vantify

Compliance Report
2025

Contents

1. Foreword

As property and facilities management professionals, we operate in a complex, fast-paced environment where compliance is not just a legal requirement but a fundamental pillar of operational integrity.

The past year has brought significant changes, challenges, and opportunities across several critical areas: health and safety, fire safety, legionella control, asbestos management, supply chain resilience, and the evolution of Computer-Aided Facility Management (CAFM).

In an industry that must continuously adapt to regulatory developments, technological advancements, and best practices, staying informed is essential.

The way we approach health and safety is evolving in response to legislative updates and shifting workplace dynamics. This report examines the top 12 trends influencing compliance across these critical areas.

Fire safety measures are integrating cutting-edge technologies, from AI-driven risk assessments to improved fire suppression systems. Legionella control methodologies are adapting to climatic shifts, while asbestos management remains tightly regulated, with a growing focus on proactive risk mitigation. Meanwhile, global supply chain disruptions have reinforced the need for resilience and strategic sourcing, and CAFM is revolutionising facility oversight through automation and artificial intelligence.

Our goal is to give professionals clear insight so they can handle compliance with confidence. By staying ahead of these trends, businesses can ensure operational efficiency, safeguard tenant and resident welfare, and uphold the highest standards of health and safety.

We hope this report serves as a valuable resource to support informed decision-making and strategic planning in the year ahead.

Phil Jones
Chief Operating Officer, Vantify Ltd

2. About Vantify

Vantify® was created through the merging of William Martin, Prosure360, and Elogs in April 2025. **Through our unique compliance ecosystem, we deliver integrated platforms that enhance visibility, increase productivity, and minimise risk.**

Our compliance ecosystem has its roots back in 2004, when William Martin was founded and introduced the market-leading software platform, Meridian. In 2025, we took things to the next level with the creation of Vantify - a single ecosystem, giving clients a single vantage point over all areas of compliance and risk management.

Better together.
Only with Vantify.

Our integrated products and services cover every aspect of compliance, from risk assessments to supply chain management. When everything works together, you can spend time on other things that matter to your business. That's why our products have been designed to integrate with each other, helping you save time and cost, ensure compliance, and keep your people and property running at peak performance.

The Vantify Ecosystem is designed for flexibility and maximum efficiency. Each product delivers standalone value, catering to specific needs, but when combined they seamlessly integrate to enhance performance, streamline operations, and unlock even better productivity.

Consultancy
Achieve compliance without compromise, guided by experts and powered by data.

Risk Manager
Achieve full compliance visibility and proactive risk management with our intuitive platform.

Supply Chain
Transform your supply chain with complete visibility, control, and actionable insights.

CAFM
Simplify facility management and optimise your assets with software you can rely on and people you can trust.

Facilities Services
Simplify operations, control costs, and mitigate risk with our contractor management solution.

eLearning
Reduce risk and boost productivity with engaging accessible training to use anytime, anywhere.

Intelligence
Simplify compliance, reduce risk, and unlock greater efficiency with our easy-to-use platform with our expert-backed legal library and extensive resources.

☼ vantify

3. Introduction

Vantify is pleased to present the second edition of our Annual Compliance Report, offering insight into 12 emerging trends that will be of interest to property and facilities management professionals.

We have identified these trends by reviewing circa 16,000 risk assessment and survey reports and 5,000 ancillary reports held on Vantify Risk Manager, our health and safety risk management platform (previously known as Meridian), produced for clients by our consultants from April 2024 to March 2025.

An important addition to this year's report is the inclusion of Supply Chain and CAFM trends, now that we offer our ecosystem of products and services to clients.

Top 5 report types uploaded to Risk Manager

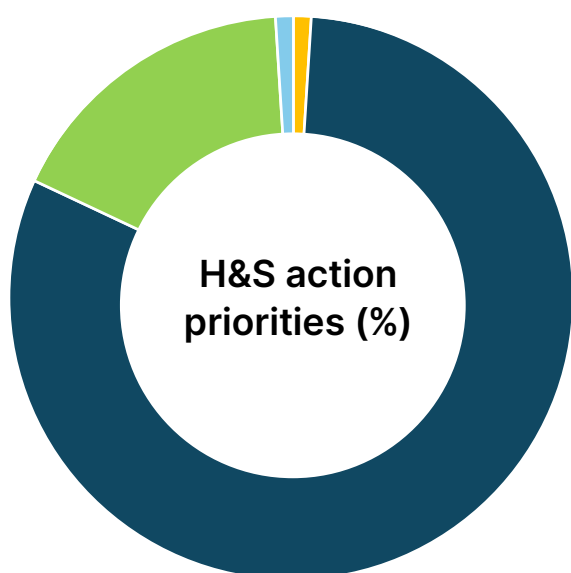| Report Type	Value
Fire Risk Assessments / Reviews	~5000
Health & Safety Risk Assessments	~4700
Property Hazard Forms	~2000
Legionella Risk Assessments / Reviews	~1000
Asbestos Surveys / Inspections	~800

