

The Return on Prevention:

Your 'TICKET TO RIDE
YOUR GROWTH' *reimbursed*

A partial view of the International SOS logo, showing the white swoosh element on a dark blue background.

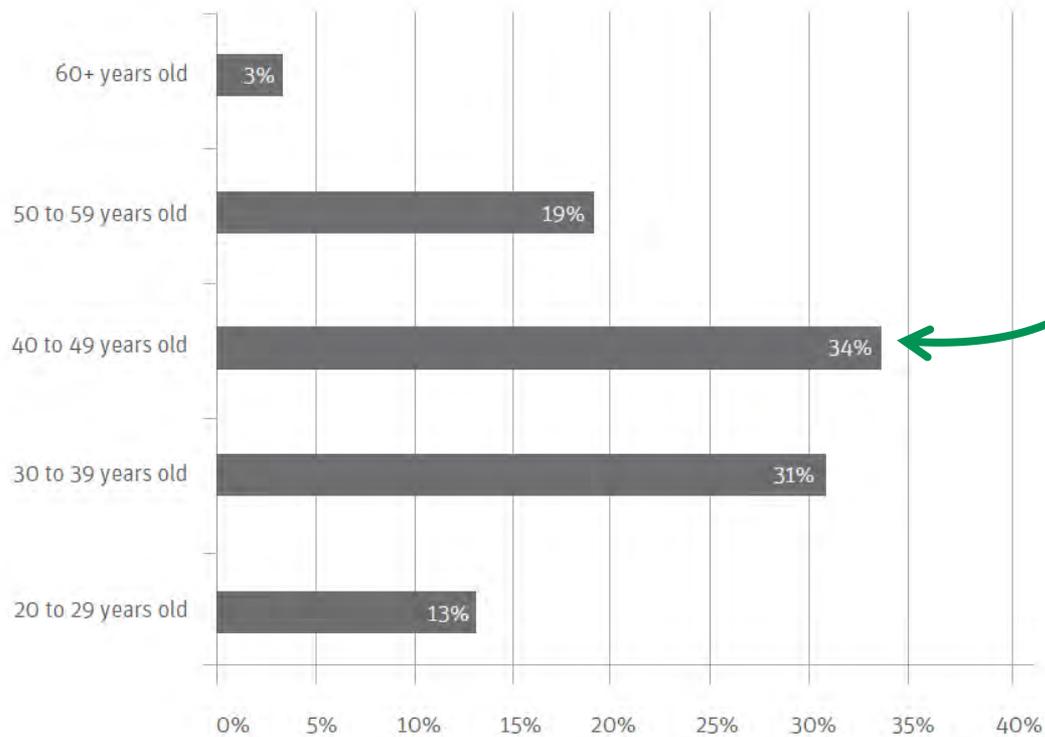
Philippe Guibert, MD
International SOS

INTERNATIONAL ASSIGNMENT

A GROWING REALITY

↑ Assignments abroad

↓ Average duration of assignments



Most expatriates are male;
between 30 to 49 years-old

Above: *International assignees by age group*

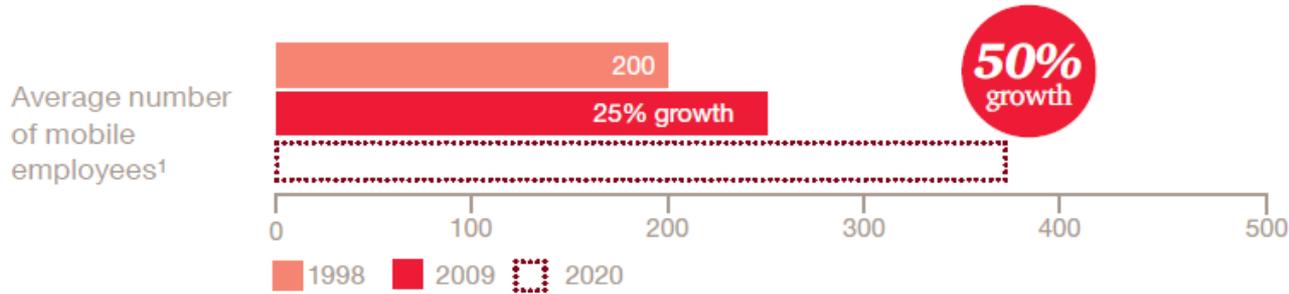
Source: *Global relocation trends, Results of the 2012 survey, Brookfield Global Relocation Services*

