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EHS Maturity in Transport & Logistics: How Does the Industry Compare?

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The Road to EHS Maturity in the Transport and Logistics 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 Transport and Logistics industry versus all industries in the study.
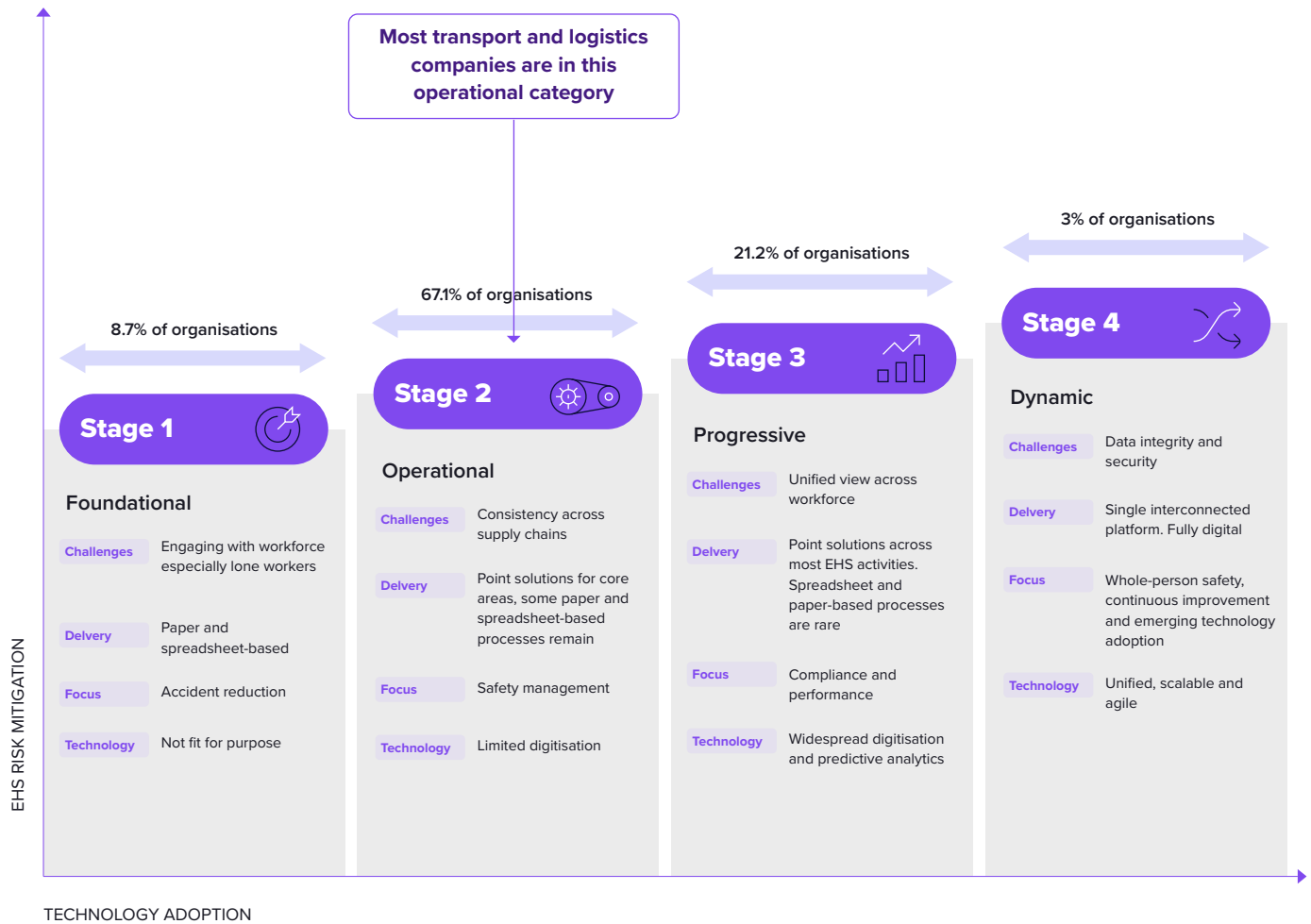
Transport and logistics workers face a range of high-risk EHS hazards across warehousing, distribution, and road transport. These include vehicle-related incidents such as collisions, rollovers, and pedestrian strikes; manual handling injuries from lifting, loading, and repetitive strain; slips, trips, and falls in warehouses and loading docks; exposure to hazardous substances like fuel, lubricants, and cargo-related chemicals; fire risks; and risks associated with working at heights during vehicle loading and maintenance. Additionally, long shifts, tight delivery schedules, and time pressures contribute to driver fatigue, which remains a leading cause of serious incidents in the industry, as well as 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 Transport and Logistics.

