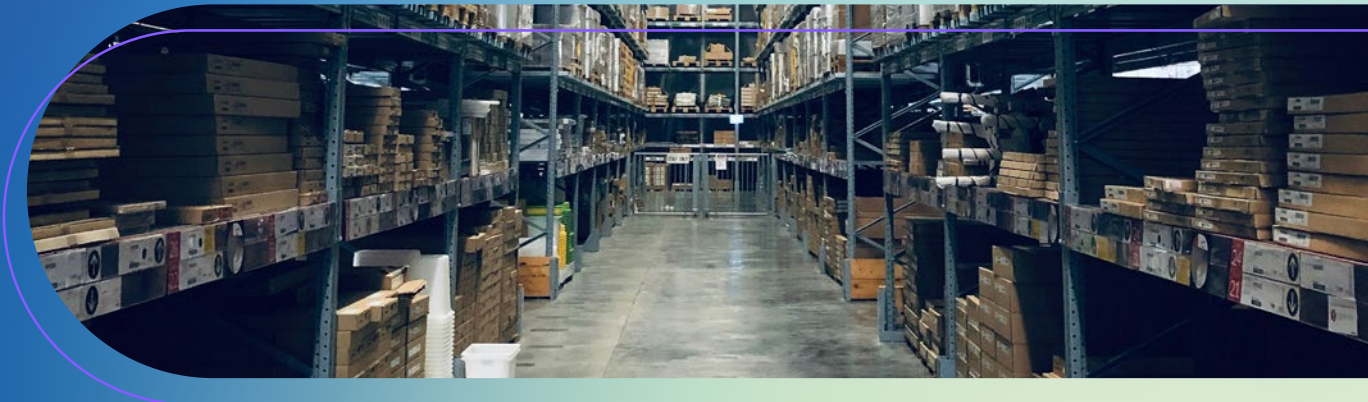# BENCHMARK GENSUITE®

Leveraging AI to
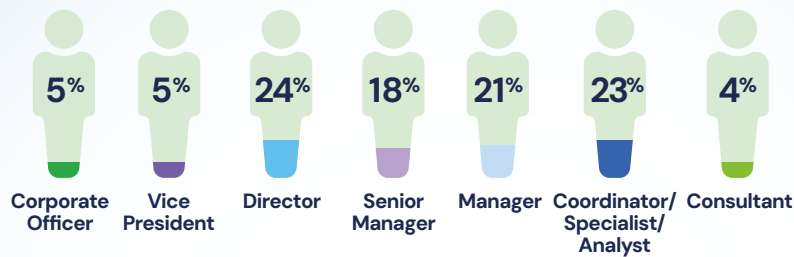# **Predict & Prevent Injury**
2025 EHS Benchmarking Report

Executive Summary

Workplace injury prevention is a top challenge for businesses today. More than half of Environmental Health & Safety (EHS) leaders admit their safety metrics have either stalled or worsened over the past year. Between shifting workforce dynamics, regulations, and a lack of resources, many companies are struggling to drive critical safety improvements.
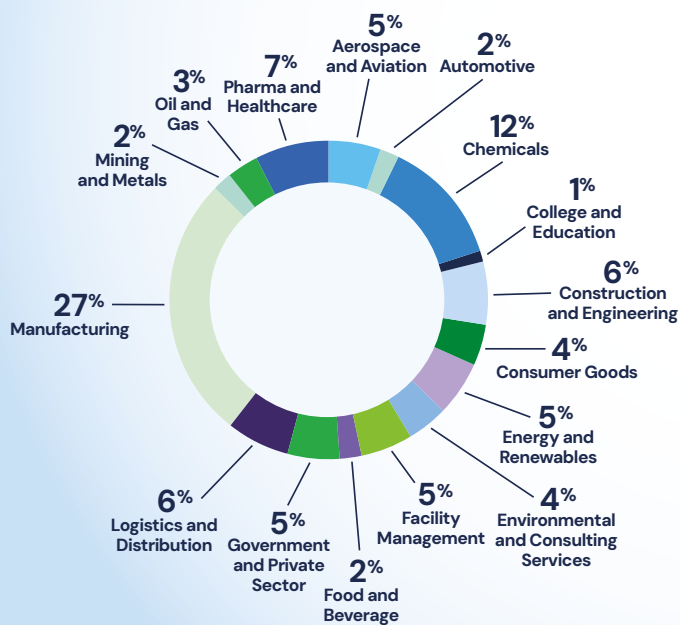
To dive deeper, Benchmark Gensuite surveyed more than 100 EHS professionals across different industries about EHS management pain points and technology's role in improving workplace safety.

