

ANNUAL REPORT

FOR THE BOARD OF THE
INTERNATIONAL SOS FOUNDATION



Prepared by Kayla Perfect & Angela Salazar
November 2020

Welcome to the International SOS Foundation 2020 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 sustainability, health and safety, Occupational Health, Duty of Care legislation and mental health. 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 2019 to 30 June 2020.

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1 DUTY OF CARE AWARDS

On 17 October, 2020 in Shanghai, the Foundation hosted its 4th **Duty of Care Awards**.

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

The International SOS Foundation received 110 entries from 31 countries, across 28 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, Education, Remote Resilience, Ambassador of Duty of Care and a new category entitled, Belt & Road Initiative. For each submission, clients submitted a 1,000 word description of their Duty of Care programme

on an online award platform. Ten independent judges, who are experts in risk management, security, Occupational Health and global mobility issues, selected the winners.

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



Franck Baron
Chairman, **Pan-Asia Risk and Insurance Management Association (PARIMA)**



Walter Eichendorf
President, **German Social Accident Insurance (DGUV)**
President, **German Road Safety Council (DVR)**



Dr Vincent Ho
President, **Institution of Occupational Safety and Health (IOSH)**



Tim Janes
Chair **Business Continuity Institute (BCI)**



Greeley Koch
Vice Present HRSPast
Executive Director **Association for Corporate Travel Executives (ACTE)**



James McAlpine
Senior Partner, **Control Risks**



Kevin Myers
President, **International Association of Labour Inspectors (IALI)**
Conveyer, Travel Risk Management Standard **ISO Standards Committee**



Liu Peng
Deputy Director-General, **China Enterprise Confederation**
Secretary-General, **Global Compact China Network**



Wendy Stachowiak
Co-Chair Global Risk Committee by the **Global Business Travel Association (GBTA)**



Dr Xiaoguang Wang
Director **Beijing Rongzhi Corporate Social Responsibility Institute**



Dr Changhui Zhao
Chief Risk Analyst, **China Eximbank**

THE WINNERS WERE

WINNER	LOCATION	AWARD CATEGORY
Envision Energy Co., Ltd.	China	Belt and Road Initiative
Cargill	United States	Communications
International School Bangkok	Thailand	Education
ANZ Banking Group Limited	Australia	Innovation
Aditya Birla Group	India	Remote Resilience
Siemens China	China	Sustainability
Hanna Pincus - IDEO.org	United States	Ambassador of Duty of Care



The event was black tie. Foundation representatives, officials, VIPs, key stakeholders and judges sat at the top table together with over 200 guests. The award winners' names were read by the MC and handed winning trophies. During the Awards gala dinner, we also successfully raised over \$17,000 USD for our charity partner this year: Stars & Rain; China's first NGO service for children with autism.

The event was once again very successful and helped us build tremendous goodwill and grow the understanding of the importance of Duty of Care.

EVENT FEEDBACK:

“ It was a fantastic event and inspiring to see firsthand the absolute gold standard you continue to set in the space of organisational responsibility for employees.”

“ Congratulations on a very successful summit at Shanghai! It was a great experience attending the conference and I had a lot of rich and valuable insights which I gathered.”

“ It's all about taking care of people. Love the concept of putting people first.”

“ Very impressive content and a distinguished array of speakers.”

We will run the next Duty of Care Awards event online in 2021.



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THE DUTY OF CARE SUMMIT

For the third year, we hosted the Duty of Care Summit which took place on the same day as the Duty of Care Awards. The conference included 30 industry-leading speakers (20 in 2018) representing the aviation, education, technology, financial business services, media and non-profit sectors. They covered subjects from Hotel Safety and Natural Disasters to Business Continuity, Occupational Health and Wellbeing. The event gave 220 guests a unique opportunity to learn and network with experts leading in Duty of Care.

OUR SPEAKERS INCLUDED:



Asia Infrastructure Investment Bank (AIIB)



HCL Technologies



Shanghai Association of Foreign Investment



Huawei



GE Renewable Energy



Virgin Pulse



Siemens China



Enhesa



Lawyers Without Borders



Virgin Atlantic



Corning Inc.