(x-axis: 0, 1000, 2000, 3000, 4000, 5000, 6000, 7000)

When we reviewed action priorities, we analysed the priorities applied by our consultants to health and safety risk assessment and fire risk assessment actions and identified that the most common was Priority 2.

vantify

Priority 2 is often assigned to risks that require moderate attention - meaning they pose a risk that is not immediately critical but still requires action within a reasonable timeframe. The majority of assessments fall into this category because most hazards do not present an imminent danger but still need proactive management to prevent escalation.
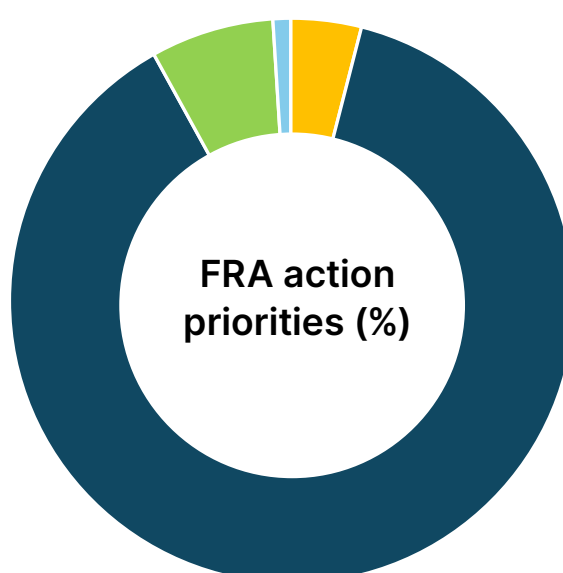
By way of a further clarification as to why Priority 2 is the most common, the following points are discussed:

1. **Balanced Risk Level** - many workplace hazards are significant enough to warrant control measures but do not pose an immediate or severe threat to life, making them fall under P2 rather than P1 (urgent).

2. **Manageable Timeline** – risks classified as P2 often allow for planned, systematic intervention without needing immediate emergency action.

3. **Cost and Resource Allocation** - organisations must prioritise urgent risks first, making P2 assessments a common category for issues that require correction but are not life-threatening.

4. **Preventive Approach** - addressing Priority 2 risks prevents them from escalating into Priority 1 situations, ensuring continuous risk mitigation and compliance.

While Priority 1 covers high-risk or imminent dangers, and Priority 3 refers to low-risk issues that need monitoring, Priority 2 strikes a balance, ensuring proactive safety management without unnecessary alarm.

H&S action priorities (%)

P1 ▮ P2 ▮ P3 ▮ P4 ▮

FRA action priorities (%)

P1 ▮ P2 ▮ P3 ▮ P4 ▮

※ vantify

4. Top 12 Trends

Health & Safety actions (top 12)

Category	Value (approx.)
Slipping, tripping, falling and falling objects	~7100
Electrical Safety	~3700
Management and Records	~3400
Contractor Management	~3200
Traffic Management	~3000
General Workplace	~2600
Lift Safety	~2300
Working at Height	~2100
Housekeeping and Welfare Facilities	~1850
Ladders and Steps	~1600
Water Safety	~1400
Asbestos	~1200

Trend No 1 - Slips and trips remain the most prevalent health and safety action

Removing slips and trip hazards or reducing the risk remains a focus across our client sites. To reduce the numbers of actions in this area, attention to detail and swift action is required.

