroke. Monitoring through the smart bracelet enabled the timely prevention of two cases because they were alerted by the bracelets and the heatstroke protocol was activated.

Workers wearing the smart bracelets, work risk prevention officers, site managers and Jacar Montajes management are now able to work safely. Extreme temperatures are no longer a risk because construction workers are alerted to take preventive action before heatstroke occurs.

Success factors

- The involvement of worker representatives in decision-making and their knowledge of the real working situation has made it possible to agree on effective and easily implementable measures.
- A stable workforce, in which 100% of the workers are permanent, is very committed to the decisions made by the company.
- The workers and management feel reassured, knowing that their state of health is monitored to prevent a possible heatstroke accident.

Transferability

The measures introduced are simple, affordable and highly suitable for any company with outdoor workers who are exposed to the risk of heatstroke, such as those working in the agriculture, maintenance and construction sectors. In fact, many companies working in construction and other sectors have already contacted the company to learn about their experience and to implement similar measures for their own workers.

Costs and benefits

Costs – The costs of the measures are limited to the adaptation of on-site work huts, the purchase of smart bracelets, clothing, helmets and glasses for the workers and worker training.

Benefits – The short-term benefits have been that no heatstroke cases occurred on construction sites during the summers of 2023 and 2024.

Another major benefit has been that workers feel looked after by the company, which cares about their health and implements innovative measures. Workers are also aware of the effects that implementing these measures has had at a national level from the radio, television and newspaper media.

In the long term, workers will become more aware of the risks of heat exposure in the construction industry so that they can take action themselves.

Key features of good practice example

- The use of a simple technology, such as the smart bracelet that significantly helps to detect heat stress at an early stage, prevents damage to the health of workers.
- The company has also modified the work organisation by setting up a High Temperatures Committee that meets regularly with employee representatives. It is important to note that they base their discussions and measures on the Navarre government's weather warning system.
- The company presents successful results that have prevented several cases of heatstroke.
- This management example can easily be applied to other companies. All measures discussed in the health and safety committee constitute an example of the management of risks arising from exposure to high temperatures, aided by the use of digital tools.

Further information

Further information can be found at:
https://jacarnavarra.com/

Extreme temperatures are no longer a risk because construction workers are alerted to take preventive action before heatstroke occurs.

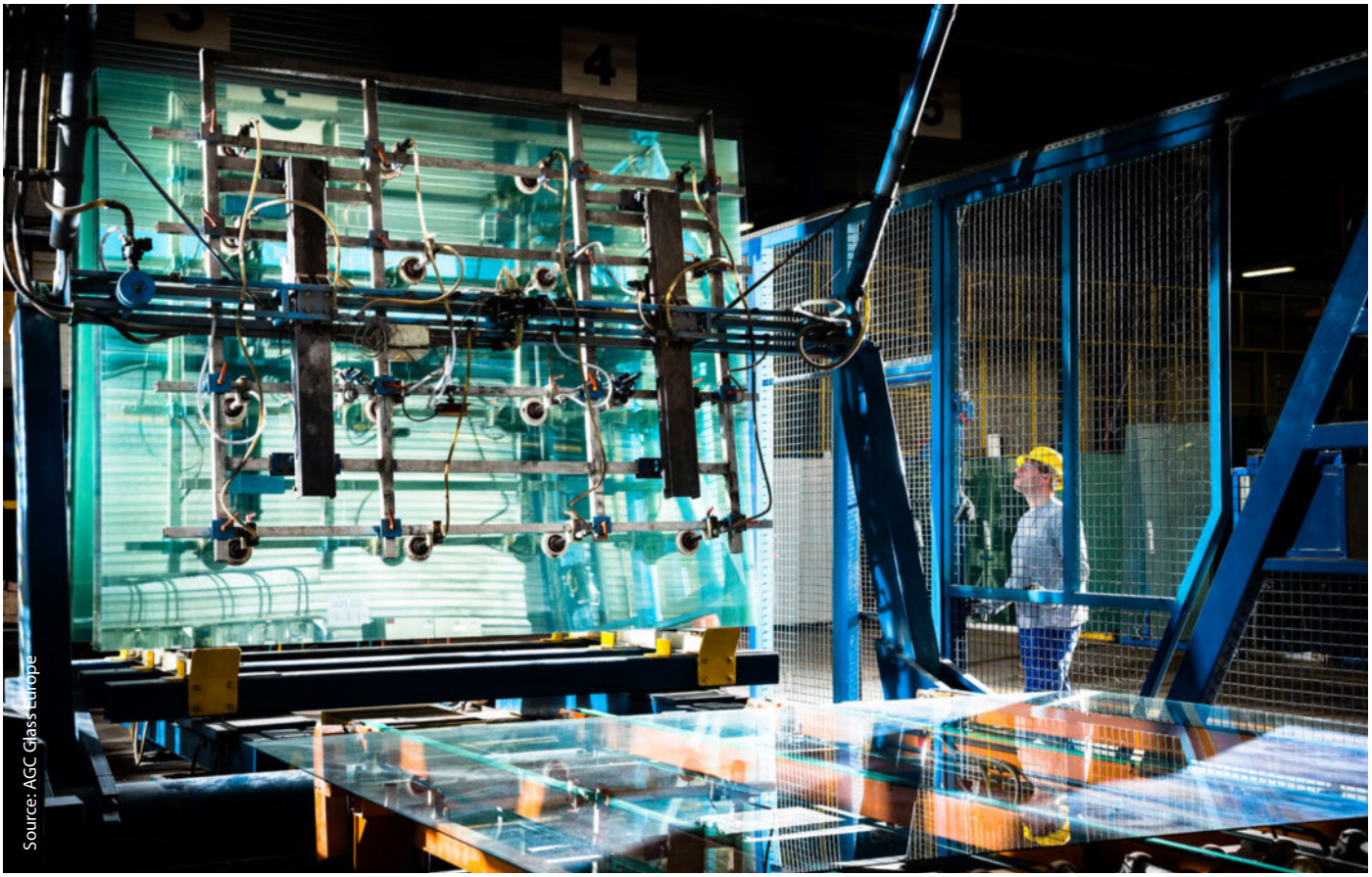
Digital solutions to reduce risks in glass production

COMMENDED

AGC Glass Europe, Upstream Division

Belgium

www.agc-glass.eu



Source: AGC Glass Europe

Background

AGC Glass Europe produces and processes flat glass for the construction and automotive sectors, among others. The Upstream Division produces glass in large dimensions. Its products are intended for processing, either internally through the Downstream Division or directly by customers. Approximately 3,000 employees work in the company's Upstream factories across Europe.

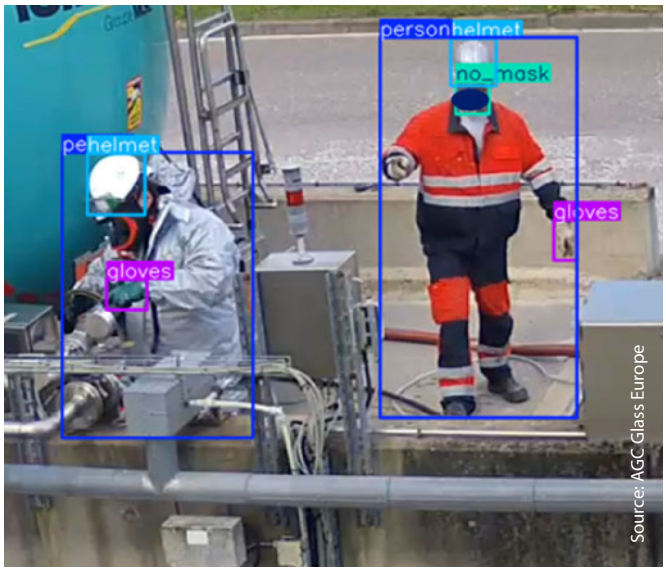
For years, the company implemented a safety system to reduce risks and accidents at its plants. In 2022, it introduced a new programme called Safety of the Future that aims to reach and maintain zero lost time through injury due to work-related incidents. This programme expands on its current safety system, taking into account technological evolution and digitalisation.

The company bases its safety programme on the following questions:

- What innovative methods can help build our safety culture?
- What new technologies can help us eliminate serious risks?
- How can digital technology improve our safety system?
- Which new risks need to be managed in the future due to the evolution of production lines?

Aims

AGC Glass Europe envisions tomorrow's occupational safety in the frame of digital technology, robotics, AI and virtual reality. It aims to implement new innovative methods, technologies and digitalisation to advance its safety system, while building on the foundations of its current one.



What was done and how?

Concerning digitalisation, after a market analysis, AGC decided to customise existing software solutions or develop internal solutions. These are outlined in the seven projects below.

1) Computer vision and surveillance cameras for safety monitoring

The company has run pilot tests to assess how existing surveillance cameras could be coupled with the capabilities of computer vision (AI) for early detection of dangerous situations at its plants.

With the help of the AI Competence Centre at AGC Glass Europe, the first pilot took place in 2023 to address the risk of unloading a truck without stabiliser legs in position.

The process was successful enough to be applied in plants. However, to avoid false alerts, more images are needed to re-train AI models.

Next steps: The company plans to reuse the same system to detect risks during the unloading of chemical products.

2) Software to record safety inspections and non-conformities

Safety inspections at plants had been carried out with a paper checklist, while results and any non-conformities were later recorded in an Excel file. To eliminate paperwork and improve the efficiency of follow-ups to non-conformities, the company has customised third-party software to develop its own forms.

- Non-conformities are recorded directly on a smart phone with photos, and safety inspection results are recorded immediately.
- A worker can register a non-conformity during inspection and link actions directly to this specific non-conformity.
- Email notification of the non-conformity is sent to the area supervisor, who sees when it was registered and which area/equipment it refers to (with a photo/video of the issue).
- Action management for follow-up to a non-conformity is done in the system.

