



Photo credit: Mike Everett, South Africa

# Health, safety & well-being data

ERM Sustainability Report 2021

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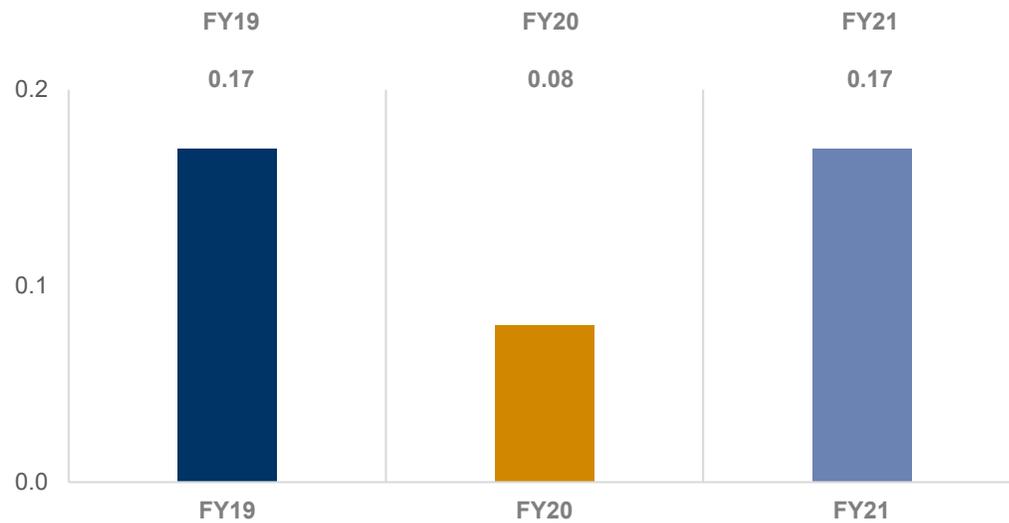
*The business of sustainability*



## Health, safety & well-being data

### DAWC rate

Days away from work case (DAWC) rate FY19 – FY21 <sup>1 2</sup>



<sup>1</sup> Days away from work cases (DAWC) is the number of days away from work multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

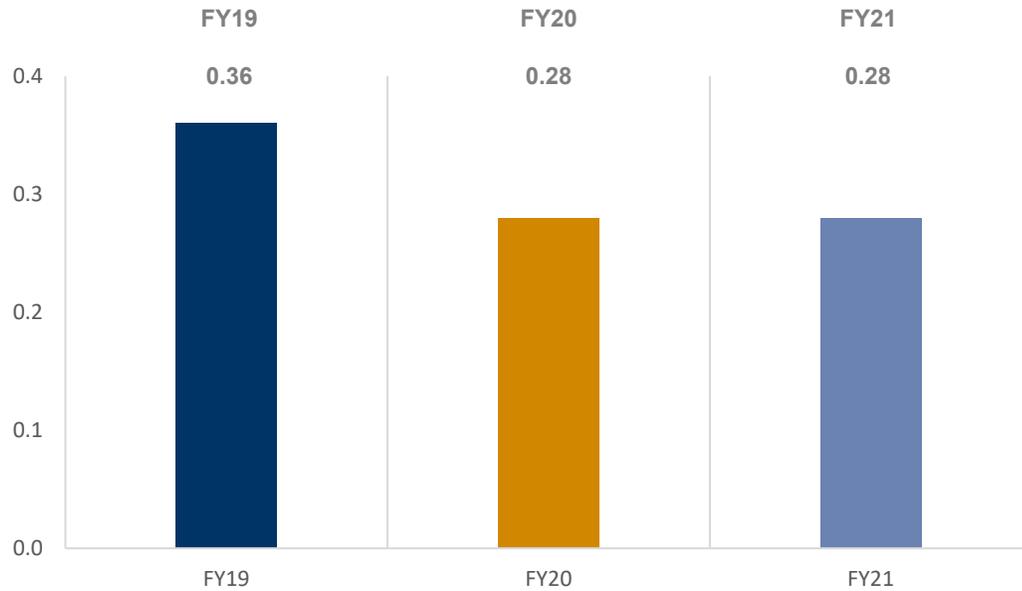
<sup>2</sup> Days away from work cases (DAWC) rate tracks any work-related injuries or illness that results in the injured/ill worker being unable to work for 1 or more days following the event. ERM tracks this metrics for our sustainability targets and goals.

