

# ANNUAL REPORT

FOR THE BOARD OF THE  
INTERNATIONAL SOS FOUNDATION



Prepared by Kayla Perfect  
November 2021

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# Welcome to the International SOS Foundation 2021 Board Report

The International SOS Foundation (“ISF”), legally called “Stichting International SOS”, was established on 25 October 2011 in accordance with the Dutch Civil Code. The registered office is in Amsterdam, John M. Keynesplein 3. The International SOS Foundation has the goal of educating organisations on health and security issues impacting their global workforce. Our altruistic goal of protecting and saving lives is carried out through conducting research and thought leadership initiatives on Duty of Care, sustainability and resilience to raise organisational standards in Duty of Care. As a strategic pillar of the Foundation’s goals, this year’s international and regional thought leadership initiatives have covered a variety of topics including the role of the Chief Health Officer, COVID-19 and the respective Duty of Care legislation, and the mental health impact on remote workers. Our global network of partners play a pivotal role in the execution of these initiatives.

## THE FOUNDATION HAS SIX MAIN ACTIVITIES:

1. The study of potential health, safety and security risks linked to international and remote assignments.
2. Providing information to governments, employers, workers and contractors concerning the risks as aforementioned in 1.
3. Encouraging employers to develop and strengthen corporate social responsibility in areas in proximity to their worksites.
4. Encouraging the development of an international instrument (such as a code of practice) to address the prevention and mitigation of risks as aforementioned in 1, as well as guidance on what should be done should an accident, illness or security situation occur.
5. Disseminating information about the risks as aforementioned in 1. through communication tools such as leaflets, web-based publications, scientific articles, books, films, meetings and seminars.
6. Other activities in furtherance of the goals as determined by the board.

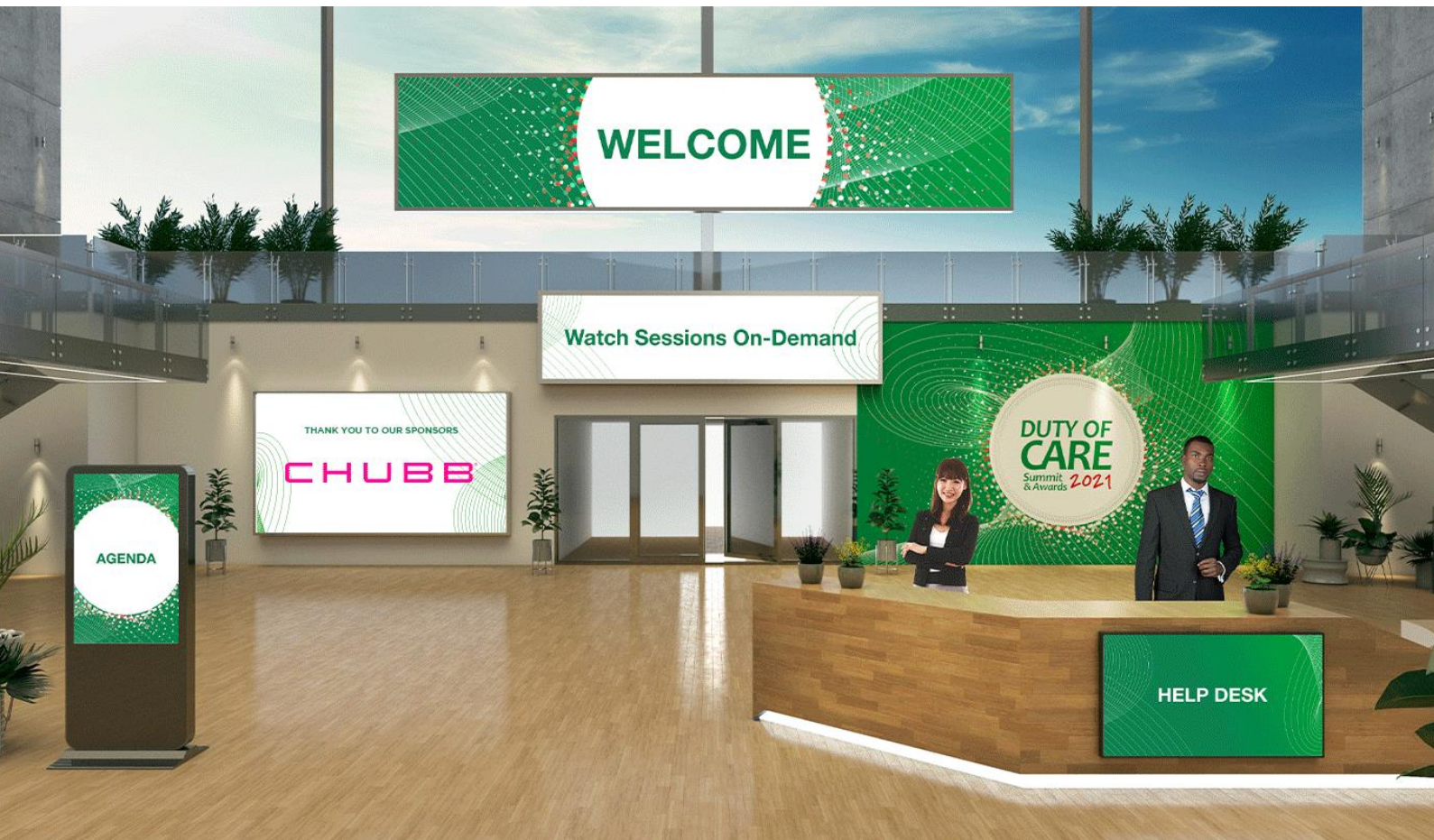
<https://www.internationalsos.com/about-us/awards-and-recognition>