Sites with good inspection regimes and rapid responses to defects see reductions in incidents, however on unmanned sites this is more difficult. Using all the resources that are available to the Property / Facilities Manager, cleaning contractors, landscaping contractors, tenant staff etc, - to report defects can overcome this situation and lead to a safer environment.

vantify

Trend No 2 - Electrical safety controls still require attention

Electrical safety in all its forms, from high voltage to portable appliances, requires formal maintenance, inspection and repair. Often, equipment is overlooked - for example, portable appliances in plant rooms and risers that operate Building Management Systems. Good asset tracking, along with associated maintenance and testing records, are important. Additionally, good systems to follow up on the remedial works are required. As consultants we spend a lot of time looking at records and our risk management systems are much more efficient than a disorganised logbook on site!

Trend No 3 - Contractor management remains a critically important focus area

Engaging contractors, especially those doing high-risk work, is a complex process. At the end of the process, when a contractor employee attends the site, the chain can break: risk assessments and method statements (RAMS) are not adhered to, personal protective equipment (PPE) is not worn, and the client representative is not on-site to control the work. When a Property / Facilities Manager spends time managing contractors on-site who are engaged in the work, standards are maintained, or improved.

Specifically, in controlling higher-risk contractor work, a software-enabled health and safety permit-to-work system offers several advantages over traditional paper-based methods:

- **Improved Safety Compliance:** Digital systems ensure that all necessary approvals and risk assessments are completed before work begins, reducing the likelihood of accidents.

- **Real-Time Monitoring:** Supervisors can track permits and safety procedures in real time, ensuring compliance across multiple locations.

- **Standardised Safety Procedures:** A digital system helps enforce consistent safety protocols, making it easier to manage high-risk activities.

- **Reduced Administrative Burden:** Automating the permit process eliminates paperwork, speeds up approvals, and minimises human errors.

- **Enhanced Record Keeping:** Digital permits are securely stored and easily accessible for audits, reducing the risk of lost or incomplete documentation.

Our clients have found that by transitioning to a digital permit-to-work system, businesses can streamline operations while maintaining high safety standards.

Trend No 4 - Traffic management always demands scrutiny

Our clients are often not in control of vehicles on-site, but they can influence driving behaviour. This will be done by the site layout, traffic calming measures and signs, etc.

As experienced consultants, we often see opportunities to improve the traffic management on-site. By carrying out comprehensive traffic safety risk assessments and management surveys, clients are best placed to:

- reduce accidents
- improve traffic flow
- enhance pedestrian safety
- optimise parking space usage
- maintain compliance with regulations.

"

Effective health and safety management hinges on seamless coordination, and compliance software transforms this challenge into a strategic advantage. By centralising data, automating processes, and ensuring real-time visibility, it empowers organisations to stay ahead of risks, streamline reporting, and drive a proactive safety culture.

Adam Scotchmer –
Quality Assurance and Technical Manager

Trend No 5 - Poor compartmentation is still relatively common

Fire and smoke should be contained within a compartment for a minimum of 30-60 minutes. However, poor construction standards or later modifications (e.g., retrofitting services, cables, pipes etc) often compromise compartment integrity.

To achieve better building fire safety standards in existing buildings, better contractor management controls are required, including:

- contractor selection
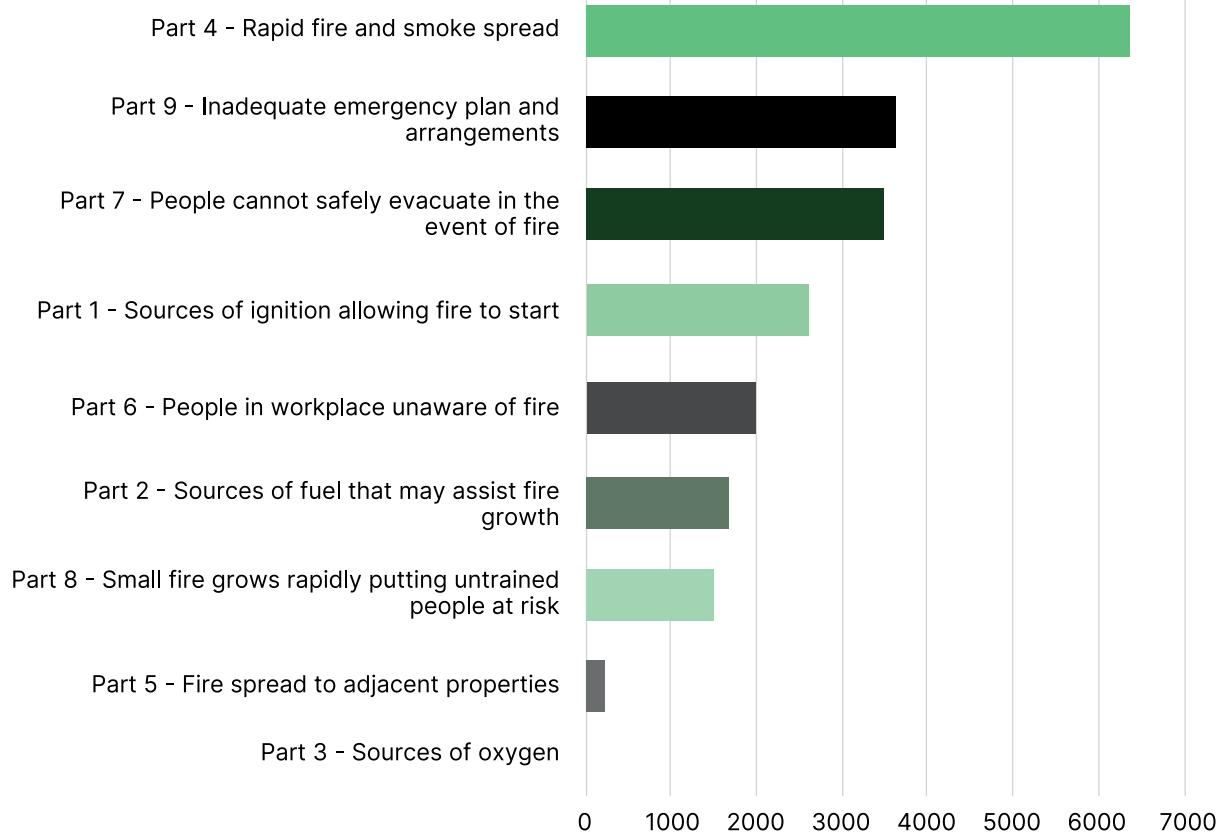- materials used
- inspection of work.

Trend No 6 - Inadequate fire doors are widespread

We are finding that fire doors fail to meet the 30-minute or 60-minute fire resistance standard due to vandalism/damage/wear and tear, poor installation, no longer self-closing, or being constantly wedged open.

Fire doors are a key passive protection measure and lack of maintenance or on-site inspections, along with poor resident or staff engagement, leads to these doors being rendered ineffective.

FRA actions (residential properties)

Category	Value (approx)
Part 4 - Rapid fire and smoke spread	~6400
Part 9 - Inadequate emergency plan and arrangements	~3700
Part 7 - People cannot safely evacuate in the event of fire	~3500
Part 1 - Sources of ignition allowing fire to start	~2600
Part 6 - People in workplace unaware of fire	~2000
Part 2 - Sources of fuel that may assist fire growth	~1700
Part 8 - Small fire grows rapidly putting untrained people at risk	~1500
Part 5 - Fire spread to adjacent properties	~250
Part 3 - Sources of oxygen	0

Trend No 7 - Unprotected voids and hidden spaces

Soffits, roof voids, above demountable false ceiling tiles, above cross corridor fire doors, separating exit routes, may allow smoke and fire to bypass compartment walls, traveling rapidly throughout a building.

