

OCCUPATIONAL HEALTH AND SAFETY	2018					2019					2020					2021					2022					Context	GRI/SASB				
SYSTEM COVERAGE																										F Fatality LT Lost time RW Restricted Work MA Medical Aid	EM-EP-320a.1				
& workers covered by OHS management system					100					100					100					100					100	Our HSE management system covers all workers	403-1				
% of workers represented by HSE committees					100					100					100					100					100	Every worker is represented by HSE	403-1				
Workers with high risk of occupation-related disease					0					0					0					0					0		403-3				
Hours of training: health, safety & emergency response					NT					NT					5839					9,415					10,215	Permanent and fixed term staff	403-5				
Average hours of training / staff & fixed term contractors					NT					NT					58.4					94.2					10.5		403-5				
TRIFR, STAFF & INDEPENDENT CONTRACTORS/VENDORS																															
Total recordable injury frequency per 200,000 hours					0.94					1.15					1.15					1.11					0.73		403-9				
Total recordable injury frequency per 1,000,000 hours					4.72					5.77					5.75					5.54					3.65		403-9				
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		403-9				
Canada	0	0	0	1	1	0	0	1	0	1	0	0	0	3	3	0	0	1	1	2	0	0	1	1	2	Update: Corporate+Canada combined: 2018 to 2022					
France	0	0	0	1	1	0	2	0	1	3	0	1	0	0	1	0	2	0	0	2	0	0	0	0	0						
Netherlands	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1						
Australia	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						
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						
Germany	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	0	0						
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	0	0	0	0						
Ireland	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	1	0	0	1	0	1	0	0	0						
Injury rate – all staff	0.0000010					0.0000014					0.0000021					0.0000013					0.0000007					Injuries relative to total workforce hours	403-9				
Canada	0.0000010					0.0000016					0.0000043					0.0000024					0.0000030					Update: Corporate+Canada combined: 2018 to 2022					
France	0					0.0000101					0.0000036					0.0000072					0.0000000										
Netherlands	0.0000000					0.0000000					0.0000000					0.0000000					0.0000100										
Australia	0					0.0000000					0.0000000					0.0000000					0.0000000										
United States	0					0.0000000					0.0000000					0.0000000					0.0000000										
Germany	0					0.0000000					0.0000000					0.0000299					0.0000000										
Central and Eastern Europe	0					0.0000000					0.0000000					0.0000000					0.0000000										
Ireland	0					0.0000067					0.0000000					0.0000067					0.0000067										
LTIFR - all staff, per 1 million hours worked	0.00					1.39					0.69					1.93					0.73						403-9				
TRIFR - all staff, per 1 million hours worked	1.43					3.48					2.75					4.51					2.92					2020 data change - formula correction					
Total Workforce Hours, all staff	2,102,880					1,435,976					1,454,292					1,553,092					1,369,691						403-9				
Canada	1,015,040					642,776					700,804					844,545					665,422					Update: Corporate+Canada combined: 2018 to 2022					
France	343,200					298,289					278,440					278,776					262,835										
Netherlands	199,680					111,117					121,236					95,700					100,157										
Australia	170,560					92,200					54,611					52,686					66,535										
United States	56,160					50,969					58,216					51,080					44,282										
Germany	91,520					76,493					70,225					66,871					58,016										
Central and Eastern Europe	22,880					15,080					21,400					13,920					22,160										
Ireland	203,840					149,052					149,360					149,514					150,284										
Absentee rate – all staff	0.014					0.015					0.013					0.014					0.019					2016: absentee days for S<D & sick leave / total days available for all permanent staff; 2020+: days refined to exclude paid time off eg vacation, parental leave					403-9
INJURY RATES, INDEPENDENT CONTRACTORS/VENDORS	2018					2019					2020					2021					2022										
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		403-9				
Canada	0	1	3	7	11	0	3	3	10	16	0	0	0	8	8	0	2	4	3	9	0	0	8	1	9						
France	0	4	1	3	8	0	1	0	3	4	0	3	1	1	5	0	3	2	0	5	0	1	0	2	3						
Netherlands	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	1	1	0	1	0	0	1						
Australia	0	1	0	0	1	0	0	0	0	0	0	0	2	0	2	0	0	0	1	1	0	0	2	0	2						
United States	0	0	0	0	0	0	2	0	0	2	0	0	0	1	1	0	0	2	0	2	0	0	1	1	2						
Germany	0	0	2	0	2	0	2	0	0	2	0	5	1	0	6	0	0	1	0	1	0	1	0	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	0	0	0	0	0						
Ireland	0	0	0	0	0	0	0	1	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0						

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Injury rate – independent contractors	0.0000069	0.0000066	0.0000071	0.0000060	0.0000039	Injuries relative to total independent contractor hours	403-9
Canada	0.0000066	0.0000061	0.0000046	0.0000060	0.0000039	Note update to 2020 and 2021 injury rates	
France	0.0000155	0.0000080	0.0000136	0.0000101	0.0000055	Note update to 2020 and 2021 injury rates	
Netherlands	0.0000000	0.0000073	0.0000000	0.0000040	0.0000051	Note update to 2021 injury rate	
Australia	0.0000149	0.0000000	0.0000162	0.0000069	0.0000079		
United States	0.0000000	0.0000053	0.0000023	0.0000073	0.0000031		
Germany	0.0000355	0.0000155	0.0000612	0.0000143	0.0000083		
Central and Eastern Europe	0.0000000	0.0000233	0.0000000	0.0000028	0.0000000		
Ireland	0.0000000	0.0000054	0.0000033	0.0000000	0.0000000		
LTIFR - independent contractors: per 1 million hours worked	1.88	2.19	2.47	1.50	0.64		
TRIFR - independent contractors: per 1 million hours worked	6.88	6.57	7.09	6.02	3.86		403-9
Contractors Hours Worked	3,199,011	4,110,146	3,242,477	3,323,443	4,659,720		
Canada	1,662,745	2,635,979	1,756,793	1,488,752	2,333,677	Contracted hours updated for 2019, 2020 and 2021	
France	517,335	500,172	367,150	494,200	545,840		
Netherlands	261,312	136,735	110,449	249,585	194,828		
Australia	67,224	105,783	123,762	145,620	254,509		
United States	262,399	374,882	438,992	274,397	645,219		
Germany	56,266	128,811	97,970	70,056	119,865		
Central and Eastern Europe	75190	42,857	47,836	357,844	343,460		
Ireland	296540	184,928	299,525	242,989	222,322		
Absentee rate – independent contractors	N/T	N/T	N/T	N/T	N/T	Current system does not track contractor absentee days	403-9