

CORPORATE SOCIAL RESPONSIBILITY REPORT continued

HEALTH AND SAFETY

Safety is our number one value; we ask all employees to have the shared view that we will all THINK SAFE, WORK SAFE and GO HOME SAFE. We want all employees to go home in the same condition in which they arrived.

2019 SUCCESSES

- Lowest number of Lost Working Day incidents in five years
- Four sites did not report a LWDI in 2019
- Increase in the reporting of near misses across the Group
- Safety Community month across the Group with the launch of our Life Saving Rules and the My Zero concept
- All employees participated in our Hearts & Minds programme
- Engaged with over 1,500 employees for the safety culture survey
- Increased focus on mental health and wellbeing with Mental Health First Aiders being trained throughout the Group

Our aim is to create a Zero Accident workplace community and ensure everyone goes home safely every day. To accomplish this, we focus on three areas of safety: firm foundation, Discipline Discipline and internalised safety behaviours.

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. In 2019, we started to audit our compliance against these new global standards.

Safety underpins all our operational procedures with accountability for safety at every level of the organisation. Our aim is to ensure that safe systems of work are in place for all tasks and that risk assessments are documented and reviewed periodically. During 2020, there will be a critical review to ensure that they reflect the actual practices taking place in all parts of the organisation.

We ensure that the whole Group adhere to a formal Management of Change process so that safety needs are addressed in advance of changes being made.

Our internalised safe behaviours component recognises that safety should be a value internalised and actively practiced by each employee. To help us achieve this we launched our Hearts & Minds programme in 2018. In 2019, we continued our Hearts & Minds journey by delivering workshops to all employees across the organisation, and conducted a safety culture survey to check our progress to date.

We held a safety community month across the business in October. 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.

In 2018, we introduced our Safety Community Pledge. This captures succinctly the core beliefs and practices that all employees must have towards safety to enable us to build safe workplace communities. In 2019, we built on this by introducing Our Lifesaving Rules and the My Zero concept.

The purpose of the Life Saving Rules is to ensure we all WORK SAFE by clearly defining the safety critical rules, applicable to all, that we must all apply in our day-to-day work to ensure everyone goes home safe every day, everywhere.

One of our key beliefs is to strive for zero accident workplace communities. Our My Zero concept was introduced as Devro understands that the Zero does not belong to the Company but to our employees and their families. Going home safely each day without harm is our personal choice and responsibility. We asked all of our employees to accept their Zero, THINK before they act WORK to protect their Zero. We want everyone to be completely un-accepting of practices, conditions and pressures that could cause them harm and risk their Zero to ensure we all GO HOME SAFE.

To launch Our Lifesaving Rules and My Zero we created a safety video featuring hundreds of employees from across the organisation. We had wellness topics each week covering mental health, breast cancer, stroke awareness, travel safety and health and wellbeing. In addition, we provided free fruit each week, updated employees weekly in our global newspaper 'The Safety Community Post', we ran a safety drawing competition for the children of our Devro employees and finally, we ran a safety crossword competition for all employees.

SAFETY DRAWING COMPETITION WINNERS



- 1 2 years old - Netherlands.
- 2 14 years old - Czech Republic.
- 3 10 years old - Australia.
- 4 8 years old - China.
- 5 3 years old - United States.
- 6 7 years old - Scotland.

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 2020.

Last year we introduced our Just and Fair Standard as part of our Discipline Discipline area. 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. Over the course of the year we conducted over 200 Just and Fair reviews.

During the course of 2019, there were 7,900 training course attendances in various health and safety topics across the regions by our 2,019 employees. In addition to this, every office and remote worker also participated in the My Zero 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 2019 to review progress.

Overall, in 2019, 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 increased slightly compared to 2018. We did, however achieve a decrease in the level of injuries that led to time off work in 2019. The severity of the lost time incidents increased as there was an increase in the number of working days lost.

We externally benchmark our performance against the OSHA total recordable cases (TRC) rate. Devro had a TRC in 2019 of 0.8. The most recent OSHA food manufacturing TRC rate was 4.2.

2019 SAFETY STATISTICS

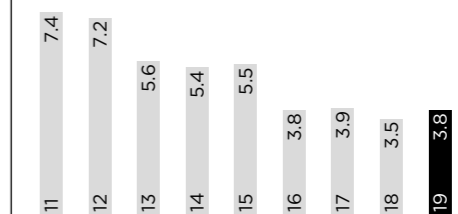
We also measure our performance by looking at the number of recordable injuries, those that need more attention than basic first aid and require the attention of a health professional. In 2019, there were 15 recordable incidents reported which was the same as the 15 reported in 2018.

We recorded seven lost working day incidents in 2019 which was an improvement on the nine reported in 2018. The number of working days lost due to injury was 99 which was an increase from 57 in 2018.

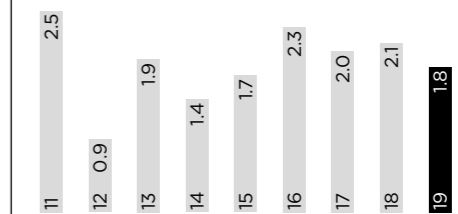
Following every serious incident, a full report is drafted with all remedial actions put in place as soon as is practical, with the circumstances shared at all sites to ensure the chance of recurrence elsewhere in the Group is minimised.



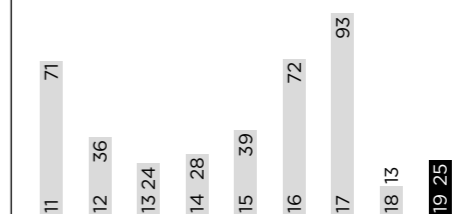
TOTAL RECORDABLE INCIDENTS PER MILLION HOURS WORKED



TOTAL NUMBER OF LOST WORKING DAY INCIDENTS PER MILLION HOURS WORKED



TOTAL NUMBER OF DAYS LOST PER MILLION HOURS WORKED



2019 VS 2018 STATISTICS

	2019	2018
Number of LWDIs	7	9
Number of days lost	99	57
Number of cases of occupational illness	6	8
Number of dangerous incidents	3	3
Number of recordable injuries	15	15
Number of first aid cases	111	96
Number of minor incidents	88	88
Number of near misses	416	287
Total hours worked	3,975,890	4,296,486