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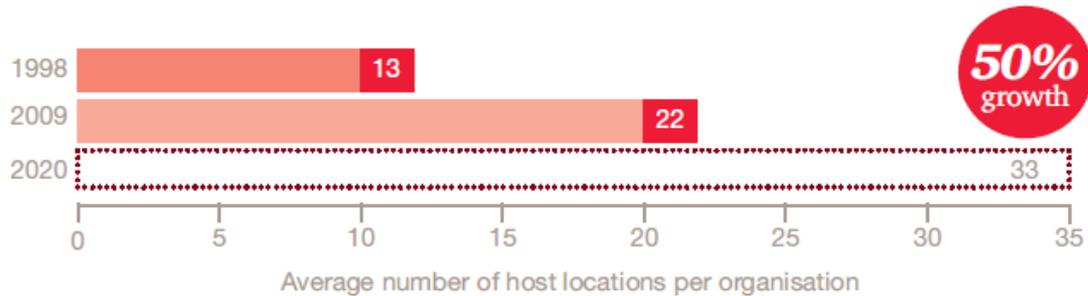
LATEST MOBILITY RESEARCH

The mobile population in large organisations is increasing



Companies are hosting mobile employees in more countries than ever before

The average number of host locations supported by a global organisation continues to rise



2020 projection: As the business model of an organisation evolves from multinational to international to global, the mix shifts accordingly (from 80% of mobile employees from HQ to 60% from HQ to 40% from HQ). Numbers continue to increase and the definitions of mobility have broadened – even with increasing numbers, costs may be flat due to changes in package design and focus on lower cost alternatives. Mobile employee type mix has evolved from 50% executive to 10% executive.

Source: PwC International mobility database – sample 900 companies

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TRAVEL HEALTH RISKS

- ↑ Work-related health problems are higher among travelling employees than non-travellers.
- ↑ Higher incident rates can be found for all diseases, not only for travel-related diseases.
- ↑ Higher incidence of mental health problems and stress.



Right: Location and exposure to risks
Source: Extract from International SOS Health Risk Map