3) Software for accident declaration and action plan

The company has digitalised the process of collecting and processing data regarding accidents and incidents. The customised third-party software registers the declaration of accidents and the follow-up action plan.

4) Software for chemical products management

Third-party software has been deployed to register and process data regarding chemicals.

- A chemical database is now in place at all AGC plants to facilitate compliance with REACH (registration, evaluation, authorisation and restriction of chemicals) and CLP (classification, labelling and packaging of chemicals) Regulations in the EU.
- Deployment involves safety managers using it to manage chemical risks and introduce new chemical products in plants (management of change procedure).

5) Software to analyse fire risks

Together with the National Fire and Intrusion Protection Association, AGC has defined a tool (checklist) to analyse fire risks in its electrical rooms and to set priorities to improve its fire risk level. Internal software has been developed to facilitate the use of the tool. The AGC customised software is now available at all its plants.

6) New technologies to prevent risk of collisions with mobile equipment

Using existing technology on the market, AGC has implemented solutions to reduce the risk of collisions with mobile equipment.

- Intelligent cameras are installed on some mobile equipment to improve pedestrian detection.
- Some plants use detectors on mobile equipment linked with pedestrian badges to decrease risks of collision.
- Some mobile equipment is outfitted with a system that requires the use of badges by the driver to start the equipment. The system also includes shock detection, a checklist before start, maintenance follow-up and an alarm.

7) Virtual reality as a training tool

Virtual reality has been chosen as a training method because workers can experience and react to hazardous situations in environments free from physical harm.

Applications have been developed with an external consultant.

- **Pedestrian in an AGC factory:** employees learn to pay attention to their own safety by using pedestrian lanes, minding crossways and stopping to respect priority.
- **Driving a forklift:** as a forklift operator, workers learn the difficulties of detecting pedestrians due to blind spots.

What was achieved?

All the implemented digital measures have increased the efficiency of the company's safety system through the timely detection of risks and their prevention, the use of virtual reality for worker training, and through better follow-up of non-conformities.

Success factors

- Top management not only supported projects to improve its prevention culture, but also ensured their swift implementation.
- The management of change was well-organised during the implementation of new digital tools and technologies and adapted training for the users.
- To improve safety awareness, all workers were involved in accident prevention training through virtual reality.

Transferability

Glass producers and manufacturers with similar work environments will benefit from this example. Many of the digital solutions could also be easily adapted in other sectors where, for example, collision with mobile equipment is a risk, safety training is best taught through virtual reality, and where software eliminates paperwork from safety inspections.

Costs and benefits

Costs – Costs incurred by the company include purchasing licences for third-party software, developing information technology and training workers.

Benefits – Overall, safety at the plants has been greatly improved, resulting in fewer accidents and less absenteeism due to work-related injuries.

Key features of good practice example

- The company already had an efficient prevention policy. Despite this, it looked for ways to improve and prepare for future OSH challenges.
- To improve risk detection, prevent accidents and ensure employee safety, a variety of digital technologies were implemented, including AI, smart detectors and badges, intelligent cameras, software and virtual reality.

Further information

Further information can be found at:
https://www.agc-glass.eu/en/news

AGC Glass Europe envisions tomorrow's occupational safety in the frame of a holistic digital approach using various technologies, such as robotics, AI and virtual reality.

Comprehensive programme to support the health of employees working in digital environments

COMMENDED

Service Facility for the Ministry of the Interior

Czechia

www.optimazsmv.cz

Source: Ministry of the Interior, Czech Republic

Background

The Service Facility for the Ministry of the Interior is a state contributory organisation. The specialised methodology group was set up to carry out methodological lecturing and training activities in the field of health, fitness and mental resilience for employees of the Ministry of the Interior, the fire brigade, the police and other security forces.

The National Operations Centre is the top-level department of the President of the Police. It provides operational management and coordination of the performance of police departments.

Problems identified

National Operations Centre staff, who work 24-hour rotating shifts and spend long hours at computers, are facing prolonged exposure to eyestrain and stress risk factors. This results in frequent vision problems, headaches, musculoskeletal disorders and loss of concentration, leading to an overall increase in work-related stress. In addition, they experience sleep problems and disturbed circadian rhythms, which have a negative impact on their overall wellbeing and performance.

Aims

The objective is to design and test a comprehensive programme to support the health of employees working in digital environments. Priority is given to neuro-visual training, prevention of musculoskeletal disorders, stress management and sleep optimisation.

What was done and how?

The Home Office Service Establishment, in collaboration with experts, has developed the VISIO project to promote the health of employees in the challenging conditions of digital work. VISIO is designed primarily for employees who spend long hours at computers and are exposed to increased visual stress.

The VISIO project is implemented in cooperation with:

- experts from DYNAOPTIC, specialising in sports and dynamic optometry, vision testing and training;
- experts from the Petr Havlíček Centre, specialising in analyses of body composition, metabolic rate and the autonomic nervous system;
- supervisors from the State Medical Institute and the Health Insurance Company of the Ministry of the Interior.

As part of the VISIO project, a comprehensive pilot programme was implemented at the National Operations Centre from October 2023 to July 2024 to improve the health status of employees working 24-hour rotating shifts. A group of 25 selected individuals participated in regular visual training, physical exercise, one-on-one consultations with nutritionists and physiotherapists, and training on ergonomics and healthy lifestyles. A control group was formed consisting of five individuals who did not take part in the programme.

The active participants engaged in the following activities, while input and output measurements were recorded for evaluation purposes.

Neuro-visual training:

- use of the EYEBAB VT platform, a dynamic online portal for vision therapy and physical and mental training through apps and exercises;
- viewing of instructional video for eye training;
- provision of relaxation glasses with molecular hydrogen.

Mental training and stress reduction:

- participation in individual coaching sessions focused on optimising stress management;
- use of the MUSE and MAX PULSE devices to measure biological and neurobiological signals to assess the level of stress on the body and the level of relaxation and concentration;
- practice of relaxation techniques and management of unwanted thoughts;
- application of sleep optimisation techniques.

Nutrition and movement:

- education on healthy eating and drinking;
- measurement of body composition and heart rate variability;
- development of individual exercise programme aimed at strengthening the musculoskeletal system and reducing stress.

Physiotherapy:

- provision of individual therapy for participants with musculoskeletal issues;
- recommendation of exercises and other procedures.

During the project, photo and video documentation was carried out to create extensive support material. The project results were presented in May 2024, followed by the widespread distribution of educational and training materials, including promotional videos, training video sequences and e-books.

Source: Ministry of the Interior, Czech Republic

What was achieved?

Thanks to the project, significant improvements have been seen in the following areas:

- **improved vision:** measurements showed better visual capabilities;
- **stress reduction:** brain activity measurements documented significantly lower stress levels;
- **improved recovery:** monitoring confirmed better sleep quality and overall physical recovery;
- **pain relief:** assessments demonstrated reduced muscle tension and improved joint mobility;
- **prevention of future problems:** evaluations indicated lower risk of further health problems and occupational diseases due to lifestyle changes and good ergonomics.

Comparing the results of input and output measurements before and after training, the group that exercised regularly showed significant improvement, while the control group tended to remain the same or worse.

Success factors

- In 2023 and 2024, about 1,000 employees of the Ministry of Interior and members of the security forces in Czechia were trained in the VISIO project.
- The Minister of the Interior supports the gradual implementation of the project within the Ministry of the Interior.
- The VISIO project training materials are also part of a mobile application for members of the security forces (POHOV) and on the Police of the Czech Republic's internal workspace.

A positive factor is the implementation of the VISIO methodology in the EU Strategy Group of Operation Centres.

Transferability

The VISIO programme could easily be adopted by other government ministries in the EU. As a whole or in part, the programme would also be suited for companies where workers are exposed to risks of eyestrain, stress, sleep deprivation and musculoskeletal problems from prolonged work at computers.

Costs and benefits

Costs – The direct costs of the project included the development of educational materials, training and expert consultations. The benefits include reduced sickness absence, increased work performance and improved overall employee wellbeing, which in the long term exceed the initial investment.

Benefits – Employees benefit from access to free advice and training materials on how to look after their health and wellbeing.

Key features of good practice example

- The VISIO programme presents a holistic approach that promotes the health of workers working prolonged periods with computers and covers relief from eyestrain and musculoskeletal problems, stress management, proper nutrition and sleep hygiene.
- The VISIO programme has the potential to be used in various forms by more than 100,000 employees working at the Ministry of the Interior and in the security forces.
- The VISIO programme was developed in cooperation with healthcare experts and uses modern digital technologies that are free and accessible to all employees.

Further information

Further information can be found at:
www.optimazsmv.cz

The VISIO programme presents a holistic approach that promotes the health of workers working prolonged periods with computers and covers relief from eyestrain and musculoskeletal problems, stress management, proper nutrition and sleep hygiene.

Digital solutions for accident reduction in a machinery and equipment rental company

COMMENDED

GSV Equipment Rental

Denmark

www.gsv.dk/en

Source: GSV Equipment Rental

Background

GSV Equipment Rental specialises in the rental of machinery, equipment and tools for the construction, industrial, and public sectors.

In 2019, GSV faced a major challenge. During a five-year period of rapid growth, it acquired four companies and expanded its business. However, integrating different organisational cultures proved demanding, with safety at the centre of the transition.

The industry is generally characterised by an immature safety culture, and GSV was no exception. A fundamental shift was needed to embed safety into every aspect of operations and ensure that all of GSV's more than 530 workers made it a priority.

Aims

GSV aims to improve worker safety through various initiatives, but above all, by embedding it into the company culture.

What was done and how?

GSV embraced the motto 'People before machines' from the start, a value that quickly became central to its identity. It was more than just a statement – it shaped the company's way of working. By prioritising worker wellbeing, GSV fostered collaboration, created a thriving work environment and strengthened customer satisfaction. The company successfully took the following actions:

- Collected safety data to develop initiatives that improved worker safety across the organisation, ensuring a proactive approach to risk prevention.