## Health, safety & well-being data

### TRIR

GRI 403-9

Total recordable incident rate (TRIR) FY19 – FY21 <sup>1 2</sup>



<sup>1</sup> Data includes ERM employees only.

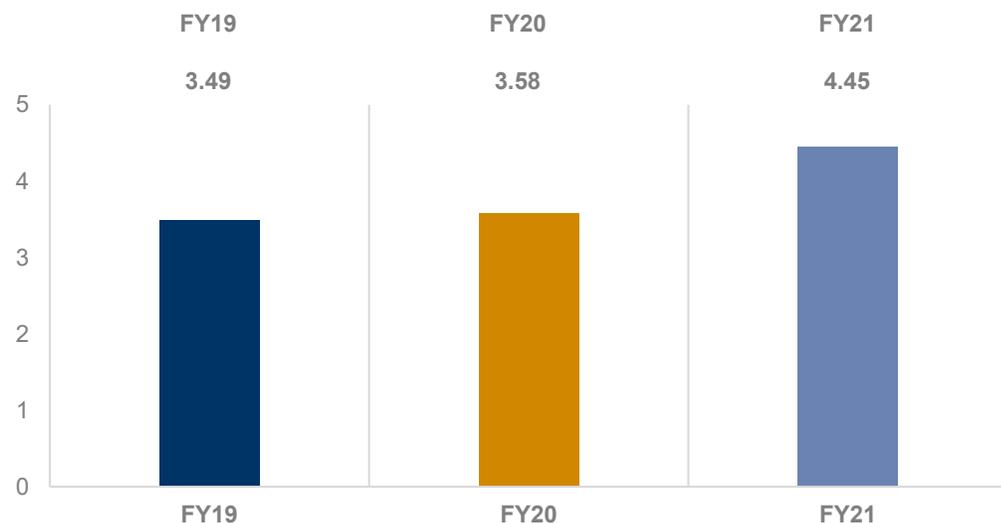
<sup>2</sup> Total Recordable Incident Rate (TRIR) is the number of recordable injuries and illnesses multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

## Health, safety & well-being data

### Severity rate

GRI 403-9

Severity rate FY19 – FY21 <sup>1 2 3</sup>



Severity rate, by region FY19 – FY21 <sup>1 2 3</sup>

	FY19	FY20	FY21
Asia Pacific	0.00	0.00	0.00
Europe, Middle East and Africa	3.84	0.77	3.15
Latin America and Caribbean	1.86	2.92	8.57
North America	5.58	7.01	7.06
Global Businesses	0.00	0.00	0.00
Group	0.00	0.00	0.00
<b>Total</b>	<b>3.49</b>	<b>3.58</b>	<b>4.45</b>

<sup>1</sup> Data includes ERM employees only.

<sup>2</sup> Severity rate is the total number of days away from work and restricted-duty days multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

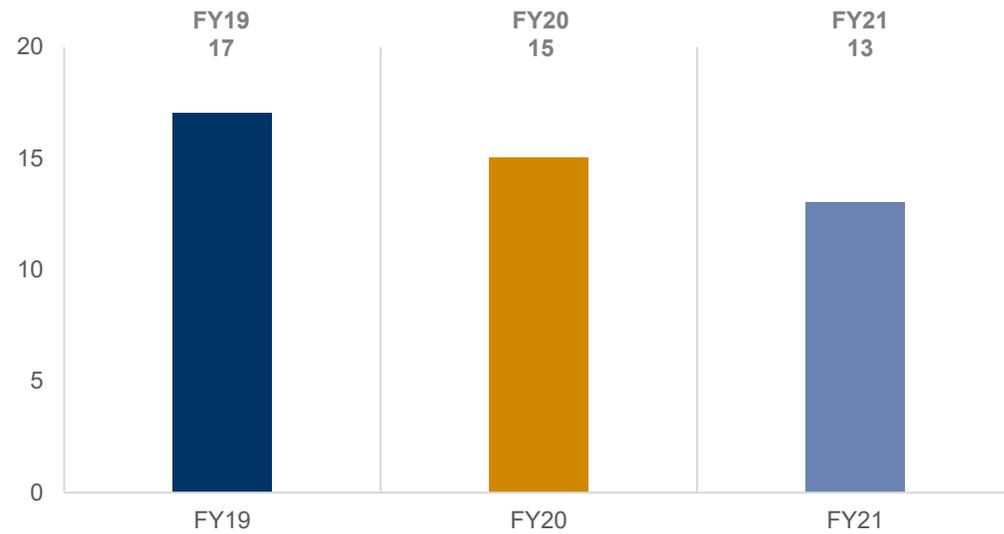
<sup>3</sup> Severity rates can vary due to number of hours worked, and the severity rate can be highly influenced by a single work-related injury or illness.

