

**15
MAY
26**

09:00-17:30

**SOFITEL
ATHENS
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Organised by
 **SM ANAGEMENT
FORCE Group**
Risk Management & EHSS Services



**Day 2 | Delphi
Interactive Workshops**

18 SAFETY GALA

The Int'l ESG Conference

**Visionary Leadership & Governance for
Safety at
Workplaces and Beyond**

Session: Embedding ESG in Workplace Health & Safety
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***Secretary of the Board of Directors, CSR HELLAS
Corporate Director, QSHE and Sustainability, AVAX S.A.***

***"From Risk to Readiness
ESG and the Future of Safe Work"***

THE RISK MAP HAS CHANGED

The risk landscape of work has changed

- Traditional physical hazards remain central
- But they no longer tell the whole story
- Risk is increasingly shaped by:
 - digitalisation
 - algorithmic management
 - hybrid work
 - climate pressure
 - operational volatility

In 2026, the real challenge is no longer identifying risk. It is being ready for it.

Key message:

Risk is now broader, more cumulative, and more closely tied to the way work is organised.

PSYCHOSOCIAL RISK

Psychosocial risk is now a material occupational risk

- 840,000+ deaths annually worldwide
 - Almost 45 million DALYs lost
 - 1.37% of global GDP
- 35% of workers globally work more than 48 hours/week
 - 23% have experienced violence or harassment

ILO perspective

- not individual fragility
- but work design, workload, pace, hours, supervision, change and leadership

Emerging pressure point

- algorithmic scheduling
- performance dashboards
 - constant connectivity
- opaque decision-support tools

Key message:

Psychosocial risk has moved from the margins into the core of management responsibility.

CLIMATE-RELATED RISK

- **Climate risk is now workplace risk**

Heat stress affects

- cognition
- reaction time
- endurance
- error rates
- operational reliability

heat stress evidence

- WBGT 30 → productivity at around 80%
- WBGT 35 → productivity at around 60%
- further losses with each additional degree

For Greece and Southern Europe

- not a future scenario
- but part of the current operating environment

- **Practical adaptation includes**

- realistic risk assessment
- hydration
- suitable clothing
- rest breaks
- workable schedules
- adjustment of work intensity

Key message:

Heat is not a comfort issue. It is a performance, safety and continuity issue.

ORGANISATIONAL & TECHNOLOGICAL COMPLEXITY

Risk is increasingly systemic

It comes not only from:

- equipment
- substances
- physical environments

It also comes from:

- workload and pace
- unclear roles
- fragmented coordination
- poorly managed change
- low transparency in digital systems

Concrete example: Musculoskeletal disorders

- still the most prevalent occupational health condition across Europe
 - cumulative, not event-based
- shaped by how work is designed, paced and repeated

Key message:

Work design and work governance are part of the risk architecture itself.

THE WIDER PERIMETER OF RESPONSIBILITY

Responsibility extends beyond the legal employer

A serious OHS strategy in 2026 must include:

- contractors and subcontractors
- agency and temporary workers
- seasonal and migrant labour
- platform and field workers
- supplier chains where operational risk is concentrated

Why this matters

- this is where the gap between policy and reality is often widest
 - this is where credibility is tested most directly
- this is where value-chain accountability becomes real

Key message:

A company is increasingly judged not only by what happens at its immediate core, but by the conditions of work it materially shapes across the wider value chain.

CSR HELLAS IN PRACTICE

From awareness to implementation



Cooperation with ELINYAE

- links sustainability with prevention
- strengthens the evidence base
- keeps the agenda close to operational reality

ESVE — Hellenic Pact for Sustainable Entrepreneurship

- 19 pioneering companies from 10 sectors of economy
 - 1,000+ training hours
 - practical cooperation across the value chain
- application of sustainability in real business conditions
- stronger focus on occupational health and safety in the value chain

CSR School

7 days, 56 hours of training and 54 certifications
structured educational response to a more demanding sustainability environment
builds capability and practical readiness in the market

For SMEs : The transition cannot be punitive
companies need clarity, tools, proportionate expectations and workable support

CLOSING QUESTIONS

From recognising risk to being ready for it

If ESG is to be meaningful in this field, two questions become central:

- Are our management systems keeping pace with the risks that are changing most quickly?
- Are we ready to take the same serious approach to work design, climate exposure and psychosocial strain — both inside the company and across the wider value chain in which work is actually performed?

Final takeaway

no longer marginal questions

central questions for prevention

central questions for leadership

central questions for business credibility

They will help define not only the future of safe work, but the seriousness with which responsible business itself is judged.

SAFETY & ESG



Shift the Mindset...
Shift to Safety



What Makes Safety Sustainable?