- Developed and implemented mandatory safety training courses for all workers, equipping them with the knowledge and skills to maintain a safe working environment.
- Established a large occupational safety and health (OSH) group that revisits and updates the company's safety strategy annually. This group focused on improving physical working conditions, training new workers, fostering collaboration across job functions, increasing worker satisfaction and addressing other key areas.
- Developed a user-friendly safety app to increase transparency and accessibility. The app enables workers to report work-related risks and accidents, upload pictures and access safety procedures and guidelines.
- Introduced an OSH driver's license, a mandatory online course that all workers must complete annually to reinforce safety knowledge and best practices.
- Restructured its accident handling strategy to ensure swift and effective responses. The new approach includes automatic notifications to the safety department and requires all accident reports to be addressed within 36 hours.
- Developed the 'Back to Work' initiative, designed to support workers returning after a work-related accident. The programme helps reintegrate them into their roles while reinforcing safety awareness to prevent future incidents.
- Enhanced safety communication across the organisation, ensuring workers stay well-informed through newsletters, meetings, videos, posters and company-wide announcements.

What was achieved?

- The company cultivated a safety-first culture, firmly rooted in the organisation.
- Accidents have been reduced by over 85% since 2019.
- GSV's accident frequency rate is 81% lower than the industry average.
- More than five digital solutions were developed to aid this progress, including the app for accident reporting.
- The company's worker survey shows a workforce that feels safe, thrives and engages. The 'People before machines' culture strengthened teamwork and positively impacted productivity.
- GSV reached a Net Promoter Score (eNPS), a metric used to measure customer loyalty and experience, of 16 in 2023 – a five-point jump in just one year, vastly outperforming the industry average of 1.

Success factors

- Establishing the OSH group was crucial to GSV's ongoing safety efforts. The group drives safety and wellbeing initiatives at a strategic level, while working closely with managers and safety representatives at the department level to ensure effective implementation.
- GSV's management has been involved in safety initiatives right from the start. All managers are certified in safety behaviour, having participated in workshops and training. The board of directors receives regular updates on safety and wellbeing efforts and actively participates in safety rounds and initiatives.
- Worker involvement has been a key success factor, as they are best placed to identify risks in their daily work. Their contributions shape the ongoing improvement of the company's safety strategy, including providing feedback to improve training courses.
- Mandatory safety courses and general worker training have become deeply embedded in GSV's culture, reinforcing its commitment to workplace safety.
- The risk and accident reporting app has significantly improved transparency and efficiency, making it easier for workers to report hazards and ensure swift action.

Transferability

The structured approach to cultural change pioneered by GSV offers valuable insights that can be applied across industries, especially for companies with similar operational profiles. The key lies in early and widespread involvement, ensuring that responsibility for safety is shared across all levels of the organisation from the start. GSV's broad conceptualisation of workplace safety, combined with the empowerment of workers as safety authorities, offers a methodology with universal workplace applicability. Additionally, campaigns focused on 'taking care of each other' can serve as a valuable model for fostering a strong safety culture. To encourage wider adoption, GSV is open to sharing its process through environmental, social and governance reports, conferences, courses and lectures, hoping to inspire other companies and learn from their experiences with safety strategies.

Costs and benefits

Since 2022, GSV has achieved significant cost savings as a direct result of its safety initiatives. Accident insurance premiums have decreased by 25%, saving the company DKK 660,000 (approximately €88,000). In addition, lost time due to accidents has been reduced by 86%, which translates into annual savings of DKK 1 million (€133,000) since 2019. Over this period, the company has saved a total of DKK 4 million (€532,000), based on an estimated daily cost of DKK 4,100 per accident, including administration and lost time. While the financial benefits are significant, the primary focus has always been the wellbeing of the workers.

Key features of good practice example

- Safety training is the foundation for creating a secure working environment.
- Involving all levels of workers in a culture shift is key to enhancing safety, teamwork, productivity and job satisfaction.
- Digital solutions, such as the accident reporting app, improve transparency and efficiency in safety management.
- Clear internal communication is crucial to keeping workers informed and raising awareness of safety issues.

Further information

Further information can be found at:
https://www.gsv.dk/en/

By prioritising worker wellbeing, GSV fostered collaboration, created a thriving work environment and strengthened customer satisfaction.

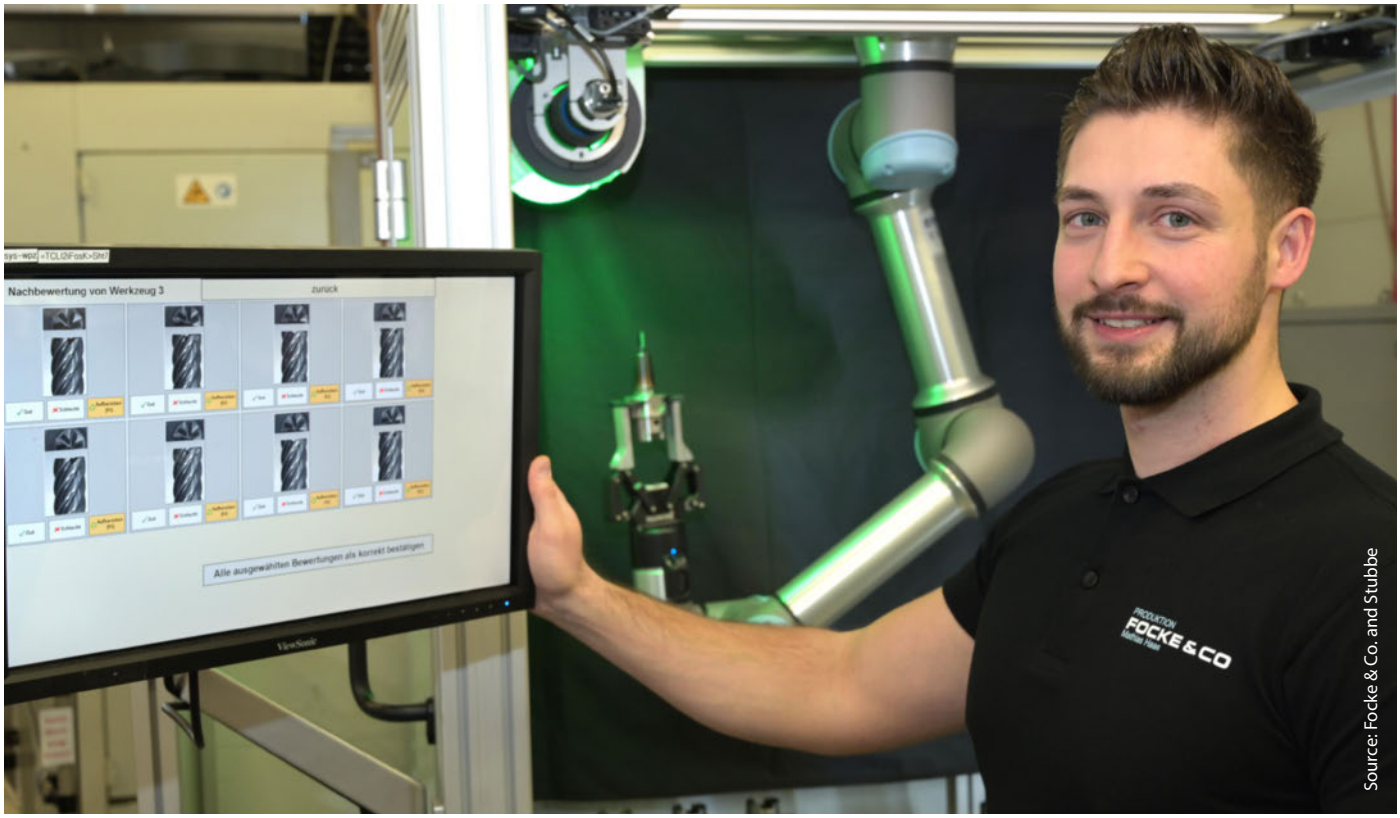
Interactive space for AI-supported assistance to employees and stakeholders in the packaging industry

COMMENDED

Focke & Co. and Stubbe

Germany

www.focke.com
www.stubbe-bremen.de



Source: Focke & Co. and Stubbe

Background

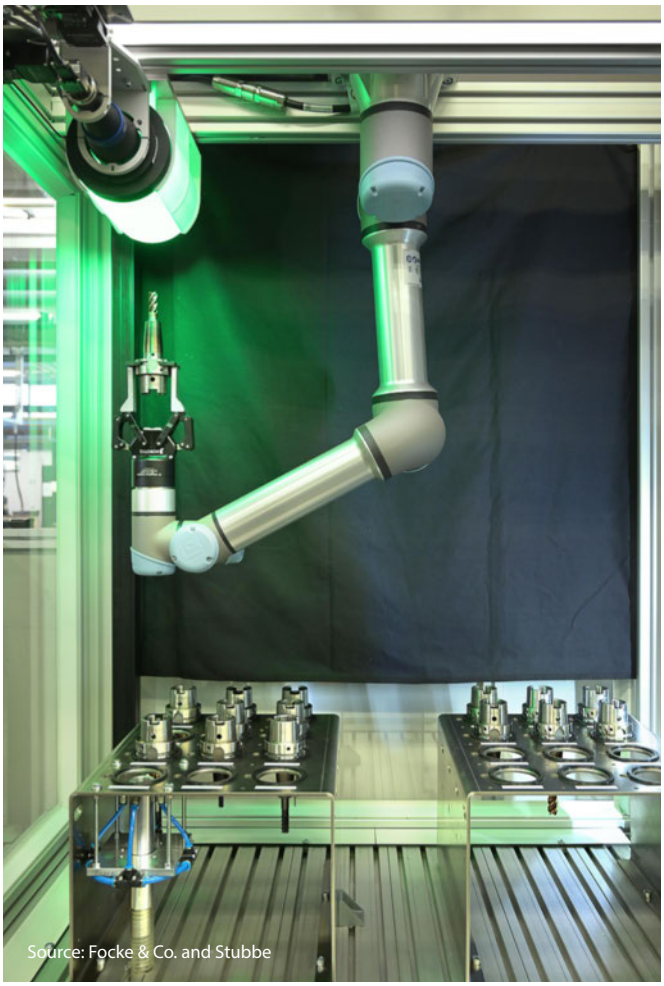
Focke & Co. specialises in technologically sophisticated packaging machines and systems.

