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Focus Network

# EHS Maturity in Oil & Gas: How Does the Industry Compare?

# The Road to EHS Maturity in the Oil and Gas Sector

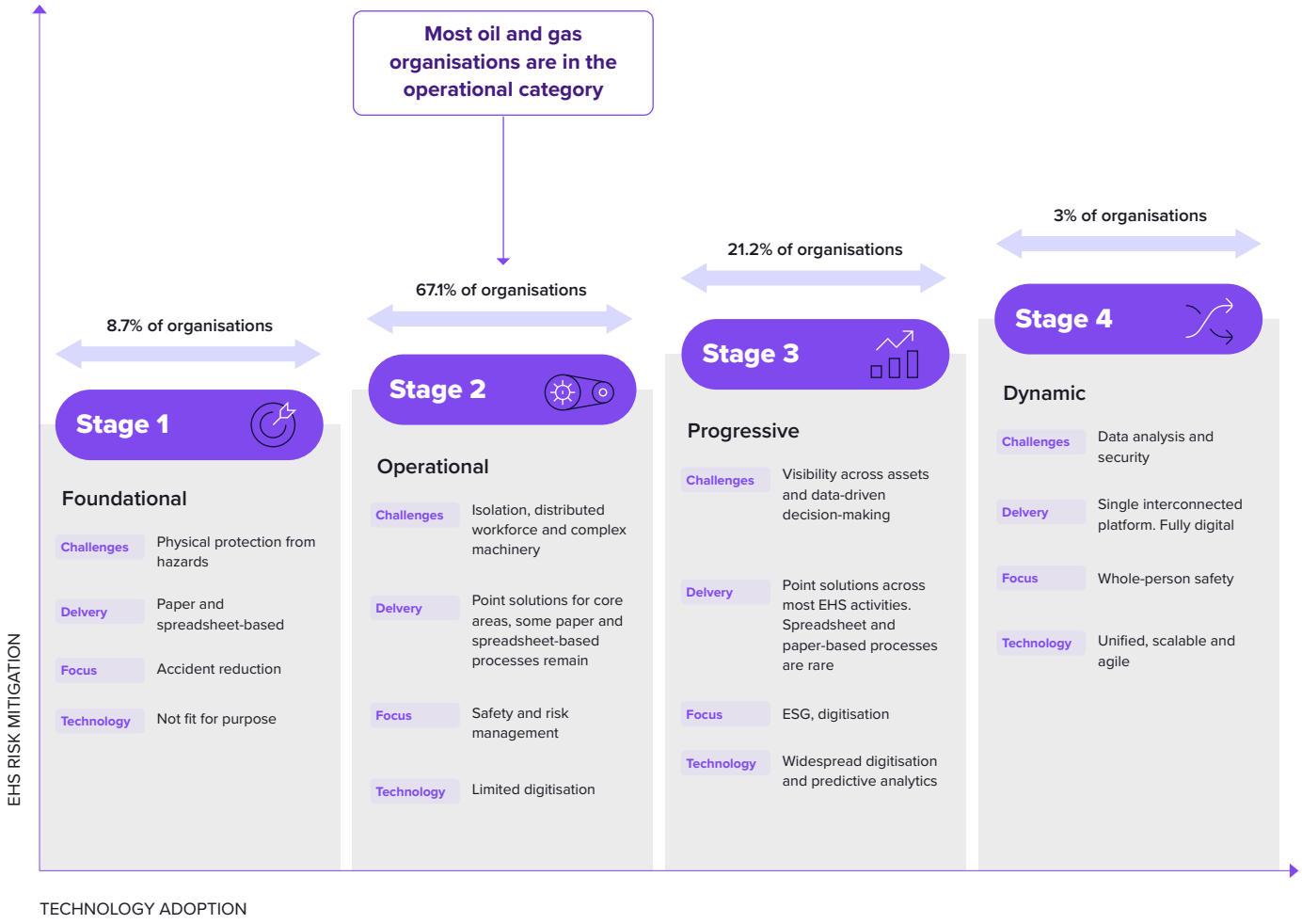
The Global EHS Readiness Index (GERI) provides insights from over 1000 Global Health and Safety Leaders. This benchmarking report provides a comparison of EHS maturity in the Oil and Gas industry versus all industries in the study.

Oil and Gas workers face a range of critical and high-risk EHS hazards. These include exposure to hazardous chemicals, hydrocarbons, and toxic gases like hydrogen sulfide; fire and explosion risks from flammable substances; confined space dangers; risks from high-pressure systems and equipment failures; struck-by and caught-in incidents involving heavy machinery; ergonomic strain from manual handling and repetitive tasks; noise-induced hearing loss; and extreme weather conditions in offshore and remote operations. Additionally, fatigue, stress, and mental health challenges from long shifts and isolated work environments pose significant psychosocial risks.

The recent HSI and Focus Network Global EHS Readiness Index (GERI) highlights major gaps in EHS posture in the sector and offers guidance on how to optimise EHS outcomes. Technology plays a key role in managing EHS risk in Oil and Gas.