DENGUE FEVER IN SINGAPORE

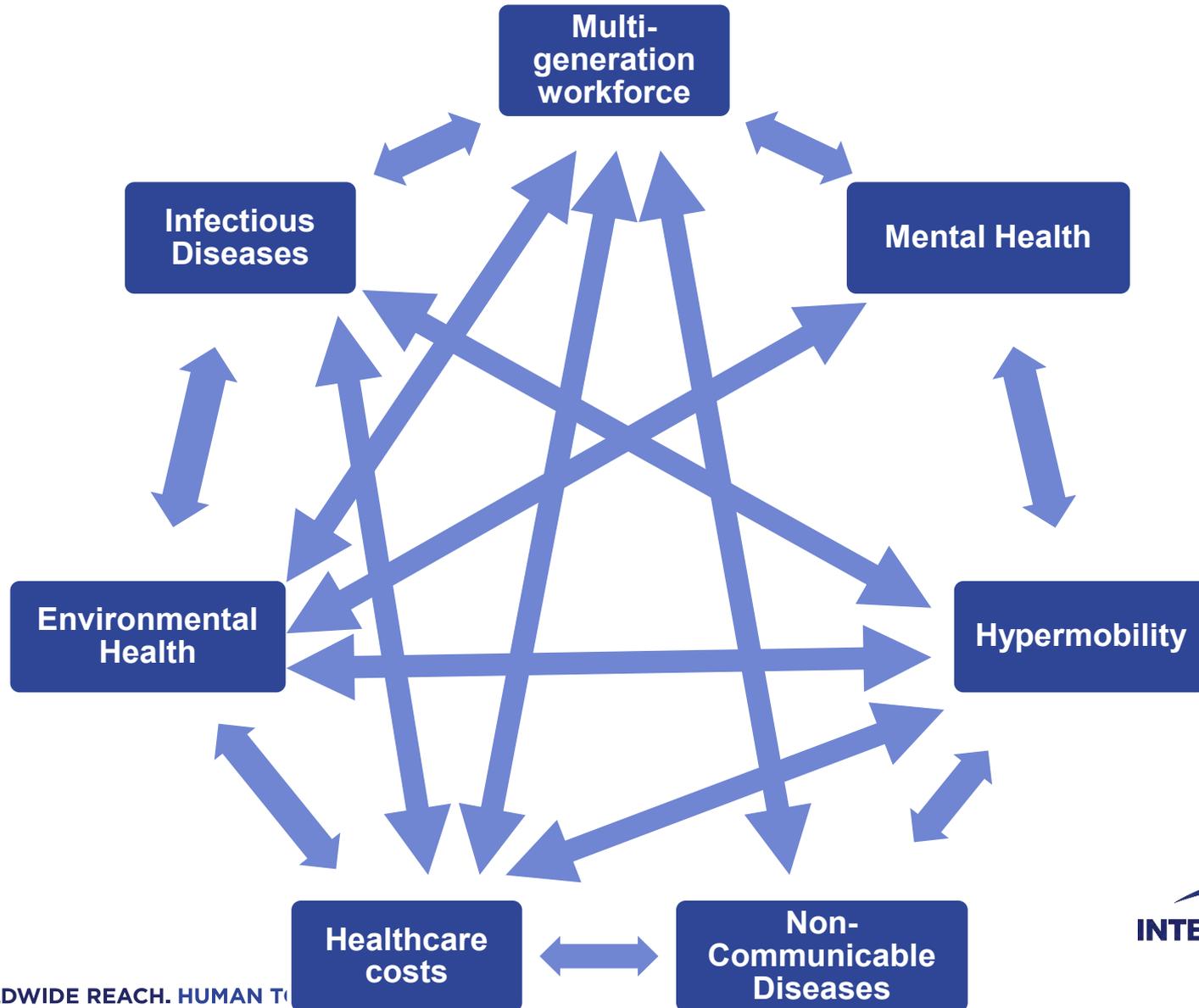


Source Vector-borne Disease Airport Importation Risk Tool - <http://www.vbd-air.com/>

