



Impact Report

2023

Working for a healthy
and sustainable world

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Welcome to the Institute of Occupational Medicine's (IOM) impact report

Building on our proud history we have (for the first time) sought to tell our story about the impact we've made over the last year. Looking at the legacy we've left, how we are creating a better today and developing a future which prioritises worker health. Packed full of scientific insights as well as first hand perspectives from partners and statistics which quantify the impact we have made.

By working with great clients and willing collaborators we have been able to understand, share and solve a myriad of challenges faced by both industry and society. All of which allow us to deliver on our mission. To protect and improve health through the workplace and wider environment.

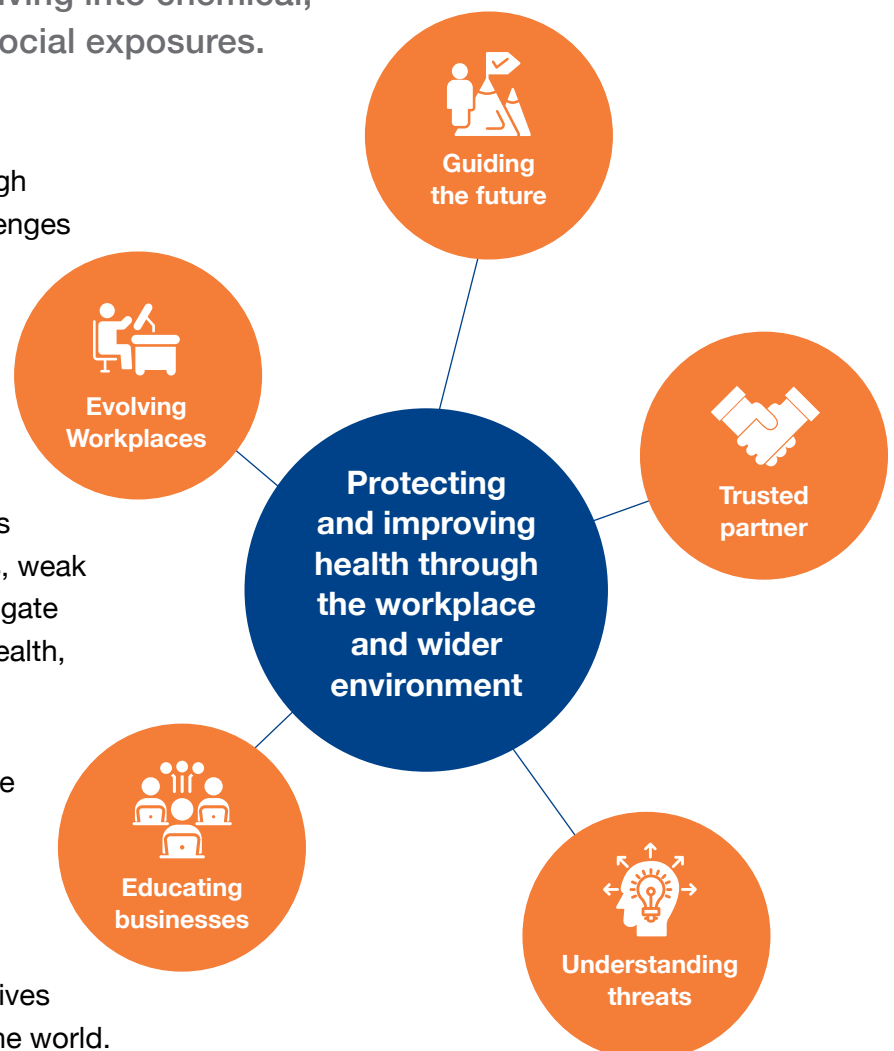
How? Read on to find out.

Our mission and how we deliver it

The IOM is an institution, operating as a bridge between the scientific and commercial world. Shaping industry and government with an unbiased, evidence-based understanding of the challenges ahead. We tirelessly investigate workplace threats, delving into chemical, physical, biological, and psychosocial exposures.

Working with organisations to maintain high standards, understand and address challenges and ensure compliance with regulations in an ever changing environment. As a global citizen IOM extends its mission beyond client challenges to contribute to a healthier environment and communities, progressing towards Net Zero by 2030. We educate businesses on the negative impact of poor processes, weak behaviour and bad management. We instigate positive change within clients for better health, productivity and risk mitigation.

Our 55 year history includes examining the impact of Low Emission Zones on health, exploring the impact of remote work on people and understanding impacts of COVID-19 on workplaces. Our work has supported regulatory changes, new initiatives and improved working practices across the world.



SCIENTISTS



EXPERT WITNESSES

OUR WORKFORCE



LABORATORY TECHNICIANS



ENGINEERS



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (UNSDGs)

Committed to our purpose of protecting and improving health through the workplace and wider environment, IOM delivers on UNSDGs.

Externally, our work has influenced policy for more than 50 years and continues to do so. Guiding governments, regulators and trade associations to making more informed decisions for the good of the wider public.

Internally we have challenged ourselves to improve our own level of social and environmental sustainability. Consistently investing in staff, equipment and new practices which improve the wider ecosystem in which we operate.

Across our impact report you will see these symbols appear. Demonstrating where we can draw a clear link to the UNSDGs.



Delivering knowledge and insight to governments and to industry to make improvements to health.



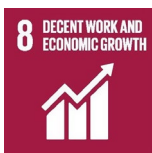
Improving the environment through our research by linking activities to adverse human health which makes them a higher priority for policy makers.



Giving access to all of our published work through the IOM library.



Sharing our story and being transparent about how we are seeking to be more sustainable in our work towards Net Zero.



Historically we have run the IOM MSc at the University of Aberdeen.



Working with those who share the same goals and purpose to increase our collective impact.



Improving processes for clients to be more effective and efficient e.g. remote monitoring.