One critical aspect of their operations is assessing the cutting quality of milling tools – a task that demands high levels of concentration and fine motor skills. Employees must distinguish between tools that are fit for use and those that need replacement, often identifying very small differences that might be hard to see at first glance. Moreover, research and practical tests show that this task can only be performed effectively for a maximum of 1.75 hours per day before fatigue sets in, impacting accuracy and increasing risks to workers' safety and health.

When employees exceed this limit, both their physical and mental health and wellbeing are affected. Prolonged performance of such detailed assessments leads to eye strain, muscle tension and stress. The consequences extend beyond worker health – errors in judgment can result in serious operational setbacks. Tools that are still usable may be discarded unnecessarily, increasing costs, while worn tools mistakenly put back into operation can compromise quality, slow down operations and cause machine failures.

Aims

The aim is to successfully integrate AI-based applications into the workplace, ensuring employee acceptance and confidence in a new technology that can support the assessment of the cutting quality of milling tools.


Source: Focke & Co. and Stubbe

What was done and how?

- In collaboration with the company Stubbe and with the Bremen Institute for Mechanical Engineering (BIME), Focke & Co. developed an innovative assistive AI-based system for assessing the quality of milling tools. This system enables employees to independently evaluate tool wear with AI support, reducing their workload and minimising physical and mental strain.
- To encourage acceptance of the AI system and build trust among management and employees, a unique implementation strategy was introduced through the KI_Café. This initiative provided a dedicated platform for employees to engage with the system's developers and employee representatives, ensuring open discussions about the technology's opportunities and risks from the outset.
- The KI_Café was built not only to facilitate discussions but also to allow employees to actively participate in testing and developing AI systems. The initiative provided a hands-on path that allowed employees to discover more about AI, from ordering coffee from a smart coffee machine, asking ChatGPT questions and creating artistic images in seconds, to learning more about the AI milling tools assessment system.
- The implementation strategy prioritised involvement at every level, from machine operators to management, to align the AI system with actual workplace needs. Through the KI_Café, the company showcased the development progress of its own AI-based milling tools assessment system, allowing employees to provide feedback and voice their concerns directly to researchers and developers.

What was achieved?

- Focke & Co. and Stubbe successfully implemented a functional AI-driven solution to support workers assessing the cutting quality of milling tools, enhancing accuracy and reliability in production.
- By using AI to assess tool wear more precisely, the company reduced unnecessary tool replacements, cutting costs while improving production efficiency.
- The AI system lightened the burden on employees by automating repetitive assessments, reducing physical and mental strain.
- Through hands-on experience and discussions, employees developed a sense of security and confidence in working with AI, fostering a more positive attitude towards technological advancements.
- The KI_Café initiative proved to be a successful method for introducing AI technologies, enabling open dialogue, practical testing, and active employee engagement.
- Employees were directly involved in the transition to a more digitised production environment, gaining valuable expertise in working with AI-driven processes.
- The KI_Café played a key role in facilitating knowledge transfer, encouraging employees to exchange experiences and insights, ultimately supporting a smoother AI adoption process across the company.

Success factors

- The project had strong institutional support, being promoted as part of sustainable business and digital transition initiatives by the Federal Ministry of Labour and Social Affairs through the social business consultancy Gesellschaft für soziale Unternehmensberatung mbH.
- The cooperation between Focke & Co., Stubbe and the University of Bremen ensured a well-balanced division of labour and shared responsibility, leveraging expertise from both industry and academia.
- Transparent and effective communication between internal and external stakeholders fostered trust, leading to high acceptance and smooth collaboration throughout the project.
- By selecting easy-to-use AI applications and interactive exhibits closely linked to employees' daily tasks, the KI_Café ensured high participation and engagement.
- Ongoing documentation and publication of findings, methods and approaches ensure continuous optimisation throughout the project.

- The company's training workshop played a crucial role in the technical implementation and organisation of the KI_Café.

Transferability

The KI_Café approach offers a transferable model for organisations seeking to implement AI while prioritising occupational safety and health. By fostering hands-on interaction, open dialogue and transparency, this initiative ensures that employees feel involved and confident in AI-driven processes. Its emphasis on reducing physical and mental strain through AI-assisted tasks makes it especially relevant for industries where precision work impacts workers' safety and health, in particular mental health and wellbeing. This method can help businesses introduce AI responsibly, enhancing workplace safety while easing digital transitions.

Costs and benefits

The development and implementation of the AI-based assistance system, along with the organisation of the KI_Café, required an investment of approximately €500,000 in staff and material costs.

Despite the initial investment, the benefits of the AI assistance system quickly became evident. The improved accuracy in predicting tool wear is expected to generate annual savings of €30,000. Additionally, the structured roll-out process through the KI_Café played a crucial role in ensuring high employee acceptance of the new system. By fostering trust and transparency, the initiative helped integrate AI seamlessly into daily operations, maximising its long-term benefits.

Key features of good practice example

- AI-assisted assessment of milling tools reduces physical and mental strain among workers, improving their safety, health and wellbeing.
- KI_Café's hands-on engagement allows employees to explore AI in a safe and interactive environment.
- A structured, inclusive approach ensures AI adoption aligns with real workplace needs.
- Clear communication and employee participation drive acceptance, making digital transitions smoother.

Further information

Further information can be found at:
https://www.focke.com/
https://stubbe-bremen.de/

KI_Café's hands-on engagement allows employees to explore AI in a safe and interactive environment.

State-of-the-art simulators for handling of machinery in underground mining

COMMENDED

Hellas Gold

Greece

www.hellas-gold.com


Source: Hellas Gold

Background

Hellas Gold is a leading mining company based in Athens and employing over 2,000 people. It specialises in the production of gold, silver, lead and zinc. Since 2003, it has been developing and operating the Kassandra Mines in north-eastern Halkidiki, a site with a rich mining history spanning over 25 centuries. The company manages the three projects of the Kassandra Mines – Stratoni-Mavres Petres, Olympias and Skouries – prioritising responsible and sustainable mining practices.

Since 2012, Hellas Gold has been a subsidiary of Eldorado Gold Corporation, a Canadian mining company with over 25 years of global expertise in mineral exploration, development and operations.

Given the inherently high-risk nature of the mining industry, ensuring the safety and preparedness of underground workers is a top priority. Traditional on-the-ground training methods pose several challenges, including disruptions to mine operations since real equipment is used for training, limitations in covering a full range of potential emergency scenarios and exposure to real-world hazards.

Aims

Hellas Gold aims to lead the way in mine operators' training, introducing innovative learning programmes to ensure a safe workplace for its workers.

What was done and how?

- The company transformed part of its Madem Lakkos building facilities into a state-of-the-art training centre, repurposing the existing infrastructure that had been in care and maintenance since 2021.
- Hellas Gold introduced three high-tech simulators for underground heavy machinery operators, including simulators for load haul dumper and jumbo drill, plus a VR headset for spotting critical machinery errors.
- The company conducted a full 360º scanning and recording of Olympias underground mine tunnels to ensure workers are trained in real-world mining conditions. Based on this, it created an immersive training experience that mirrors the actual mine environment, including cockpit controls and equipment handling.
- The training programmes are organised in five-day sessions with a final general assessment. They are dedicated to three groups of mine operators: new hires

with no previous experience, experienced new hires needing familiarisation with the company's machines, and experienced operators undergoing refresher training to enhance safety and productivity.

- The training is also based on three key areas. The functionality part focuses on operating procedures, vehicle controls and obstacle avoidance. The safety area prepares operators to work safely under emergency situations, such as low visibility and high humidity. For optimised productivity, the training focuses on efficient equipment use to maximise output while preventing damage.

What was achieved?

- The company increased safety and reduced risks, with operators developing a strong occupational safety and health (OSH) culture applied daily.
- High-risk scenarios are simulated in a controlled, zero-risk environment.
- Hellas Gold improved emergency response and reduced traffic accidents.
- Trainees can identify and correct mistakes with trainer guidance. This leads to optimisation of operating skills, resulting in safer and more efficient performance.
- User-friendly training equipment makes learning more accessible.
- Since the simulators replicate actual mine equipment, there is a seamless transition from training to real operations.
- With the adopted technology, there are no major training location constraints, allowing flexible and convenient training sessions.

Success factors

- Repurposing the Madem Lakkos facilities into a training centre optimised costs and maximised infrastructure utilisation.
- The introduction of state-of-the-art simulators and 360º mine scanning provided a realistic and immersive training experience.
- Since it does not require real machinery, the high-tech training programme ensures zero disruption to operations.
- The simulators ensure improved safety culture, with operators training in high-risk scenarios without real-world dangers.
- Reduced training, maintenance and accident-related expenses make the initiative a sustainable investment.


Source: Hellas Gold

Transferability

Hellas Gold's implementation of simulator-based training serves as a model that can be adapted across industries relying on heavy machinery and high-risk operations. By integrating immersive technology, empirical learning and risk-free skill development, this approach increases both safety and efficiency in a cost-effective and scalable manner. The key success factors – realistic simulation of work environments, zero-risk training, structured training programmes and zero disruption to operations – make it highly transferable to other mining sites, construction projects and industrial sectors.

