



Employee health & safety

It is the duty of employers to keep their people safe and healthy at work by minimising their exposure to risks and providing training, education and encouragement where it is needed.

Making progress

Aim	Aim	Aim
Continued reduction of Lost Work Day Accident Rate (LWDAR)	Focus on reduction of Total Recordable Frequency Rate (TRFR)	All manufacturing sites to be covered by Group certification to OHS as 18001
Status in 2018	Status in 2018	Status in 2018
21%	31%	100%
decrease in LWDAR since 2012	decrease in TRFR since 2017	sites covered by Group certification to OHSAS 18001*

*Excluding recently acquired sites in 2017

We strive to create a safe work environment in which employee safety is put first, wherever people work, from our research facilities through to manufacturing sites, warehouses and commercial offices.

Every location operates a health & safety management system that adheres to the Company's occupational health & safety policy, global standards, Code of Business Conduct and other specific guidance. The importance of these standards is recognised by our senior management team and forms an integral part of our culture and RB's responsibility value.

1. Safety at work

Providing a place of work in which people feel safe and secure and where their longer-term health is not adversely affected.

2.A health & safety culture

Making health & safety a part of how people think and operate when at work, both individually and collectively.

3.Global health & safety standards

Continue to strengthen capacity and expertise for areas of greatest risk.

1. Safety at work

Since 2001, we have reduced our injury rate across operations by 94%. In 2018 we achieved 30% reduction in our Lost Work Day Accident Rate (LWDAR) versus 2017.

Since 2013, RB has been tracking Total Recordable Frequency Rate (TRFR – lost work days, restricted work cases and beyond first aid incidents), to ensure all safety incidents are investigated and necessary improvements are made.

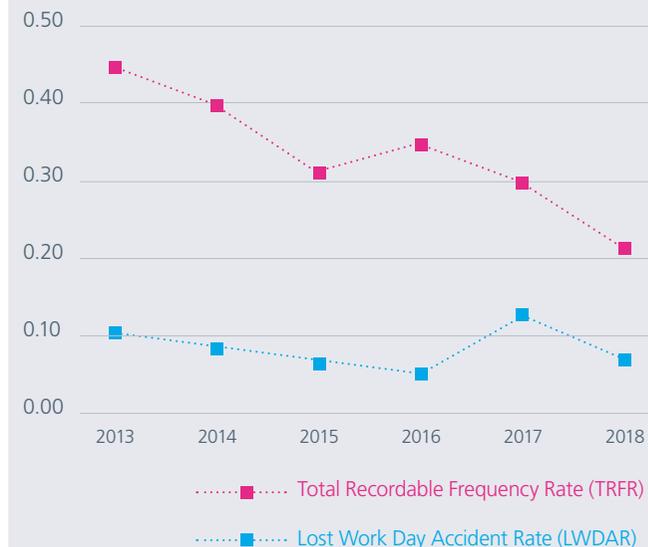
In 2018, there was a 54% reduction in TRFR compared to the 2013 baseline and 31% reduction versus 2017.

During the year, RB continued to focus on actively engaging workers' participation in behaviour safety observations. In December 2018, over 91% of all those working at an RB manufacturing site had documented at least one proactive safety action they had taken. Programmes such as these have contributed to the continual reduction in the number of accidents recorded at RB sites.

Despite steady progress, we are deeply saddened to report two deaths in 2018 at manufacturing sites: a contractor who lost their life while undertaking a roof repair in India and an employee who had medical complications following a machine guarding incident in Mexico.

These issues all prompted a full investigation and subsequent enhancements to global standards and practices across the entire organisation.

RB accident performance



Employee health & safety continued

2. A health & safety culture

By fostering a culture of health & safety at work, we believe we can continue to reduce the number of incidents that occur. At RB, we call this a safety-first culture. This means creating a workplace environment in which people consider their day-to-day behaviour and activities from a health & safety perspective and feel empowered to discuss any concerns or improvement opportunities with colleagues and line managers.

We continued to perform safety culture assessments across RB to build an understanding of how colleagues perceive and engage health & safety when at work. In addition, culture surveys were used to further understand existing views on workplace safety culture.

Results from these engagement programmes help to identify ways in which we can enhance safety practices and build a more health & safety-focused culture, both at a local level and more generally across the organisation.

3. Global health & safety standards

We have continued to strengthen capacity and expertise of our health & safety teams to cater for our targeted ambition to continuously improve our internal knowledge, decision making and appropriate external benchmarking. Our standards help everyone at RB understand what they need to do to ensure the safety of our people.

Since 2017, new global health & safety standards have been developed to provide clarity on expectations and controls on areas of greatest risk across all manufacturing, warehouses, R&D facilities and commercial offices.