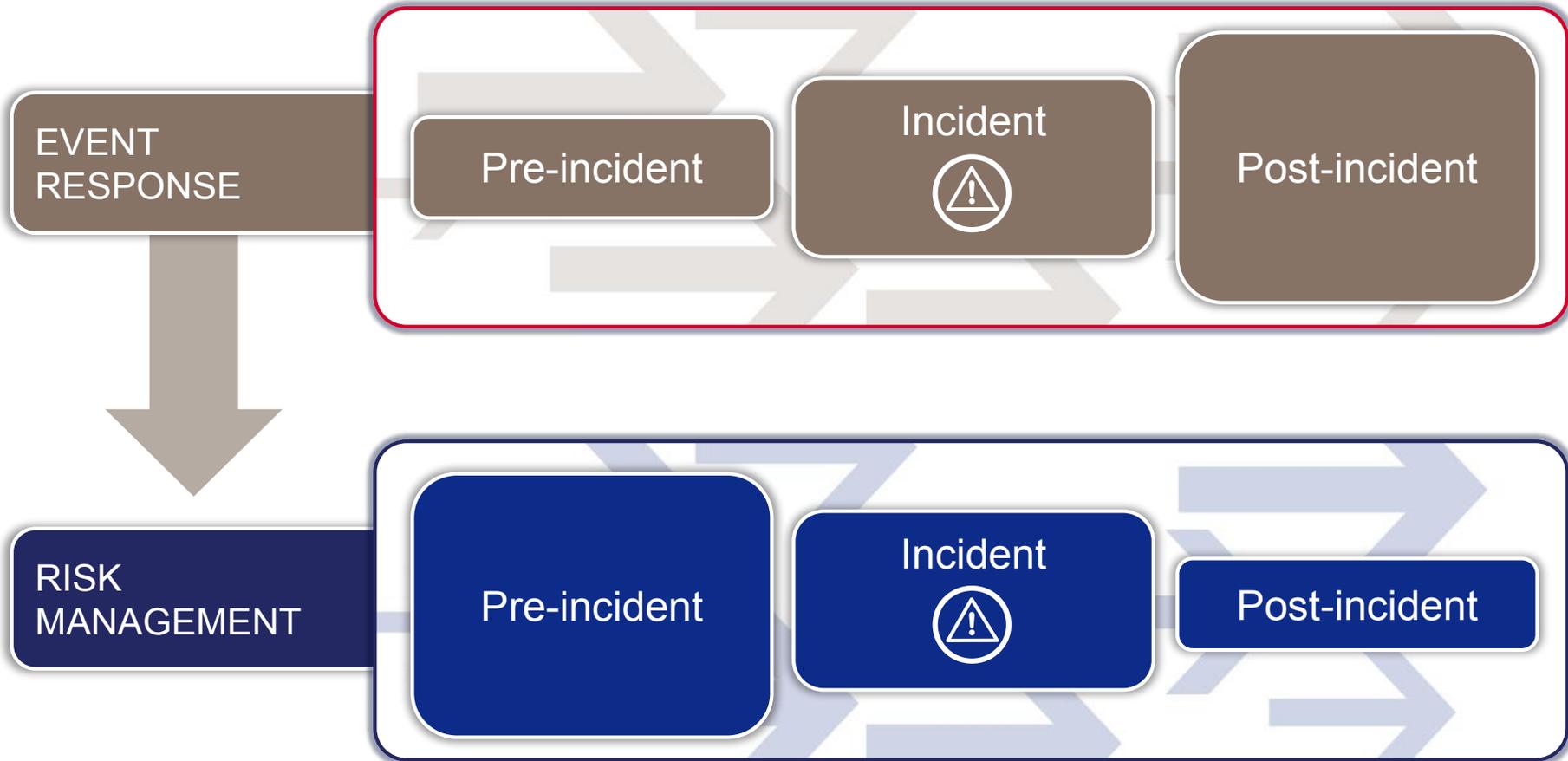


INTERNATIONAL WORKERS

THE BIG HEALTH ISSUES

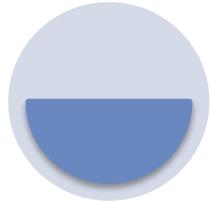


A RIGHT RISK MANAGEMENT MODEL

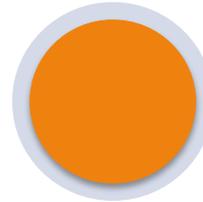


RETURN ON PREVENTION

CONTEXT OF INITIATIVE



After five years of research into organisations' legal health and security responsibilities for business travellers & international assignees...



It was time to take a different angleand explore the concept of **Return on Prevention!**



NEW RESEARCH REVEALS COST-BENEFITS OF PREVENTIVE PROGRAMMES

Published by **Prevent**, an organisation focused on academic work to improve occupational safety and health practices.

prevent:
academy

prevent:
foundation

prevent:
factory

Prevent is unique in its kind in the world. It is fully independent and non-governmental.

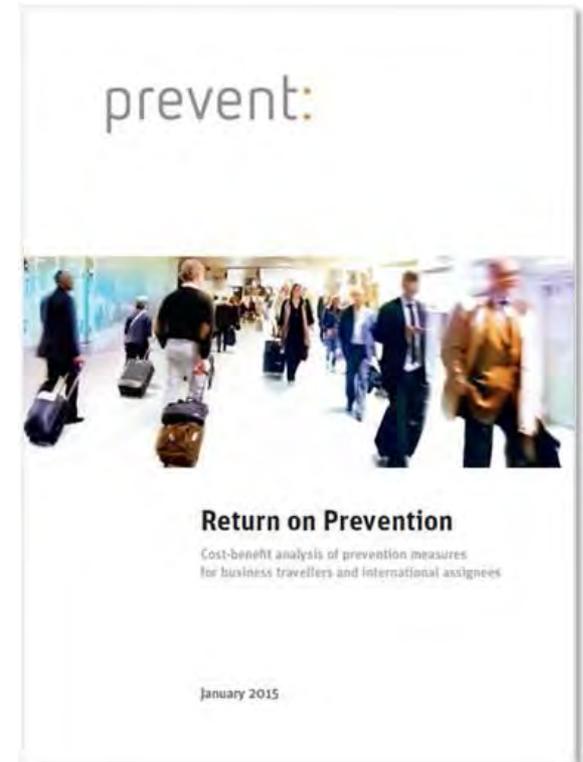


In 2010, *Prevent* conducted the European Commission's benOSH* (Benefits of Occupational Safety and Health) project:

- Evaluated the **costs of accidents at work and work-related ill health**.
- Demonstrated the incremental benefit to enterprises if they **develop an effective prevention policy in occupational safety and health (OSH)**.