Costs and benefits

Hellas Gold's investment of around $2.3 million in simulators has delivered significant cost savings and operational benefits. By shifting to simulator-based training, the company has reduced the expenses associated with traditional, on-site training, while ensuring that operators learn to use resources more efficiently.

One of the advantages is the increase in productivity. Operators refine their machine-handling skills through empirical training, maximising equipment efficiency. At the same time, the mine production cycle remains undisturbed, as no real machinery is required for training.

The programme has also led to lower maintenance costs. Operators become more aware of improper usage habits, reducing wear and tear on equipment once they return to the field. This proactive approach extends the lifespan of machinery and minimises unexpected breakdowns.

Finally, simulator training has enhanced workplace safety by eliminating training-related accidents and improving emergency preparedness. Operators gain hands-on experience in handling high-risk scenarios, leading to fewer incidents and safer working conditions across the mines.

Key features of good practice example

- The use of state-of-the-art simulators for underground heavy machinery training provides realistic operational experiences.
- They offer hands-on, risk-free training with no impact on mine operations.
- The 360º virtual mine environment replicates real working conditions.
- This efficient solution reduces operational and maintenance costs.
- Targeted training services are provided for all experience levels.

Further information

Further information can be found at:
https://www.hellas-gold.com/en

The simulators ensure improved safety culture, with operators training in high-risk scenarios without real-world dangers.

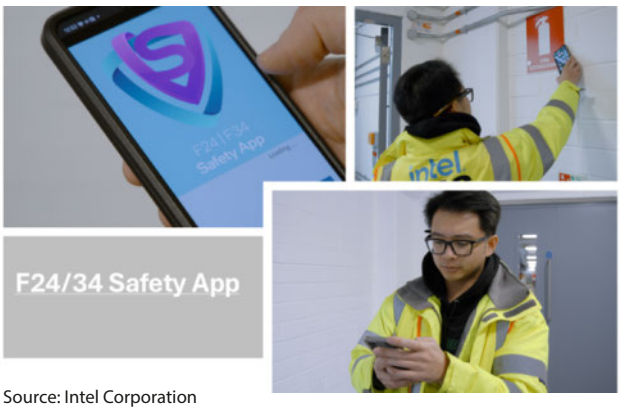
Digital app for workers' safety and reporting of incidents in electronic manufacturing

COMMENDED

Intel Corporation

Ireland

www.intel.ie



Source: Intel Corporation

Background

Intel's Leixlip campus in Ireland is a hub of innovation, housing a cutting-edge semiconductor wafer fabrication facility and the Neural Processing Unit (NPU) Group who develop low-power AI technology and software for Intel's Client Computing Group. As the site expanded and technology evolved, so did the challenges of maintaining a seamless approach to OSH.

With a growing workforce of more than 4,500 people and an increasingly complex work environment, workers needed a faster, more efficient way to access essential environmental, health and safety (EHS) information. However, the absence of a centralised hub made it difficult to quickly locate safety contacts and up-to-date programme details.

Another critical challenge was the manual processing of occupational safety and health (OSH) related reports submission. The time-intensive nature of this system not only delayed response times but also reduced the ability to proactively address potential risks. Recognising these gaps, Intel sought an innovative solution to streamline access to safety resources and upgrade workplace protection.

Aims

Intel's goal is to improve safety and communication methodologies in the manufacturing facilities, promoting an excellent and enduring site safety culture.

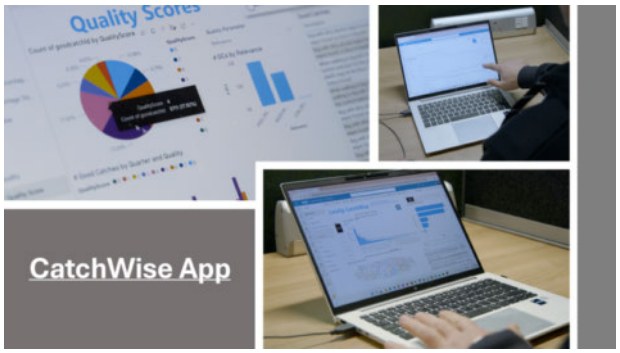
What was done and how?

- Intel implemented the Safety App and CatchWise system to strengthen workplace safety, streamline communication and foster a proactive safety culture.
- The Safety App provides instant access to safety resources and contacts, simplifies reporting and encourages worker engagement in safety initiatives.
- CatchWise leverages an AI chat bot to analyse safety data, identify trends and refine safety measures to reduce risks and potential incidents.
- The implementation of these tools followed the hierarchy of prevention, applying the STOP principle: substitution of paper-based safety processes; technological measures using AI-driven analytics and real-time contact access; organisational measures with QR codes that ensure access to safety tools for all workers; and personal protection measures with built-in features for personal safety checks and PPE reminders.
- Senior managers continuously support and promote the digital tools through company-wide meetings and communications. They also conduct environment, safety and health (ESH) audits using the Safety App to log observations, track corrective actions and prevent incidents. During the launch and pilot stage of these apps, they provided additional time for workers to adapt and introduced a recognition programme to reward engagement.

What was achieved?

- The company improved safety communication and responsiveness, with faster reporting and resolution of safety concerns.
- Engagement in proactive safety measures improved, with workers actively identifying and addressing risks.
- Through the integration of the Safety App and the CatchWise system, there was an increase in risk reporting, demonstrating heightened safety awareness.

- The CatchWise system, powered by AI, enables rapid detection of patterns and risks, preventing incidents before they occur and analysing safety trends.
- Increased participation in risk reporting has reinforced a culture of continuous safety vigilance.
- Workers feel valued and actively involved in an inclusive and proactive safety programme.
- The site now operates with a more responsive, data-driven and employee-centred approach to safety.



Source: Intel Corporation

Success factors

- The intuitive, user-friendly interface of the app ensures workers of all skill levels can easily navigate and use the app.
- The QR code system increases accessibility, allowing instant access to safety resources with a simple scan.
- The strong support and commitment from leadership has driven widespread adoption and integration of the app into daily safety practices.
- Workers have been actively involved in providing data for CatchWise, creating a feedback loop that strengthens safety measures.
- The implementation of the STOP method – substitution of paper-based safety approaches, technological, organisational and personal protection measures – was a winning factor for improving the OSH culture in the workplace.

Transferability

Intel Ireland's approach to safety through the Safety App and CatchWise AI system offers a scalable and adaptable model for other industries, particularly those with complex operational environments and large workforces. Companies looking to optimise their OSH strategies can adopt similar tools to simplify reporting, improve hazard detection and foster proactive safety engagement. The key success factors – user-centric digital tools, strong leadership support and active worker involvement – demonstrate that a technology-driven, worker-empowered safety culture can be replicated in various sectors.

Costs and benefits

Implementing the Safety App and CatchWise AI system required an initial investment, including training time and overcoming resistance to new technologies. However, the adoption of digital safety tools has improved safety communication, reduced workplace injuries and increased job satisfaction. A proactive safety culture has emerged, reinforcing Intel's reputation as a leader in workplace safety.

The long-term gains are substantial, with reduction in accidents, legal costs, downtime and productivity losses. Key achievements include a 50% decrease in first aid injuries and a 30% drop in serious injuries compared to the previous year. With over 30,000 good catches logged and 11,000 safety walks completed in 2024, employee engagement in safety initiatives is stronger than ever. Recognition through the Fab Sort Manufacturing Excellence Award and two National Irish Safety Organisation awards further underscores Intel's commitment to integrating safety with technological innovation for a safer, more efficient workplace.

Key features of good practice example

- The Safety App provides a centralised hub for safety information, includes interactive site maps marking PPE cabinets, chemical storage and waste disposal locations and facilitates safety walkabout tracking to encourage proactive safety inspections. It also embeds a reporting tool for a 'good catch', that is, a report of a potentially unsafe act or condition that could lead to an injury.
- The CatchWise tool automates the analysis of more than 35,000 good catch reports annually, eliminating slow manual processing. It uses AI-driven pattern recognition to identify safety trends and high-risk areas, continuously refining insights through machine learning.

Further information

Further information can be found at:
https://www.intel.ie/content/www/ie/en/company-overview/intel-leixlip.html

The adoption of digital safety tools has improved safety communication, reduced workplace injuries and increased job satisfaction.

Collaborative robots and automation to improve ergonomics in electronics solutions

COMMENDED

Dinamica Generale

Italy

www.dinamicagenerale.com

Background

Dinamica Generale is a global provider of electronic solutions and sensors for industries ranging from agriculture and food production to healthcare and industrial applications.

Spanning 19,500 m^2, Dinamica Generale's state-of-the-art facility includes a 7,000 m^2 production area. With over 30 years of steady growth, the company has established itself as a leader in its sector and has introduced advanced manufacturing technologies and automated warehouses.

However, as operations expanded, the company identified key areas where workplace safety and ergonomics could be optimised. These included manual handling of loads, ergonomic risks at workstations and physical demands of feeding components into the assembly line. Addressing these occupational safety and health (OSH) concerns became a priority to ensure a safer and more efficient working environment for its workers.

Aims

Dinamica Generale aims to boost worker wellbeing and production efficiency by implementing innovative automated solutions.

What was done and how?

The company implemented three different solutions that leverage robotics and automation:

- It integrated a collaborative robot with a 30-kilogram loading capacity to handle spindles on strain gauge bonding machines. Pins arrive on a custom-designed trolley, allowing the robotic gripper to pick them up and transport them to an available bonding station for processing. Afterwards, the robot moves the semi-finished product to a stackable rack for heat treatment. The system automatically configures work parameters by scanning barcodes, ensuring seamless and efficient processing through factory system integration.

Source: Dinamica Generale

- Dinamica Generale also installed an automated pin washing system. With an overhead conveyor that moves pin baskets through cleaning phases, the system eliminated manual handling and workers' exposure to chemicals.