IMPACT OVERVIEW

We are delivering impact on multiple fronts. Below are our key metrics which determine how successful we are being and will serve as a benchmark for the future. Keeping us focused on all aspects of our purpose and ensure that we are constantly improving.

Impact

A measure of how far reaching IOM's work to improve workplaces has been. In 2023, across the organisation we worked alongside 714 clients. Supporting their efforts with high quality analysis, sampling, testing and consultancy among other needs.

714
Clients

More on page 22

Science

Our scientific work is relied upon by the wider community with 1,666 citations in 2023 across IOM's top 5 authors. We continued contributing to the field, publishing 24 papers across a variety of different journals.

1,666
Citations

More on page 26



Purpose

The first step to improving health is to understand that there is a problem before taking action. Collectively we engaged with scientific and professional communities 17 times. Building knowledge so that better decisions can be made and the field of science can accelerate.

17
Talks

More on page 19

Environment

With a 15% decrease in carbon since 2019/20 we are on track to deliver NetZero by 2030 with a clear action plan in place and a committee formed to identify more ways we can further reduce our environmental impact.

888.6
Tonnes of carbon produced

More on page 17

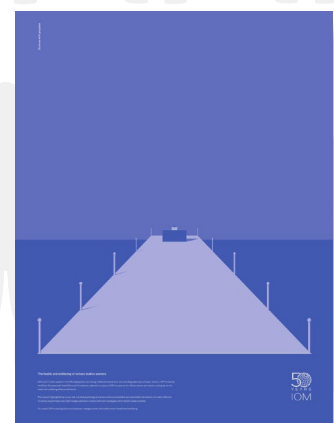
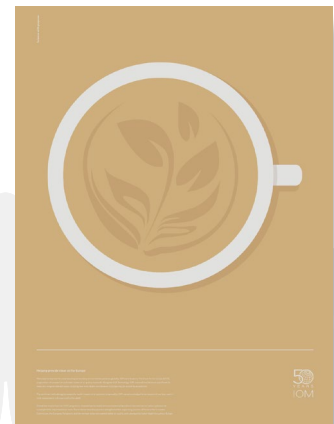
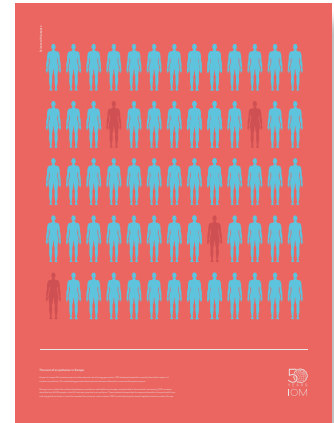


PAST

The IOM Legacy

OUR LEGACY

Over the last 55 years, IOM has supported worker health through the scientific insight we provide and the consultancy we deliver. Our work has helped define the impact of Low Emission Zones on health, exploring the impact of remote work on people, and a number of COVID-19 specific projects - supporting regulatory changes, improved working practices, and offering tailored advice to clients across the world.



Interview:

Paul Verma, Worker Health Protection Lead – MEA, Shell



When did you complete your masters?

I completed the Occupational Health and Industrial Hygiene Masters in 2002 from the University of Aberdeen which was taught by IOM researchers.

How many people do you support in your worker health protection role?

Easily 20,000 people. Working to keep them safe from workplace hazards and ensure that they're following regulation so that they're not accidentally harming themselves.

How has your Masters helped you in your careers?

Without it I wouldn't have my current role. It made me appreciate different perspectives and gave me a really strong grounding. There was a lot of independent study so you had to be curious, to search for the truth and not just accept the first answer given. This carried over to my work. I want to know more and look beyond the obvious.

Equally I chose the thesis option which meant I had to present it to the examiners and receive feedback. It's not easy to have a piece of work you really care about be scrutinised so thoroughly and it can feel quite personal. But it changed how I deal with feedback and was real moment of growth for me.

Lastly, several people from the course ended up at Shell and it's no co-incidence that I ended up there too. I met some great people on the course.