vantify

These areas are often overlooked in both design and onsite inspection and management. It is essential that fire risk assessments comprehensively cover all areas of the building and are completed by accredited, competent professionals.
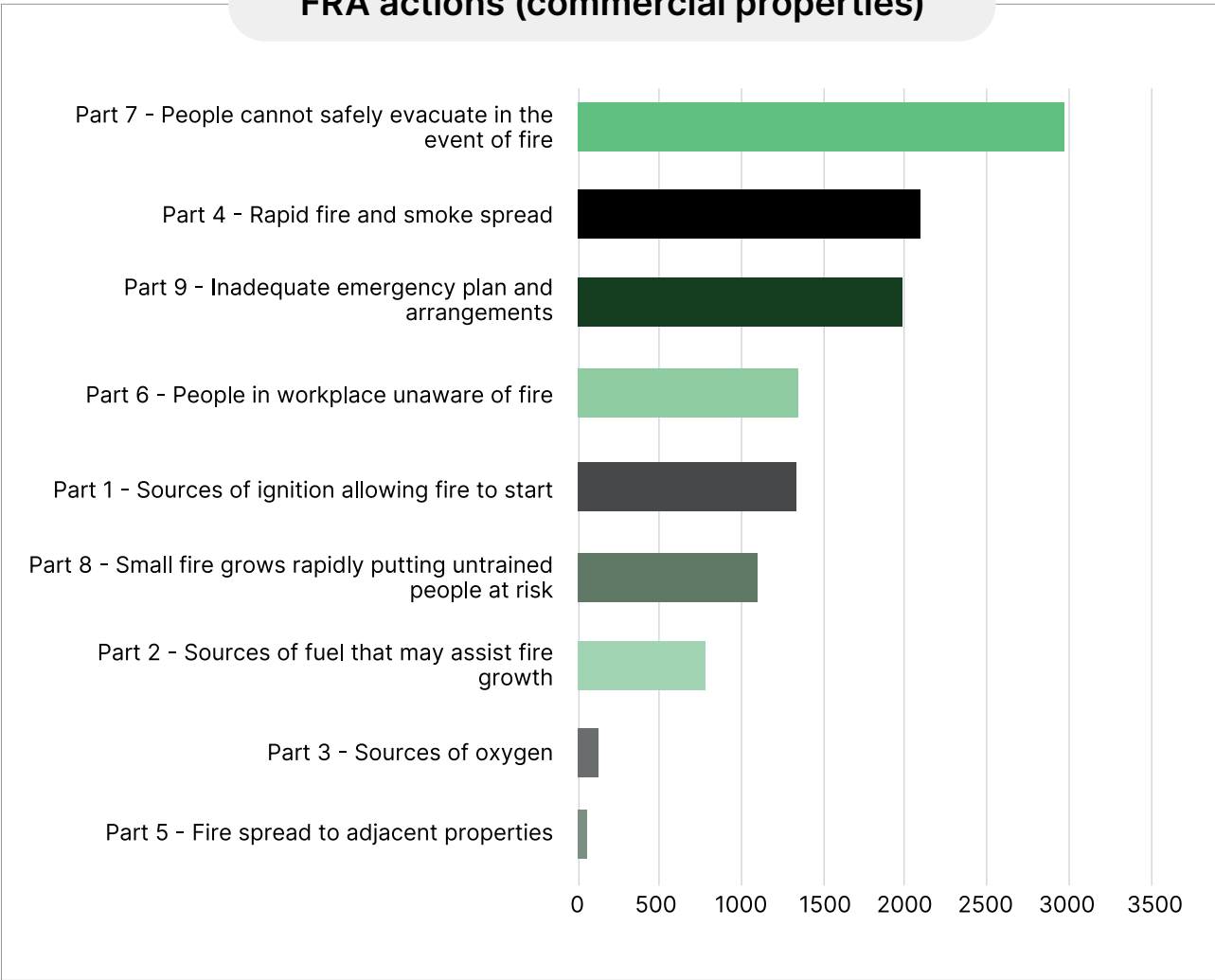
"

In fire safety, precision and accountability are non- negotiable. Compliance software streamlines inspections, documentation, and risk assessments, ensuring nothing is overlooked. By automating routine tasks and centralising critical data, it empowers professionals to proactively safeguard lives and property while maintaining full regulatory compliance.

Clark Murray –
Fire Safety Technical Lead

FRA actions (commercial properties)

Category	Value (approx.)
Part 7 – People cannot safely evacuate in the event of fire	3000
Part 4 – Rapid fire and smoke spread	2100
Part 9 – Inadequate emergency plan and arrangements	2000
Part 6 – People in workplace unaware of fire	1350
Part 1 – Sources of ignition allowing fire to start	1300
Part 8 – Small fire grows rapidly putting untrained people at risk	1100
Part 2 – Sources of fuel that may assist fire growth	800
Part 3 – Sources of oxygen	150
Part 5 – Fire spread to adjacent properties	80