*“The Foundation is a registered public charity and a non-for-profit organisation. It generated income through events, training courses and subscriptions, which is reinvested into research and communications initiatives.”*



**Kai Boschmann**, Executive Director

The reporting year of the Foundation is from 1 July 2020 to 30 June 2021.



CHAPTER

# 1 DUTY OF CARE SUMMIT & AWARDS



The 2021 Duty of Care Awards & Summit will take place virtually on 21 & 22 September.

**Target audience:** Health Risk, Security Risk, Medical, Occupational Health, Compliance Professionals, Mobility and Travel Risk

To protect the health, and safety of our delegates, while holding true to the integrity of the programme, the International SOS Foundation made the decision to host the 2021 event virtually.

The Duty of Care Awards programme received 116 entries from 29 countries, across 24 different sectors. Attendees represented a mix of clients, prospects, partners and press and respectively. The awards entries were submitted into seven categories:

Communications, Innovation, Sustainability, Remote Resilience, and three new categories entitled, COVID-19 Agility & Response, COVID-19 Ambassador, Inclusion & Diversity. For each submission, clients submitted a 1,000-word description of their Duty of Care programme.

11 independent judges, who are experts in risk management, security, Occupational Health and global mobility, selected the winners.

To maintain the integrity of the process, all winner names are kept secret until the event.

