

Welcome to

How safe are you, really? SME health & safety risks in 2026



breathe  effective^{HRM}

Housekeeping

- Separate Q&A box and chat box on the dashboard.
- You're in control of your dashboard view.
- We'll be running some live polls throughout.
- Access useful resources any time during the webinar.
- Share your reactions using the thumbs up icon in the bottom panel.
- Session is being recorded. We will share afterwards.

Our speakers



Emma del Torto,
MD, Effective HRM



Sy Hook, Head of
Ops, Breathe

Agenda

- The most common (and often) hidden health and safety risks for SMEs
- How these risks appear and why they stay hidden
- Practical advice to help you prevent or solve these risks
- A short Q&A

Hidden risk #1

Gaps in documentation and processes

45%

had one or more key H&S docs out of date

48%

hadn't done a H&S audit in the last 12 months or weren't sure

42%

said H&S tasks sometimes fall behind



Hidden risk #2

Ownership without expertise

Top health and safety challenges reported by managers and leaders in SMEs:

1. Not enough time
2. Manual processes
3. Lack of in-house expertise
4. Unclear roles or ownership



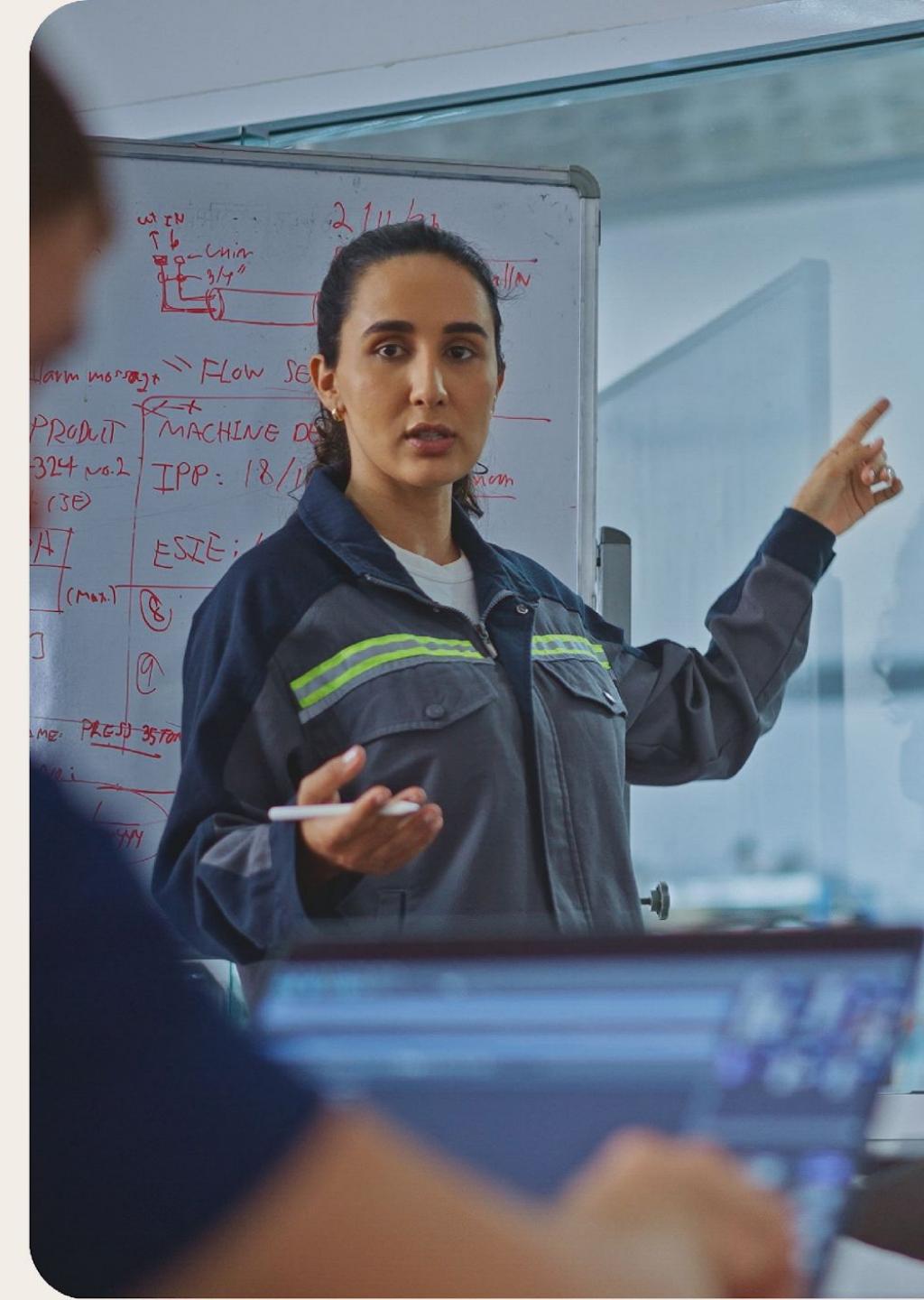
"What tends to happen is once they've got the documents, the office manager or business admin ends up managing it, and they're not trained in health and safety." - **Adam Older (IOSH, NEBOSH), MD, A. Older Safety Solutions**

Hidden risk #3

Training and reporting gaps

- **50%** of employees had **never reported** a risk or incident because they don't believe they've ever seen one
- **43%** of employees hadn't had any health and safety **refresher training** since onboarding

"You can't eliminate risks. It's all about managing them." - **Joanne Casey** (IOSH, NEBOSH), H&S Consultant, Safety United Ltd



Hidden risk #4

Remote work and change-driven risk

- **50%** of remote/hybrid employees **hadn't completed a DSE assessment**, didn't have the right equipment – or both.
- **60%** had **never** had electrical home working **equipment tested** - or at least not since it was issued.