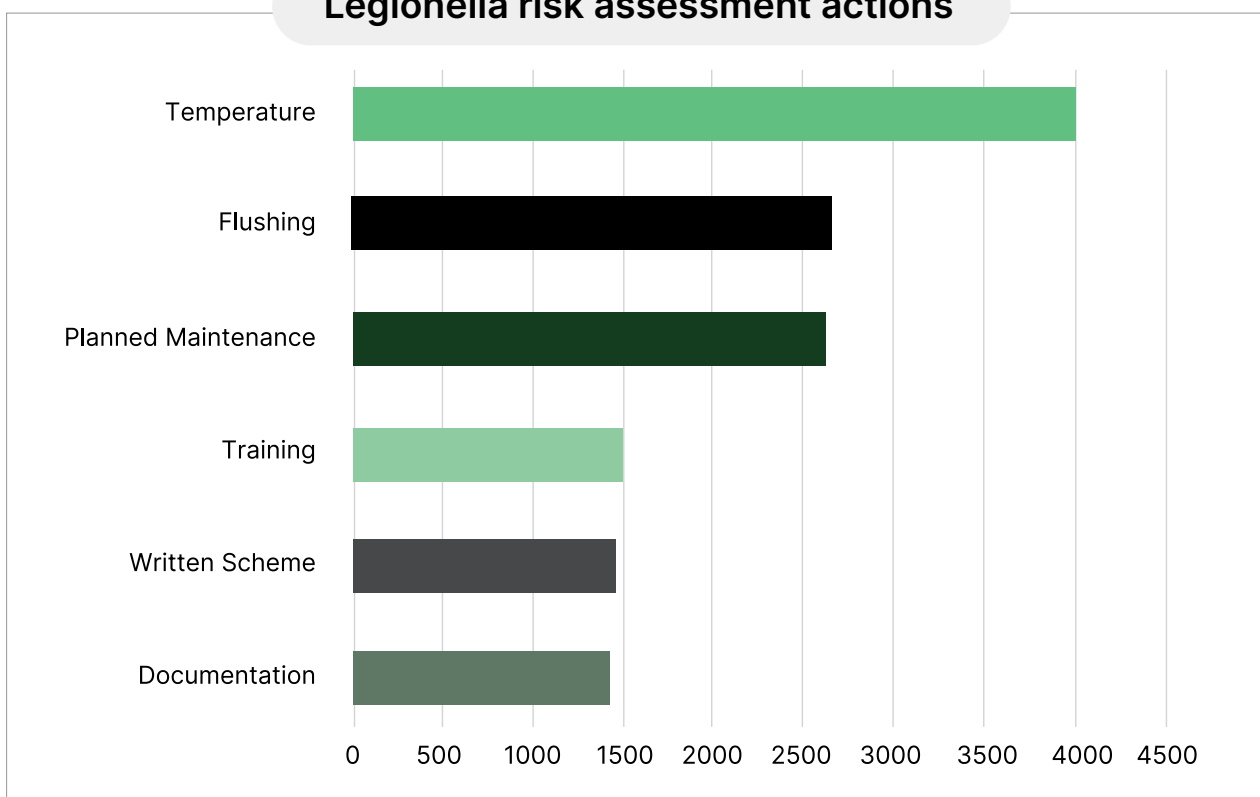*(Horizontal axis: 0, 500, 1000, 1500, 2000, 2500, 3000, 3500)*

✷ vantify

Trend No 8 - Low hot water temperatures often present the greatest risk

Maintaining water at the correct temperature continues to be the most common action raised in our Legionella risk assessment reports.

Property / Facilities Managers need to remain vigilant as Legionella bacteria thrive in warm water environments, typically between 20°C and 45°C, with optimal growth occurring around 35°C to 40°C.

If hot water systems are not maintained at sufficiently high temperatures, they create an ideal breeding ground for these bacteria, which can then spread through water systems via aerosols—such as from taps, showers, and cooling towers—and pose a serious health risk.

Legionella risk assessment actions

Action	Value
Temperature	~4000
Flushing	~2650
Planned Maintenance	~2650
Training	~1500
Written Scheme	~1450
Documentation	~1450

Trend No 9 - Inadequate system flushing procedures remain a concern

Flushing water systems is a vital measure in reducing the risk of Legionella bacteria because it helps prevent stagnant water conditions where the bacteria can thrive.

Flushing:

- prevents stagnation and bacterial growth
- removes potential contaminants
- maintains temperature control.

