



# Report | The ROI of Enhesa

---

ehs intelligence

## About the study.

In early 2025, Enhesa commissioned an independent study by a global strategy firm to understand and evidence the quantitative and qualitative impact from implementing Enhesa's EHS Intelligence solution.

The objective was to understand the main benefits of Enhesa EHS Intelligence in supporting individuals and teams responsible for EHS compliance, culture, and outcomes — and to understand what can be achieved through a globally standardised approach to EHS compliance. The outcomes were broader, deeper, and more significant than previously realized. Corporations are able to deliver higher levels of compliance at a lower total cost, whilst having a positive impact on internal and external stakeholder perception and motivation.

The study took input from over one hundred survey respondents to create a base-line, which was then supplemented with deep-dive interviews with EHS, Legal, and Finance leaders to create a representative view across a range of sectors and geographies.

## Table of contents

1. Executive summary: The ROI of resolving compliance challenges .....	2
2. Four benefits of using Enhesa .....	9
Improved efficiency .....	11
Lower cost of compliance .....	13
Reduced cost of non-compliance .....	15
Elevated stakeholder trust .....	17
3. Calculating ROI by industry, region, and EHS team structure .....	19
4. Conclusion .....	24



# 1.

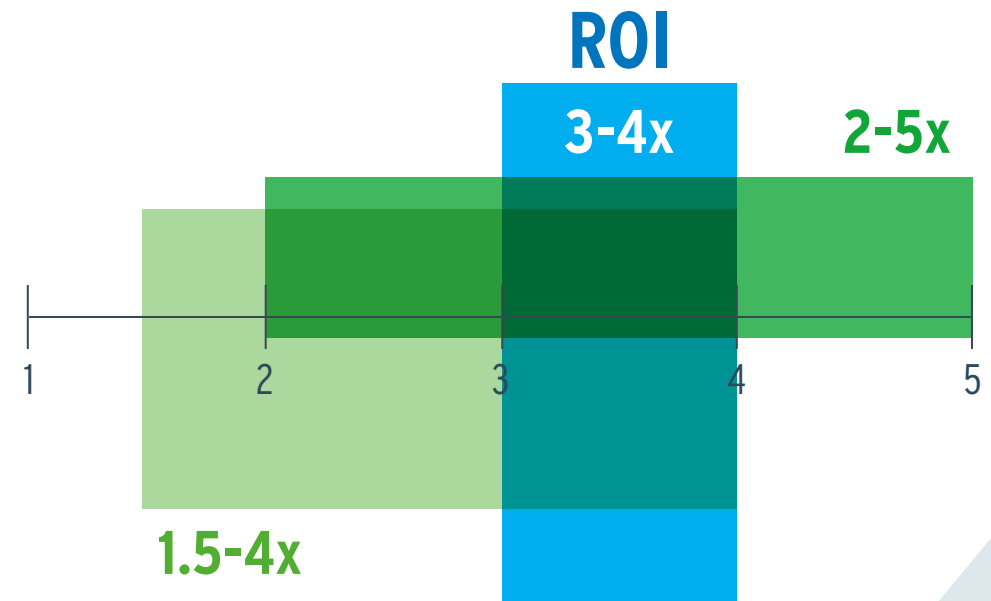
## Executive summary: The ROI of resolving compliance challenges

In early 2025, Enhesa commissioned a major North American research firm to examine the ROI of Enhesa EHS Intelligence across both qualitative and quantitative dimensions