The University of British Columbia



Project Everest Ventures



ABB



KPMG



Ipsos

Attendee satisfaction survey of the Summit:

The Summit was rated 4.7 out of 5 (4.6 in 2017 and 4.4 in 2016) and 100% of respondents would attend similar event in future.

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DUTY OF CARE AND SUSTAINABILITY TRAINING

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**.

New to this year, we have transformed the course to be delivered virtually and ran our first successful course in September 2020 with 12 global participants.



DATE	LOCATION	TYPE OF PROGRAMME
October 2019	San Francisco	Three day principle course
October 2019	Toronto	Three day principle course
January 2020	Geneva	Three day principle course
March 2020	Houston	Three day principle course
September 2020	Virtual *NEW*	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 and the whole summit and awards theme was **"SUSTAINABLE FUTURES, SUPERIOR GROWTH"**, honouring organisations and individuals making a significant contribution to protecting their people while travelling or working remotely.

New 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. Following the success of the pilot course in 2019, we have formally launched the course in 2020 – two sessions in September and one in October – and trained OHS specialists around the world. 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
October 2019	Shanghai	One day principle course
September 2020	Virtual	Two and a half days virtual course
September 2020	Virtual	Two and a half days virtual course
October 2020	Virtual	Two and a half days virtual course



3. DUTY OF CARE WHITE PAPERS :

INTERNATIONAL WHITE PAPERS:

The Foundation launched the following global papers in 19/20:

19/20 MAIN PAPERS	TIMING
<p>DoC Awards 2019 winners' case studies The series of cases compiled after the announcement of the winners of the 2019 Duty of Care Awards, highlights and honour organisations and individuals making a significant contribution to protecting their people while travelling or working remotely.</p>	November 2019
<p>Staying Safe and Healthy While Working Abroad Published by the International SOS Foundation. The guide provides an overview on how companies can implement a Risk Assessment procedure for business travels and international assignments, in order to protect their mobile workforce.</p>	November 2019
<p>Out in the World In this white paper the International SOS Foundation highlights the importance of health and safety risk mitigation and includes a wide range of case studies from leading educational institutions.</p>	December 2019
<p>Remote Rotational Worker Study. In a new, first of its kind study commissioned by the International SOS Foundation, experts synthesised existing literature, carried out key stakeholder interviews, and launched a global survey of remote rotational workers to better understand the psychological impact of remote rotational work.</p>	November 2020
<p>Chief Health Officer Paper. 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>	January 2021

The regional teams were equally busy creating **NEW PAPERS** this year:

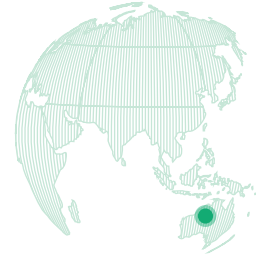
AUSTRIA:

Launch of the Risk Assessment whitepaper **“Leitfaden zur Risikominimierung bei beruflichen Auslandsaufenthalten“**. The paper, supported by a press release and interviews, was promoted at the Risk Outlook event in Vienna, used to drive a webinar (December) and remains a central vehicle in lead nurture campaigns.



AUSTRALIA/ NEW ZEALAND:

2020 update - Health, Security & Safety, Briefing paper on the responsibilities of Australian organisations to employees on business travel and overseas assignment. Developed in conjunction with law firm Herbert Smith Freehills the publication gives complementary legal and security perspectives; it provides regulatory and judicial context as well as practical mitigation steps from a security perspective. The aim is to raise awareness on welfare-related issues, relevant work-related legislation, common law, as well as the legal complications and obligations of employers. In development of the briefing paper over 100 Australian organisations shared their understanding of the harmonised laws and their compliance to the new law.



DENMARK:

Launch of Danske Industri whitepaper “Looking after your mobile workforce in a globalising economy”. The whitepaper, supported by a press release and interviews, was promoted at two local events, one in Copenhagen and one in Jutland. We also produced a special video with our client Arla Foods.



ITALY:

Duty of Care, Lavoratori con contratto italiano all'estero e responsabilità del datore di lavoro. Published by the International SOS Foundation in collaboration with the law firm Gianni, Origoni, Grippo, Cappelli & Partners. A paper on the regulatory sources about employer and company's responsibility and safety obligations for Italian employees working internationally.