## OUR 2021 DUTY OF CARE AWARDS JUDGES



**DEBORAH DE CERFF**  
FOUNDER  
THE EMPLOYEE MOBILITY INSTITUTE



**JAMIE WILLIAMSON**  
EXECUTIVE DIRECTOR  
INTERNATIONAL CODE OF  
CONDUCT ASSOCIATION (ICoCA)



**JOHN DENTON**  
SECRETARY GENERAL  
INTERNATIONAL CHAMBER OF  
COMMERCE (ICC)



**DR RACHEL LEWIS**  
DIRECTOR & OCCUPATIONAL  
PSYCHOLOGIST  
BIRKBECK UNIVERSITY



**DR XIAO GUANG WANG**  
DIRECTOR  
THE BEIJING RONGZHI  
CORPORATE SOCIAL  
RESPONSIBILITY RESEARCH  
INSTITUTE



**KARLA GUERRERO LOZOYA**  
STAKEHOLDER COUNCIL  
CHAIRWOMAN  
GLOBAL REPORTING  
INITIATIVE (GRI)



**KYLIE PORTER**  
EXECUTIVE DIRECTOR  
UN GLOBAL COMPACT  
NETWORK AUSTRALIA



**NANCY LEPPINK**  
SENIOR ADVISOR  
MINNESOTA DEPARTMENT OF  
LABOR AND INDUSTRY



**PETER O'NEIL**  
CEO  
ASIS INTERNATIONAL



**PIERRE VINCENSINI**  
SENIOR ADVISER  
INTERNATIONAL ORGANISATION  
OF EMPLOYERS (IOE)



**PROFESSOR VINCENT HO**  
52nd PRESIDENT OF IOSH  
HONG KONG ASSOCIATION OF  
RISK MANAGEMENT AND SAFETY

For the fourth year, we will host the **Duty of Care Summit**, taking place virtually alongside the Awards. The two-day conference will feature global experts in Duty of Care to discuss trends, challenges and best practices in mitigating the health, safety, security and wellbeing of workforces. For the first time, the event is certified by CPD, allowing participants to receive a certification towards their professional development.



This year, we have selected our charitable partner, Gavi. Gavi, the Vaccine Alliance is a public-private partnership that helps vaccinate half the world's children against some of the world's deadliest diseases, including the procurement and delivery at scale for COVAX. €20.00 EUR from each ticket purchased for the event will be donated



## 10 YEAR ANNIVERSARY

2021 marks a decade of the International SOS Foundation leading as Duty of Care ambassadors. Through a range of groundbreaking thought-leadership, CPD and IOSH accredited training and expert led events, the Foundation helps to share vital insight, understanding, and practical risk mitigation measures. All employees need to be protected, at home or away, and the COVID-19 pandemic has created an evolving and complex Duty of Care landscape for organisations to navigate.

This momentous achievement will be celebrated during the virtual 2021 Duty of Care Awards and Summit and we will produce a digital book highlighting the milestones over the past 10 years.



## THANK YOU TO OUR SPONSORS

The Summit and Awards are proud to have the supporting sponsorship of the following organisations in order to make this event possible:

**GOLD SPONSOR:**



**SILVER SPONSORS:**



**BRONZE SPONSOR:**



**THE NEXT DUTY OF CARE SUMMIT & AWARDS WILL TAKE PLACE IN 2022.**



CHAPTER

# 2

## TRAINING COURSES & WHITEPAPERS

## 1. DUTY OF CARE TRAINING:

The International SOS Foundation has designed **the World’s only certified Duty of Care Training programme** entitled, Safety, Health and Security for the Mobile Worker. The training courses provide occupational safety and health practitioners with the knowledge and skills necessary to actively participate in the management of safe, healthy and secure travel for their mobile workforce. The course is targeted at occupational safety and health practitioners, travel managers, occupational doctors, and travel risk managers. Upon successful completion of a course, participants will be awarded a prestigious **certificate from the Institution of Occupational Safety and Health**.

DATE	LOCATION	TYPE OF PROGRAMME
21-24 September 2020	Virtual	Five-day virtual course
30 November – 4 December 2020	Virtual	Five-day virtual course
8-12 March 2021	Virtual	Five-day virtual course
22-25 March 2021	Virtual	Five-day virtual course
10-14 May 2021	Virtual	Five-day virtual course

## 2. SUSTAINABILITY TRAINING:

The Foundation has taken a long-term view to its work, one with sustainability in mind. Next to its now well recognised Duty of Care agenda, it is now pushing forward the debate around sustainable business. It wants to share and advocate best practices, which contribute to our sustainability in the global marketplace. It helps organisations to think about the impact of their operations on, not only current, but also future generations of employees and the communities they serve in.