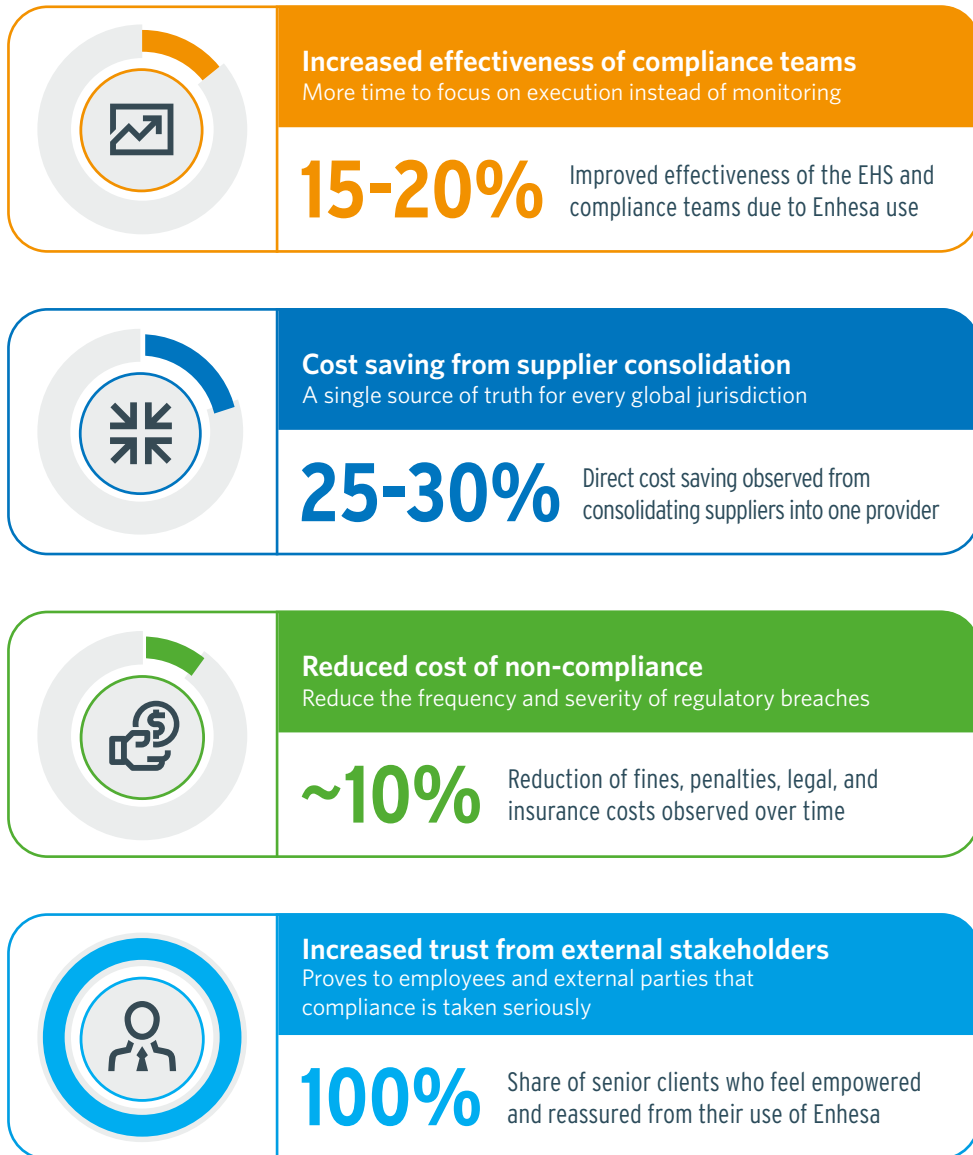
### The study consisted of:

- **Over one hundred survey respondents** to create a baseline, supplemented with deep-dive interviews from EHS, Legal, and Finance leaders across a wide range of sectors and geographies.
- **Hard and soft benefits related to 4 major themes:**
  1. **Increased effectiveness of compliance teams**
  2. **Cost-savings from consolidation of suppliers**
  3. **Reduced cost of non-compliance**
  4. **Increased trust from stakeholders**

Based on calculations further detailed in this report, the typical three-year return on investment from using Enhesa ranges from 1.5x to 4x, primarily driven by improvements in team efficiency and supplier consolidation. When factoring in the financial impact of reduced regulatory fines, the three-year ROI increases further to between 2x and 5x.



**ROI findings:** Across these four major themes, findings can be summarized as follows...



## The ROI of resolving EHS challenges with Enhesa

How do these four main findings help to resolve customers' challenges?