**Figure 1**

Evolution of the EHS Function in the Oil and Gas Sector



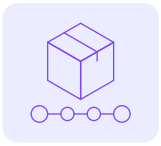
# The Key Challenges Faced in the Oil & Gas Sector

The GERI report identified some common challenges within Oil & Gas. The oil and gas sector is constantly under pressure to improve operational performance sustainably. Simultaneously, the volatile nature of the industry and growing environmental sustainability requirements make optimising EHS outcomes, a challenge. Much greater volumes of data are now collected in the oil and gas sector to enable faster EHS decision-making.

The sector is also characterised by the widespread use of highly distributed workforces and high use of contractors and other third parties. This is creating increased complexity for EHS leaders and driving an urgent need for greater interoperability. The extremely high risk of cyber attacks is also driving a need for greater visibility across assets. Gaining visibility across oil and gas value chains and ensuring that EHS and ESG policies are implemented consistently is an extremely difficult task.

Oil and gas workplaces face multiple risks and require strict human controls such as access management and training to manage risk. In common with other industries, psychosocial risk is increasing, requiring a new raft of EHS controls.

Leading EHS implementation challenges faced by oil and gas companies include:



### Lack of visibility and integration across assets

The complexity of modern oil and gas facilities makes it difficult to gain full visibility across all assets, drive interoperability, and ensure ESG goals are being met. EHS visibility and consistent EHS policy implementation is increasingly important in the sector.

### Cybersecurity issues

Oil and gas companies are becoming an increasingly popular target for malicious attackers. Data exfiltration spying and ransomware attacks are becoming common, and the risk needs to be addressed at all levels of oil and gas companies, including by health and safety professionals.

### Adoption

Ensuring that EHS processes are adopted across sites is a major challenge. Digital technology is widely embedded into equipment and training is required to operate it. Building EHS processes into existing technologies and processes facilitates adoption.

### Environmental sustainability

Oil and gas operations create environmental damage and risk which needs to be minimised.  The risk can be managed by using technology to manage and comply with ESG requirements.

### Psychosocial and mental health controls

Psychosocial factors are often overlooked in the oil and gas industry. Stress associated with isolation, fatigue and insecure working conditions make mental health issues more likely to occur. Given the risk of working on rigs and other facilities for longer than planned, fatigue management is critical.

## EHS Maturity in Oil & Gas: Areas of Focus

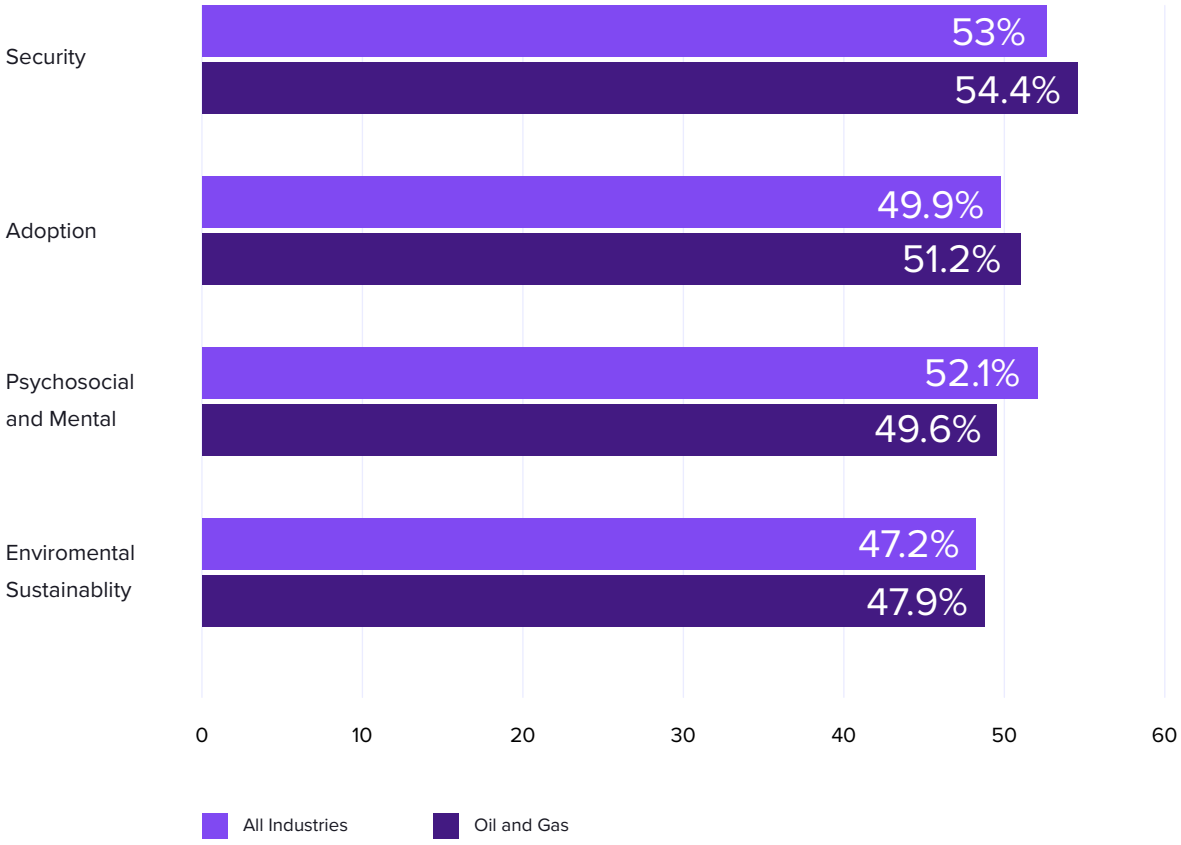
Focus Network's recent Global EHS Readiness Index (GERI) report reveals mean maturity scores by attribute for the oil and gas sector as well as other sectors. Maturity is reflected in percentages, where 100% is the highest score. Respondents were asked a series of questions relating to each component of the EHS function. Responses to these questions were then used to determine maturity for each component. For example, an organisation that indicates it cannot detect mental health incidents is given a very low score for psychosocial and mental health maturity. Another example is an organisation that indicates it has a centralised compliance management system in place. This contributes to a higher maturity score for compliance obligations. Maturity levels for each component are then aggregated to give an overall mean EHS maturity score.