The ESG Pillars



Triple Bottom Line



**Safety becomes
sustainable only when
people become part of it.**

From Compliance to Culture

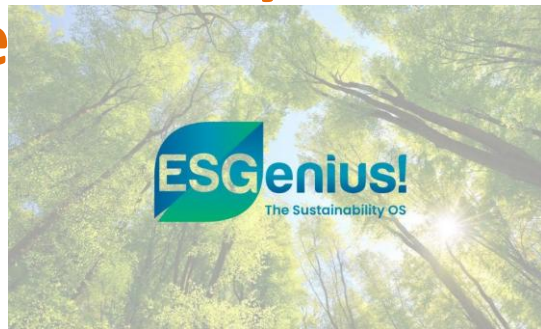
Traditional Safety

- Compliance
- Procedures
- Reporting

Sustainable Safety

- Participation
- Leadership
- Responsibility
Mindset

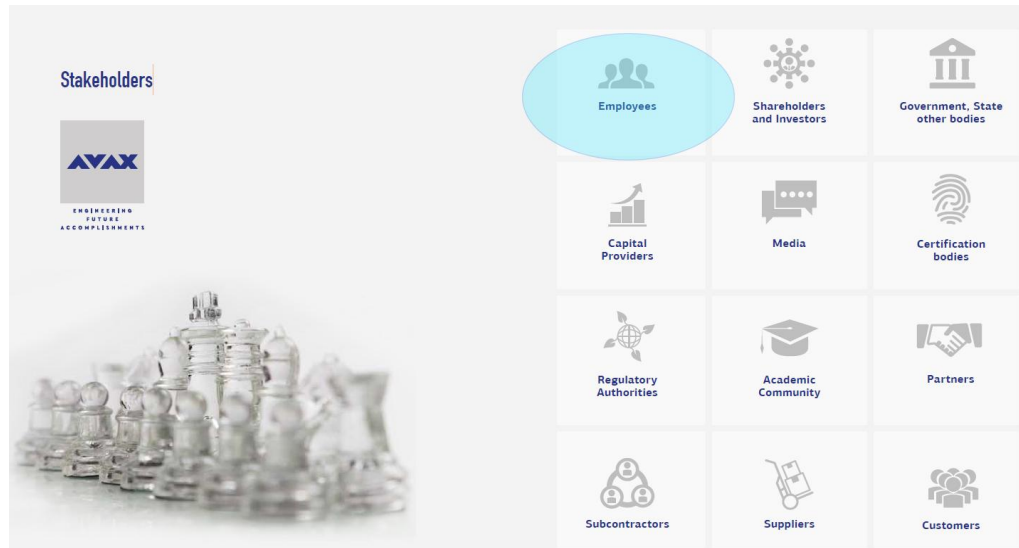
**“ESG and Safety are not failing.
The way we approach them is”**



Leadership Creates Culture

NEBOSH Safety Leadership Training:

- Team Leaders
- Safety through leadership
- Engagement & influence



**“Human Capital Approach
Employees are strategic stakeholders”**

WE ARE ALL SAFETY

Safety Pass

- Certified safety training
- Digital safety card
- Safety Pass Site Hazards Report
- Employee participation

SafetyPass

Contacts

Employees
Manage trainees and employees

Export Import Add Contact

Search (min 3 characters) 124 results Rows per page 25 Page 1 of 5 Views Filter Columns

Name	Mobile	Email	Status	Specialty	Role
John Doe	0123456789	john.doe@gmail.com	Active	EPFATHE	Employee
Jane Smith	0987654321	jane.smith@gmail.com	Active	Operators	Employee
David Brown	0112233445	david.brown@gmail.com	Pending	Operators	Employee
Emily White	0556677889	emily.white@gmail.com	Active	EPFATHE	Employee
Michael Green	0445566778	michael.green@gmail.com	Pending	EPFATHE	Employee
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Benjamin Green	0543210987	benjamin.green@gmail.com	Active	TEXNITHE ONKOGMOE	Employee
Victoria White	0432109876	victoria.white@gmail.com	Active	EPFATHE	Employee

“Shift to Safety - Every employee becomes part of safety”

Sustainable Safety = Sustainable ESG

➤ Safety is not only:

KPI

Compliance

Reporting

➤ Safety is:

Culture

Participation

Responsibility

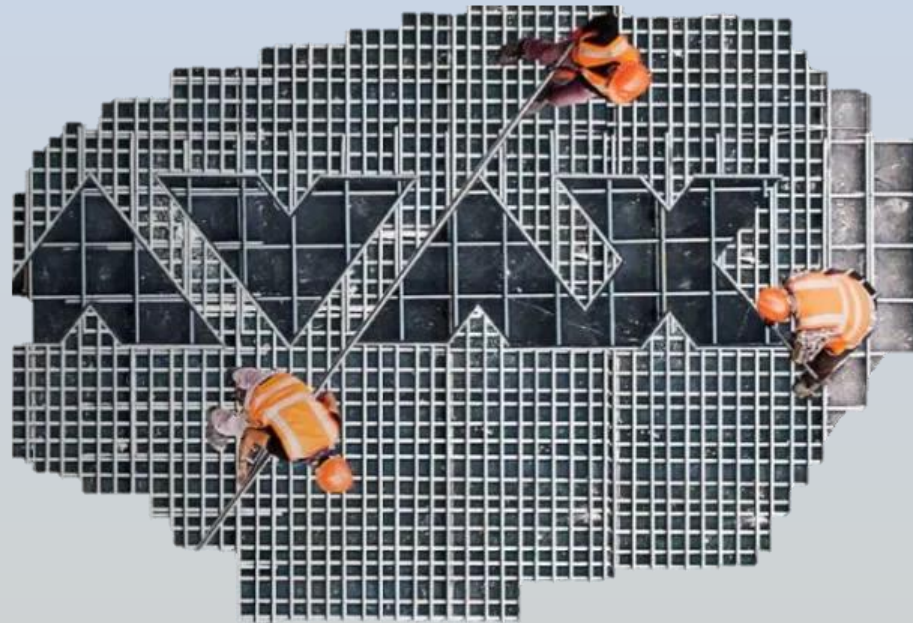
Sustainability



**“Safety belongs to ESG only when
WE ARE ALL SAFETY”**

WE ARE ALL SAFETY

Shift the Mindset... Shift to Safety



AVAX