

A hand is holding a white silhouette of a human head in profile. Inside the head, there is a heart shape composed of several interlocking puzzle pieces in red, orange, blue, and light blue. Below the heart, there are two red diamond shapes pointing towards the heart. The background is a textured, light-colored surface.

MENTAL HEALTH AND PSYCHOSOCIAL RISKS IN CHEMICAL LOGISTICS

CREATING HEALTHY, SAFE AND HIGH-
PERFORMING WORKPLACES

ECTA Workshop, Brussels

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AGENDA



- 01 What is Mental Health and why does it matters
- 02 Chemical Logistics: Risk Profile & Numbers
- 03 ILO World Day: Global Activation
- 04 Employee Assistance Program
- 05 Q&As

01



DEFINITION & WHY MENTAL HEALTH MATTERS

MENTAL HEALTH



Definition

Mental health is a state of well-being in which an individual

- realizes his or her own abilities
- can cope with the normal stresses of life
- can work productively and
- is able to make a contribution to his or her community.

Important:

Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity.

FROM TABOO TOPIC TO MANAGEMENT TOPIC

Just 10 to 15 years ago, mental health was mainly associated with illnesses such as burnout, depression or anxiety disorders in many companies. Today, mental health is considered much more comprehensively:

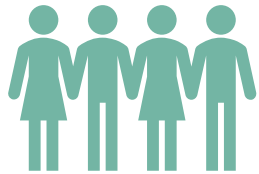
- Resilience
- Stress management
- Work-life balance
- psychological safety
- health-promoting leadership
- Wellbeing in the workplace

are now an integral part of modern personnel and sustainability strategies.

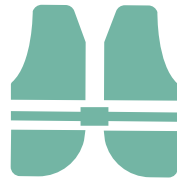


But how often so we
think about
sociopsychological
risks?

WHY PSYCHOSOCIAL HEALTH MATTERS



People



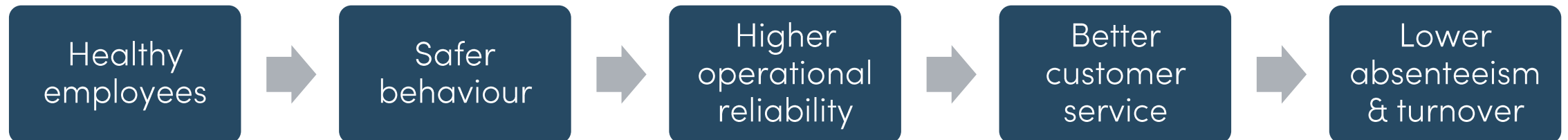
Safety



Performance



Employer Branding



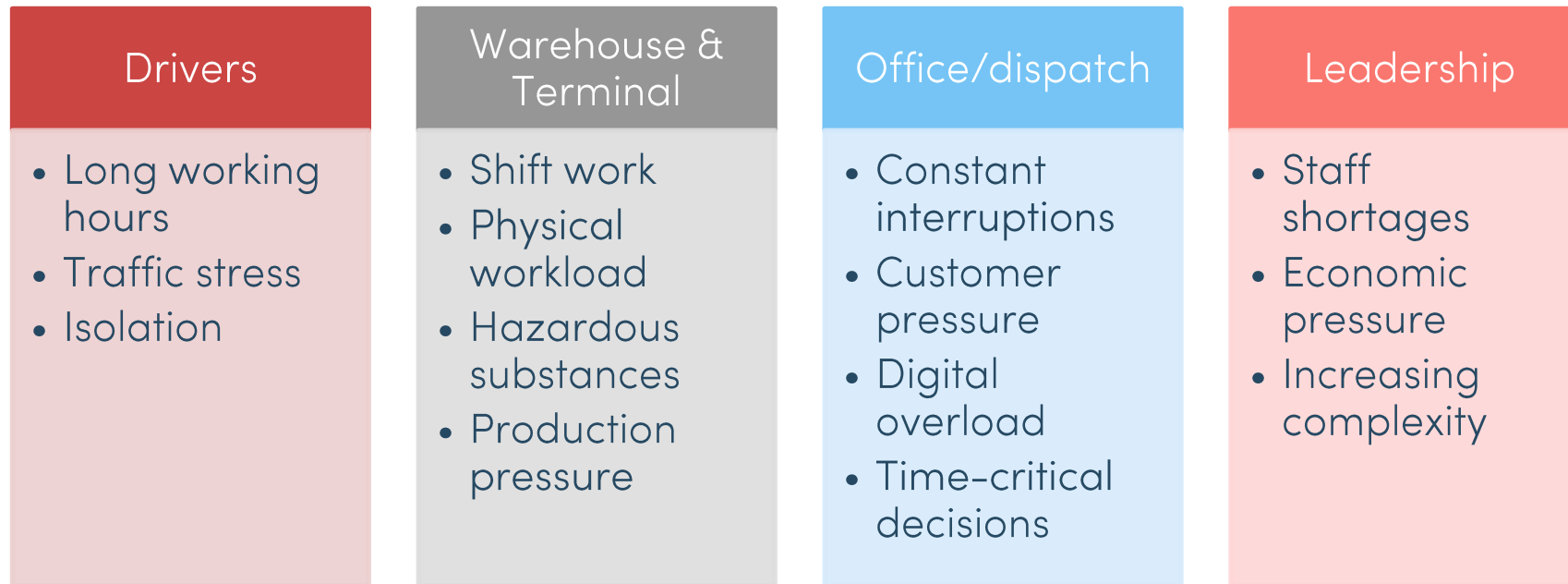
Mental health is directly linked to operational excellence.