2015 study: Use of global data from health programmes run by International SOS for its clients, **including figures from a partnership with a world-leading oil and gas supplier**.

*www.prevent.be/en/knowledge/research-project-on-the-benefits-of-osh



COST OF FAILURE

EXPATRIATION & FAILED ASSIGNMENT

Average cost of an international assignment:



The cost of assignments ranges somewhere between US\$103,000 and \$396,000.

Cost of failure:



The cost of failed assignments ranges somewhere between US\$570,000 and \$950,000.

- **Direct costs** are measured; including salary, training costs, travel and relocation expenses.
- **Indirect costs** e.g. loss of market share, reputational damage, etc. may be invisible and much more expensive than direct costs.

Source The Return of Prevention – Prevent 2015

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PREVENTION PROGRAMMES

Preparing the traveller is the key element of travel risk prevention:



38% travellers suffer health impairment
Impairment ranges from minor to major health issues.



14% travellers incapacitated
Incapacity ranges from short to long term sick leave.

The base for healthy journeys:

- Assessing employee health before departure.
- Providing sufficient supplies of medicine required by employee.
- Selecting vaccines.
- Providing information, education and training about prevention.

*Above: Protecting the health and safety of those who regularly travel overseas
Source: Annals of the ACTM, an International journal of tropical & travel medicine*

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COST-BENEFITS

PRE-TRAVEL HEALTH SCREENING

Health check programme for travellers and international assignees:



\$2.53 return for every \$1 invested

Cost-benefit analysis showed that US\$1 invested returns a benefit ranging from \$1.6 (minimum scenario) to US\$2.53 (maximum scenario).

Programme scope:

- Identifying pre-existing medical issues before assigning employees to a foreign country.
- Ensuring employees were fit-to-work for the proposed job and work conditions.
- Identify general and work-related health problems before departure.

Source: Dr Myles Druckman and Carl Spitznagel, Measuring the benefits of global employee health assessment programmes, International SOS, 2011.

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COST-BENEFITS

MALARIA PREVENTION PROGRAMME

Malaria prevention programme for travellers to and working in at-risk regions:



Cost-benefit analysis showed that US\$1 invested the return was US\$1.32.

Programme scope:

- Employees educated before departure to at-risk regions.
- Provision of prophylaxis medication and other prevention means (bed-nets, insecticide sprays,..).
- Provision of Malaria Curative Kit – enabling self-testing if flu-like symptoms are developed.

Source The Return of Prevention – Prevent 2015

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'GLOBAL HEALTH SECURITY'

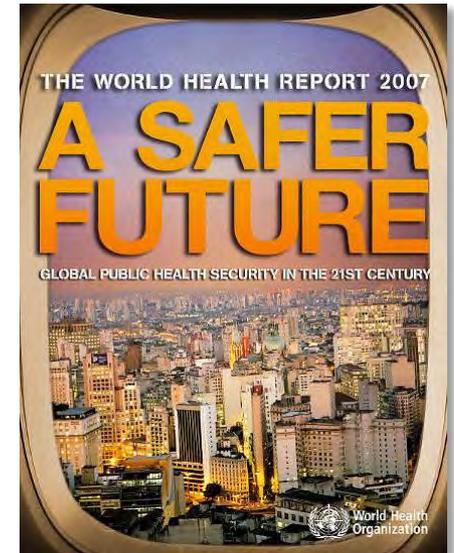
A CONCEPT APPLICABLE TO BUSINESSES

Preparedness based on scenarios

- Infectious diseases (regional / pandemic)
- Environmental health issues
- Travel related incidents

Response based on impact and severity

- Management (plan, surveillance, public health response, BC, etc.)
- Employee services (education, prevention measures, etc.)
- Incident management (two-way communication, etc.)
- Personnel restriction (mobility, behaviors, etc.)



