



VALUING OUR PEOPLE

Our people remain at the heart of our success. We strongly believe that engaging all employees and galvanising their efforts in line with the Company’s Vision and Values will set us on a successful path to achieving all our business objectives.



Health and safety

We are committed to conduct our business in a responsible manner, ensuring the health, safety and welfare of our employees, visitors and contractors who undertake work on our behalf. We believe that effective health and safety management and continual improvement in performance is critical to our continued success.

Our aim is to create a positive safety culture within our organisation, not just to ensure that employees at all levels fulfil their legal responsibilities, where effective health and safety management is a fundamental and integral part of our business.

During 2022 the number of RIDDOR incidents reduced by 18%, reflecting the fact that fewer more serious incidents were experienced in the year. Our RIDDOR record is below the industry average, although the Injury Frequency Rate and Lost Time Injury Rate both increased when compared to the previous year.

We have improved the reporting of near misses and unsafe acts and conditions, as part of a proactive approach to risk management, with the aim of reducing the likelihood of future workplace injuries. This improvement, when combined with the effective and timely implementation of corrective and preventive action, supports our positive safety culture and we are targeting an improvement in these KPIs in 2023.

KPI	2022	2021
Injury frequency rate ¹	4.8	3.7
Lost time injury frequency rate ²	1.0	0.8
RIDDOR-reportable injuries	23	28
Near misses	102	29

¹ Injuries per 100,000 hours worked.

² Lost time accidents per 100,000 hours worked.

During 2022, we introduced an escalation reporting process, whereby the relevant senior managers are notified of all lost time incidents and are required to attend root cause analysis meetings, to help ensure lost time incidents and other more serious incidents gain the attention they need to prevent recurrence.

There were no site visits by the Health & Safety Executive during the year and only a small number of recommendations were forthcoming from insurance surveys and inspections, all of which have been appropriately addressed.

Certification to ISO 45001 was maintained for our main manufacturing sites in Alfreton, with a small number of minor non-conformances and opportunities for improvement identified. As part of our Safety, Health and Environment (SHE) strategy we aim to achieve certification to the standard across all Eurocell operational facilities by the end of 2025.