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Figure 1

Evolution of the EHS Function in the Transport and Logistics Industry

Most transport and logistics companies are in this operational category

8.7% of organisations

67.1% of organisations

21.2% of organisations

3% of organisations

EHS RISK MITIGATION

Stage 1

Foundational

Challenges	Engaging with workforce especially lone workers
Delvery	Paper and spreadsheet-based
Focus	Accident reduction
Technology	Not fit for purpose

Stage 2

Operational

Challenges	Consistency across supply chains
Delvery	Point solutions for core areas, some paper and spreadsheet-based processes remain
Focus	Safety management
Technology	Limited digitisation

Stage 3

Progressive

Challenges	Unified view across workforce
Delvery	Point solutions across most EHS activities. Spreadsheet and paper-based processes are rare
Focus	Compliance and performance
Technology	Widespread digitisation and predictive analytics

Stage 4

Dynamic

Challenges	Data integrity and security
Delvery	Single interconnected platform. Fully digital
Focus	Whole-person safety, continuous improvement and emerging technology adoption
Technology	Unified, scalable and agile

TECHNOLOGY ADOPTION

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Key Challenges Faced in the Transport & Logisitics Sector

Transport and logistics companies face significant EHS challenges, including driver fatigue, vehicle safety, compliance with evolving regulations, and incident prevention in high-risk environments like warehouses and loading docks. Ensuring workforce training, maintaining a strong safety culture, and integrating technology for monitoring and compliance add further complexity, especially across multiple jurisdictions.

Leading EHS implementation challenges faced by transport and logistics companies include:

Adoption and engagement

Transport and logistics firms face huge challenges in driving adoption of EHS policies across their businesses. Employees may have inadequate training in how to comply, or simply don't prioritise EHS activities. Often workers in this sector are working with many different technologies, and adding additional EHS technology is frequently perceived as a hindrance to their work. Weak engagement is often attributed to clunky user interfaces which are difficult to use, and the administrative burden created by some processes, which gives them less time to focus on their core tasks. Increasingly, EHS processes need to be embedded into everyday operations.

Cybersecurity issues

Security and privacy issues are amplified by fragmentation and poor visibility across assets and workers. The complexity of multiple-point solutions makes securing data across transport and logistics ecosystems an urgent challenge. According to a recent Infosys report, at least 55% of logistics employees feel they are ill equipped to identify or handle a cyberattack.

Psychosocial and mental health

Psychosocial factors are often overlooked in the transport and logistics industry. Stress associated with tight timelines, fatigue and insecure working conditions make mental health issues more likely to occur. Given the risk of being on the road for longer than planned, fatigue management is critical. A recent Healthyheads report reveals that 46.4% of transport and logistics workers have experienced a mental health condition.

Environmental sustainability

Freight transportation is a large contributor to air pollution. Indeed, according to the United States EPA, it is responsible for 20% of NOx emissions and 20% of PM emissions in the United States. Transport and logistics companies are under increased regulatory pressure to reduce their environmental footprints and to measure their environmental impact. ESG policies are also placing increased emphasis on reporting across a range of activities.

