



CASE STUDY

EHS LEGAL COMPLIANCE AUDITS

CLIENT: CONFIDENTIAL

LOCATION: UK

Highlights:

- Legal compliance
- Risk visibility
- Governance assurance

THE CHALLENGE

A leading pharmaceutical manufacturer in the UK wanted to gain a clear and evidence-based understanding of its Environmental and Health & Safety (EHS) compliance position. The organisation operates within a highly regulated sector and has an environmental management system certified to ISO 14001. The requirement was for independent reassurance that both its Environmental and Health & Safety Management Systems were functioning effectively and aligned with current legislation.



info@arthian.com



www.arthian.com



+44 (0) 3301 200 151



THE SOLUTION

Arthian conducted detailed EHS legal compliance audits, carried out by qualified consultants with industry expertise. The on-site audit process involved a thorough review of documentation, staff interviews, and site walkarounds to observe operational practices in real time.

The audits identified several areas requiring attention:

- **LEV Thorough Examinations:** These were found to be unsuitable and insufficient, lacking key information required under the Approved Code of Practice (ACoP) for the COSHH Regulations.
- **Training Gaps:** Personnel responsible for critical areas such as legionella management had not received adequate training.
- **Waste Management:** Issues included inconsistent documentation of waste transfers (missing Waste Transfer Notes and Waste Consignment Notes), absence of valid licences for waste contractors, and incorrect waste segregation practices.

A detailed audit report was provided, outlining all reviewed documentation and site observations. Findings were categorised into non-conformances, potential non-conformances, opportunities for improvement, and general observations. These findings were summarised in a consolidated Action Plan to help the client prioritise actions and close out issues efficiently, whether to meet legal requirements or align with best practice.



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THE SOLUTION

To further support compliance, Arthian developed a bespoke Environmental and Health & Safety legal register tailored to the site's operations. Colour-coding clearly indicate applicable and non-applicable legislation, making it easier for the client to track obligations. Recognising the dynamic nature of regulatory change, Arthian also provide regular legislative updates. These updates keep the client informed of new or amended legislation, as well as horizon-scanning for new legislation or changes. The information, and the timing of receipt allows the client planning time to take appropriate action where required.

As a result of the audits, the client gained a clear, comprehensive view of its overall EHS compliance status. The process not only confirmed areas of compliance but also highlighted opportunities for improvement, enabling the organisation to take proactive steps toward enhanced operational integrity and legal assurance. Arthian's approach adds value to identifying compliance gaps by explaining the rationale behind each audit area. This helps site teams understand their legal obligations in context, particularly how regulations apply to specific equipment, processes, and activities. By embedding this knowledge at the operational level, Arthian not only supports immediate compliance but also builds internal capability, ownership, and improvements in compliance year-on-year.



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