According to the study, Enhesa addresses the common industry challenges of collecting, interpreting, monitoring, updating, and reporting on compliance. It also significantly impacts the overall 'true cost of compliance', including the cost of non-compliances and incidents that impact internal and external stakeholder confidence to realize value.

**Findings in these four areas of challenge are as follows:**

### EHS team inefficiencies

Searching for and managing compliance data can be massively time-consuming — time that would otherwise be spent addressing non-compliances. These inefficiencies include time spent in internal reporting, in resolving different taxonomies across EHS teams at both corporate and site-levels, and in harmonizing the ways teams measure and benchmark site-level performance across the company.

**When citing the largest sources for EHS team inefficiency that Enhesa helped them to overcome, customers listed efficiency challenges before Enhesa as:**

- Finding data
- Manual tracking via spreadsheets
- Time spent on reporting KPIs
- Lack of visibility to regulations



### Current costs to maintain compliance

With every global site managing compliance differently, the high cost of third-party providers — be they different technology solutions per site, ad hoc methods for managing unstructured data, and/or local consultant support at each site — takes a toll on company spend. With so many disparate methods for compliance worldwide, internal and external audit spend is higher — with more frequent, labor-intensive audits to check for compliance raising costs globally.





When sharing their savings from reducing compliance costs, customers listed cost-savings opportunities with Enhesa as:

- Consolidating third-party providers
- Reducing frequency, time, and spend on audits
- Reducing licensing costs
- Improved brand reputation and investor confidence



## High costs of non-compliance

Large sums are spent each year on fines, penalties, legal effort and excessive insurance costs. The true cost of non-compliance can also have huge operational and productivity impact, and while these points are beyond the scope of this study, compliance professionals looking to drive change could consider them as part of any business case.

Customers cited sources for reduced cost of non-compliance with Enhesa as:

- Associated costs of compliance breaches and fines
- Insurance cost savings
- Reduction in injuries over time
- Lower legal fees



## Company reputation and stakeholder confidence

Both internal and external stakeholders are affected by a company's compliance status and risk management and governance processes. Getting it right sustains trust and confidence; getting it wrong has negative repercussions on employees, customers, suppliers, and investors.

Reputation, credibility, and trust among these parties are all staked on a company's commitment to safety and compliance, including its environmental impact, employee health and wellbeing, and customer outcomes.

Customers cited sources for improved trust and reputation with Enhesa as:

- Recognition from stakeholders and regulators for compliance efforts
- Becoming a preferred partner to attract new business and investments
- Trust from management and external providers
- Improved brand reputation and investor confidence
- Transparency and communication across the supply chain



*Enhesa is used globally within our organization because it's a great central repository. I can monitor all locations and their compliance very easily.*

- Pharma client







# 2.

## Research results: Four benefits of using Enhesa

Respondents cited a similar set of benefits that could be categorized into four dimensions. The size of the benefit for respondents is reflected by the percentage range shown.

### Key takeaways for each dimension



## Improved effectiveness of EHS teams

# 15-20%

Study participants consistently reported that Enhesa enables their compliance teams and **work more efficiently**:

- By reducing time spent on manual data-gathering tasks, teams can focus on high-value work such as implementing compliance measures and driving health and safety strategy.
- Participants reported time-savings of **one to five days per month per team member**.
- Senior stakeholders also highlighted the benefit of having a **clear, centralized view of compliance status** across jurisdictions, enabling proactive risk management.