02



CHEMICAL LOGISTICS: RISK PROFILE & NUMBERS

WHY IS CHEMICAL LOGISTICS PARTICULARLY EXPOSED?



Psychosocial risks affect every function differently.

MENTAL HEALTH IN EUROPE – THE NUMBERS



Mental health conditions have become the leading cause of work disability in Europe. The figures reveal a clear and urgent trend:

- **1 in 6 workers** in the EU suffers from a mental health condition (WHO, 2022)
- **272 million Europeans** are affected by a mental health disorder (EU-OSHA, 2023)
- Annual cost to the EU economy: over **€600 billion** (OECD/EU, 2023)
- In Germany, **15.5%** of all days lost due to absenteeism are attributable to mental health diagnoses (DAK Health Report 2023)

Germany in detail

- Mental health conditions are the **leading cause of absenteeism**. And the trend is on the rise.
- The **average number of days** lost per case is **32** – significantly longer than for physical illnesses.
- **Employees in logistics, transportation, and manufacturing sectors** who work shifts and night shifts are particularly affected.

Source: DAK Health Report 2023, Federal Statistical Office

THE HIDDEN COSTS

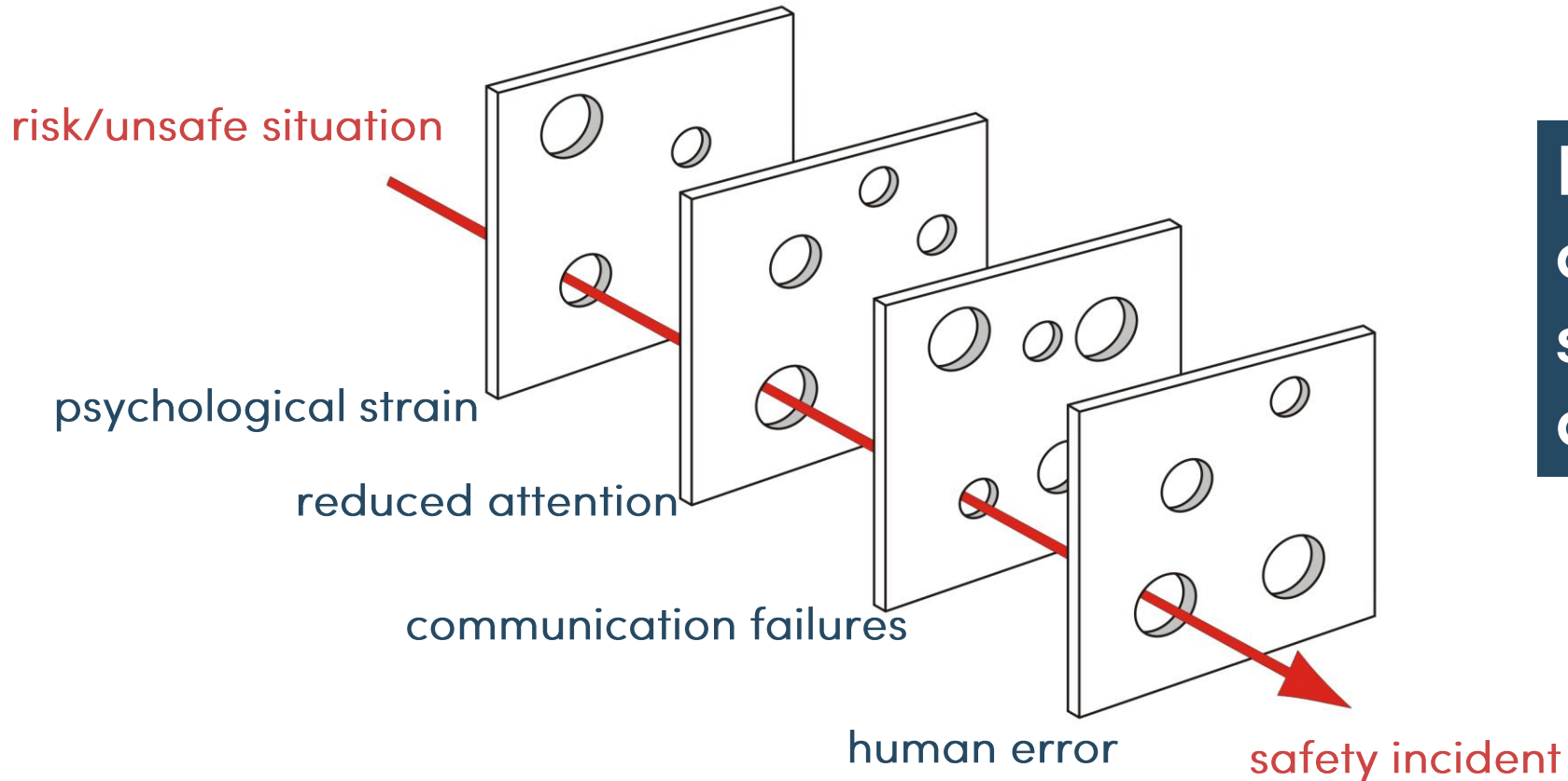
sick leave
absence

Presenteeism
Reduced concentration
Errors
Lower engagement
Higher turnover

Mental health costs are much higher than sick leave statistics suggest.

MENTAL HEALTH IS A SAFETY ISSUE

THE SWISS CHEESE MODEL



Fatigue, stress and overload influence safety-critical decisions every day.

WHAT CAN WE DO?



03



**ACTIVITIES AROUND
THE ILO WORLD DAY**



International
Labour
Organization

► World Day for
Safety and Health
at Work 2026

How's work?



The ILO World Day – global focus on how work is organized

- The International Labour Organization (ILO) marks 28th April each year to promote safe and healthy working conditions worldwide.
- In 2026, the ILO's main theme highlighted psychosocial working conditions – workload, role clarity, communication and support – as key safety factors.
- The day underlined that prevention includes not only physical risks but also organizational and psychosocial risks – and that these are a management responsibility.
- For TALKE, it was an opportunity to connect our safety standards with our values: responsibility, trust and operational excellence in the world of chemistry.

Let's ensure a healthy ne

A GLOBAL MOVE



From local activities to one coordinated global move

- In previous years, activities around 28th April were mainly locally designed, without global alignment.
- The 2026 ILO theme gave TALKE a credible opportunity to act as one company across regions.
- We introduced one global concept with local flexibility: every participating site runs the same core format.