**The oil and gas sector is comparatively mature in some aspects of EHS, such as compliance and knowledge management, relative to other industries. Overall, it is defined as operational from an EHS perspective. Nevertheless, it is worth highlighting the EHS areas that require the most focus.**

Figure 2 shows EHS components for the oil and gas sector that are the least mature. These reveal the biggest gaps in EHS posture for oil and gas companies. It is these areas that require particular attention. It also illustrates the mean percentage score across all industries.

**Figure 2**

EHS Components with Low Maturity in the Oil and Gas Sector



# Data Analytics and Greater Connectivity are Needed for the Oil and Gas Sector

Oil and gas companies are comparatively mature in many aspects of EHS. But, there is a lot of room for improvement in key areas including cybersecurity, psychosocial and mental health risk, and environmental sustainability.  EHS leaders across the sector need to re-assess the tools they are using and explore how they can connect all EHS activities and harness all available data for decision-making, predictive maintenance, and compliance, securely. This will improve EHS outcomes and increase productivity and performance.

EHS leaders in the oil and gas sector need to unify their risk management systems and gain visibility across all EHS functions. This means that companies need to:

**Understand their level of EHS technology maturity.** They need to identify what they need to do to ensure that they progressively develop their EHS posture.

**Have a consistent and unified view of all activities across their supply chains**.
All documentation and data should be found in one place. Management and individual workers need visibility of all EHS processes and their implementation. Only 17% of oil and gas companies have a universal EHS management system that offers visibility across all assets and workers, according to the GERI study.

**Ensure workforce adoption.** Oil and gas workers are frequently being asked to use new technology, often with limited training. Any additional or new technologies must be usable and relevant. 53% of oil and gas EHS leaders cite adoption of processes and culture as the major challenge they face according to the GERI study.

**Ensure that technology is adaptable and future-proof.** The oil and gas sector is undergoing radical change as digitisation becomes widespread. EHS solutions will need to keep pace with this change and ensure that solutions can be re-configured and improved continuously.

**Fully leverage data.** Data needs to be collected and analysed across assets and sites as well as the wider value chain, to optimise EHS workflows and ensure compliance. Focus needs to be placed on data integrity and data security. The GERI study reveals that only 13% of oil and gas companies have a robust and integrated data capturing system.

# Emerging EHS Trends in the Oil and Gas Sector

As complexity increases within the Oil & Gas sector, so does the move to more advanced EHS processes and systems. These trends are summarised below.

**Figure 3**
The Evolution of the EHS Function in the Oil and Gas Sector

| | Traditional | Modern | Emerging |
|---|---|---|---|
| EHS Function | Manual | Digitised | Data-driven |
| Delivery | Legacy, proprietary systems and spreadsheets | Multiple point solutions | Single platform across the ecosystem |
| Staff | Support | Enable compliance | Drive performance |
| Focus Areas | Reducing physical accidents | Risk management | Whole-person safety |
| Challenges | Complexity and lack of interoperability | Visibility across assets, sites and workers | Unified view, data integration, cybersecurity |

## About Focus Network

Focus Network is a data-driven networking, research, and advisory hub dedicated to delivering localised insights and assessments for businesses around the globe. Our aim is to support senior executives and their teams in accelerating their overall strategies and investments.

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HSI Donesafe simplifies safety, compliance, and risk management with an easy-to-use, configurable platform. Trusted by 2,000+ companies globally, it oers 60+ modules, AI capabilities, and built-in reporting. A Verdantix 2025 EHS Software Leader, it empowers teams to streamline safety while ensuring scalability, flexibility, and eciency - without reliance on technical support.

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