

# Corporate Social Responsibility Report

## Health and safety

Safety is our number one priority; we have always said we want everyone to go home from work in the same condition they arrived in. As part of our global Health and Safety programme we have looked at how other companies have reduced workplace injuries and want to learn from them.

### 2018 successes

- > Total Recordable Case Rate, Lost Working Day Injury (LWDI) Rate and Lost Working Day Severity – all lowest in last eight years
- > Severity of LWDI cases reduced significantly with 57 days lost in 2018 compared to 411 in 2017
- > Three sites reported zero LWDIs in 2018
- > One-third reduction in recordable incidents
- > 22% increase in “near miss” reporting
- > Safety Community month across the full company with the launch of our Safety Community Pledge.
- > Engaged with over 1,500 employees on safety culture assessments

We recognise that our employees are key if we want to reduce injuries, and during 2018 we engaged employees throughout the business to make them part of the “Devro Community”. We asked employees to take ownership for the safety of themselves and others through the launch of our Safety Community Pledge.



The Safety Community Pledge captures succinctly the core beliefs and practices that all employees must have towards safety to enable us to build safe workplace communities.

We ask all employees to have the shared view that we will all THINK SAFE, WORK SAFE and GO HOME SAFE. It really is that simple: we want all employees to go home in the same condition in which they arrived.

All employees participated in Safety Community Pledge workshops with employees then signing pledge boards to show their support and commitment.

By promoting common and shared beliefs and practices, we want to give employees a sense of belonging, trust, accountability and involvement.

We recognise our workplaces are not perfect or hazard-free and therefore a sense of community and camaraderie is essential in injury prevention, in combination with our safety management efforts.

Our aim is to create a Zero Accident community. To accomplish this, we focus on three areas of safety: firm foundation, “discipline discipline” and internalised safety behaviours.

Our internalised safe behaviours component recognises that safety should be an internalised value and actively practiced by each employee. With safety as a core value, employees share the belief that safety should be embraced as a way of life and making safety a habit. To help us achieve this we started our “Hearts & Minds” programme, have conducted safety culture assessments throughout the organisation and have engaged with over 1,500 employees during this process.

We held our first ever Safety Community Month across the business. This was a five week long initiative. It was launched by the Board, and our Executive Management Team members visited sites and offices to ensure visible leadership throughout the month.

All employees watched a safety psychology DVD we had commissioned by industrial safety psychologists. We had wellness topics each week covering mental health, breast and prostate cancer, travel safety and health and wellbeing. In addition, we provided free fruit each week. We launched our new global newspaper “The Safety Community Post” and kept everyone up to date each week. We ran a safety crossword competition for all employees. All sites also had local initiatives such as flu clinics, motivational speakers, ergonomist visits and health checks. The month initiative was a huge success and will be repeated in 2019.

In May 2018, our Health and Safety Managers across the group met in Scotland to discuss strategic projects to meet our zero accident goals. We have made significant progress in the creation and implementation of global standards to drive consistency across the group to ensure best practice and set the firm foundation. Safety underpins all our operational procedures with accountability for safety at every level of the organisation.

In January we introduced our “just and fair” standard as part of our “discipline discipline” initiative. This ensures that if human error is found to be a root cause of an incident or unsafe act, we can determine if this was a genuine lapse or deliberate violation and act on this with consistency of approach and in an appropriate manner.

During the course of 2018, there were 6,841 training course attendances on various health and safety topics across the regions by our 2,157 employees. In addition to this, every office and remote worker also participated in the safety community pledge workshops.

Health and safety is our first priority and therefore is one of the first agenda items in meetings of senior management including the Executive Management Team and Board. In addition, the Board reviews the Global Health and Safety Statement annually.

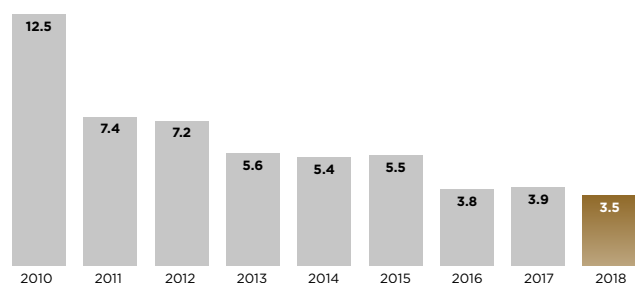
The Board’s Health and Safety Committee reviews and monitors safety performance in each of the regions. All sites have an annual safety and training plan in place, These are submitted to the Committee at the start of the year for review.

The Committee met four times in 2018 to review progress and meet with the regional safety committees.

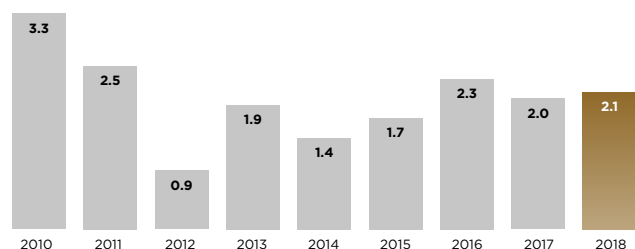
Overall, in 2018, following steady and significant improvements in our safety performance over the past decade, the number of injuries per million working hours – the total recordable case frequency – has decreased compared to 2017. We did, however, achieve a small decrease in the level of injuries that led to time off work in 2018. The severity of these was significantly less than in 2017 and there was a significant decrease in the number of working days lost.

We also externally benchmark our performance against the OSHA total recordable cases (TRC) rate. Devro had a TRC in 2018 of 0.7. The OSHA food manufacturing TRC rate was 4.7.

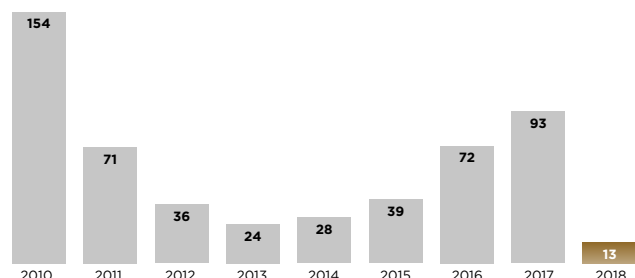
**Total recordable injury rate** (LWDI and recordable) per million hours worked



**Total number of lost working day incidents** per million hours worked



**Total number of lost working days** per million hours worked



**2018 safety statistics**

We also measure our performance by looking at the number of recordable injuries, i.e., those that need more attention than basic first aid and require the attention of a health professional. In 2018, there were 15 recordable incidents reported, a decrease from the 17 reported in 2017.

We recorded nine lost working day incidents in 2018 which was the same as in 2017. The number of working days lost due to injury was 57 which was a significant decrease from 411 in 2017.

Following every serious incident a full report is drafted with all remedial actions put in place as soon as is practical, with the circumstances shared at all sites to ensure the chance of recurrence elsewhere in the group is minimised.

**Statistics**

	2018	2017
Number of LWDIs	9	9
Number of days lost	57	411
Number of cases of occupational illness	8	2
Number of dangerous incidents	3	10
Number of recordable injuries	15	17
Number of first aid cases	96	75
Number of minor incidents	88	69
Number of near misses	287	236
Total hours worked	4,296,486	4,397,546