The Foundation continued to have the category Sustainability in its Duty of Care Awards, honouring organisations and individuals making a significant contribution to protecting their people while travelling or working remotely.

**Training Course:** As organisations focus on the response to the COVID-19 pandemic, Occupational Health & Safety (OHS) has become a key area of importance in sustainability reporting. To help organisations with the integration of workforce health and safety management into sustainability reporting, we have developed a **virtual training course entitled “Sustainability Management & Reporting for the Occupational Health & Safety Practitioner”**. This course covers how to prepare an organisation to manage OHS and wellbeing sustainably and which metrics and initiatives to prioritise for sustainability reporting. The course was developed with Sancroft Sustainability consultancy and Louis Wustemann, a former editor of IOSH Magazine. He was previously editor of Health and Safety at Work magazine and Environment in Business. He has written, edited and consulted on health and safety, environmental and employment matters for more than 25 years.

DATE	LOCATION	TYPE OF PROGRAMME
15-16 September 2020	Virtual	Two and a half days virtual course
22-23 September 2020	Virtual	Two and a half days virtual course
13-14 October 2020	Virtual	Two and a half days virtual course
23-24 February 2021	Virtual	Two and a half days virtual course



### 3. WORKFORCE WELLBEING TRAINING:

Mental health and Wellbeing have become one of the biggest challenges for employees and employers. As many workers struggle to manage an evolving work dynamic amidst a global pandemic, organisations must prioritise Wellbeing to avoid a decline in productivity and prevent burnout. Therefore, the International SOS Foundation has designed a new virtual training course entitled Workforce Wellbeing.



This course provides individuals and leaders responsible for Wellbeing within their respective organisation, with the competencies necessary to plan, design and deliver best in class programmes. Addressing questions such as: how to develop a framework for Wellness/Wellbeing, how to uncover the right gaps, how to ensure that a programme evidence based, how to measure success and best report on Wellbeing within your organisation.

We successfully ran our first pilot course 29 & 30 June 2021 with 14 virtual delegates from organisations such as BCG, Chanel, Hyatt and Genel Energy. More courses are scheduled for the coming year.

### 4. UPCOMING TRAINING COURSES

The Foundation is working on the development of two new training courses to launch next year. The first, **Crisis Management Response and Leadership**, is designed to provide individuals responsible for, or part of their organisations crisis management team with the competencies necessary to actively participate in protection and resilience of their organisation, people and assets.

The second course, **Building a Travel Risk Management Programme Fit for the COVID-19 World**, is based on guidance from the upcoming ISO 31030 standard. This virtual training course will provide individuals responsible for, or part of their organisations travel risk management team with the competencies necessary to implement the guidance of ISO 31030. The two-day course will equip stakeholders with the tools, guidance and assessments necessary to develop or review their travel risk management programme fit to mitigate the health and security risks impacting their workforce.



## 5. DUTY OF CARE WHITE PAPERS:

### INTERNATIONAL WHITE PAPERS:

The Foundation launched the following global papers in 20/21:

20/21 MAIN PAPERS	TIMING	
<p><b>Chief Health Officer Paper</b> This whitepaper looks at the importance of health on organisations and how they should respond to policy and workforce changes, global health and safety trends and operational challenges.</p>	<p>January 2021</p>	
<p><b>DoC Awards 2021 winners' case studies</b> The series of cases compiled after the announcement of the winners of the 2021 Duty of Care Awards, highlights and honour organisations and individuals making a significant contribution to protecting their people while travelling or working remotely.</p>	<p>December 2021</p>	

### Regional paper

#### GERMANY:

Launch of the whitepaper “COVID-19 - What has changed in the context of the employer’s Duty of Care?” The paper was authored by **KPMG Law** and **Heinrich Heine University Düsseldorf**.

Access the paper [here](#).