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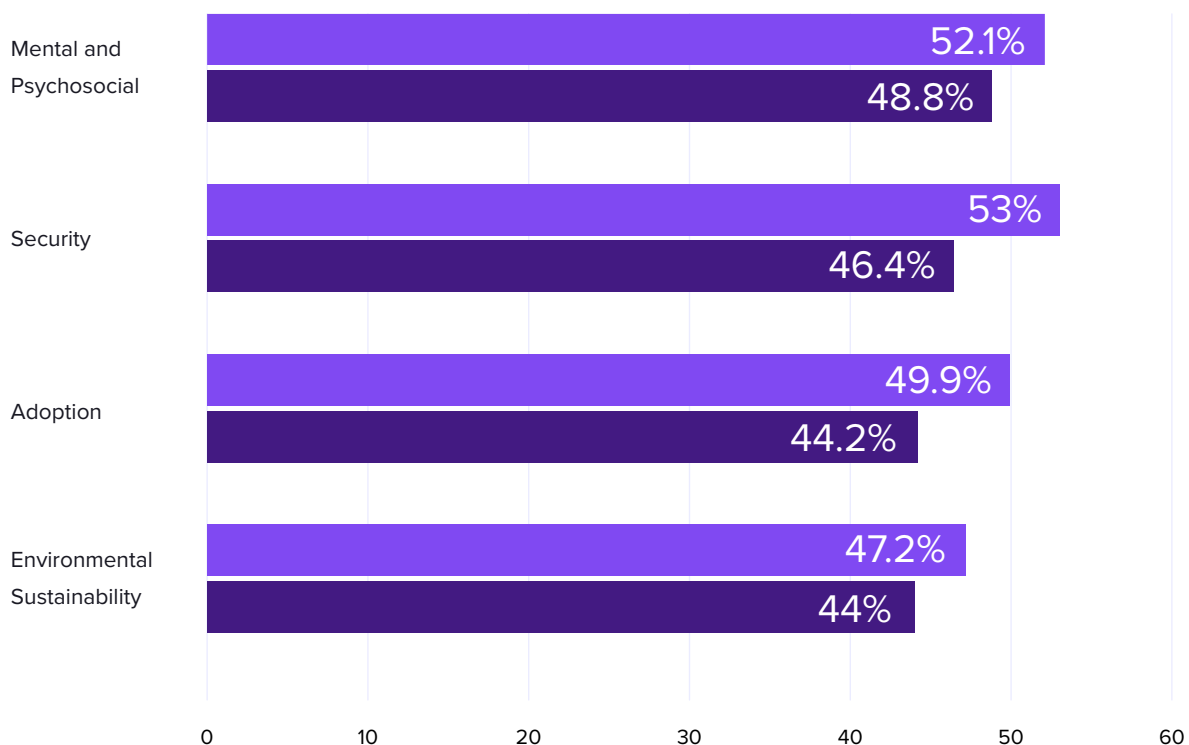# EHS Maturity in Transport & Logisitics: Areas of Focus

Focus Network's recent Global EHS Readiness Index (GERI) report reveals mean maturity scores by attribute for the transportation and logistics sector, 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.

Figure 2 shows EHS components for the transportation and logistics sector that are the least mature. These reveal the biggest gaps in EHS posture for transport and logistics firms. 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 Transport and Logistics Sector

■ All Industries   ■ Transport & Logistics

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Single Platform Enables Real-Time Visibility, and Data Analytics Across Assets and Workforce

To enable real-time visibility across all EHS activities, transport and logistics firms need connectivity across the EHS ecosystem. Combined with real-time data analytics, they can take corrective action swiftly, meet ESG requirements, and improve employee safety.

EHS leaders need to use technology to take a platform-based approach to EHS risk mitigation in the transport and logistics industry. This means that the industry needs to:

Have visibility across EHS activities and all assets and workers. Ongoing monitoring is required with corrective action taken instantly. Indeed, a single universal view of risk is critical in transport and logistics, given the complex nature of businesses in this sector. Currently, only 12% of EHS leaders in the sector continuously monitor assets, according to the GERI study.

Have a consistent and unified view of all activities across the supply chain. All documentation and data should be found in one place. Management and individual workers need visibility of all EHS processes and their implementation. Increasingly transport and logistics firms need to go beyond monitoring and have greater observability that offers contextual insights.

Rapidly respond to incidents from remote locations and ensure reporting to appropriate regulatory authorities. Compliance controls, critical controls and risk registers need to be on one platform for automated and integrated cross-referencing and actioning. The GERI study reveals that compliance controls tend to be decentralised or location-based with only 15% of EHS leaders in the sector claiming to have centralised compliance management.