"When someone works from home, their home becomes their workstation, and similar responsibilities apply." - **Joanne Casey** (IOSH, NEBOSH), H&S Consultant, Safety United Ltd



Hidden risk #5

Disconnected systems and HR/H&S silos

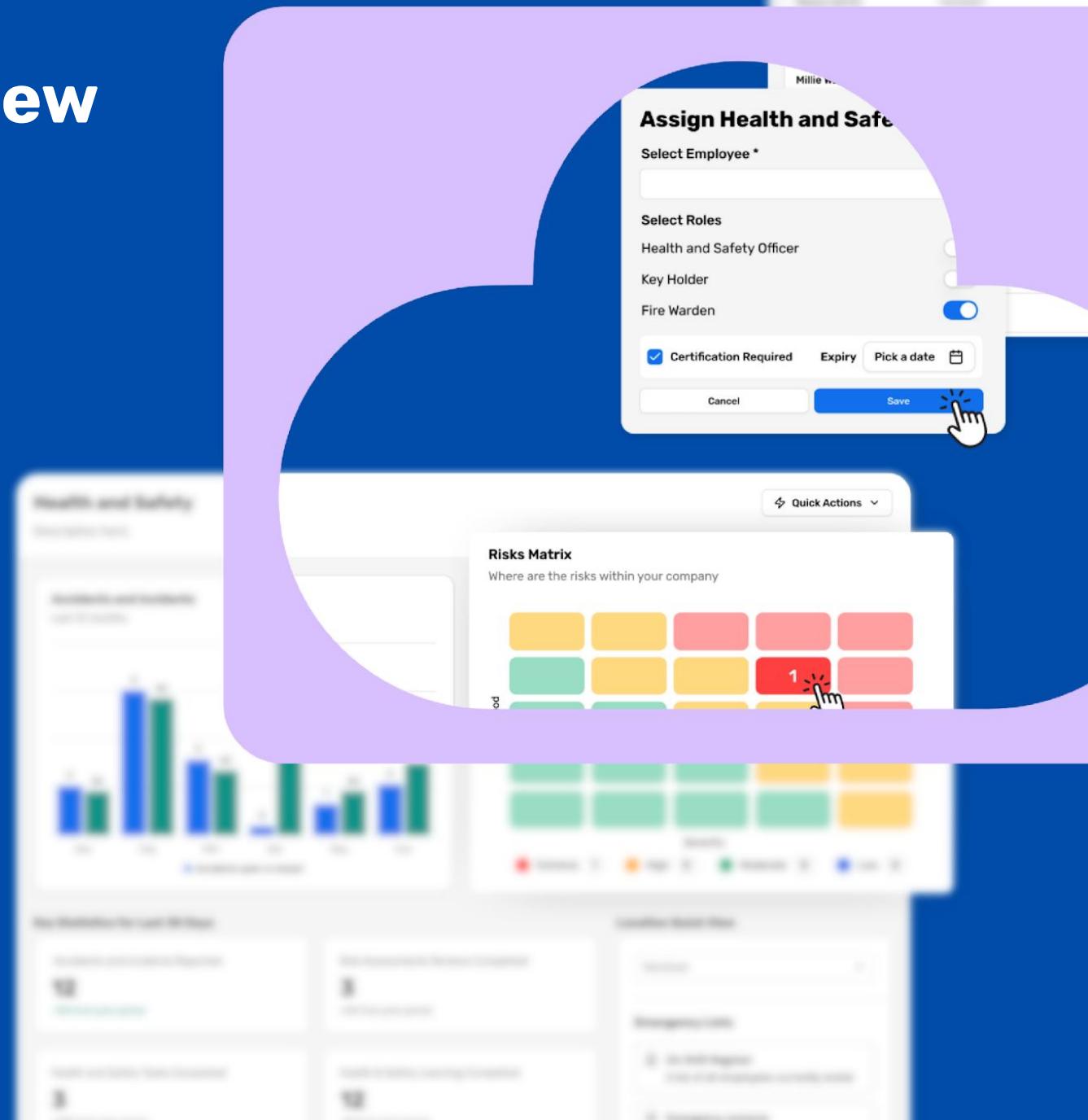
- **50%** of SME managers and leaders surveyed reported still using **spreadsheets, emails** and bits of **paper** to manage health and safety.



Coming soon: Breathe's new Health & Safety module

- **Create** and review risk assessments
- **Record** accidents and incidents
- **Track** safety roles and certifications
- **Manage** policies and documents
- **Assign** and track safety tasks
- **Enable** employee incident reporting

All your HR + H&S docs and data in one place.



Summary and practical next steps

The **most common** (and often hidden) **health and safety risks for SMEs** include:

- Gaps in documentation and processes
- Ownership without expertise
- Training and reporting gaps
- Remote work and risk-driven change
- Disconnected systems and HR/H&S silos

*Speakers: What **one practical piece of advice** would you like to give our audience today on managing health and safety?*

Q&A

Thank you

- Webinar recording to be shared and available on our website, alongside more practical H&S resources
- Learn more about Breathe's **new H&S module** on our website, or join our next webinar where we'll give you a tour of the module (link in resources and to be shared)
- Reach out to Emma for expert HR + H&S support