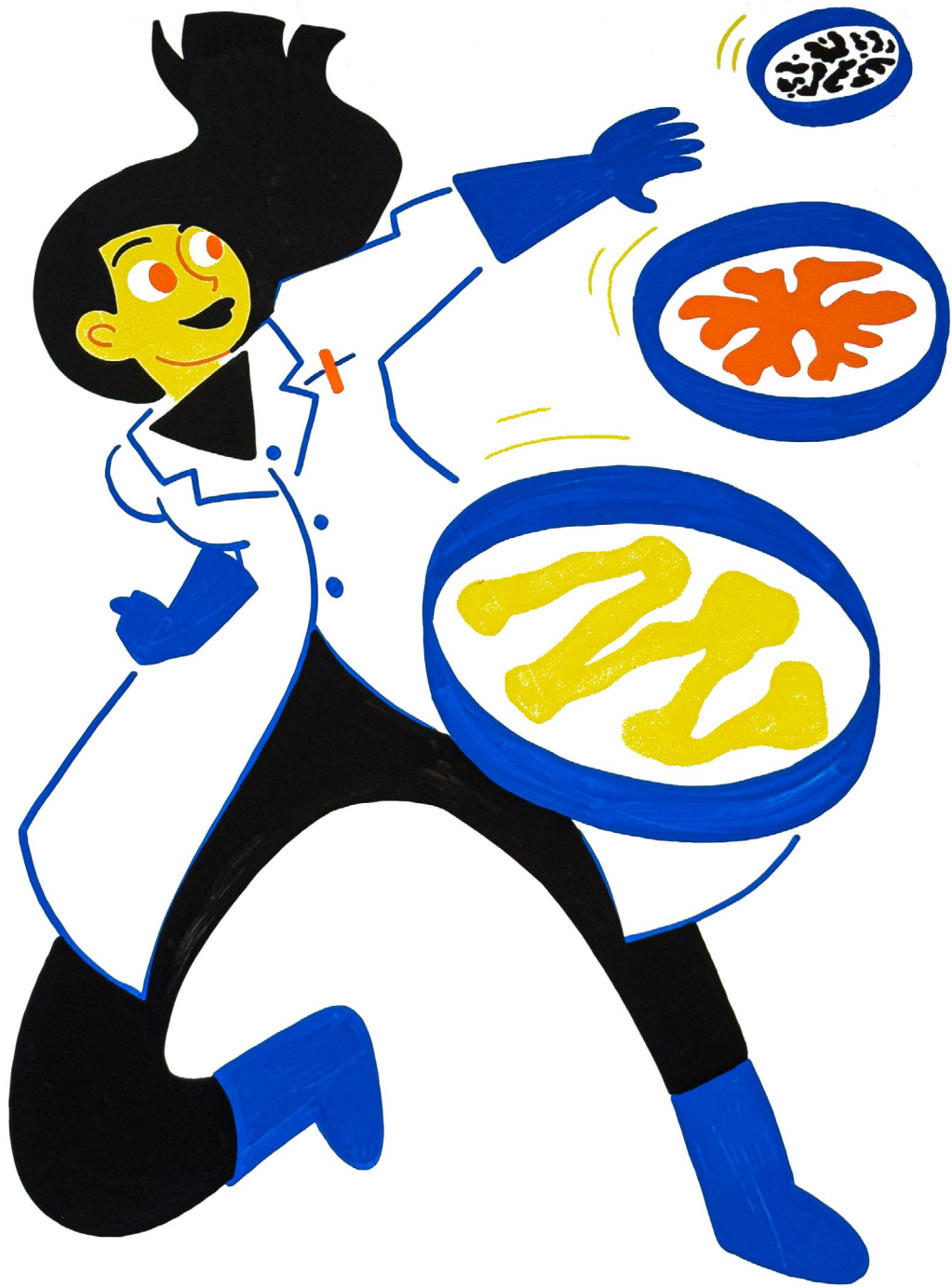
We've recently had the International Occupational Health Summit in Oman. It was the first one we've run and the community is really growing!"

How are you sharing your knowledge and expertise?

I help other hygienists in the area and as a function we have regular calls. The big thing is that I've been part of the team which set up the BOHS Middle East section, running seminars to share knowledge. We've also recently had the International Occupational Health Summit in Oman. It was the first one we've run and the community is really growing!

What does IOM stand for in your mind?

The future. The interdisciplinary model is a really interesting one which brings a lot of different functions together. I think we'll see large organisations copying it more and more.



PRESENT

IOM's impact over the last year

OVERVIEW

Our expertise has been sought after by more than 40 sectors. This is testament to the strength of our knowledge and the value we consistently offer.

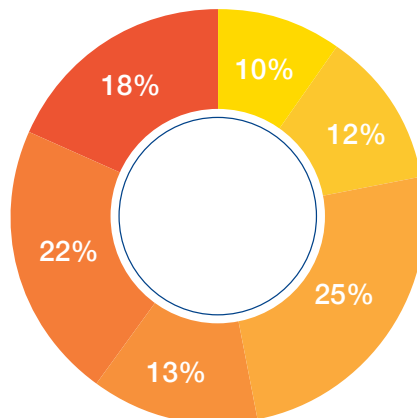
Over the last year we have;

- Been instrumental in keeping NHS trusts compliant with COSHH regulations.
- Investigated disease clusters in a series of workplaces.
- Prevented microbiological outbreaks in housing.
- Supported local charities with local exhaust ventilation.
- Advised legal teams across the UK on exposure risks.



Sectors of Influence

- Asbestos Removal
- Consulting Services
- Environmental
- Healthcare (inc. NHS)
- Manufacturing
- Solicitors



CHALLENGES WE SOLVE

A multi disciplined team, we solve a wide range of challenges. With specific expertise in hazard management here is a flavour of some of the challenges we have solved for our clients across the last year.

Overcoming these challenges has created a safer workplace for staff and organisations compliant with regulation.



Chromium 6



**Hand-Arm
Vibration**



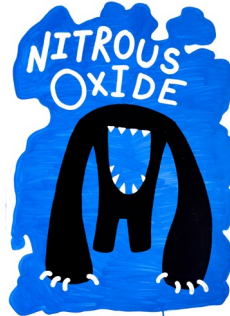
Lead in paint



Bacillus



Asbestos



Nitrous Oxide



**Metal Working
Fluid**



Black Mould

SHARING OUR KNOWLEDGE

As experts in a wide range of fields we actively go out to industry and our scientific communities to inform and educate. Discussing our latest work alongside our partners and talking through future threats with health and safety managers so that businesses can be more proactive.

We've covered the following topics:



Shift work and cancer



**Behavioural change
for greater health**



**Pyrethroids
and Glyphosate**



Microbiology



Epidemiology



Welding Fume



Carbon Monoxide



Metal Working Fluids



**Links between
Occupational
Health and Hygiene**



Remote Sensors



Noise



**Threats to the Glass
and Plastics Industry**



Workplace Wellbeing

THE IMPACT WE'RE MAKING NOW

We consistently deliver insights to industry and beyond. Here's what a few of our clients had to say:



IOM Laboratory team delivers a reliable and supportive service, always ready to assist. The multidisciplinary team delivers an excellent one stop shop in many environmental fields.”

John Hickey



“The technical staff were incredibly helpful via email and phone, providing excellent support with my enquiries. Highly impressed!”

Kathryn Sowerby



“The staff are exceedingly knowledgeable and clearly experts within their field. Their field engineers are highly skilled, polite and flexible in the approach to delivering revised testing schedules at short notice. A trusted company I would readily recommend to anyone.”