CHAPTER

# 3

## RECENT DUTY OF **CARE EVENTS**

The Foundation shared its Duty of Care expertise in conjunction with several organisations around the world. These sessions focused on helping employers develop travel risk management policies and procedures in regard to employment laws, benefits, tax, health, safety, security, emergencies, crisis management and well-being as well as other issues.

## ASIA:

The Asia Health, Wellness and Security Conference launched its virtual conference series for 2021 comprising of six virtual events which attracted over 1,500 registrants.



DATE	ACTIVITY	CAMPAIGN TITLE	LOCATION
21 January 2021	Webinar	1 <sup>st</sup> Asia Health, Wellness & Security Event - Race to Recovery	Virtual
23 February 2021	Webinar	Mobility in Pandemic Masterclass	Virtual
24 February 2021	Webinar	Mind First Response Training Masterclass	Virtual
20 May 2021	Webinar	2 <sup>nd</sup> Asia Health, Wellness & Security Event - Road to Resilience	Virtual
9 July 2021	Webinar	Keeping Your Site-Based Workforce Safe	Virtual
18 November 2021	Webinar	3 <sup>rd</sup> Asia Health, Wellness & Security Event - Route to Reinvention	Virtual

### HIGHLIGHTS FROM OUR 1ST VIRTUAL EVENT: RACE TO RECOVERY

In the first of the event series, our keynote speaker Prof Paul Tambyah, President-elect of International Society for Infectious Diseases (ISID), provided insights into COVID-19 transmission, how vaccines have been successful in eradicating diseases in the past, effectiveness of COVID-19 vaccines and what organisations need to prepare for beyond COVID-19.

In our CEO Fireside chat, C Vijayakumar, CEO, HCL Technologies shared HCL's response to the COVID-19 pandemic, how HCL ensured their employees stay safe, healthy and engaged and also predominant trends that will dominate the work models - work from anywhere, work for all, work at will, smart work, new climate of work.

### HIGHLIGHTS FROM OUR 2ND VIRTUAL EVENT: ROAD TO RESILIENCE

The event was opened by Dr Pascal Rey-Herme, Co-Founder and Group Medical Director, International SOS, who gave a brief overview of our pandemic journey and advice to always be prepared. Our two guest speakers, Dr Patrick Osewe, Chief of the Health Sector Group for Asian Development Bank gave an overview of the impact of COVID-19 in Asia and the Pacific, ADB's Response Strategy and lessons learnt and emerging trends observed. In our fireside chat Dave Payne, Vice President, Health, Safety and Environment for Chevron Corporation shared great insights on Chevron's response to COVID-19, how they were helping their workforce achieve resilience, the complexities of managing the pandemic at remote sites, impact of hybrid work environments on their people and productivity, issues of mental health in the workplace and their vision of the future workplace.



CHAPTER

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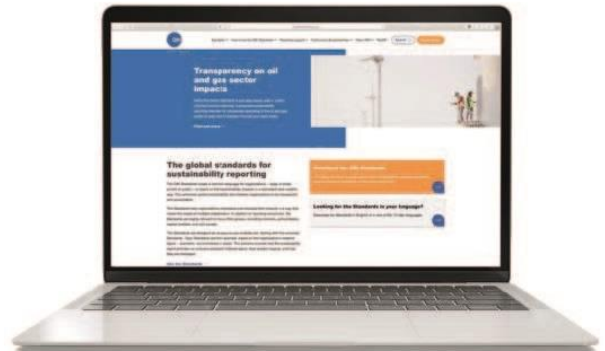
THE  
INTERNATIONAL SOS  
FOUNDATION & GRI





The global reporting initiative (known as GRI) is an international, multi-stakeholder and independent non-profit organisation that promotes economic, environmental and social sustainability. The GRI was established in 1997 in partnership with the United Nations environment programme (UNEP).