- It introduced an electronically controlled industrial manipulator to handle components on the assembly line. The intelligent device removes the risk of manual load handling while improving control and accuracy in positioning, leading to higher productivity. Its electronic control detects the operator's movements, so no manual weight adjustments or extra controls are needed.


Source: Dinamica Generale

What was achieved?

- The new robotic island for spindle management eliminated manual handling of 60,000 cells per year. Each cell weighs 5 to 30 kg each.
- The solution improved worker wellbeing, reducing risks of occupational diseases. It also increased gender inclusion by making tasks accessible to all.
- The new washing pins island removed manual chemical cleaning and improved ergonomics with better storage on trolleys. For workers, this meant the elimination of contact and inhalation of chemicals.
- The intelligent device for handling components eliminated manual handling of 60,000 cells per year, each weighing over 10 kg. This improved workplace safety, putting an end to the risk of cell falling.

Success factors

- Implementing automated solutions that relieve the operator from handling activities significantly reduced OSH risks. Minimising manual load handling led to fewer work-related injuries and long-term health issues. It improved worker wellbeing with fewer absences due to illness or accidents.
- Automation removed physical barriers, allowing both men and women to perform all tasks. Advancing gender inclusion allowed the company to obtain a gender equality certification (UNI PdR 125/2022), promoting inclusivity and workforce diversity.
- The adoption of a collaborative robot enabled safe interaction between operators and machines in shared workspaces.
- Through seamless human-machine collaboration, process efficiency is maintained without requiring a complete overhaul of production methods.
- By integrating information and communication technologies into the production process, the company improved flexibility, efficiency and quality, optimising coordination of various workflows.
- Periodic safety inspections and direct involvement of key stakeholders ensure a proactive OSH approach and continuous improvement.

Transferability

The solutions implemented at Dinamica Generale represent technologies with broad applicability across multiple industries, from steelmaking to general manufacturing. The effectiveness of these automated solutions depends on factors such as workplace context, worker training and the specific implementation goals. Their high **design transferability** makes them a strong model for companies looking to boost both worker wellbeing and process efficiency.

Within Dinamica Generale, the success of the initial **robotic island for pin servicing** led to further investments in the **washing system and intelligent lifting device**, demonstrating that automation can be progressively integrated to improve ergonomics and productivity.

Costs and benefits

The total investment for implementing the three automated solutions amounted to €344,000. While the upfront costs were significant, the long-term benefits justify the investment.

By eliminating manual load handling, these solutions improved worker wellbeing, reducing the risk of injuries and long-term occupational diseases. Additionally, automation has increased productivity, streamlining operations. The company gained greater process efficiency through self-configuring systems and barcode-driven automation, reducing human error and optimising workflow. Beyond operational advantages, these improvements supported workforce inclusivity, allowing a broader range of workers to perform tasks previously limited by physical demands.

Key features of good practice example

- Automated solutions reduce strain-related injuries, improve ergonomics and foster gender inclusion by removing physical barriers.
- Integrating Industry 4.0 technologies, such as barcodes, databases and interconnected systems, ensures seamless automation and process optimisation.
- Automation reduces downtime, improves precision and streamlines workflow.

Further information

Further information can be found at:
https://www.dinamicagenerale.com/

References and resources

https://www.youtube.com/watch?v=JL9WqEoCPcA

By eliminating manual load handling, these solutions improved worker wellbeing, reducing the risk of injuries and long-term occupational diseases.

Digitalisation of health and safety supervision, involvement and communication at construction sites

COMMENDED

YIT LATVIJA Ltd

Latvia

www.yit.lv/en

Source: YIT LATVIJA Ltd

Background

YIT LATVIJA, a subsidiary of YIT Group OY, provides services to develop and construct new blocks of flats and other real estate properties in Latvia. The company has 36 workers and it hires subcontractors and suppliers during construction works.

OSH is an integral part of YIT's values and daily operations. Its goal is to be a zero-accident working community. At all construction sites, the company's OSH requirements apply to the entire supply chain, including company personnel, subcontractors and independent contractors.

Problems identified

- The work procedures were time-consuming, with safety inspections of sites done on paper protocols and the use of a separate device to process and attach photos. After the safety round, acts of non-compliance for subcontractors were recorded at the site office, and only negative observations and tasks were documented.
- Response to safety rule violations was delayed as the protocols were not always prepared and handed over to subcontractors on the day of the safety inspection.
- Safety observations were often incomplete or contained errors, so the location of the task was not always clearly identifiable based on the photos.
- A lack of communication and safety information flow inhibited data from being collected and communicated to the subcontractors, as well as between YIT site teams.
- Subcontractors neglected to report any near misses or minor accidents and generally lacked sufficient knowledge about OSH to communicate issues to YIT personnel.

Aims

The company aims to leverage digital tools to effectively facilitate OSH management and help to identify and mitigate work-related risks at construction sites.

Source: YIT LATVIJA Ltd

What was done and how?

The company digitised its OSH monitoring process and integrated safety observations into the 3D BIM system that can be used on a computer or mobile application.

The steps taken included:

- allocating resources and appointing responsible persons;
- procuring and formalising a contract with the digital tool provider;
- creating a test version;
- selecting a pilot project, involving different company specialists;
- conducting practical tests of the mobile application at the construction site;
- improving the digital function after the performed tests;
- training system users;
- updating personnel about ongoing changes;
- amending subcontractor contracts regarding legal aspects;
- training subcontractors;
- monitoring digital functions through regular system audits;
- setting OSH targets and developing actions regarding safety observations;
- improving safety communication through discussions at weekly production meetings with subcontractor representatives, individual talks with workers during site visits and regular exchange with YIT site personnel teams.

What was achieved?

The system has been in place since September 2023 and operates successfully at all active construction sites.

- YIT personnel actively create daily safety observations (positive and negative) that are immediately communicated to the responsible subcontractor.
- Once a week, the company's OSH specialist conducts a safety inspection, informing responsible persons of any deviations as well as positive observations.
- Subcontractor representatives use the software to report corrections, allowing YIT site personnel to confirm the completed task. Subcontractors not only receive tasks concerning issues, but also get positive feedback on the implementation of good practice.
- YIT personnel manually create safety observations from subcontractors who are not registered to access the system.
- Site managers place plans with QR codes in blocks of flats and construction site areas.
- Users locate and review observations by linking their location to the actual 3D BIM model.
- Analysts regularly review data and communicate findings to management, project teams and subcontractors.
- Top OSH management conducts walk-throughs and talks at sites.
- OSH specialists perform monthly audits regarding the system functionalities.

Despite the effective and timely management of safety issues, there is still room for improvements, such as:

- encouraging feedback from subcontractors through renewal of contract requirements, training before starting work and provision of visual information;

- adjusting digital accessibility of QR codes, so safety observations can be made by any person employed at the construction site without involving YIT personnel or subcontractor representatives;
- reporting of near misses and minor incidents.

Success factors

1) Company workers (BIM specialist, OSH specialist, site manager, production manager, real estate development director) collaborated to integrate OSH into the production process by selecting a digital tool suited to the company's needs and operations, in which:
   - the entire construction process is monitored and controlled using one system, taking into account OSH and environmental protection requirements and quality control checks;
   - the system could successfully be integrated with the 3D BIM model, making the project site visually more understandable and the location of identified safety observations easier to find;
   - the software is user-friendly;
   - system versatility enables updates and the creation of new digital functions;
   - easy data export options enable data to be conveniently collected and quickly communicated.
2) Top management showed support and invested in the digitalisation of OSH processes and their improvement.
3) Implementation of digital processes was well-planned, starting from the creation of a steering group, selection of a pilot project, practical testing of functionality and constant improvement until it could be implemented in projects.
4) Workers and subcontractors received both theoretical and practical on-site training.
5) The system functionalities are regularly monitored, and feedback from personnel and subcontractors is used for further development.
6) The system enables regular OSH monitoring and data analysis.
7) All problems and system deficiencies, as well as necessary improvements, are discussed openly, while good practices and positive examples are also recognised.

Transferability

This digital solution could readily be adopted by construction companies of any size. As seen from the example of this small company, work processes, including OSH and environmental monitoring, are integrated into one efficient system that is easy to use.

Costs and benefits

Costs – The company pays €3,000 per month for the system, including human resources and maintenance fees.

Benefits – The digital system facilitates work processes and the timely prevention of safety issues, which has a positive impact on accident frequency.

Key features of good practice example

- Safety observations and protocols can be created efficiently and communicated quickly.
- YIT workers and subcontractors are all involved in improving OSH and solving safety issues.
- An open work culture and better understanding of OSH in the workplace has been created.
- The company has implemented a digital tool that improves OSH, not only in the company itself, but also in the subcontractor chain management.

Further information

Further information can be found at:
https://www.yit.lv/en/

The company has implemented a digital tool that improves OSH, not only in the company itself, but also in the subcontractor chain management.

Digitalisation of occupational safety and health management in automotive manufacturing

COMMENDED

Gonvauto Iberia (Gonvarri Industries)

Spain

www.gonvarri.com/en

Background

Gonvauto Iberia is a division of the Gonvarri Industries Group, with three production plants in Spain and one in Portugal.

Gonvauto Iberia has over 30 years of experience as a supplier to main automotive brands, directly or through its network of automotive stamping companies. It also provides metal solutions to other sectors, such as household appliances, construction and industry.

Problems identified

- Operators were not sufficiently involved in OSH management, nor in OSH improvement. For example, they often failed to report risks.
- Paper-based documentation was inefficient.
- Excessive time was needed to resolve OSH improvement actions and OSH incidents.
- Communication with operators was inadequate.
- Supervisors were overloaded with tasks.

Aims

Gonvauto Iberia aims to significantly improve its safety culture by creating a range of digital tools that facilitate documentation and get operators and supervisors more involved in OSH management.

What was done and how?