*Enhesa enables remote data access across all sites, allowing me to find crucial data in five minutes, improving stakeholder and crisis management. Before, I couldn't gather the data at all.*

**Director SSHE Europe, multinational FMCG company**



*Enhesa provides a service with the relevant legislation, rather than manual tracking via spreadsheets. It's saved us valuable time that's now spent actively managing plants.*

**Director, Health and Safety, industrial and consumer goods company**

## How are Enhesa customers experiencing this value?

Organizational levers to achieve team effectiveness, as reported by customers, include how Enhesa:

- Enables core EHS and compliance teams to be more effective and spend time on what matters
- Reduces the burden of reporting internally and externally with consistent taxonomy
- Enables active management of teams and frees up time with consistent measurement and benchmarking



## Findings

<b>Shift time to high-value tasks</b>	<i>At smaller sites, people didn't have time to do compliance scans well. Enhesa has helped them feel comfortable shifting focus to operational tasks</i> <b>H&amp;S Manager EMEA, multinational industrial and consumer goods company</b>
<b>Reduce time spent building reports</b>	<i>A centralized compliance approach has reduced time spent by senior management on reporting. They can now focus on execution and strategy instead of chasing different KPIs</i> <b>Global Food Safety Standards &amp; Emerging Risks, multinational consumer goods company</b>
<b>Save a "week every month" on regulatory management</b>	<i>Time saved was insurmountable. Once set up, regulatory adherence and management was just a number-crunching exercise, saving a good week every month</i> <b>UK HSES&amp;S Manager, multinational industrial and consumer goods company</b>
<b>Visibility of all regulations for global teams</b>	<i>Before Enhesa, the global management team did not have much visibility of all the regulations before, but now we have the full picture everywhere</i> <b>Global EHS manager, tobacco company</b>

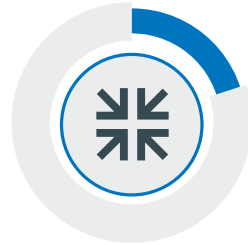


## Cost savings through data supplier consolidation

# 25-30%

Study participants reported significant cost reductions from consolidating fragmented suppliers into a single global Enhesa solution.

- Study participants spoke about a reduction in local and regional data providers, third party expert consultants and advisors, often including expensive law firms.
- Centralized data was also seen to **streamline audit processes**, saving further time and resources.



*Consolidating to one provider globally saved ~£100k, with >25% cost reduction and our procurement team were extremely supportive of this*  
**UK HSES&S Manager, multinational industrial and consumer goods company**



*With a unified system, we expect over 20% savings in compliance costs, with at least €50k per year saved in Europe alone. Globally, it would be much higher*  
**H&S Manager EMEA, multinational industrial and consumer goods company**

## How are Enhesa customers experiencing this value?

Organizational levers to reduce direct costs, as reported by participants, include how Enhesa:

- Helps to consolidate third-party providers into a single global and reliable source of truth
- Can reduce the frequency and time taken to conduct internal and external audits across sites



## Findings

### 30% savings through centralization and consolidation

*Using Enhesa reduced our dependency on local advisors, saving us ~30% through centralization and consolidation*  
**Global Head Legal and Compliance, multinational industrial goods company**

### License cost savings of 25%. Break-even at 18 months

*By consolidating providers, we reduced licensing costs by 25%. We worked out Enhesa would pay for itself after 18 months*  
**Global Food Safety Standards & Emerging Risks, multinational consumer goods company**

### Audit savings: from 3 years to 5 years, saving \$20K-45K each

*For non-ISO businesses, we could extend audits from every 3 years to every 5. Each audit was in the \$20k-\$45k dollar range*  
**Director, Health and Safety, industrial and consumer goods company**

### Reduce duration of and remediation actions from external audits

*We used Enhesa to help run our own frequent audit programmes which had a higher bar than external audits, helping reduce the duration and actions for remediation from external audits*  
**Global Head H&S, global manufacturer**





## Reduced cost of non-compliance

# ~10%

Study participants reported that Enhesa helped them more easily identify and address gaps in compliance, leading to a **measurable reduction in the frequency and severity of regulatory fines**.

- Over time, this also translated into lower insurance premiums and legal costs.
- Some participants observed a reduction in workplace incidents, although it was mainly felt that this was a product of overall EHS efforts but that **Enhesa certainly plays a role in this**.