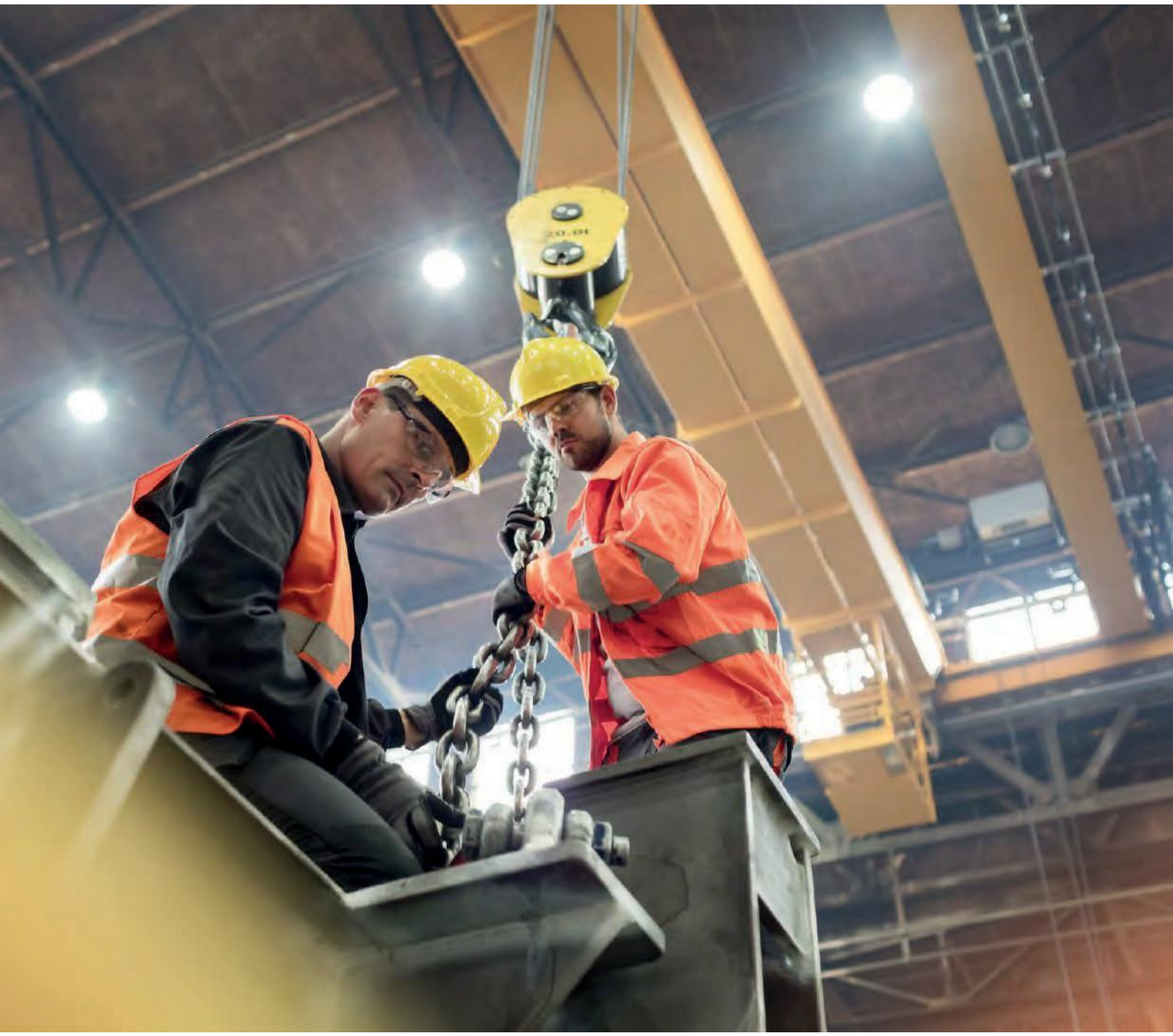
In recognition to our understanding, expertise and long-term commitment to sustainable business practices, we now have a member of the senior management team on GRI Boards. Francesca Viliani, as member of the stakeholder council, regularly participates in the internal activities of the organisation and has been supporting the re-organisation of GRI governance to comply with the changing regulation of the Dutch system for civil society organisations.



