



2025 Focus Areas for Corporate EHS and Sustainability

*A Snapshot of NAEM Member
Priorities & Challenges*



About the Survey

Objective:

The purpose of the survey was to gain a snapshot of the 2025 priorities of the NAEM member companies as well as the focus areas being addressed by the survey respondents

Content:

Given the informal nature of the survey, there were only two questions about priorities:

- What are your ORGANIZATION'S top 1-3 EHS and/or Sustainability priorities/challenges for 2025? This was an open-ended write-in question
- What are the key initiatives/areas that YOU are focusing on for 2025? Respondents chose from a preselected list of initiative/focus areas developed by the NAEM Regent community
- The presentation reflects responses from 50+ NAEM corporate members.

Timing:

- The survey was fielded in January 2025
- The survey will remain open for two additional weeks and all who participate will receive an updated presentation.



What Organizations are Prioritizing

- NAEM members represent all disciplines within EHS & Sustainability. As a result, there were responses in each area. Of note:
 - Corporate Reporting, and specifically, CSRD preparation is the focus for the greatest number of respondents
 - EHS Compliance and staying abreast of regulatory trends also is “top of mind”
 - Safety and Data Management challenges continue to be prioritized
 - Several individuals/organizations are focusing on new metrics and goal setting



Top Organizational Priorities

- Respondents wrote in up to 3 areas

EHS Management, Culture and Governance

- Advancing EHS culture
- Alternatives to TRIR/LDIR & utilizing ASTM
- Economical EHS management tools
- EH&S management system implementation
- EH&S Management Systems
- Preparing for new growth to meet onshoring demand/opportunities
- Proper resources at the site level
- Recruiting competent environmental engineers with air quality expertise
- Identifying cost efficiencies
- Implement management systems approach to risk and compliance management
- Implementation of risk assessment approach to EHS management into U.S. Operations
- Risk assessments
- Return to "normal"
- Workflow process standardization

Audits and Training

- Increasing CAPAs (Corrective and Preventive Actions) timeliness
- Completion of compliance audits at our major sites
- Creative/engaging EHS training solutions - potential use of technology/AI
- Environmental Training
- Implementing a global training policy
- New hire training (high TRIR for <3yrs exp)
- Team Development
- Training and competency development for EHS professionals

Compliance

- Air permitting business challenges (ozone nonattainment, PM5)
- Close global regulatory compliance gaps.
- EHS regulatory compliance
- Managing critical environmental control devices
- Outdated and Complicated Regulatory Frameworks
- PFAS Reporting
- PPE compliance
- Raw material track & trace capability
- Regulated Waste management
- Regulatory compliance
- Regulatory constraints on (air permitting)
- Wastewater treatment cost reduction
- Stay up to date with global sustainability reporting regulations

Safety

- 5-Year Safety Roadmap (with new corporate org)
- Contractor Safety Management
- Develop HECA/pSIF roll out roadmap
- Employee health and well-being
- Ergonomics improvement
- Managing safety performance risks associated with employee turnover
- Maximizing use of digital tools and AI solutions to improve safety performance
- Prevention of SIF injuries
- Reducing severe injuries to our workforce
- Reduction of Accidents / Incidents
- Revamp of top 5 high risk safety programs
- SIF and PSIF / Hazard Awareness
- Sustaining strong safety culture through delivering major capital projects



Top Organizational Priorities (cont.)

- Respondents could write in up to 3

Corporate Reporting

- CSRD
- CSRD Compliance
- CSRD: Data collection and accuracy for 2026 reporting
- CSRD: Finalizing data
- CSRD: Preparing Disclosures
- CSRD Readiness
- CSRD Reporting (2)
- Improving ESG reporting
- Managing Increased environmental reporting burdens of government and customers
- Preparing for mandatory ESG/climate reporting
- Preparation for Sustainability reporting frameworks
- Preparing for regulation compliance (California, CSRD, etc.)
- SEC Reporting protocol
- Tier II Reporting

Data Management

- Data management for EHS and Sustainability
- Data Validation
- EHS use cases for AI
- EMIS Software
- EMS integration
- Globally consistent data, processes and metrics/KPIs
- Improving Data Accuracy
- Improving EHS data systems and processes
- Integrate processes and digital systems

GHG and Carbon Management

- Business customer requirements (CBAM, etc.)
- Corporate GHG disclosure and third-party verification
- Driving further emissions reductions
- GHG limited assurance
- Meeting committed goals for Carbon reductions
- Scope 3 data
- Scope 3 emissions quantification
- Scope 3 goal setting



Top Organizational Priorities (cont.)

- Respondents wrote in up to 3 areas

Sustainability

- Activating roadmaps and initiatives to reach established ESG goals
- Achieving sustainability goals
- Biodiversity
- Brand prioritization of sustainability
- CAPEX prioritization of sustainability
- Creating and institutionalizing a sustainability action plan
- How does sustainability create a competitive advantage for our company?
- Make the business case for sustainability-based investments
- Reduce costs with new sustainable efforts
- Refine pathway to NetZero
- Sustainability
- Sustainability Metrics, Tracking, Data management
- Sustainability Roadmap
- Seeking the optimal business model to support the achievement of our sustainability goals
- Understanding multinational business risks associated with social responsibility standards
- Tier II Reporting

Energy Efficiency

- Conversion efficiency improvements
- Cost and Schedule for Integration of Renewable Projects with Grid
- Energy & Fuel Efficiency/ Decarbonization
- Energy reduction (2)
- Future Development of Carbon Sequestration
- Future of Renewable Energy Development Projects
- Transition to Electric Vehicles

Water

- Water management
- Water metering for Operations
- Water reduction goals: particularly in non-water-scarce locations
- Redefining the company water goal to ensure focus on water risk sites



Pre-Identified Initiatives/Challenge Areas

- *Respondents selected from these Survey Choices*

- Advancing EHS Leadership and Operational Excellence
- Auditing Best Practices
- Biodiversity Strategy & Program Development
- Corporate Sustainability Disclosures and Frameworks
- Driver Safety Programs
- EHS Management Systems Best Practices
- EHS Regulatory Compliance
- ESG Reporting and Data Management Best Practices
- Extended Producer Responsibility
- GHG Quantification & Reporting
- ISO 45001: Psychological safety /Mental health and Wellness Programs
- OSHA Heat Stress Regulation Implementation
- PFAS (identification, compliance management, remediation)
- Product Tracking & Reporting
- Setting EHS & Sustainability Metrics and Goals
- Staying abreast of EHS regulatory and enforcement trends
- Succession Planning/Transition of Knowledge
- Waste Management (zero waste, circularity)
- Water Management (mitigation/scarcity/quality)
- Other



Focus Areas for NAEM members

- Respondents could select several priorities

Key Work Areas Respondents are Prioritizing



Thank you to all who participated!

Would you like to connect with peers who share your priority issues?

You can still contribute to this survey and share your priorities

<https://www.surveymonkey.com/r/T7H3X68>



VIRTUAL EVENT
JAN. 27-31, 2025



NAEM MEMBER APPRECIATION WEEK 25



- Monday: Empowering Members, Driving Change
 - Taking the survey enters you into the raffle
- Tuesday: NAEM Annual Member Meeting
 - Attending the Meeting enters you into the raffle
- Wednesday: Preparing for Climate-Related Disclosures Webinar
 - Registering you for the Webinar enters you into the raffle
- Thursday: Discount Day
 - Purchasing an item enters you into the raffle
- Friday: Raffle Day!