A series of apps was developed internally using tools available in a common productivity software package. They focus on improving workplace safety and involve all departments. Training in the use of the apps is provided to workers in the form of digital workshops, and participation is strongly encouraged.

The apps have the following advantages:

- They can be accessed from any mobile, tablet or computer.
- They are straightforward to use.
- Workers are involved in their development.

Source: Gonvauto Iberia

1. Safety apps

Digitalisation has made safety management processes more efficient and reliable, easier to track and less time-consuming.

1.1 Health and safety inspections

Every month, production supervisors must perform health and safety inspections at the plant. Deficiencies are immediately corrected or included in an action plan.

This new app replaces previous paper-based inspection reports. It generates reports, statistics and customised calendars, and sends notifications to stakeholders. Consequently, 100% of inspections are completed and reported improvement actions have increased by 345%.

1.2 Work permits

In the past, work permits for dangerous tasks were not managed at the plant.

This new app manages such permits (welding, electrical work), facilitating their creation and monitoring with automatic notifications. Today, 100% of external companies carrying out risky work have been inspected.

1.3 One-point lesson (OPL)

This new app digitises lessons learnt from incidents with electronic approvals. Operators are actively involved and reports are accessible from any device.

1.4 Stowage

Stowage legislation requires internal audits to inspect truck stowage and prevent accidents.

This app digitises such audits and generates automatic reports for easy tracking. It also provides guidance on resolving anomalies and allows for re-inspections once deficiencies are rectified.

1.5 PDCA (plan, do, check, act)

This new app consolidates all corrective actions that arise from accident investigations, safety inspections, audits and operator notifications. It sends automatic notifications and reminders to improve the management and resolution of preventive actions.

2. Frontline workers apps

These apps are meant for the direct labour force, encouraging participation in improving safety using shared tablets or mobile devices.

2.1 Risk communication

This app allows workers to report non-urgent risks, send photos and comments to OSH managers and supervisors through Teams.

Source: Gonvauto Iberia

2.2 Have you had a safe day?

This app allows operators to report their impressions on daily safety. A weekly report is automatically generated and sent to both management and OSH managers.

2.3 Requests for personal protective equipment and workwear

This app allows workers to request necessary personal protective equipment and workwear. The supervisor approves and records the handover, leaving a record of the status of the request in the system.

2.4 Ideas for improvement

This app allows workers to suggest improvements with sketches, photos and files, explaining the current situation and proposing solutions. Ideas are evaluated and approved by the area supervisor and, where appropriate, by the OSH officer.

3. Digital workshops

These workshops encourage worker participation in improving OSH.

3.1 LOTO (lockout-tagout) production workshop

This workshop involves the installation of line door locking systems with keys for production operators. Workshops were held to identify specific scenarios and define the best ways of lockout-tagout. Finally, safety information was placed next to each door.

3.2 LOTO (lockout-tagout) maintenance workshop

Involving a multidisciplinary team (maintenance, production, lean manufacturing and safety), this workshop focuses on identifying and defining action guidelines for maintenance operators on production lines. Following the workshop, information sheets accessible through QR codes were created in the production areas.

3.3 Chasing risks workshop

This workshop encourages employees to look critically from a safety point of view at their work environment on a daily basis, identify significant risks and launch a remedial action plan.

What was achieved?

- All accident indicators across the four plants have seen significant reductions. The frequency index has dropped from 17.1 in 2021 to 5.4 in 2024 and the severity index from 0.43 in 2021 to 0.08 in 2024.
- Workers are more involved in OSH management and frequently report risks.
- The number of risky conditions reported has increased by 70%.
- The number of open health and safety actions has increased by more than 250%.
- OSH is rated as the best aspect in the 2023 workplace climate surveys at all sites.

Success factors

- Workers are actively involved in the design and development of tools.
- Tools are continuously adapted to the real needs of the business.
- The versatile applications can be used in different contexts and situations.
- The apps can be accessed from a mobile, tablet or computer.
- The intuitive and easy-to-use tools do not require advanced technical knowledge.
- Travel and task execution times are significantly reduced.
- Non-value-added tasks are eliminated, optimising work processes.

Transferability

The fact that the digital applications and workshops presented in this example can be created in-house using common productivity software makes them an easily accessible option for many manufacturers or other industries with high-risk workplaces, regardless of company size.

Costs and benefits

The project was implemented using the company's own resources and productivity software licences already allocated.

Benefits include an improved safety culture, greater involvement of operators and supervisors in OSH management, and identification of cross-cutting risks in different areas of the plant.

Key features of good practice example

- The company has reinforced its preventive culture and actively promotes worker participation through the use of digital technologies.
- Management demonstrates strong leadership in its commitment to prevention.

Further information

Further information can be found at:
https://www.gonvarri.com/en/

Digitalisation has made safety management processes more efficient and reliable, easier to track and less time-consuming.

Digitalised preventive medical records for workers in the construction and infrastructure industry

COMMENDED

Volandis (in collaboration with FIQAS)

The Netherlands

www.volandis.nl

Source: Volandis

Background

Companies in the Netherlands are legally obliged to conduct a periodic occupational health examination (PAGO) of workers who are exposed to OSH risks. Volandis is a leading sectoral knowledge and advisory organisation in this field and, based on its collective labour agreement, organises and supervises prevention care. The organisation supports the implementation of prevention care and, together with partners, implements the sectoral package of individualised preventive care for workers. This package has been part of the collective bargaining agreement in the construction and infrastructure sector for 30 years.

With the establishment of Volandis, social partners in the sector also introduced the Sustainable Employability Analysis (DIA), which expands upon PAGO through a reflection interview with employees on their vitality. The DIA focuses on medical and non-medical factors that may hinder a worker's sustainable employability. Its goal is to prevent OSH risks and allow workers to manage their own sustainable employability. The DIA results in a personal medical report – PAGO – and an action plan for the worker with preventive measures. The employer receives an anonymous company report of collected PAGO participants in the mijnVolandis environment.

With its prevention care policy in the construction and infrastructure sector, Volandis also responds to the government's call to unburden and future-proof care.

Problems identified

In 2019, Volandis had 21 OSH services under contract, which collectively used 17 different software packages to carry out PAGO. Without a uniform format, data (medical records) could not be transferred from one OSH service to another. Changes to medical examinations were time-consuming and cumbersome.

However, the biggest challenge concerned the transfer of medical records. Workers who changed jobs under a different OSH service, had to undergo a new baseline measurement each time, regardless of their previous PAGO. The same occurred when employers changed OSH services. Since existing records could not be built upon, this became a health risk for workers, especially in cases of chronic conditions like cardiovascular and lung diseases and musculoskeletal complaints. This also restricted Volandis from guaranteeing the quality of PAGO execution and follow-up interventions. To meet the goal of the sector's social partners, namely that 80% of workers should retire in good health by 2030, it became necessary to put them in charge of their own prevention files.

Aims

The mission is to encourage prevention and keep workers in the industry healthy so there is less absenteeism and fewer socio-medical problems. To facilitate this, Volandis aims to develop a platform that will streamline the access and transfer of workers' medical files for all stakeholders.

What was done and how?

In mid-2023 Volandis introduced the sectoral Prevention Care Portal (PZP) with its software partner FIQAS. This is a preventive medical record specially developed for workers in the construction and infrastructure industry. The portal consists of two parts. Company doctors, OSH professionals and DIA advisors document their examinations and findings. Workers have access to their PAGO questionnaire, results and research reports, including the DIA action plan.

The PZP is the first national medical file that transcends OSH services. It offers the possibility to carry out and record various profession-specific examinations and provides various functionalities that OSH services had not digitised.

What was achieved?

- Since mid-2023, Volandis and partners have facilitated 24,000 workers in construction and infrastructure companies with a personal medical report and a DIA action plan.
- Around 140,000 workers in 8,000 construction companies across the Netherlands will be able to access their personal preventive medical file.
- The new PZP system records all findings from PAGO, DIA and follow-up activities in a workers' medical file, to be kept for at least 40 years.
- When a worker changes companies or OSH services, future examination can build on the information already available, as doctors and different OSH services can access the employee's file upon consent.
- Doctors and OSH professionals have better access to medical information, completeness of data, uniformity in working methods, improvement of diagnostics and clarity when processes and working methods change.
- The PZP system enables doctors and DIA advisors to smoothly transfer necessary information to execute a PAGO and the DIA reflection interview.
- By centrally recording specific preventive medical examinations in advance, working methods can be controlled and new examinations and examination methods can be easily implemented by Volandis.

Success factors

- **Data retention** – Workers' records remain available for life.
- **Independence** – Organisations and workers no longer depend on a single OSH service, as any OSH service or doctor can access existing information with the employee's consent.
- **Uniformity** – Volandis develops medical studies on specific occupational risks and early detection of health damage. These examinations are now prepared in the PZP and conducted by OSH services in a standardised manner.
- **Quality** – With OSH services using the same equipment that links to the PZP, results are more reliable.
- **Data analysis** – The above enables Volandis to conduct reliable scientific research that can be used to prevent work-related diseases and absenteeism.

Transferability

The approach is transferable to other sectors, but requires substantial financial commitment. Stakeholders in the Netherlands have already expressed an interest in making the PZP available to workers in other sectors.

Source: Volandis

Costs and benefits

Costs – Social partners in the sector initially invested €2.1 million to develop, build and operationalise the PZP system. Another €700,000 will be allocated for further development and optimisation in 2025.

Benefits

- In 2024, the PZP system resulted in a sector-wide increase in worker participation from 27% to 31%.
- The quality of PAGOs and DIAs has increased significantly. This is expected to lead to less dropout and absenteeism by workers.
- The number of stakeholders is expected to increase with the inclusion of other sectors in the PZP.

Key features of good practice example

- Regardless of the company one works for, a worker's health and safety information is available in one place, including both preventive health and sustainable employability.
- Considering the large number of workers and the high level of risk in the construction sector, the potential impact is estimated to be high.