- Just one simple step per site: a 20-Minute Safety Dialogue around 28 April incl. a short report and photo for communications

REAL BUSINESS LINK



Psychosocial safety and operational stability – the real link

- Psychological safety and healthy working conditions directly affect operational stability and long-term performance.
- **Employees under high pressure** are less likely to question unsafe conditions or escalate early.
- **Lack of role clarity** increases coordination failures in complex operations.
- **Communication gaps** slow down reaction in critical moments and hide near-miss patterns.
- Open, structured dialogue reduces hidden risks and leads to practical preventive actions.

INTERNAL IMPACT



A coordinated campaign strengthened alignment across regions and clarified leadership expectations.

- Employees experienced a consistent TALKE message: healthy work is part of safe work.
- Leaders were positioned as drivers of psychological safety and operational stability.
- Each team defined one local improvement – making the topic concrete and actionable, not abstract.



GLOBAL MOMENTUM



#safeday2026 turned one global awareness moment into visible local action across TALKE

WHAT WE HAVE LEARNED



Across sites, the pattern was consistent: better planning, clearer communication and stronger ownership reduce pressure

- Although the individual examples differ, they all point to the same core insight: **safe and stable work depends strongly on how work is organized**, not only on technical controls.
- Sites did not ask for abstract programmes; they identified **practical improvements** in communication, planning, handovers, information flow and role clarity.
- This gives the campaign real credibility: **#safeday2026** did not stay at the level of awareness but translated into visible action and local ownership.
- For TALKE, this is a strong Responsible Care message: **Responsibility is lived where teams improve the conditions for safe work in everyday operations.**

04



EMPLOYEE ASSISTANCE
PROGRAMME

EMPLOYEE ASSISTANCE PROGRAMME WITH FÜRSTENBERG INSTITUTE



Objective:
Provide confidential professional
support for all employees.

Services

- Mental health coaching
- Psychological counselling
- Family support
- Crisis intervention
- Leadership consultation

Access

- confidential
- independent
- multilingual
- low threshold



LEARNINGS



Providing support early prevents escalation.

Employees appreciate

- anonymity
- fast access
- professional support

Managers appreciate

- external expertise
- early intervention
- guidance in difficult situations



THANK YOU!



Questions?