Huw Wooldridge



They are reliable, flexible and provide focused solutions which gives us peace of mind; ensuring that our systems are inspected, validated and verified to the HTM requirements so that our patients and staff are provided with a safe environment. I would recommend IOM to anyone working in the Healthcare environment.”

Marcus Summers



“I am incredibly pleased with the service provided by Steve and David. Their helpfulness and professionalism are second to none and I would highly recommend their assistance to anyone.”

Peter Keeling

“Exceptional turnaround time and outstanding communication! The results provided have been instrumental in shaping our processes and procedures, directly influencing the day-to-day work of our lab personnel.”

Eddie Hartrick



“IOM and UHNM have had a close working relationship for over 20 years. During this time, IOM have provided Ventilation validation, verification & LEV testing services on an annual basis. They have also assisted with any ventilation and environmental issues, often at short notice, and I personally have relied on IOM for expert technical assistance on a number of occasions. The on site teams and technical support have always provided a flexible and professional service with a personal touch and UHNM would have no hesitation in recommending them for similar works at other NHS Trusts.”

Steven Bourne



INVESTING IN OUR WORLD

Going beyond profit

Impact on people and planet

PEOPLE

We are a diverse and inclusive employer with a strong gender balance who cares for people and wants them to thrive, grow, and develop. We are proud to empower and motivate every member of the team to enhance their skills and, with our culture of openness, feel safe, happy and confident.



PLANET

IOM is on course to achieving Net Zero by 2030.

Since 2019/20 we have achieved a 15% reduction in our carbon footprint. This has been achieved by putting in place the following:



Creation of a dedicated Net Zero delivery group with staff to support further reductions.



Replaced equipment with more energy efficient replacements.



Become ISO14001 accredited, demonstrating that we monitor and measure our carbon footprint and have identified objectives to reduce our footprint.



We have continued with Virtual First travel policy which accelerated during the Covid pandemic.



We have undertaken an extensive lighting replacement programme with a move to LEDs.



We have moved our fleet from predominantly diesel to petrol/electric hybrid.



Continued to encourage working from home and reducing the need to commute.



Our Actions

To support further reductions we have put in place a procurement coordinator who will drive greater efficiency and ensure reductions from IOM’s supply chain. To ensure that we remain on track we will be focusing on reducing our direct combustion, electricity usage, natural gas and business travel. Some of these savings will be realised almost immediately whilst others will take several years. The impact of this is estimated to be a reduction of 65 tonnes by 2026.

As IOM continues to expand we are placing staff across the country. This drives greater efficiency and profitability of jobs and has the benefit of heavily reducing the impact of travel. With a constant flow of initiatives being launched by Jeremy Gillis, IOM’s Commercial Manager remains confident.

8

new initiatives
in progress

886.6

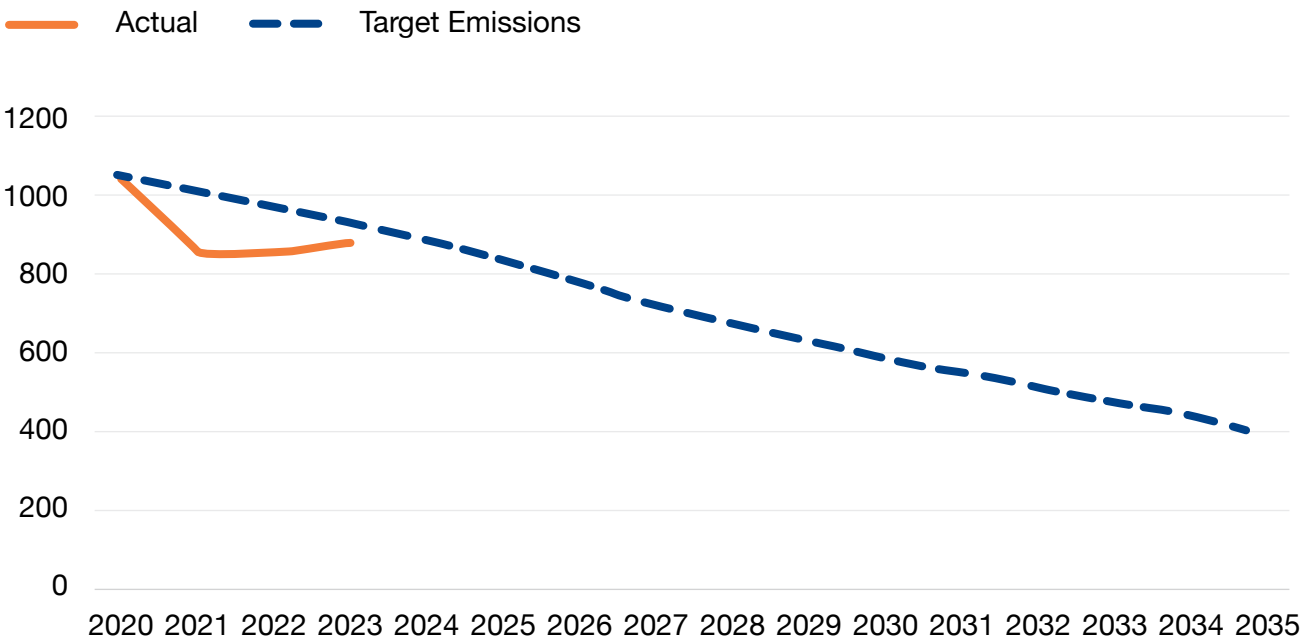
tonnes
produced



Balancing business and environmental priorities is always going to be challenging. By making Net Zero a part of our strategic priorities it remains front of mind and a consideration in all decision making.”

Jeremy Gillis

Tonnes of carbon produced



COMMUNITY

We are proud to support a diverse array of professional and scientific communities with the aim of improving environments to support worker health. Taking an active role to share our knowledge so that broader societal aims can be achieved.

