

## **Embracing ESG Principles and Practices: A Roadmap for Occupational Health and Safety Personnel**

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### **ABSTRACT**

**Objective:** In recent years, there has been a growing interest among investors, stakeholders, and the public in Environmental, Social, and Governance (ESG) factors. As a result, companies are increasingly incorporating ESG principles and practices into their business strategies. However, the role of Occupational Health and Safety (OHS) personnel in this transition has not received enough attention. This paper highlights the importance of OHS personnel embracing ESG principles and practices and provides a roadmap for their adoption. **Method:** The paper begins by examining the evolving landscape of ESG and its impact on the business world. It then discusses the specific implications of ESG for OHS personnel and the role they can play in promoting ESG principles and practices in their organizations. The paper also presents a step-by-step roadmap for OHS personnel to adopt ESG principles and practices, including identifying relevant ESG issues, integrating ESG into OHS policies and procedures, and developing training programs for employees. **Conclusion:** The paper concludes by emphasizing the importance of OHS personnel taking a leadership role in the adoption of ESG principles and practices and the potential benefits for both organizations and employees. By embracing ESG principles and practices, OHS personnel can contribute to the creation of safer, healthier, and more sustainable workplaces while enhancing the overall reputation and performance of their organizations.

**Keywords:** ESG, Competency, Roadmap, OHS, Capabilities, Leadership

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