PORTUGAL:

As part of our continuous efforts to reinforce our message in the market about how we can support organisations keeping their global workforce healthy, safe and secure, the International SOS Foundation has produced a new Duty of Care white paper partnering with the leading law firm in Spain and Portugal, **Cuatrecasas**. The white paper titled **O Duty of Care no direito do trabalho** will be officially launched during two exclusive conferences on October 2 in Porto and October 3 in Lisbon together with AON.





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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.

AUSTRALIA/NEW ZEALAND:

COUNTRY	DATE	ACTIVITY	CAMPAIGN TITLE	LOCATION
Australia	5 July 2019	Event	CAPA Perth Aviation Summit & Corporate Travel- Sustainability panel	Perth
Australia	27 August 2019	Event	Global Compact Network Australia (UNGC): 101 Sustainability Workshop	Perth

ASIA:

COUNTRY	DATE	ACTIVITY	CAMPAIGN TITLE	LOCATION
Japan	17 December	Event	Seminar on Duty of Care in view of the tension of terrorism across the globe in co-operation with Kansai Economic Federation, Public Security Intelligence Agency and Baker McKenzie.	Osaka
Philippines	25 September	Event	3rd Asia Education Duty of Care Conference	Manila

EUROPE:

COUNTRY	DATE	ACTIVITY	CAMPAIGN TITLE	LOCATION
Germany	5-8 November 2019	Conference	A+A	Duesseldorf
Germany	17-20 November 2019	Conference	FERMA	Berlin
Austria	4 March 2019	Event	Risk Outlook including session about the Austrian Risk Assessment paper	Vienna
Germany + Austria	July- September 2019	Webinar	Road Safety Webinar	Virtual
Italy	26 September 2019	Event	Global Mobility Prevention and Protection (event in collaboration with Chubb)	Milan
Italy	20 February 2020	Conference	Annual Conference 2020	Milan

EUROPE:

COUNTRY	DATE	ACTIVITY	CAMPAIGN TITLE	LOCATION
Switzerland	28-30 January 2020		Duty of Care Training	Geneva
United Kingdom	12 November 2019	Webinar	Keeping Business Travellers Happy, Healthy and Engaged, At Home and Away	London
Denmark	September 2019	Conference	Looking after your mobile workforce in a globalising economy	Jutland
Denmark	September 2019	Conference	Looking after your mobile workforce in a globalising economy	Copenhagen



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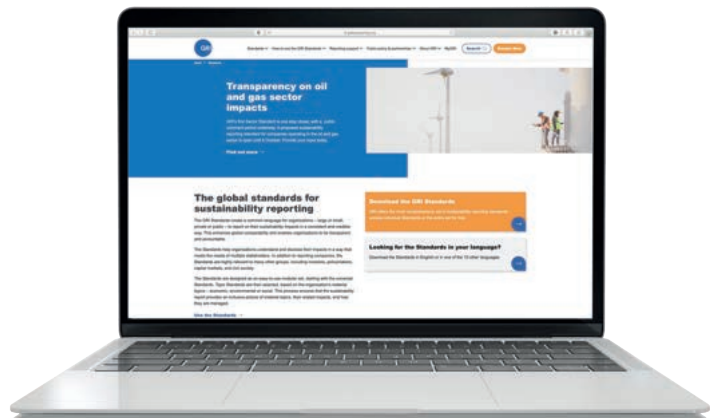
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THE INTERNATIONAL SOS FOUNDATION & GRI



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). GRI has developed sustainability reporting guidelines & standards that strive to increase the transparency and accountability of economic, environmental, and social performance and provide all companies and organisations with a comprehensive sustainability reporting framework that is widely used around the world.

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 has been voted onto the GRI Stakeholder Council in 2020. The Foundation played a key role in aligning the sustainable reporting framework with international-cross border- health & safety needs and challenges faced by all type of organisations.



Occupational Health and Safety GRI online course

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.



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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 2,000 professionals from 93 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)

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.



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10 ICHCL

Regrettably, in the context of a national state of emergency, and in consideration to the health and safety of the attendees, the annual ICHLC meeting for **May 1-2 in Washington DC was cancelled**. The council led by Dr Robert Quigley, plan to disseminate information about the future once this present (global) crisis has resolved.



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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 continues to be
Vice-Chairman of the GRSP Board

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 third 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

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 2019/2020 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>