

Material Topic	2017					2018					2019					2020					2021					Context	GRI/SASB				
OCCUPATIONAL HEALTH AND SAFETY																										EN-EP-320a.1					
Number of workers represented by HSE committees					685					1023					1055					972					949	All OH&S metrics report male and female statistics together	413-1				
% of workers represented by HSE committees					100					100					100					100					100	Every worker is represented by HSE	413-1				
Workers with high risk of occupation-related disease					0					0					0					0					0		403-3				
Hours of training related to health, safety & emergency response					NT					NT					NT					5839					9415	Permanent and fixed term contract staff					
Average hours / staff & fixed term contractors of health, safety & ER training					NT					NT					NT					6.0					9.9		403-3				
TRIFR - STAFF AND INDEPENDENT CONTRACTORS/VENDORS																															
Total recordable injury frequency per 200,000 hours					1.33					0.94					1.28					1.21					1.14	Year over year increase in 2019 TRIFR was primarily driven by an increase in contractor and employee recordable injuries, and decrease in employee worked hours, partially offset by an increase in contractor worked hours	403-2				
Total recordable injury frequency per 1,000,000 hours					6.67					4.72					6.41					6.05					5.71		403-2				
INJURY RATES, STAFF (PERMANENT & FIXED TERM)																															
Types of injury – all staff (permanent and fixed term)	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F Fatality	LT Lost time	RW Restricted Work	MW Medical Aid	403-2	
Canada	0	0	0	0	0	0	0	0	1	1	0	0	1	0	1	0	0	0	0	3	3	0	0	1	1	2					
France	0	1	0	0	1	0	0	0	1	1	0	2	0	1	3	0	1	0	0	1	1	0	2	0	0	2					
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Australia	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
United States	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Germany	0	0	0	1	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2					
Central and Eastern Europe						0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Ireland						0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0	0	1					
Corporate											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2020: Corporate fixed term hours separated out from Canada fixed term hours			
Injury rate – all staff					0.0000020					0.0000010					0.0000014					0.0000021					0.0000013	Injuries relative to total workforce hours	403-2				
Canada					0					0.0000010					0.0000023					0.0000063					0.0000031						
France					0					0					0.0000101					0.0000036					0.0000072						
Netherlands					0					0.0000000					0.0000000					0.0000000					0.0000000						
Australia					0.0000150					0					0.0000000					0.0000000					0.0000000						
United States					0					0					0.0000000					0.0000000					0.0000000						
Germany					0.0000217					0					0.0000000					0.0000000					0.0000299						
Central and Eastern Europe										0					0.0000000					0.0000000					0.0000000						
Ireland										0					0.0000067					0.0000000					0.0000067						
Corporate															0.0000000					0.0000000					0.0000000	2020: Corporate fixed term hours separated out from Canada fixed term hours					
LTIFR - all staff, per 1 million hours worked					1.01					0.00					1.39					0.69					1.93		403-2				
TRIFR - all staff, per 1 million hours worked					3.04					1.43					3.48					2.75					4.51	2020 data change - formula correction					
Total Workforce Hours, all staff					987,115					2,102,880					1,435,976					1,454,292					1,553,092		403-2				
Canada					463,752					1,015,040					429,021					476,152					647,523						
France					271,902					343,200					298,289					278,440					278,776						
Netherlands					121,016					199,680					111,117					121,236					95,700						
Australia					66,456					170,560					92,200					54,611					52,686						
United States					18,000					56,160					50,969					58,216					51,080						
Germany					45,989					91,520					76,493					70,225					66,871						
Central and Eastern Europe										22,880					15,080					21,400					13,920						
Ireland										203,840					149,052					149,360					149,514						
Corporate															213,755					224,652					197,022	2020: Corporate fixed term hours separated out from Canada fixed term hours					
Absentee rate – all staff					0.014					0.014					0.015					0.013					0.014	2012-2015: long-term disability days divided by total staff; 2016: absentee days due to S<D and sick leave divided by total days available for all permanent staff; 2020: available days refined to exclude paid time off days such as vacation, parental leave etc.	403-2				
INJURY RATES, INDEPENDENT CONTRACTORS/VENDORS																															
Types of injury - independent contractors	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F	LT	RW	MA	Total	F Fatality	LT Lost time	RW Restricted Work	MW Medical Aid	403-2	
Canada	0	2	5	4	11	0	1	3	7	11	0	3	3	10	16	0	0	0	8	8	0	2	4	3	9						
France	0	2	1	0	3	0	4	1	3	8	0	1	0	3	4	0	3	1	1	5	0	3	2	0	5						
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	1						
Australia	0	0	0	2	2	0	1	0	0	1	0	0	0	0	0	0	0	2	0	2	0	0	0	1	1						
United States	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	0	0	0	1	1	0	0	2	0	2						
Germany	0	0	1	0	1	0	0	2	0	2	0	2	0	0	2	0	5	1	0	6	0	0	1	0	1						
Central and Eastern Europe						0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	1	1						

Material Topic	2017	2018	2019	2020	2021	Context	GRI/SASB
Ireland							
Injury rate – independent contractors	0.000084	0.000069	0.000076	0.000076	0.000063	Injuries relative to total independent contractor hours	403-2
Canada	0.0000109	0.0000066	0.0000077	0.0000218	0.0000182		
France	0.0000050	0.0000155	0.0000080	0.0000453	0.0000200		
Netherlands	0.0000000	0.0000000	0.0000073	0.0000000	0.0000069		
Australia	0.0000308	0.0000149	0.0000000	0.0000162	0.0000069		
United States	0.0000000	0.0000000	0.0000053	0.0000023	0.0000073		
Germany	0.0000095	0.0000355	0.0000155	0.0000612	0.0000143		
Central and Eastern Europe		0.0000000	0.0000233	0.0000000	0.0000028		
Ireland		0.0000000	0.0000054	0.0000033	0.0000000		
LTIFR - independent contractors: per 1 million hours worked	1.99	1.88	2.53	2.66	1.58		
TRIFR - independent contractors: per 1 million hours worked	8.45	6.88	7.59	7.65	6.30		403-2
Contractors Hours Worked	2,012,886	3,199,011	3,555,534	3,007,889	3,172,636		
Canada	1,008,836	1,662,745	2,081,367	1,522,205	1,337,945		
France	600,819	517,335	500,172	367,150	494,200		
Netherlands	121,805	261,312	136,735	110,449	249,585		
Australia	64,992	67,224	105,783	123,762	145,620		
United States	110,974	262,399	374,882	438,992	274,397		
Germany	105,460	56,266	128,811	97,970	70,056		
Central and Eastern Europe		75190	42,857	47,836	357,844		
Ireland		296540	184,928	299,525	242,989		
Absentee rate – independent contractors	N/T	N/T	N/T	N/T	N/T	Current system does not track absentee days for independent contractors, so this figure cannot be calculated	403-2