*Prior to using Enhesa we had certain factories which received fines and found that we were not compliant against 10% of laws we should have been. We've been able to close that to less than 1%*

**Global Head H&S, global manufacturer**



*Enhesa contributed to a 50% fine reduction in five years and improved regulator relationships. Insurance costs also dropped as compliance improvements reassured insurers, saving millions*

**UK HSES&S Manager, multinational industrial and consumer goods company**

## How are Enhesa customers experiencing this value?

Organizational levers to reduce total cost of compliance, as reported by participants, include how Enhesa:

- Reduces the risk of fines and compliance breaches and the associated costs which come with this
- Reduces the third-party legal and insurance costs on regulatory sanctions from the reduced likelihood of occurring
- Contributes to overall EHS process which reduces likelihood and severity of workplace incidents and subsequent leave



## Findings

### A trusted partner in Enhesa Expert Services

*Health and safety compliance has been a huge and important subject. Working with Enhesa and having the oversight has added a lot of value*  
**Global EHS manager, tobacco company**

### Reduce exposure and potential fines

*Enhesa can help you with regulatory compliance, reducing your exposure and potential fines. Our H&S fines were ~€50k per fine, and we reduced the frequency of these from using Enhesa*  
**Director SSHE Europe, Multinational FMCG company**

### Improved compliance for reduced safety hazards

*Enhesa led to an improvement in compliance levels and this contributed to an overall impact of a 5-8% reduction in injuries over time*  
**Director, Health and Safety, industrial and consumer goods company**

### Reduction in legal fees

*Legal fees dropped 10% in 2024, partly due to improved compliance*  
**Global Food Safety Standards & Emerging Risks, multinational consumer goods company**



## Strengthened stakeholder trust and reputation

# 100%

100% of senior study participants reported feeling empowered and reassured due to their use of Enhesa:



- Using Enhesa has contributed to their improved credibility with external stakeholders — clients, regulators, suppliers, and investors.
- External stakeholders appreciate having a common compliance language across markets and teams, which was often seen as a mark of quality and professionalism.



*We highlight our use of Enhesa in ESG reports to showcase our commitment to ESG, earning recognition from our stakeholders and regulators for our compliance efforts and investment*

**Director, Health and Safety, industrial and consumer goods company**



*Stronger compliance made us a preferred partner, attracting more business and internal investment*

**UK HSE&S Manager, multinational industrial and consumer goods company**

## How are Enhesa customers experiencing this value?

Organizational levers to strengthen stakeholder trust and reputation, as reported by participants, include how Enhesa:

- Enhances reputational benefit when communicating externally with partners
- Boosts the company's credibility and strengthens trust in its commitment to safety and compliance



## Findings

### Credibility and trust for internal and external stakeholders

*For me Enhesa was a 10 out of 10 in terms of the credibility and trust it gave to our management and external providers. I would highly recommend to anybody*

**Global Head H&S, global manufacturer**

### Demonstrated compliance improvements

*By demonstrating compliance improvements, we've reduced insurance premiums globally*

**Global Food Safety Standards & Emerging Risks, multinational consumer goods company**

### Brand reputation and investor confidence

*Enhesa is a game-changer – this solution mitigates potential regulatory 'misses'. It's very useful for brand reputation and insurance issues, which is important for investors*

**Director SSHE Europe, multinational FMCG company**

### Transparency and communication across the supply chain

*Enhesa has provided us transparency and communication across our supply chain, ensuring better vendor collaboration and increased trust from regulators*

**Global Head of Legal and Compliance, multinational industrial goods company**










# 3.

## Calculating ROI by industry, region, and EHS team structure

Calculating ROI looks at the quantitative advantages across the four dimensions. According to research findings, impact can be tracked quantitatively for Enhesa clients as follows:

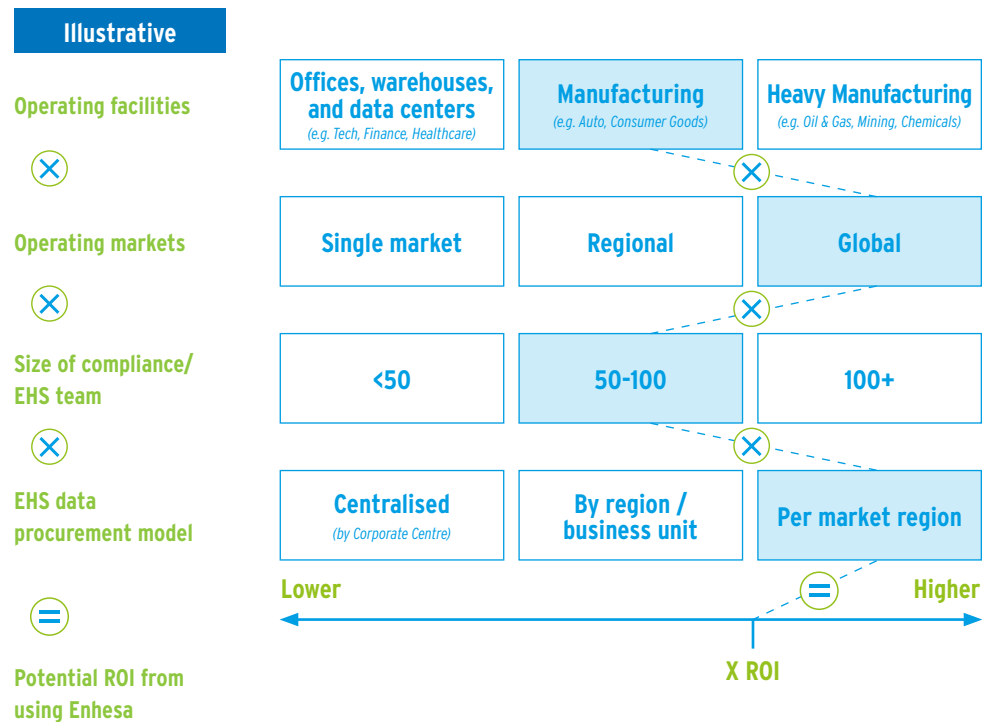
Advantage 	
	<p>Less time sourcing, reviewing, and interpreting regulation, leaving more time for execution</p> <p>Improved visibility and confidence allows management to focus on embedding a safety culture</p> <p>Ability to see compliance gaps at all levels (corporate, region, country, jurisdiction, facility)</p>
	<p>Saves admin effort, facilitates standard processes and ensures consistent quality at a lower cost</p> <p>High confidence and transparency enables more efficient (data-driven) audits</p>
	<p>Standardized layout and frequent checkpoints reduce fines payable (new regulations are missed less frequently)</p> <p>Less frequent and costly legal intervention to respond to regulatory questions and processes</p> <p>Contribution to reduced cost of FTEs being off work &amp; compensatory payouts and less frequent closure of facilities from incidents</p>
	<p>Unified language with peers and partners which acts as accreditation externally</p> <p>Reduced risk burden due to raised bar for all components of compliance</p>



The advantages are clear, but the financial impact from using Enhesa is different depending on the degree to which EHS is centrally driven versus a decentralized approach. The ROI to be gained is partly dependent on three things: **industry**, the **geographical scope**, and the **degree to which the initiative is driven from the center**.

Higher-risk industries such as manufacturing (of any sort), global adoption (even if over time) versus a regional approach, and a top-down mandate resulted in maximum ROI. That said, at least 2x ROI can be found in non-manufacturing organizations that have adopted Enhesa for only a single region.




## Benefit from using Enhesa is dependent upon client starting point



Based on these inputs, the typical three-year return on investment from using Enhesa ranges from 1.5x to 4x, primarily driven by improvements in team efficiency and supplier consolidation.


When factoring in the financial impact of reduced regulatory fines, ROI increases further to between 2x and 5x. The model has the highest sensitivity to the size and structure of the compliance team, reinforcing that people efficiency is the most significant driver of value.