Training and certification. According to the GERI study, only 14% of EHS leaders in the transport and logistics sector consider their training to be engaging. Modern centralised EHS platforms allow the workforce, including remote workers, to engage with the EHS function from any device and from any location.
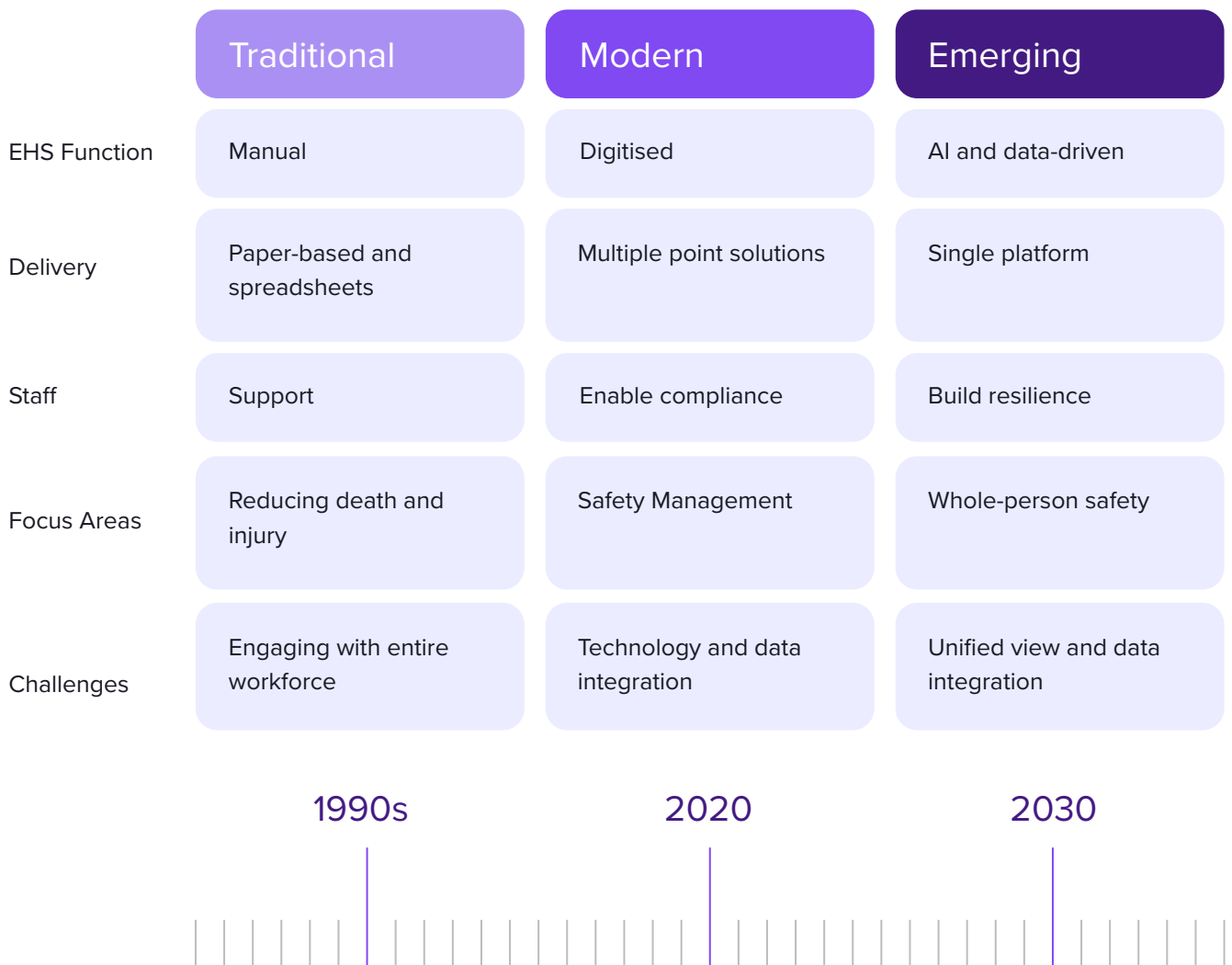
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Emerging EHS Trends in the Transport and Logistics Industry

As complexity increases within the Transport & Logisitics 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

	Traditional	Modern	Emerging
EHS Function	Manual	Digitised	AI and data-driven
Delivery	Paper-based and spreadsheets	Multiple point solutions	Single platform
Staff	Support	Enable compliance	Build resilience
Focus Areas	Reducing death and injury	Safety Management	Whole-person safety
Challenges	Engaging with entire workforce	Technology and data integration	Unified view and data integration

1990s	2020	2030

About
Focus Network

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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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About
HSI Donesafe

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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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