

# Occupational health and safety

## Creating a safe and healthy workplace

We are committed to provide a safe and healthy work environment at our sites for all employees, contractors and visitors. It is our aim to make sure that everyone who works and visits Asaleo Care will leave as healthy and safely as they arrived.

## New safety strategy launched

In 2018, we undertook a comprehensive review of our OHS culture, performance and Management System as part of the development of a new safety strategy. Our progress was benchmarked against best practice and peer companies in Australasia and internationally.

The key pillars of our safety strategy are:

1. **Culture and Leadership** – to further develop our leaders' capability and commitment to demonstrate safety leadership
2. **Work Environment** – to continue to improve our assets, equipment and processes
3. **OHS Management System** – to provide consistent standards across the business in an environment of varying local legislative requirements

Taking us to 2020, our safety strategy leverages the strong foundation provided by our OHS Management System and compliance programs to raise the importance of risk management, increase engagement, and adopt a culture with a greater focus on safety.



## Working towards an OHS preventative culture

For 2018, our Lost Time Injury Frequency Rate (LTIFR) and Total Injury Frequency Rate (TIFR) largely remained unchanged compared to the year prior.

We recognise our safety performance must improve and more must be done. While most sites continued to achieve sustained serious injury-free periods during the year, even one injury is one too many. Our employees, contractors and their families deserve our commitment to provide a safe and healthy workplace.

We remain committed to improving our safety performance through ongoing investment in safety initiatives.

While most sites continued to achieve sustained serious injury-free periods during the year, even one injury is one too many.



### Reducing risk through our capital investment program

A strong risk management focus was maintained in 2018 and ensured we continued to address major hazards and other potential causes of harm.

Capital investments, and supportive risk elimination and mitigation programs were implemented during the year, including:

- > Ongoing removal of asbestos containing materials at Box Hill, Victoria and Kawerau, New Zealand
- > Vehicle and pedestrian safety improvements with more engineered barriers erected including fencing and railing
- > Ergonomic improvements with improved material handling equipment and a greater use of sitting-standing desks for sedentary workers
- > Electrical improvements in Fiji to ensure older equipment meets standards
- > Platform, walkway and lifting equipment improvements around high-risk tasks on paper machines
- > Building improvements including roof replacements at sites in Fiji and Kawerau, New Zealand

As a result of our risk management program and these investments, major projects were managed without any reportable injuries.

### OHS Management System certification

The majority of Asaleo Care sites have AS4801 OHS Management System certification. During 2018, several sites undertook recertification and, supported by an ongoing internal audit program, all retained certification.