## We observe ROI of up to 5x from Enhesa over a 3 year period

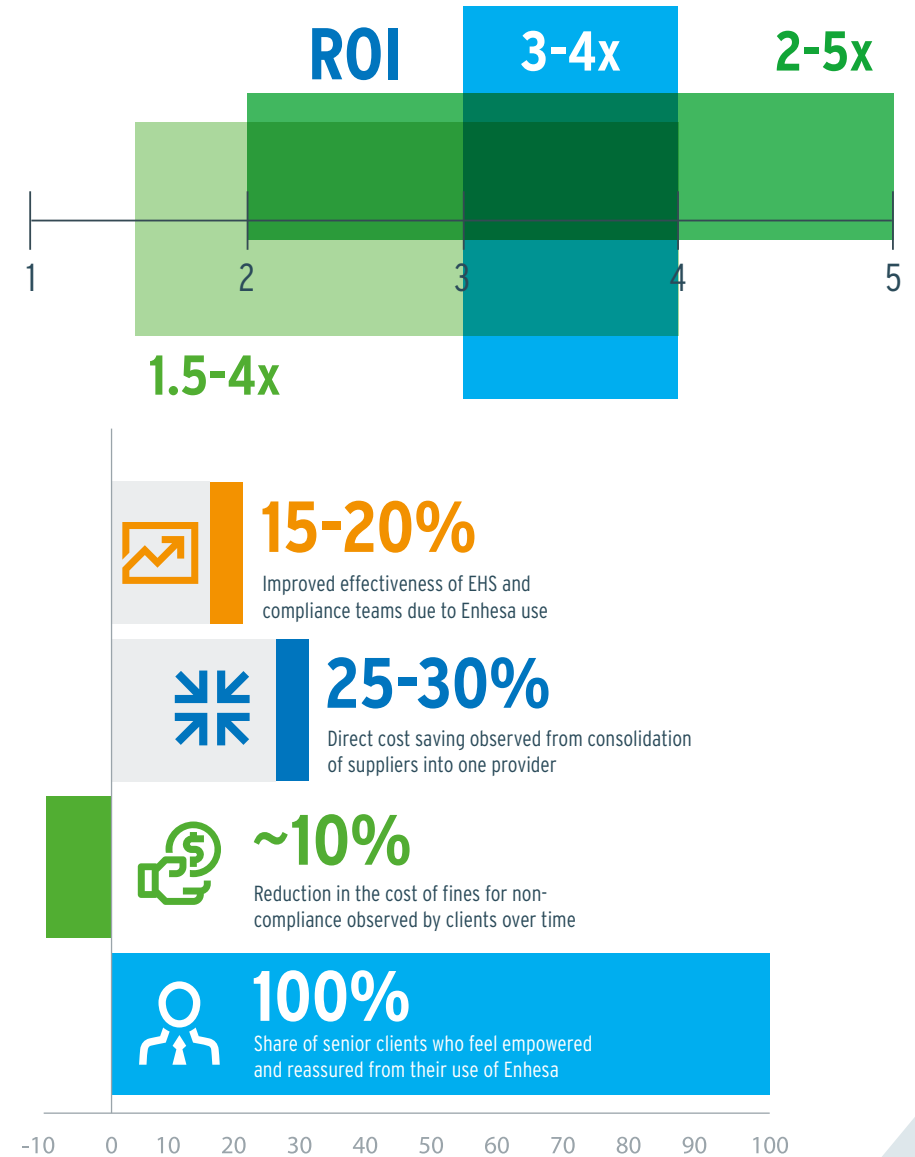
Indicative	 Client #1	 Client #2	 Client #3	
Operating facilities	Chemicals	FMCG	Forestry and agriculture	
Operating markets	Global	Global	Single market <sup>2</sup>	
Size of compliance/ EHS team	~1,000	~400	~120	
EHS data procurement model	By region	By business unit	Centralized	
Realized 3-year ROI:	Direct benefit excluding fines	4x ROI	~3x ROI	~1.5x ROI
	Including fines	5x ROI	~4x ROI	~2x ROI