**Expert Committee:
HSE Fibre Proficiency Testing**

Expert Committee: Royal Society and Nanotechnology Industry Association. Responsible Nanocode Working Group

Expert Committee: CEN/TC 137/ WG 6 "Dermal Exposure"

Expert Committee: UK Nanotechnology Research Coordination Group Task Forces

Expert Committee: Member of Scientific Advisory Group (SAG) to the International Carbon Black Association (ICBA)

Expert Committee: UK REACH Independent Scientific Expert Pool (RISEP)

Expert Committee: Safety Health and Wellbeing Live Conference

Expert Committee: NIOSH (US National Institute for Occupational Safety and Health) Nanotechnology Work Programme

Overview Board: Edinburgh Napier University, Centre for Nanosafety, Member of Advisory Board

WHERE WE'RE

Overview Board: European Technology Platform, NANO futures, Steering Committee

CONTRIBUTING IN OUR

COMMUNITIES

Expert Committee: ISES _European Chapter Working Chapters (biomonitoring, trianing and modelling ones)

Overview Board: Integrated Nano-Science & Commodity Exchange (INSCX) Advisory Board

Expert Committee: Afsset (France) Expert Committee on Carbon Nanotubes

Expert Committee: Academic Forum of Occupational Medicine and Health

Expert Committee: American Industrial Hygiene Association, Nanotechnology Working Group

Expert Committee: BSI EH 2/2 Workplace Atmospheres

Expert Committee: European Technology Platform, NANO futures, Nanosafety Working Group Co-chair

Expert Committee: Industrial Injuries Advisory Council (and its Research Working Group)

Expert Committee: International Ceramic Industry Health and Safety Committee

Expert Committee: Member of the Mossmorran & Braefoot Bay Independent Air Quality Monitoring Review Group

**Organising Committee:
BOHS Annual Conference**

Editorial Board for the Journal of Exposure Science and Environmental Epidemiology

A full list of committees can be found in the appendix

Interview: Kevin Bampton, CEO BOHS

How do you see IOM and BOHS supporting one another to deliver healthier working environments?

IOM and BOHS work well together because they tackle different parts of the challenge. BOHS is focused on the environmental factors inside in the working environment with IOM providing evidence on the impact these factors have on health.

Are there any successes you want to highlight?

IOM is crucial in offering insights to bring to light the health challenges around COVID and the early identification of the risk that Chromium VI poses. These and other studies have supported BOHS when we lobby government. In particular the COVID enquiry and when we approached the Scottish government with our paper 'Crisis in Scottish Workplace Health'. The latter featuring a presentation from ex-IOM Research Director and principal scientist John Cherrie.

Equally IOM is a great contributor to our community. Matthew Williams and David Flower have both been on the conference organising committee. Along with Andrew Stelling who is both a Chartered Fellow Principal Examiner for Professional Qualifications. They also regularly share their expertise both at our conferences and within Exposure magazine.

As we look to the future IOM is involved with us on the isocyanate project as we investigate one of the major influences on workplace asthma.

How important is it to have partners with the same goals?

It's great to work with other professional organisations. Particularly as both of us are not for profits so we don't need to worry about anything except delivering on the bigger picture.

The goal of significantly improving workplaces to be healthier is an ambitious one. The size of the problem is large with occupational lung diseases contributing to an estimated 12,000 deaths.

It isn't for one organisation to solve alone. IOM has fantastic capabilities around research, consultancy and the laboratory. This complements us and our expertise on policy and regulation with both applying the knowledge into practice.

What are the future challenges that you see coming up for the industry and society?

From my perspective the world is moving faster and in a different direction to where it has been historically. This means not only are there new materials which need evaluating and the risks mitigating but also that a lot of the legacy knowledge we already have is no longer fit for purpose. Most of that older knowledge was modelled on men in heavy industry and women in administrative roles. This is no longer the world we work in so there's a challenge here in needing to evaluate the science to ensure that it's fit for purpose.

This makes what we are seeking to achieve even harder but if this year's success of both organisations is anything to go by it is well within our grasp.



FUTURE

What the science is telling us

OVERVIEW

The workplace continues to evolve, we have seen the gig economy offering easier access to work but bringing with it a different set of challenges. More recently, the rise of remote working has provided opportunities for greater flexibility but has also blurred the boundaries between work and personal life. Throughout this change, IOM has been there to support, guide and offer an impartial perspective.



From a scientific perspective 2023 was a strong year for IOM. Delivering change in the fields of wellbeing, epidemiology and hazard management. 2024 will see us taking those advancements and applying them to industry with our partners so that people can lead healthier working lives."

Hilary Cowie

As the world of work changes so too do the challenges that IOM is delivering on our mission of protecting & improving health through the workplace & the wider environment. Moving to delivering more holistic and connected services so that we are a centre of workplace insight for our clients. Able to work flexibility to meet their needs.

We remain committed to guiding the future of the commercial world, offering an unbiased and evidence-based understanding of the world and the hazards and risks to safety within it. We support change to protect everyone, investigate threats, and improve environments.

We promise to be constantly curious. Investigating workplace and public health threats. From detailed analysis of samples to research we will explore

chemical, physical, biological and psychosocial exposures. Translating science into practice we offer evidence to those responsible to make change. Whether that's at an organisational or governmental level.

Our knowledge is not for us alone and we will continue to educate those responsible on the negative impact that poor process, behaviour and bad management is having on business. Using an evidence based approach, we will cascade knowledge through industry and government to instigate change that leads to the improvement of health, productivity and mitigation of risk through the workplace and wider environments.

To deliver on the needs of organisations both now and in the future we are working as part of multi-national projects. Understanding new health risks, exploring new interventions and drawing links between activity and impact. In 2023 we have been part of HBM4EU, DEFRA and IMPRESS projects to name a few. Offering guidance to government and conducting primary research. Our work has also seen us conduct meta analyses, combining information from across an area of scientific interest so that it can easily interpreted.