The 2025 EHS Benchmarking Report shows how leaders can overcome rising issues and improve safety metrics through cutting-edge Artificial Intelligence (AI) applications that power EHS performance excellence and a safer workplace for all.
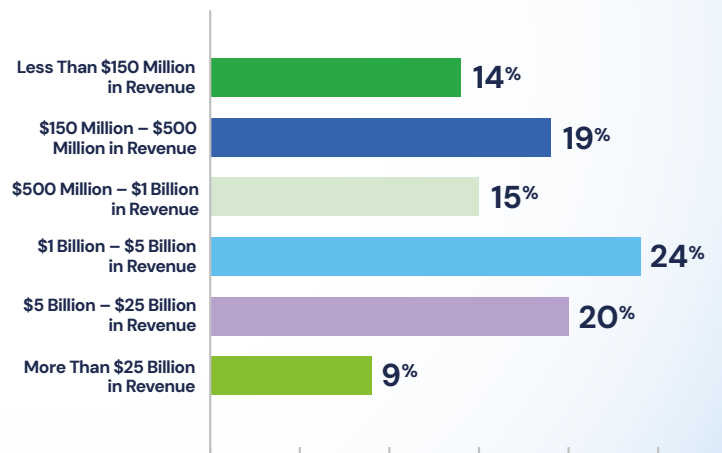
ROLE

5%	5%	24%	18%	21%	23%	4%
Corporate Officer	Vice President	Director	Senior Manager	Manager	Coordinator/ Specialist/ Analyst	Consultant

INDUSTRY

- 5% Aerospace and Aviation
- 2% Automotive
- 7% Pharma and Healthcare
- 3% Oil and Gas
- 2% Mining and Metals
- 12% Chemicals
- 1% College and Education
- 27% Manufacturing
- 6% Construction and Engineering
- 4% Consumer Goods
- 5% Energy and Renewables
- 6% Logistics and Distribution
- 5% Government and Private Sector
- 2% Food and Beverage
- 5% Facility Management
- 4% Environmental and Consulting Services

COMPANY SIZE

Less Than $150 Million in Revenue	14%
$150 Million – $500 Million in Revenue	19%
$500 Million – $1 Billion in Revenue	15%
$1 Billion – $5 Billion in Revenue	24%
$5 Billion – $25 Billion in Revenue	20%
More Than $25 Billion in Revenue	9%

Workplace Safety: A Persistent Challenge

Despite a growing concern, many organizations struggle to make significant progress in EHS performance. Over half of EHS and safety leaders report that **injury frequency (53%)** and **injury severity (51%)** have either remained stagnant or worsened in the past year.

Key challenges that have hindered progress and contributed to workplace injuries in 2024 include:

55% Workforce Issues

such as high turnover, hiring challenges, new employees

34% Insufficient Training

resulting in improper usage of equipment, incorrect tasks

31% Time and Manpower Shortages

causing less oversight of EHS

25% Increased Demand

leading to rapid production speeds and less careful actions

20% Feedback and Reporting Issues

creating an inability to collect detailed employee feedback and report on hazards, concerns, or near misses

Feedback and reporting issues are a significant roadblock. An alarming **79% of respondents believe accidents, hazards, concerns, and near misses are underreported due to several challenges**, such as:

54% Perceived Obstacles

like time required, or lack of confidence in response

43% Manual Processes

such as lengthy paper forms, email, or verbal discussions

34% Limited Detail

not enough information in feedback or reports to derive valuable insights

33% Fear of Backlash

due to confidentiality issues

15% Language Barriers

INCIDENT REPORTING RADAR

31%

of respondents believe a **QUARTER OF EMPLOYEES may not be reporting at all.**

17%

believe a staggering **HALF OF EMPLOYEES may not be reporting at all.**

Newer Pain Points: Growing Responsibility & Limited Resources

Workplace safety may be a persistent challenge, but recent developments – or lack thereof – compound its complexity.

Over the last year, the responsibilities of the EHS role have grown:

45% of respondents said ESG and sustainability goals have intensified the complexity of their EHS roles, limiting their ability to focus on core safety functions.

35% said compliance with and managing new regulations is another burden.

Other tasks complicating EHS roles further include crisis management and emergency response **(25%)**, quality-related processes **(21%)**, and corporate security and workplace violence **(15%)**.