CASE STUDY

Safety standards workshop – South Asia

A health & safety workshop was organised in Gurugram with the aim to share and learn the best practices being deployed at all RB manufacturing sites in the South Asia region, understanding the current and upcoming environment, health & safety (EHS) challenges. Each day, various sessions were organised to facilitate implementation of global H&S standards with the involvement of industry experts.

Bringing health & safety to life

RB is committed to ensuring the health, safety and welfare of each person in the workplace regardless of their location and role. Therefore, the Global Health & Safety team have taken an interactive approach to site safety by launching their 'Go Home Healthy' workshops.

These workshops aim to expand the knowledge of colleagues by guiding participants through an RB-inspired scenario – designed to encourage discussion and bring the learning to life.

The activity includes a visual representation of our typical supply operations and is designed to promote discussion around our safety challenges, safety in RB and the contribution that everybody can make to safety within their own roles.

Awards

Safety Innovation Award

We are proud to share that RB Mysore has been awarded the Safety Innovation Award 2018 by The Institution of Engineers (India) for the exemplary work being accomplished in the field of safety.

The Safety Innovation Award is a highly prestigious accolade which recognises the outstanding contributions to health & safety by leading government, non-government and business organisations.

This achievement was awarded to the site due to various initiatives being driven at RB Mysore, including:

- The safety improvement of Dettol Antiseptic Liquid processes, in sequences of raw material addition.
- Various initiatives on site focused around improving compliance levels with our H&S minimum standards, process safety standard and our highly protected standards.
- A range of events and initiatives to promote improvements to our safety culture on site.

National occupational Safety and Health Award

RB's Banglee factory in Thailand has been awarded a national occupational Safety and Health Award for the second year running. The plant in Thailand has not had a 'lost time' accident for the past three years, thanks to their 'safety first' mentality and training and the work upgrading the health & safety systems and processes to create a site of trust for our employees.

The award commends RB for outstanding performance in compliance and high standards in the administration and management of occupational safety, health and environment. As well as meeting all requirements – such as no severe or lost time accidents, a robust H&S system fully compliant to local regulations and evidence of continuous improvement – we also demonstrated a positive safety culture during the annual inspection, which included interviews with employees and the leadership team.

Different activities and campaigns have helped, including a game where teams compete against each other to identify and rectify poor safety behaviours; road safety and helmet campaigns and inspections, in-house motorcycle driving training and online reporting of safety behaviours.

Employee health & safety continued

Appendix 1

External assessment

To ensure the effectiveness of our health & safety management systems, we are independently verified by external assessors. The RB Group's health & safety management system is certified to the globally recognised OHSAS 18001 standard and covers all RB manufacturing sites, excluding acquired sites in 2017, which we endeavour to be certified in 2019.

No government prosecutions for employee health & safety violations were brought against RB sites in 2018.

Reporting and performance management

All sites report accidents and illnesses into a centralised tool as they occur, and all serious cases are fully investigated. First-aid cases and near misses are also reported. The learning from all incidents is shared, where appropriate, across the organisation, along with recognised best practices. Health & safety performance is consolidated at regional and Group level on a monthly basis and is reviewed by senior management.

We also set clearly defined standards for our suppliers and other third parties within the supply chain and have a programme to monitor compliance through our human rights and responsible business programme.



[Click here for more information on Human Rights and Responsible Supply Chains.](#)

Health & safety performance

The following table details RB's health & safety performance since 2012. We make some assumptions when calculating working hours (used for our LWDAR data) which are outlined in [RB's Reporting Criteria and Basis of Preparation](#).

Health & safety	Units	2012*	2013*	2014*	2015*	2016*	2017*	2018	% Change vs. 2012
Lost Work Day Accident Rate (LWDAR)**	per 100,000 hours	0.107	0.107	0.093	0.080	0.071	0.121	0.084	-21%
Employee fatalities	number	1	0	0	1	2	0	1	–
Contractor fatalities	number	0	0	0	0	0	0	1	–
Severe accidents***	number	1	1	2	3	1	2	4	–

* Assured by PwC in 2016 and 2017.

† Assured by EY in 2012–2015.

Assured by ERM CVS in 2018, see [RB's Reporting and Assurance Insight](#).

** At manufacturing, warehouse and R&D commercial sites, resulting in at least one day of lost time, per 100,000 hours worked. LWDAR 2017-2018 also includes organised travel.

*** A severe accident is a permanent disability, including loss of sensory motor dexterity e.g. loss of a fingertip.



[Click here to see RB's Reporting Criteria and Basis of Preparation.](#)



[Click here to see RB's Reporting and Assurance Insight.](#)