Coming up is a summary of the key projects IOM has been involved in but it is important to note that this doesn't take into account all the work we do.

THE IMPACT OUR WORK IS HAVING



Expert Witness

Our expert witness reports have been instrumental in providing an impartial perspective in over 300 cases. By providing an in-depth understanding to legal teams and judges they have been able to make better decisions and apportion liability in a fairer manner. Our reputation of being unbiased, authoritative and knowledgeable remains untarnished. It has led to us having a role in the resolution of a number of significant cases.

Whilst all of our work remains under the strictest of non-disclosure agreements those involved report that justice is being done.

Authorising Engineers

Working with architects, project managers, healthcare professionals, and specialist providers, we have ensured the right ventilation is in place for over 25 new hospital projects across the UK.

Making use of our expertise, project managers know that there will be adequate air flow in their building; removing compromised air and reducing the risk of unnecessary exposures to both patients and staff.

When refurbishment is taking place, IOM's Authorising Engineers have been on hand to ensure that the building remains compliant and safe for those using it. Early intervention at the planning stage leads to better infection control and the reduction of patient and staff sickness.

As we continue to grow our capabilities, we look forward to further helping the NHS in their long-term plan to support people in giving everyone the best start in life, ageing well, and delivering world-class care.



Workplace Protection

Working across sectors, our engineers have shaped their guidance and expertise to keep organisations compliant with regulation and staff safe. Visiting over 100 hospitals to inspect, improve, and validate ventilation systems being used throughout.

In industry, they have sampled and quantified a broad range of hazards: from assessing indoor air quality to measuring the levels of fume given off during welding. On construction sites, respirable crystalline silica has been a focus for HSE. Our recommendations and analysis have kept those working safe from unnecessary exposure whilst also offering the opportunity to measure for noise, hand arm vibration, and full-body vibration.

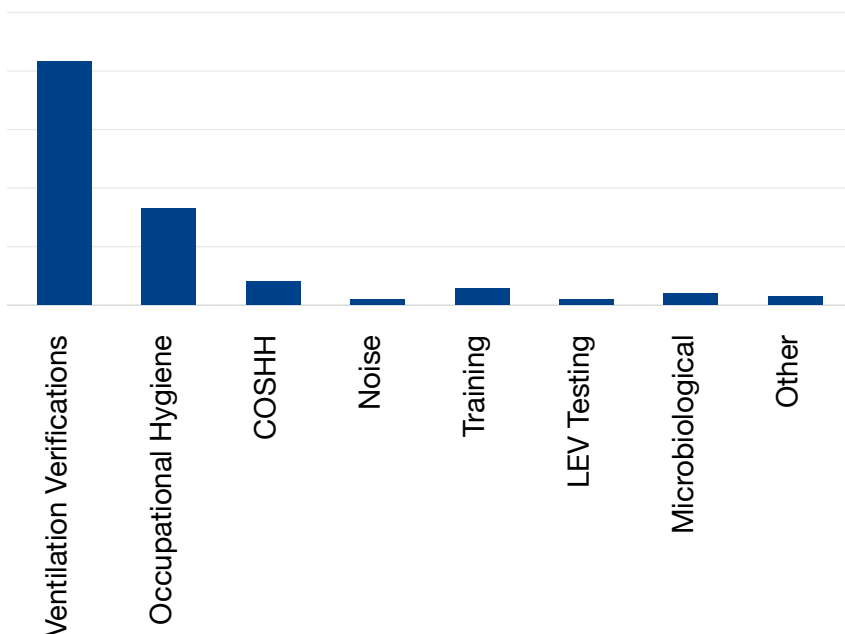
In the last year, we have welcomed 5 new members to the team. After a series of exams, we can proudly say that they are fully-qualified.



Everyone we have worked with has been friendly, solution-driven and knowledgeable. Throughout the time we have worked with IOM, they have continued to innovate and look for better ways to deliver their service."

Peter Dunton,
Canterbury Christchurch
University

2023 Site Work





“IOM Laboratory team delivers a reliable and supportive service, always ready to assist. The multidisciplinary team delivers an excellent one stop shop in many environmental fields.”

John Hickey



The Laboratory

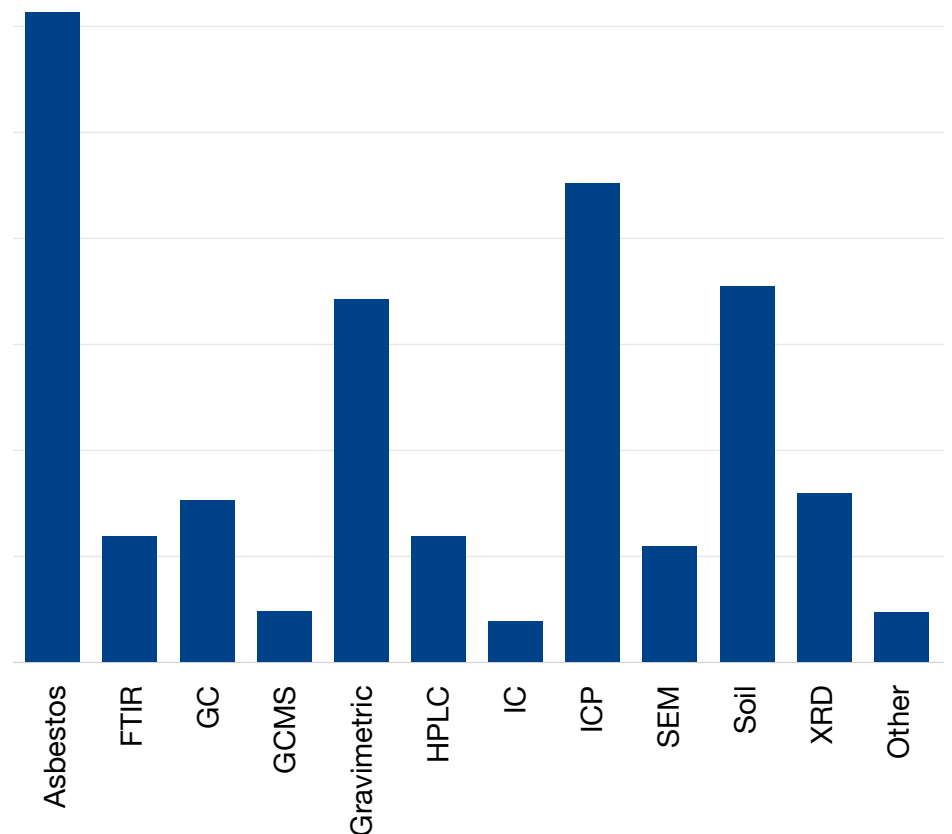
Our analysis has helped protect over half a million people across the country in over 400 workplaces. We've done this by giving health and safety managers the information they need to make informed decisions.