## Health, safety & well-being data

### Recordable incidents

GRI 403-9

Number of recordable incidents FY19 – FY21 \*



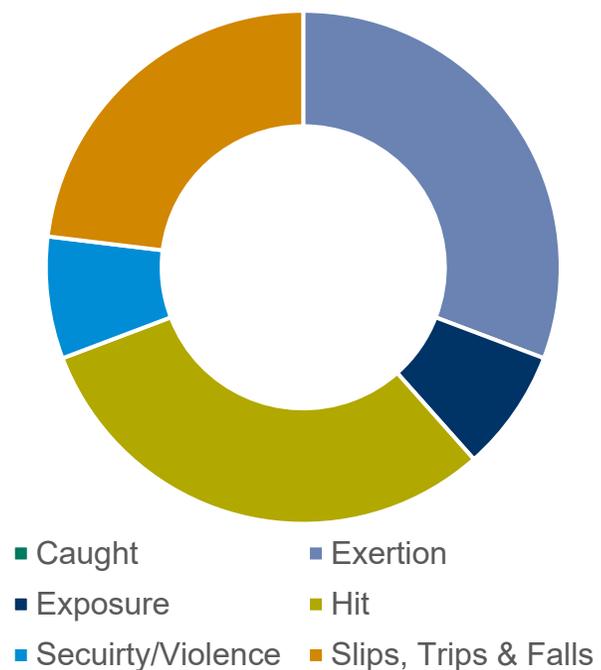
\*Data includes ERM employees only.

## Health, safety & well-being data

### Recordable incidents by type

GRI 403-9

Recordable incidents, by type FY21



Number of recordable incidents, by type FY19 – FY21

	FY19	FY20	FY21
Caught <sup>1</sup>	1	0	0
Exertion <sup>2</sup>	1	3	4
Exposure <sup>3</sup>	3	5	1
Hit <sup>4</sup>	5	5	4
Security/Violence <sup>5</sup>	1	0	1
Slips, trips & falls <sup>6</sup>	6	2	3
<b>Total</b>	<b>17</b>	<b>15</b>	<b>13</b>

<sup>1</sup> Includes caught on, in or under.

<sup>2</sup> Includes ergonomic (office or field) and fatigue.

<sup>3</sup> Includes chemical and environmental exposures.

<sup>4</sup> Includes hit by and against.

<sup>5</sup> Includes aggression/threats towards personnel.

<sup>6</sup> Includes falls on stairs, falls to lower levels, falls from height, falls on same level, and slip/trips from stairs..

## Health, safety & well-being data

### Subcontractors

GRI 403-9

Subcontractors injury and illness FY19 – FY21 \*

	FY19	FY20	FY21
Recordable injuries	8	5	1
Injury/illness incidents	43	33	21
Near miss	53	54	28
<b>Total</b>	<b>104</b>	<b>92</b>	<b>50</b>

\*This data includes subcontractor workers only. A subcontractor for ERM provides services on an ERM project ultimately for an ERM-external client. This includes lower-tier subcontractors.

## Health, safety & well-being data

### Safety AT ERM Score GRI 403-5

Safety AT ERM Score FY19 – FY21 <sup>1</sup>

	FY19	FY20	FY21
Asia Pacific	47.3	92.8	86.4
Europe, Middle East and Africa	52.3	93.5	86.8
Latin America and Caribbean	70.4	82.2	94.3
North America	52.8	89.6	92.0
Global Businesses <sup>2</sup>	42.2	65.4	38.4
Group <sup>2</sup>	30.0	21.0	31.0
<b>Global score <sup>3</sup></b>	<b>54.9</b>	<b>90.2</b>	<b>89.9</b>

<sup>1</sup> The Safety AT ERM score includes an evaluation of our overall program. The scores are calculated at the business unit level, and the global score is derived by calculating a weighted average of each operational business unit score (weighted based on hours worked). A target of 75 is given to each business unit and region for FY21.

<sup>2</sup> For Global Businesses, the maximum scoring potential is 75 instead of 100. Group does not have a goal as they are not considered an operational business unit.

<sup>3</sup> The global score does not include Global Business or Group performance, only the four main regions.



Photo credit: Suhas Fuladi, India

## Contact us

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