![vantify]

> *Legionella control demands accuracy, consistency, and proactive management. Compliance software streamlines monitoring, automates documentation, and ensures regulatory adherence—helping professionals mitigate risks effectively. By consolidating data and facilitating timely interventions, it strengthens disease prevention strategies and safeguards public health.*

Simon Bruce –
Legionella Technical Lead

Trend No 10 - Labelling and managing asbestos containing materials in situ remains the most common action

Asbestos actions
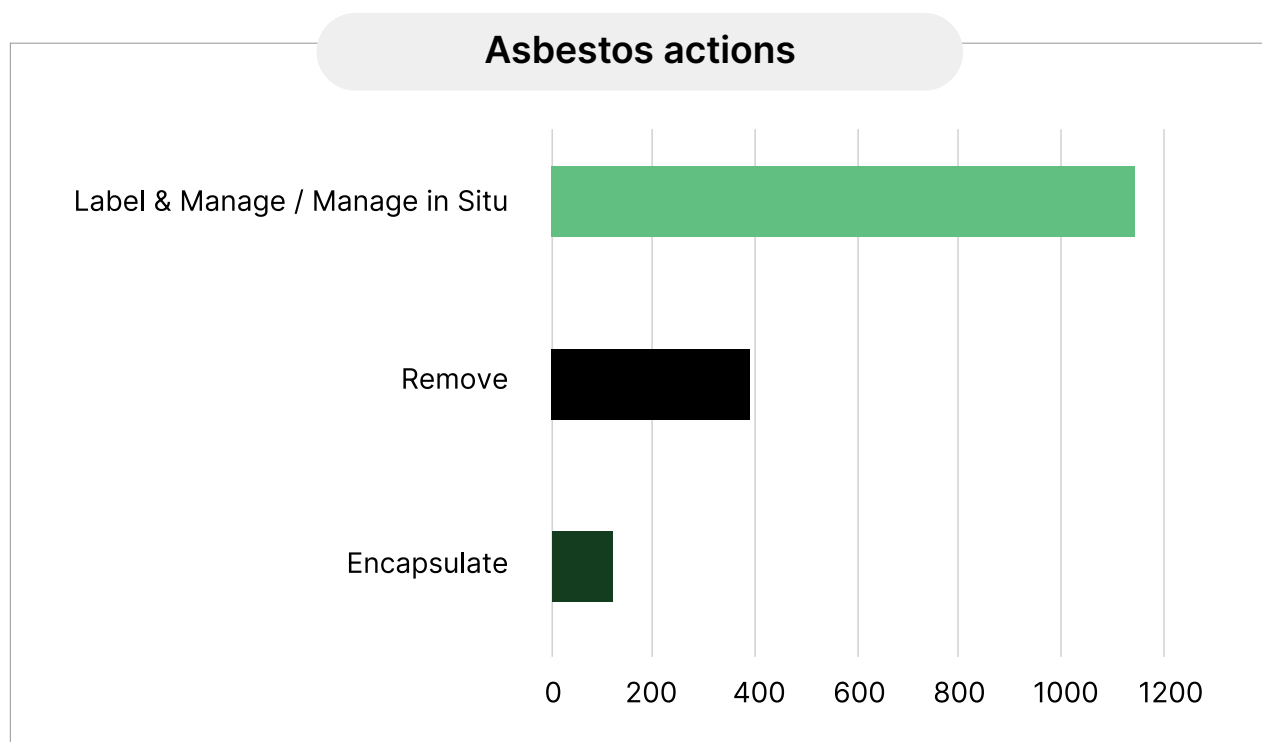
Managing and labelling asbestos containing materials in situ—rather than immediately removing them— remains the preferred approach because it minimises risk and aligns with regulatory best practices. This advice continues to be widely recommended because:

- disturbance and exposure risks are minimised

- regulatory and safety compliance

- avoids unnecessary costs and complications.

vantify

"

Effective asbestos management requires meticulous oversight and strict regulatory adherence. Compliance software streamlines survey data, documentation, and ongoing monitoring, ensuring no detail is overlooked. By integrating data and automating workflows, it empowers professionals to proactively mitigate asbestos risks, protect public health, and maintain full compliance with evolving safety standards.

Mark Harrison –
Asbestos Technical Lead

Trend No 11 - Clients continue to strengthen their supply chain

Through our Supply Chain service and platform (previously known as Prosure360), we complete the range of SSIP (Safety Schemes in Procurement) assessments. Of the assessments completed in the year, **39% were full Vantify SSIP Verified assessments**, **41% Vantify SSIP Deem-to-Satisfy**, and **20% were Vantify Pre-Qualified**.