MEETING YOUR DUTY OF CARE



Costs of a trip or assignment being disrupted or cut short



Costs of care and evacuation for an emergency that might have been avoided



Impact on your business continuity in the event of an incident



Risk of prosecution under occupational health and safety legislation, or a claim for damages



On the ground support
should you need it

Understand all risks
and prepare
accordingly

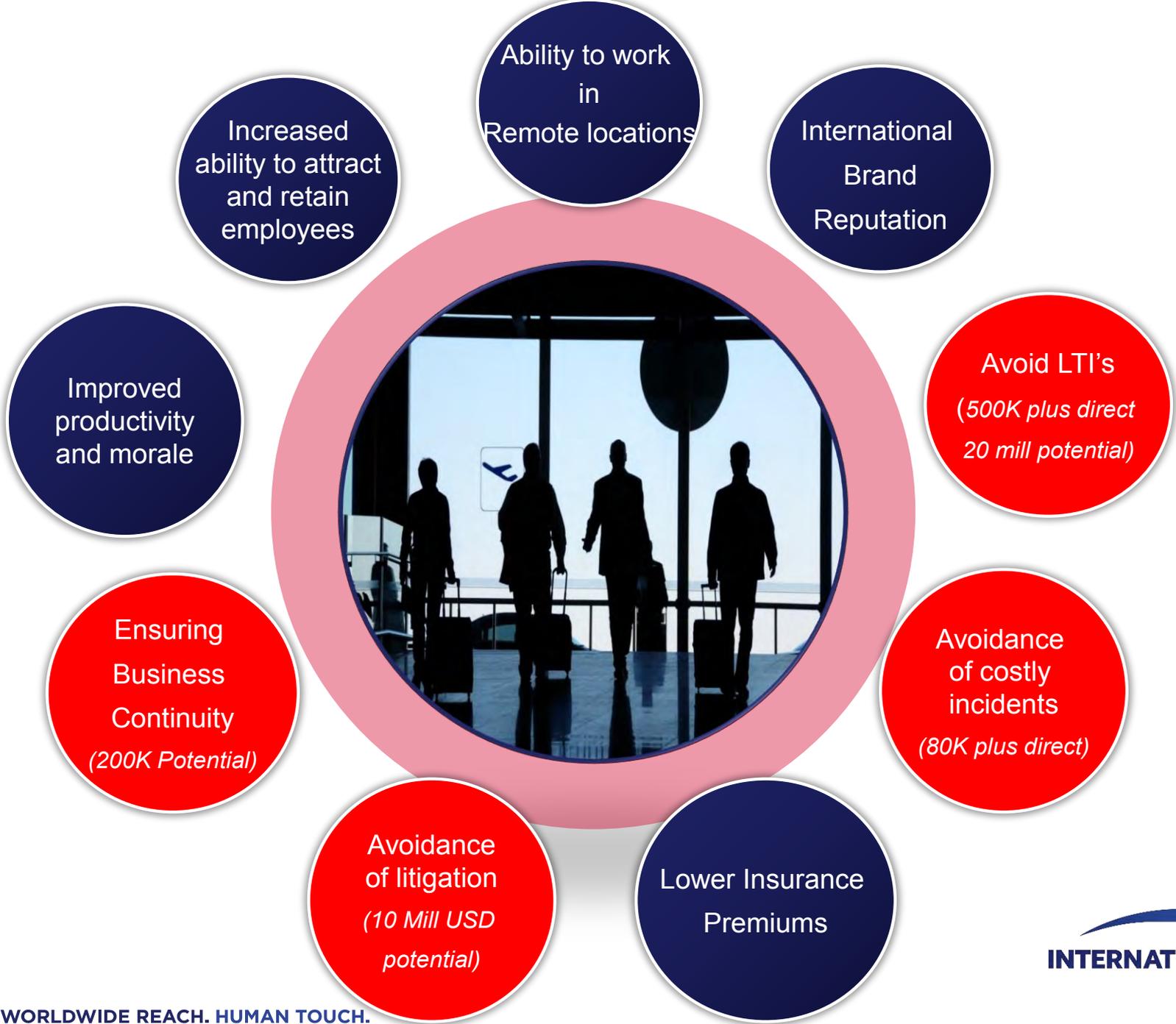
Travel Risk
Mitigation

ASSIST

ASSESS

ADVISE

Local expertise and advice
available 24/7



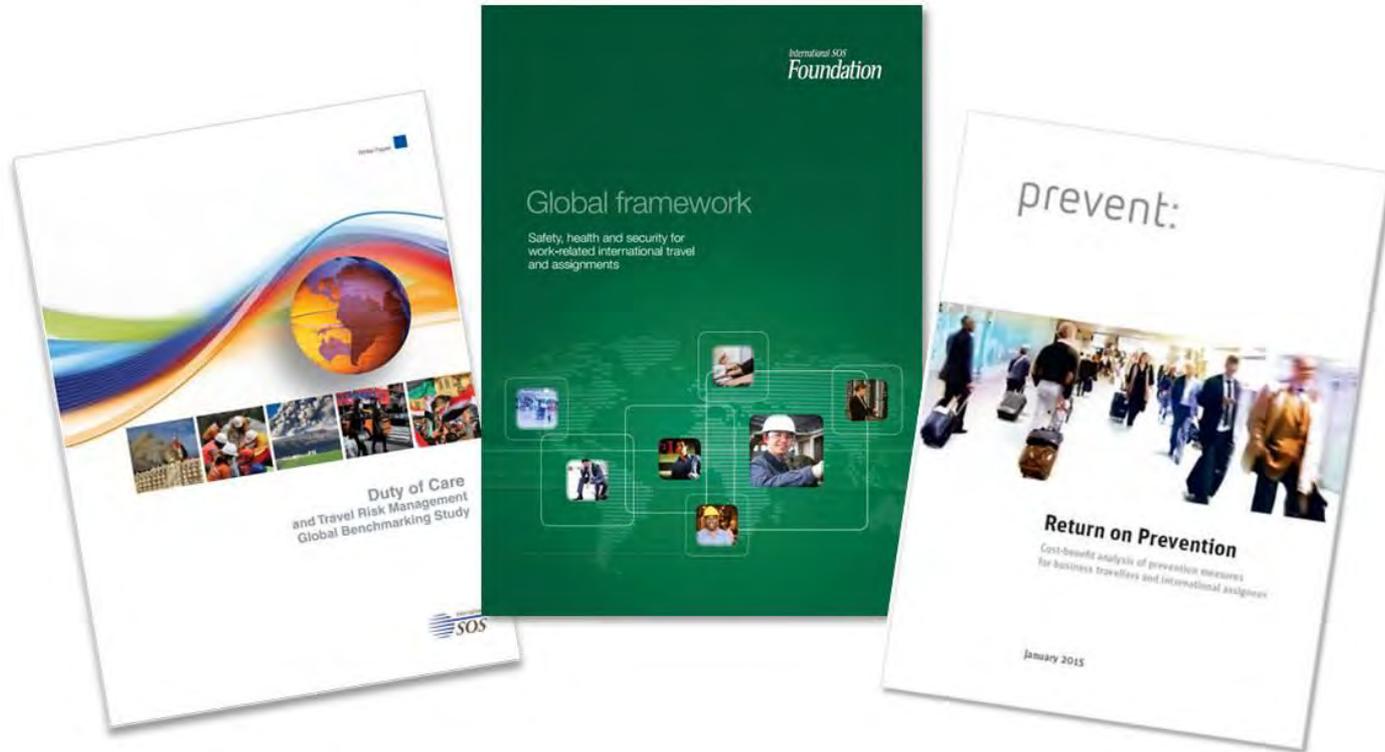
RETURN ON PREVENTION

- Health risk profiles of organizations have increased with multi-generation, multi-exposed international workforce
- Positive cost-benefits ratio for investments in health risk prevention
- Senior management leadership and commitment + travel and assignment safety, health and security system implemented



DUTY OF CARE RESEARCH TRINITY

This study, alongside the International SOS Foundation's **2011 Benchmarking Study** and the **2013 Global Framework**, complete a powerful trinity in Duty of Care research.



The trinity shows that those organisations who take measures to mitigate health and travel security risks are not only meeting their moral and legal obligations; they are also making a wise commercial investment.



Let's ride!