Financial benefit for smaller, single region clients even before intangible benefits considered

**Calculation details:** How each lever was assessed to build the ROI calculation

Lever 	Evidence 	Calculation 
 <p>EHS team effectiveness</p> <p>Burden of reporting risk</p> <p>Management time</p>	<ul style="list-style-type: none"> <li>100% of clients indicated increased efficiency per FTE, av. % taken</li> <li>Saving observed, mainly from internal resource and included into calculation</li> <li>Increased visibility and confidence incorporated within team effectiveness saving</li> </ul>	<p>Fully loaded cost per FTE</p> <p>* % time saving</p>
 <p>Provider consolidation</p> <p>External audits</p>	<ul style="list-style-type: none"> <li>Consistent cost saving from consolidating # of providers / consultants</li> <li>Time saving largely from increased efficiency of internal audits</li> </ul>	<p>Total cost of EHS&amp;S content providers</p> <p>* % consolidation saving</p>
 <p>Risk of fines and breaches</p> <p>Legal and insurance costs</p> <p>Workplace incidents</p>	<ul style="list-style-type: none"> <li>100% of clients reported greater adherence, lower risk of fines overall</li> <li>Indirect benefit, considered to be included as part of fine burden reduction</li> <li>Indirect benefit as broader compliance effort, incremental to ROI calculation</li> </ul>	<p>Avg. fine risk per sector p.a. * % av. reduction in fines / improvement in compliance level</p>
 <p>Reputational benefit</p> <p>Credibility and trust</p>	<ul style="list-style-type: none"> <li>Large intangible reported by customers when liaising with partners / suppliers</li> <li>Large intangible benefit reported by clients to external markets</li> </ul>	<p>Intangible impact</p>

## Summary of quantitative ROI





# 4.

## Conclusion

It's possible to show a significant return on investment for each type of Enhesa customer, which is largest for large, global operators in heavy industries but also still evident for single region players who already have a standard solution.



*Enhesa is perceived as the highest quality in the market, catering to global compliance managers, who want a high-quality harmonised overview.*

- Compliance software provider

The drivers of this ROI, while weighted for company size, industry, and EHS team organization, broadly include the research-based evidence of:

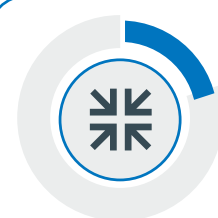


### Increased effectiveness of compliance teams

More time to focus on execution instead of monitoring

**15-20%**

Improved effectiveness of EHS and compliance teams due to Enhesa use



### Cost saving from supplier consolidation

A single source of truth for every global jurisdiction

**25-30%**

Direct cost saving observed from consolidating suppliers into one provider



### Reduced cost of non-compliance

Reduce the frequency and severity of regulatory breaches

**~10%**

Reduction of fines, penalties, legal, and insurance costs observed over time



### Increased trust from external stakeholders

Proves to employees and external parties that compliance is taken seriously

**100%**

Share of senior clients who feel empowered and reassured from their use of Enhesa





## Realize the benefits of Enhesa EHS Intelligence for yourself

Enhesa EHS Intelligence combines regulatory content, intuitive technology, and expert services to help industry-leading brands around the world reduce the risk of non-compliance and improve organizational resilience. Our content delivers complete coverage of regulatory data for over 400 global jurisdictions, transformed by our team of more than 160 legal experts into actionable requirements in harmonized categories. EHS Intelligence simplifies the complexity to help EHS teams keep up with changing global regulations by...

- Informing your teams as regulations change so they know which actions are required next
- Providing corporate leaders with visibility into applicable requirements and compliance status both worldwide and site-by-site
- Helping to prioritize global actions on areas of greatest risk, based on both current regulations and upcoming regulatory trends

Achieve **compliance**, manage **risk**, and drive **sustainability**.

**Learn more:** For more information on Enhesa EHS Intelligence, visit us at [enhesa.com/ehs-intelligence/](https://enhesa.com/ehs-intelligence/)