"One of the biggest risks to our clients was ensuring that only Service Providers meeting standards attend our clients properties. Whilst the integration with Vantfiy CAFM is only in its first year, already we've seen a significant reduction in below requirements Service Providers undertaking jobs." **Lina Gaudin –** Supply Chain Operations Manager

Assessment Split

39%	**41%**	**20%**
Vantify SSIP Verified	**Vantify SSIP Deem-to-Satisfy**	**Vantify Pre Qualified**

As a reminder, SSIP assessments help businesses demonstrate their health and safety compliance, but they come in different forms:

- **SSIP Verified Assessments:** These involve a full health and safety assessment conducted by an SSIP member scheme. The assessment ensures that a company meets SSIP core criteria, which align with UK health and safety legislation.

- **SSIP Deemed to Satisfy Assessments:** If a company has already been assessed and approved by one SSIP member scheme, it can apply for a "Deemed to Satisfy" certificate with another SSIP scheme. This avoids duplication and reduces costs, as the company does not need to undergo another full assessment.

- **SSIP Pre-Qualified Assessments:** This term generally refers to assessments that confirm a company meets pre-qualification requirements for procurement. SSIP certification can serve as a pre-qualification step, helping businesses demonstrate their health and safety competence to potential clients.

These statistics demonstrate a clear split: where roughly half of service providers require a SSIP Certificate through Vantify, but may already have a SSIP certificate elsewhere. The other half either do not have SSIP elsewhere or require the comprehensive review of health and safety policies, procedures and practices from the expert Vantify assessor team.

Holding full SSIP certification demonstrates a strong commitment to health and safety and helps enhance a service provider's reputation and credibility with Vantify clients across the ecosystem.

Being largely client driven, it is most common for a Service Provider to join Vantify Supply Chain to ensure they are meeting client health and safety and procurement requirements. Across our platform, Service Providers are most commonly supporting clients with electrical works (installations, testing, commissioning, lighting, power supply, electrical distribution), building works (general, repairs, maintenance), landscape maintenance, and specialist cleaning.

Service	Number of Service Providers
Electrical Installations	466
Building Repair & Maintenance	448
Lighting	437
Electrical Testing and Commissioning	435
General Building Works	383
Landscape Maintenance	373
Power Supply	356
CCTV Systems	354
Electrical Distribution	347
Specialist Cleaning	342

꙳ vantify

We have now integrated our Supply Chain platform with our CAFM platform, making it possible to track jobs undertaken on CAFM where a Service Provider meets or falls below client expectations. This can be determined by SSIP or Pre-Qualified assessments, insurances, or acceptance of clients' terms and conditions.

Over 12,000 jobs have been monitored via the Vantify Ecosystem, with the link to Vantify CAFM. Of these, 63% have been completed by Service Providers who meet the requirements, and there is a significant upward trajectory now that clients have easy access to this information.

Trend No 12 - Record levels of reactive maintenance / support requests processed through Vantify CAFM

Over 1 million maintenance / support requests were processed through Vantify's CAFM platform. This demand has been driven as organisations scale and their facilities grow, making the demand for repairs, servicing, and routine maintenance increase significantly.

Our CAFM platform makes it easier for users to report issues efficiently, leading to a higher volume of submissions rather than traditional manual methods. Additionally, predictive and preventive maintenance strategies integrated into CAFM has generated automated requests, ensuring that facilities remain operational and compliant with safety standards.

We have found high user engagement, streamlined workflows, and real-time tracking has further contributed to an influx of requests.

"

Efficiency meets innovation - our CAFM system is the heartbeat of facilities management for an increasing number of organisations, transforming complexity into seamless solutions and setting the market standard.

Rob Mead –
Chief Product Officer

5. Final Thoughts

As we look ahead to 2026, the trends outlined in this report will continue to shape compliance priorities in property and facilities management. It is essential to stay informed about developments in health and safety, fire safety, legionella control, asbestos management, supply chain resilience, and CAFM in order to maintain the highest standards of operational integrity.

At Vantify, we are committed to providing the tools, insights, and support needed to help our clients stay ahead of these critical trends. We hope this report serves as a useful resource for informed decision-making and strategic planning in the year ahead.

We look forward to continuing to support you as you build safer, more resilient operations in 2025 and beyond.

vantify

Discuss your needs today

William Martin, Meridian, Prosure360, and Elogs have joined forces to create Vantify® - our unified ecosystem that provides a single vantage point for compliance and risk management.

vantify