From hospitals to mining operations, theatres to bakeries, there are hazards everywhere which affect both employees and the general public.

With new services and capabilities constantly being added, our ability to improve human health has grown. In 2023, we added dustiness testing along with expanding our existing GC capabilities.

Once again, we achieved UKAS accreditation - making IOM one of the few laboratories in the country to be held to such a high standard.

Analysis Conducted in 2023



THE IMPACT OF OUR SCIENCE



Our science has benefited both the scientific community and wider society. A result we can be proud of.”

Miranda Loh, Director

Exploring future occupational hazards: the link between neurological disease and occupation

Continuing our work investigating health within occupations not traditionally studied by occupational epidemiologists, IOM has researched, along with collaborators, the link between of repeatedly heading a football, other head impacts and concussions and cognitive decline (a precursor to neurological disease).

This studied approximately 200 former professional footballers in England to investigate how strong this correlation is, pioneering research within this area. The study developed an exposure matrix that can be used to predict the cumulative number of headers and other head impacts a footballer has during their career. Understanding the potential long-term neurological risks could enable regulations and enhanced safety protocols, such as changes in football heading policies or more protective return-to-play guidelines. Making the game safer for all.



Air quality

Tackling poor air quality has been a focus for government and commercial organisations alike. Multiple studies point to the harm that poor air quality can have on health. Efforts are underway nationally to protect people and spread awareness, with expansion of the air quality monitoring network, increasing adoption of air pollution sensors and low emission zones being implemented across the country. As the work continues IOM remains involved in understanding the threats posed and developing solutions to keep everyone safe both in and outside of the workplace.

Working with DEFRA, we evaluated the evidence base to identify population groups at risk of being exposed to high levels of pollution.

How you behave, how active you are, how much time you spend outdoors and where you go can influence your risk of exposure to poor air quality. Certain groups such as outdoor workers or children may be at an increased risk due to certain behavioural patterns. The link between socio-economic disadvantage and poor air quality was also reinforced.

This research provides vital information for industry and government to be able to take action to keep people safe while they work. This work was compiled and contributed to building DEFRA's review of their current air quality public messaging system. This allows potentially vulnerable groups to have access to relevant information to ensure their safety.





With growing evidence between the links of poverty, pollution, and lung disease, steps can be taken to shape healthier environments for both children and adults."



Respiratory Health in Kenya

Investigating how healthier environments can be created for all, the TUPUME (the Kiswahili word for ‘let us breathe’) project explored how air quality changed the health in children from two differing socio-economic areas in Kenya. The results showed that those in less developed areas were more exposed to poorer air quality and had a slightly worse lung function. This could lead to greater respiratory issues later-on in life.

The project was also used to pioneer new models for science with communication methods that directly involved local communities, spreading awareness through art and various other types of media. These methods sought to empower local communities to take action to protect their health through education of risk. This project built upon an earlier project with our collaborators, which centred around creative methods to raise awareness about air pollution.

With growing evidence between the links of poverty, pollution, and lung disease, steps can be taken to shape healthier environments for both children and adults. By intervening early and involving local communities, change can happen in a successful, collaborative way to improve respiratory outcomes for future generations.



Insight generated by our work helped policymakers to implement protection strategies that were evidence-based and grounded in data from those with relevant lived experiences during the Pandemic."

Stepping up in a national emergency and protecting from future threats

COVID-19 transformed the world we live and work in. During the pandemic, IOM was heavily involved in the Partnership for Research in Occupational, Transport and Environmental COVID Transmission (PROTECT). This UK wide research programme helped improve understanding of how SARS-CoV-2 (the virus that causes COVID-19) is transmitted from person to person, and how this differs across settings and environments. IOM contributed robust research insights including: modelling transmission risk in different scenarios; understanding behavioural factors that affect people's use of face coverings in close contact retail environments; challenges and impacts of managing viral transmission within the UK energy and food and drink processing sectors.

Insight generated by our work helped policymakers to implement protection strategies that were evidence-based and grounded in data from those with relevant lived experiences during the Pandemic. After the pandemic, IOM, along with collaborators, remain engaged with this challenge, focusing on building an advanced understanding of COVID-19 and measures used to protect workers and members of the public.

Along with support provided to ensure the PROTECT programme's legacy supports future pandemic preparedness, IOM continue to direct attention plug gaps in understanding and support regarding other aspects of work and health exposed by the pandemic including worker wellbeing and work related stress.



Turning research into actionable insight for industry

IOM has supported industry in giving a greater understanding of the use of pesticides and safer management of chemicals through the IMPRESS and HMB4EU projects.