With these added responsibilities, EHS leaders are taking on more without tools and resources to efficiently manage their expanding scope of tasks.
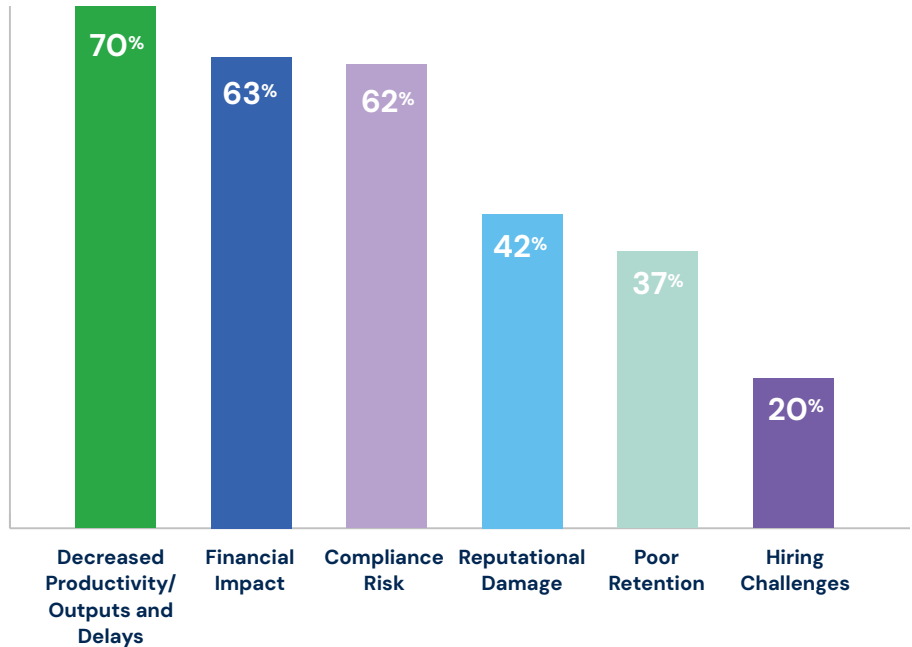
When asked how they collect and track EHS data, almost half (49%) of respondents still rely on manual spreadsheet management or outdated technology solutions. Only 2% are using advanced technology or AI to track and manage EHS data, indicating a major missed opportunity for improvement.

Executive Attention: Safety as a Driver of Success

Workplace safety is increasingly gaining attention at the executive level. Nearly half (47%) of EHS leaders reported executive interest in workplace safety and wellbeing has increased over the past year. Thirty-eight percent say it has remained consistent – highlighting the strong recognition of safety as a key driver of organizational success.

The push for stronger EHS management isn't surprising when you factor in the significant impact safety issues can have on organizations according to leaders, such as:

Category	Percentage
Decreased Productivity/ Outputs and Delays	70%
Financial Impact	63%
Compliance Risk	62%
Reputational Damage	42%
Poor Retention	37%
Hiring Challenges	20%

"The 2025 EHS Benchmarking Report underscores the critical need for organizations to prioritize safety as a key driver of operational efficiency and overall success. With strong executive support and increased investment in AI-driven solutions, businesses are well-positioned to take proactive steps to improve workplace safety, benefiting their people and their bottom line," says R. Mukund, Founder and CEO at Benchmark Gensuite.

As a result, 39% of companies are increasing their AI investments for EHS in the next 12 months.

AI: The Key to Proactive Safety & Business Impact

AI technology is rapidly becoming an essential tool for modernizing workplace safety management. In fact, 59% of organizations are confident that generative AI could help predict and prevent more injuries.

AI Investment on the Rise

Over half **(51%)** of organizations are investing in AI-driven solutions in 2025 for several high-impact EHS applications:

60% Data Analysis Capabilities

to quickly extract insights from large, complex datasets and predict unplanned events
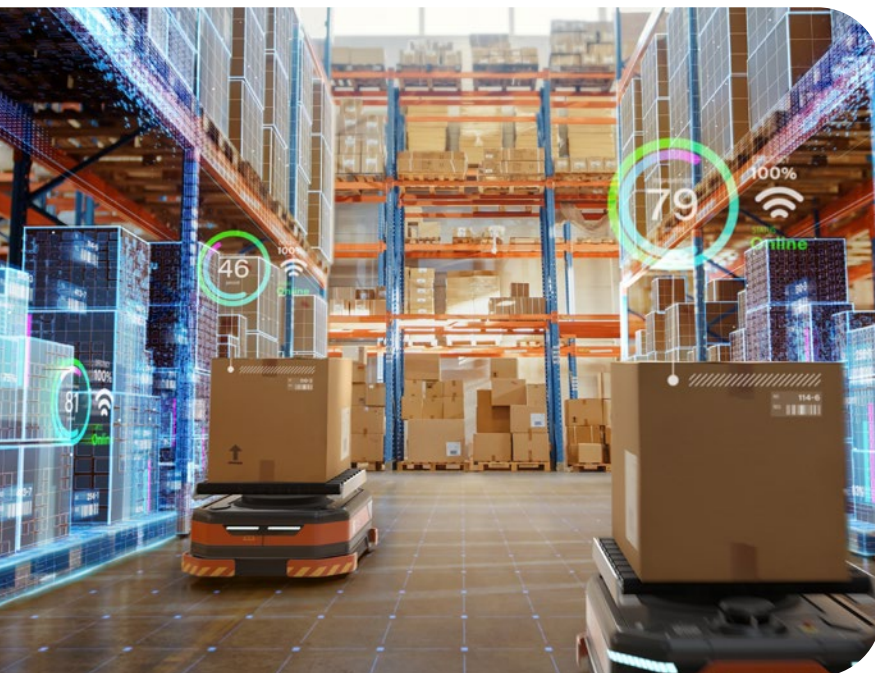
50% AI-powered Video Analysis

to identify near misses and review incidents, machinery management, posture/lifting, and more

50% AI-Powered Prompts

to guide users and improve inputs for hazards, concerns, near misses, or incident reporting

48% Automated Classification, Trend Monitoring and Alerting

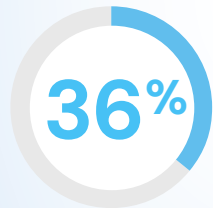*for informed decision-making*

INCIDENT REPORTING RADAR

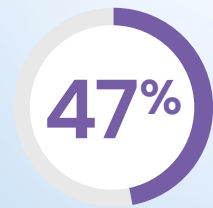AI has the capability to help leaders overcome the underreporting issue.

Respondents feel encouraged that employees would accurately report hazards, concerns, near misses, or accidents with access to two tech-driven solutions:

61%

61% of respondents feel that mobile apps for real-time feedback sent right from the employee's smartphone would boost reporting.

36%

36% of respondents feel GenAI-generated prompts would improve the quality and expediency of user inputs.

47%

47% of respondents consider AI crucial for keeping up with regulatory changes and compliance tasks.

Closing the Gap: Key Takeaways for EHS Leadership in 2025

The 2025 EHS Benchmarking Report underscores a clear message: safety is no longer just an operational concern—it's a strategic driver of success. To address persistent challenges, seize executive attention, and harness the power of AI, leaders must focus on three key actions:

Elevate Safety as a Strategic Imperative

Workplace safety challenges demand a cultural shift, starting at the executive level. Link safety performance to business outcomes and establish accountability for measurable improvements. Leaders must champion safety as a driver of productivity, compliance, and reputation.

Leverage AI for Proactive Safety

AI is redefining what's possible in EHS. To stay ahead, conduct an assessment to evaluate the AI needs, gaps, and opportunities for EHS. Integrate AI investments into your budget to unlock predictive insights, streamline compliance, and prevent hazards before they escalate.

Simplify and Amplify Reporting

Underreporting undermines safety efforts. Use real-time tools that simplify hazard reporting, build trust, and drive actionable outcomes. AI-powered platforms can analyze data, identify trends, and prioritize interventions, empowering teams to respond faster and smarter.

Embedding these strategies into the EHS roadmap will allow organizations to move beyond compliance to achieve excellence. Leaders who prioritize AI-driven insights, proactive safety, and streamlined reporting will be best positioned to reduce injuries, enhance productivity, and realize meaningful business impact in 2025 and beyond.

About Benchmark Gensuite

Benchmark Gensuite® is a pioneer in practical AI for environmental health and safety (EHS) and enables companies to implement cross-functional digital systems for EHS and Sustainability Reporting through a unified digital platform—locally, globally, and across diverse operating profiles.

With intuitive, best practice-based process functionality, flexible configurations, and powerful extensions, the Benchmark Gensuite® platform has helped companies worldwide manage their EHS, Sustainability; Quality; Operational Risk and Compliance; Product Stewardship, and Supply Chain Risks for over two decades; and now organically integrated with cutting-edge ESG disclosure reporting and management solutions. Join over 3 million users that trust Benchmark Gensuite® with their EHS software system needs and benefit from rapid deployment and adoption, immediate return on investment (ROI), service excellence, and collaborative innovation. For more information, visit benchmarkgensuite.com.