Further information

Further information can be found at:
https://www.volandis.nl/

Regardless of the company one works for, a worker's health and safety information is available in one place, including both preventive health and sustainable employability.

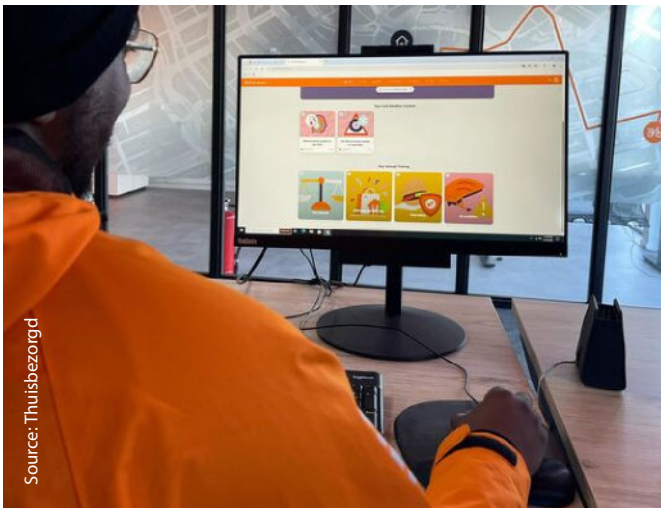
Reducing courier risks in digital platform work

COMMENDED

Thuisbezorgd.nl

The Netherlands

www.thuisbezorgd.nl



Source: Thuisbezorgd

Background

Thuisbezorgd.nl, a subsidiary of Just Eat Takeaway.com, is a major online food delivery platform in the Netherlands that works with over 5,000 couriers. Couriers are responsible for picking up orders from partners and delivering them to customers using an eco-friendly fleet. Couriers use an online application on their mobile phones to receive instructions and navigation for their deliveries.

The couriers are hired as employees of the company, which consequently offers a range of benefits, including job security, stable income, fixed or flexible shifts, paid sick leave and insurance coverage. In addition, couriers receive personal protective equipment (PPE) and comprehensive training to ensure their safety and performance. Thuisbezorgd.nl takes pride in fostering a safe and healthy work environment, supported by robust safety procedures aligned with the ISO requirements for an OSH management system.

However, couriers are exposed to traffic accidents and severe weather conditions. To tackle these challenges, Thuisbezorgd.nl has invested significantly in risk mitigation measures. In the event of an accident, the company's emergency response processes and accident support systems are ready to assist. These initiatives are guided by risk assessments, courier feedback, surveys and other input channels to ensure ongoing improvement.

Aims

The goal is to create a safer work environment, minimise safety incidents, and prevent or reduce the severity of head injuries by introducing a number of control measures identified in the risk assessments that were conducted.

What was done and how?

Thuisbezorgd.nl's occupational safety and health (OSH) policy has frameworks for risk assessment, regulatory compliance, auditing, severe weather management, incident management and more. The most impactful risk mitigation measures include mandating helmet use for all couriers and implementing controls for training, emergency response and vehicle inspections.

- **Emergency response** – Couriers work alone and are exposed to risks that could result in injuries, requiring timely emergency response. They receive live support from agents via chat or calls during shifts to handle incidents, damage or other needs, ensuring prompt response in an emergency. The company also plans to integrate Flare, a mobile application with automated accident detection and SOS alerting, into the courier application.

- **Vehicle inspection** – Bike couriers must perform pre-shift inspections to ensure their bikes are in optimal working condition, which helps prevent accidents and breakdowns during delivery. To streamline this process, the company is implementing the Chevin tool to facilitate systematic bike inspections. The tool allows couriers to complete and document inspections digitally, ensuring that any issues are promptly identified and addressed before starting their shifts. This implementation improves safety and reliability for both couriers and customers.

- **Training** – The mobile-friendly CLX training platform was launched to boost courier safety. Featuring interactive and gamified elements, CLX offers convenient, tailor-made and engaging training on safe driving practices, severe weather navigation, PPE use and other safety requirements. The training is mandatory, and couriers receive compensation for the time they use to complete it. This approach ensures couriers can easily access and benefit from essential safety training on their phones.

- **Awareness and recognition** – The company raises safety awareness through various initiatives, such as celebrating World Safety Day, promoting the '5 life-saving rules' and championing the slogan 'Driven by safety'. It also uses the Tradler reward and recognition tool to acknowledge and incentivise safety achievements among couriers, reinforcing a strong

safety culture and encouraging adherence to safety practices.

- **Personal protective equipment** – While the company has consistently encouraged the use of helmets and provided them to couriers, operating in an environment where helmet-wearing was neither legally mandated nor culturally prevalent presented challenges. The company has made helmet use mandatory to prevent head injuries or reduce their severity.

What was achieved?

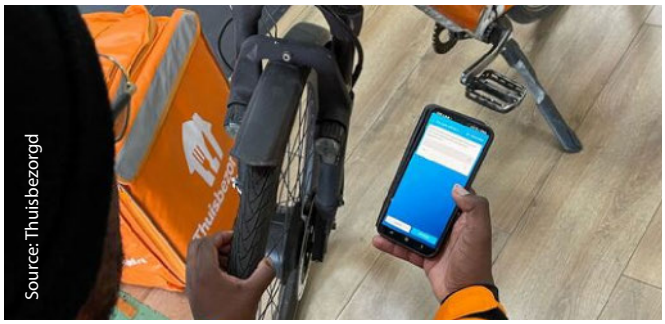
- Couriers are better informed to perform their duties safely.
- Couriers are more satisfied, engaged and motivated, according to perception survey results.
- Mandating helmets has significantly reduced the severity of head injuries, with many couriers reporting that their company-required protection helmets saved them from serious harm during accidents. Although the full benefits of implementing these controls will take time, 2024 already saw a notable improvement in OSH performance.
- Safety performance started to show tangible improvement in 2024, with a notable 34% reduction in lost time due to injury.

Success factors

- The company demonstrates leadership and commitment to prevent accidents. It also actively lobbies local government to introduce helmet laws.
- Necessary financial resources are made available to purchase digital tools and ensure the courier protective equipment is in place.
- Operations and courier representatives are consulted before implementing new initiatives, significantly increasing buy-in and engagement.
- The company demonstrates effective project management by carefully handling resistance to change and fostering the desired cultural shift.
- The company actively promotes learning from and sharing incident experiences by disseminating success stories through inspirational video clips.

Transferability

The entire approach could be easily transferred to other digital delivery platforms employing bicycle couriers. Individual initiatives, such as a digital vehicle inspection tool or a mobile-friendly training platform, could also be adopted in a wide range of sectors.


Source: Thuisbezorgd

Costs and benefits

Resources consisted of the time allocated by workers and managers to organise and participate in workshops during the consultation process. Costs included acquiring digital tools to improve safety, such as the learning platform, automated accident detection system, vehicle pre-inspection tool, and rewards and recognition systems. Additionally, investments were made in PPE to meet the increased demand for helmets.

Long-term benefits include more sustainable employment opportunities for couriers by preventing injuries and illnesses, as well as reduced costs associated with inefficiencies due to accidents.

Key features of good practice example

- The company demonstrates strong leadership commitment through consulting with courier representatives and ensuring effective project management.
- Key performance indicators track safety performance, measure effectiveness and drive continuous improvement in OSH practices.
- The implemented safety measures, such as mandating the use of helmets, address the most critical aspects of courier safety.
- Extensive consultation with management, operations and couriers ensures alignment on safety practices and measures.
- Couriers are provided with opportunities to raise safety concerns through feedback surveys and direct communication with their line management.

Further information

Further information can be found at:
https://www.thuisbezorgd.nl/

The most impactful risk mitigation measures include mandating helmet use for all couriers and implementing controls for training, emergency response and vehicle inspections.

GETTING IN TOUCH WITH THE EU

In person

All over the European Union there are hundreds of Europe Direct centres. You can find the address of the centre nearest you online (european-union.europa.eu/contact-eu/meet-us_en).

On the phone or in writing

Europe Direct is a service that answers your questions about the European Union. You can contact this service:

- by freephone: 00 800 6 7 8 9 10 11 (certain operators may charge for these calls);
- at the following standard number: +32 22999696;
- via the following form: european-union.europa.eu/contact-eu/write-us_en.

FINDING INFORMATION ABOUT THE EU

Online

Information about the European Union in all the official languages of the EU is available on the Europa website (european-union.europa.eu).

EU publications

You can view or order EU publications at op.europa.eu/en/publications. Multiple copies of free publications can be obtained by contacting Europe Direct or your local documentation centre (european-union.europa.eu/contact-eu/meet-us_en).

EU law and related documents

For access to legal information from the EU, including all EU law since 1951 in all the official language versions, go to EUR-Lex (eur-lex.europa.eu).

EU open data

The portal data.europa.eu provides access to open datasets from the EU institutions, bodies and agencies. These can be downloaded and reused for free, for both commercial and non-commercial purposes. The portal also provides access to a wealth of datasets from European countries.

The **European Agency for Safety and Health at Work (EU-OSHA)** contributes to making Europe a safer, healthier and more productive place to work. Set up by the European Union in 1994 and based in Bilbao, Spain, the Agency researches, develops and distributes reliable, balanced and impartial safety and health information, networking with organisations across Europe to improve working conditions.

EU-OSHA also runs **Healthy Workplaces Campaigns**, backed by the EU institutions and the European social partners, and coordinated at national level by the Agency's network of focal points. The 2023–2025 campaign **'Safe and healthy work in the digital age'** aims to raise awareness about the impact of new digital technologies on work and workplaces and the associated occupational safety and health challenges and opportunities.

European Agency for Safety and Health at Work
C/ Santiago de Compostela 12
48003 Bilbao, SPAIN
Email: ***information@osha.europa.eu***
www.healthy-workplaces.eu

Publications Office
of the European Union