The IMPRESS project sets out to develop a further understanding of the performance of pesticide exposure assessment methods typically used in epidemiological studies.

With 2 billion people engaging in agriculture and using pesticides it is a vital piece of work that will have an impact globally. IOM's role has been to give a further understanding of the performance of pesticide exposure assessment methods in assessing poor health effects. This will strengthen future analysis into how pesticides are affecting human health.

The IMPRESS project has gone some way to gaining further insight on the methods commonly used for such studies however emphasises the need for the scientific community to work together to aid in the selection of suitable exposure assessment methods. Ultimately this will help drive better health outcomes for workers through improved exposure assessments, management and regulation of pesticides.

The HBM4EU project sets out to generate knowledge to inform the safe management of chemicals and so protect human health, through harmonising human biomonitoring initiatives.

IOM's contribution was focused on the assessment of European workers' exposure to hexavalent chromium, diisocyanates and hazardous substances in the electronic waste sector. This work, done in conjunction with others, helps to determine the most effective and appropriate methods of exposure measurement in the modern workplace. When put into practice this will ensure that workers are consistently protected across Europe. Influencing change across the workplace, regulation, workplace exposure limits and risk management practices.



IOM's role within this has focused on a mix of primary research, developing standard operating procedures (SOPs) and conducting a meta-analysis."



IOM'S FUTURE



As we reflect on our first impact report, I offer a personal perspective on what we, as an organisation, have achieved and what is to come. As the world of work continually changes, IOM remains a constant, independent, impartial, and trusted partner for our clients, governments, and academia.

Our contribution to advancing science, improving workplaces, and influencing wider societal change has been impressive and inspiring. The passion and dedication of the whole team, focused on social value, is one that any CEO can be proud of.

BUT... our work isn't done yet! With workplace illness affecting 1.8 million people in the UK, that is the challenge we will be focussed on in 2024 and beyond. With 49% of that attributable to stress, anxiety, and depression, it is clear that something needs to be done. We will be utilising our human factors team to look into this and supporting on research calls to help those affected. We will also grow our training capabilities so that we can support organisations struggling with these challenges.

This will be done alongside the valuable work being done in the hazard management, legal, and healthcare fields. Our aims remain the same - and I see no reason to adjust our mission. Now, more than ever, every organisation we work with needs our expertise and support to enable their leaders at every level: the C-suite, operations, and health and safety team; IOM's role is to arm them with the best possible advice, guidance and tools.

We will deliver long-term, sustainable health improvement, protection and operational benefit to our clients, ensuring that together we can deliver better health outcomes across society.

Nathan Baker, CEO



Now, more than ever, every organisation we work with needs our expertise and support."

Our Aims:

- 1 To build on our established reputation, research & services to become a leading independent 'Trusted Partner' for workplace & environmental health focused on exposure to hazards
- 2 To increase our influence, as the centre of workplace health insight, with Government, professional bodies & trade organisations
- 3 To deliver long term, sustainable health improvement, protection & operational benefits to our clients

Appendix

Committees

Overview Board: Edinburgh Napier University, Centre for Nanosafety, Member of Advisory Board

Overview Board: European Technology Platform, NANO futures, Steering Committee

Overview Board: Integrated Nano-Science & Commodity Exchange (INSCX) Advisory Board

Expert Committee: Academic Forum of Occupational Medicine and Health

Expert Committee: BSI EH 2/2 Workplace Atmospheres

Expert Committee: HSE Fibre Proficiency Testing Steering Committee: Alan Jones

Expert Committee: Industrial Injuries Advisory Council (and its Research Working Group)

Expert Committee: Member of the Mossmorran & Braefoot Bay Independent Air Quality Monitoring Review Group

Expert Committee: Royal Society and Nanotechnology Industry Association. Responsible Nano-code Working Group

Expert Committee: UK Nanotechnology Research Coordination Group Task Forces

Expert Committee: UK REACH Independent Scientific Expert Pool (RISEP)

Expert Committee: Clean Air for Scotland 2 Working Group

Expert Committee: HEICCAM Clean Air Network

Expert Committee: Advisory Board to the Danish NANO CHEM project

Expert Committee: Afsset (France) Expert Committee on Carbon Nanotubes

Expert Committee: American Industrial Hygiene Association, Nanotechnology Working Group

Expert Committee: European Technology Platform, NANO futures, Nanosafety Working Group Co-chair

Expert Committee: International Ceramic Industry Health and Safety Committee

Expert Committee: CEN/TC 137/WG 6 "Dermal Exposure"

Expert Committee: Member of Scientific Advisory Group (SAG) to the International Carbon Black Association (ICBA)

Expert Committee: Safety Health and Wellbeing Live Conference

Expert Committee: NIOSH (US National Institute for Occupational Safety and Health) Nanotechnology Work Programme

Expert Committee: ISES _European Chapter Working Chapters (biomonitoring, trianing and modelling ones)

External Examiner, PhD, University of Manchester

Committee Member: UK/Ireland Occupational and Environmental Epidemiology Society

SOM Advisory Group on Workplace Health Intelligence

Reviewer: ZonMW grant proposals for Microplastics & Health

Editorial Board of the Journal Nanotoxicology

Occupational Medicine Editorial Board

Editorial Board for the Journal of Exposure Science and Environmental Epidemiology

Organising Committee: Annual UK and Ireland Exposure Science Meeting

Steering Committee of the Venice Nano-Safety Autumn School

Steering committee of the NIHR 'NEEDS rounds' project

Organising Committee: International Society of Exposure Science 2023 Annual Meeting

Organising Committee: IOHA, 2024 Scientific organising committee member

Organising Committee: OESSE (dermal conference)

Organising Committee: BOHS Annual Conference

Organising Committee; COMIT to safety

 www.iom-world.org/
 info@iom-world.org
 +44(0)131 449 8000

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