In October 2020, we participated in two GRI virtual roundtables on reporting on Occupational Health & Safety. Entitled, *Understanding your sustainability impacts during COVID-19*, Francesca presented to an audience of over 80 participants.

On 1 October 2020, International SOS Foundation announced his collaboration with GRI (Global Reporting Initiative) in developing their Occupational Health and Safety online course.

This new course helps companies to effectively incorporate occupational health and safety (OHS) impacts within their sustainability report – including insights on the Occupational Health and Safety implications of the COVID-19 pandemic. Dr Olivier Lo and Francesca Viliani of International SOS together with Louis Wustemann, the consultant and trainer of International SOS Foundation's Sustainability Training course, provided their expert input regarding current trends and challenges related Occupational Health and Safety. This illustrates how to make best use of the GRI OHS Standard (GRI 403) released in 2018, also with International SOS' advice.



CHAPTER

# 5

# THE INTERNATIONAL SOS FOUNDATION & ICOH



The International Commission on Occupational Health (ICOH) is an international non-governmental professional society whose aims are to foster the scientific progress, knowledge and development of occupational health and safety in all its aspects. Today, ICOH is the world's leading international scientific society in the field of occupational health with a membership of more than 2,000 professionals from over 100 countries. It has close relationships with policy making organisations ILO, WHO, UNEP and ISSA. ICOH's members include numerous target clients for International SOS, including medical doctors, occupational hygienists, occupational health nurses, safety engineers, psychologists, chemists, physicists, ergonomists, statisticians, epidemiologists, social scientists and physiotherapists. These professionals work either for universities, institutes of occupational health, governments or industries.

The foundation is represented at ICOH board level by Dr Olivier LO (elected board member for the triennium 2018 - 2021; selected candidate for a second term 2022-2024).

Dr Olivier Lo is representing the International SOS Foundation at the ICOH board meeting(s) as well as at the next 33rd ICOH virtual World Congress 2022 with several technical workshop/scientific paper. The foundation is also a corporate sustaining member of ICOH (2020-2021) represented by Dr Stefan Esser. Both Drs Lo and Esser are influential in ICOH on health initiatives and are at a unique observatory position for understanding occupational health global trends for the foundation.



The Foundation is represented  
at ICOH board level by Dr Olivier Lo  
(Elected board member for the triennium 2018 - 2021)

Dr Olivier Lo will be representing the International SOS Foundation at the ICOH board meeting will take place in Italy Rome Feb 10-13th with several technical workshops. The Foundation is also a corporate sustaining member of ICOH (2018-2019) represented by Dr Stefan Esser. Both Drs Lo and Esser are influential in ICOH on health initiatives and are at a unique observatory position for understanding Occupational Health global trends for the Foundation.





CHAPTER

# 6

## INTERNATIONAL CORPORATE HEALTH LEADERSHIP COUNCIL (ICHCL)



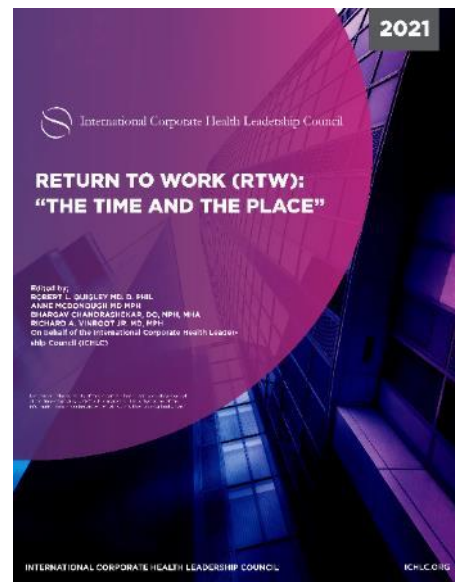
International Corporate Health Leadership Council (the Council), was established in 2012 as a first-of-its-kind think tank. The Council is made up of the most senior leadership in corporate health with one goal in mind: to drive standards and policies that result in reducing risk and improving the delivery of healthcare to international travelers, expatriates (and their families) and employees in emerging markets, wherever they may live or work.



During FY20/21, the Council continued to build membership to strengthen its variety of business sectors and organisations. The Council held three virtual meetings to discuss topics such as, Return to Work models, Return to Business Travel, Health Passports, and the Relative Immunity Index.

## RETURN TO WORK WHITEPAPER

Global corporate medical directors (CMD's), in every sector, are the ones usually tasked with coordinating and choreographing return to work (RTW) campaigns within their respective organizations. All report directly/indirectly to the C-suite who are concerned that the pandemic continues to (negatively) impact organisational productivity. Shy of a mandate to employees, RTW is in most cases thought to be in the best interest of the entire corporate ecosystem. With limited precedent or guidelines, many CMD's are struggling to create their own RTW protocols. Any protocol cannot compromise the health and safety of their workforce. The "Council" recognises that any RTW campaign is complex and to be successful it must seamlessly integrate screening/testing, tracking/tracing, and vaccinations. Understanding these three dimensions, which are not mutually exclusive, is critical to any RTW program.



This whitepaper is intended to support organisations successfully develop a Return to Work programme to safeguard the health and safety of their workforce and preserve business continuity.

**Next year, the Council will reconvene in person for the annual ICHLC Annual Meeting, April 29-30, 2022 in Salt Lake City, UT. The theme of this two-day meeting is: *How COVID-19 has Forever Changed the Role and Perception of the Chief Medical Director.***

CHAPTER

# 7 FOUNDATION & GLOBAL ROAD SAFETY CAMPAIGN





In 2012, The Foundation joined forces with GRSP. The Global Road Safety Partnership (GRSP) is a non-profit organisation hosted by the International Federation of the Red Cross and Red Crescent Societies (IFRC) in Geneva, Switzerland. Their role is to create and support multi-sector road safety partnerships that are engaged with front-line good practice road safety interventions in countries and communities throughout the world. It plays a powerful role in capacity building and training of road safety practitioners, engages actively in advocacy at all levels, provide road safety programme coordination at the global level and is a recognised expert source of road safety knowledge and good practice.



Laurent Fourier was the Acting Chair of the GRSP Board until 22 June 2021 and remains on the Steering Committee.

Together the GRSP and the Foundation continue to promote our Road Safety Pocket Guide, the Road Safety e-learning module and the Risk Map with its layer of road fatalities around the world. <http://www.travelriskmap.com/>. In 2019 the two organisations also launched a white paper: Risks of the Road for the International Traveller; The Leading Global Killer Often Overlooked in Duty of Care. The paper provides insight on the many forms of risks on the road, including those when taking public and private transport, self-driving and as a pedestrian. It also provides risk mitigation practices for organisations and business travellers. To download the report, [click here](#).

# BOARD

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The board of the Foundation consists of two members unrelated to one another and who receive no remuneration except the partial covering of expenses and their meeting attendance costs.

During the financial year 2020/2021 the board consisted of the following members:

**Chairman:** Mr Arnaud Vaissié

**Secretary and Treasurer:** Mr Laurent Sabourin

## Representatives

The board has appointed Mr Laurent Fourier and Ms Kai Boschmann as representatives of the Foundation. The representatives do not receive remuneration.

## Accounting

The Foundation's finances are administered by the Finance Department of the International SOS Groups entity located in London, UK. The time spent on the Foundations finances are not charged and should be seen as donation to the Foundation.

The annual accounts will be reviewed by an independent chartered accountant.

## Staff

The Foundation does not have its own staff. Several employees within the International SOS Group assist with carrying out of the activities of the Foundation, at no charge. The register of volunteers is kept up-to-date on the Foundation website: <https://www.internationalsosfoundation.org/about-us>