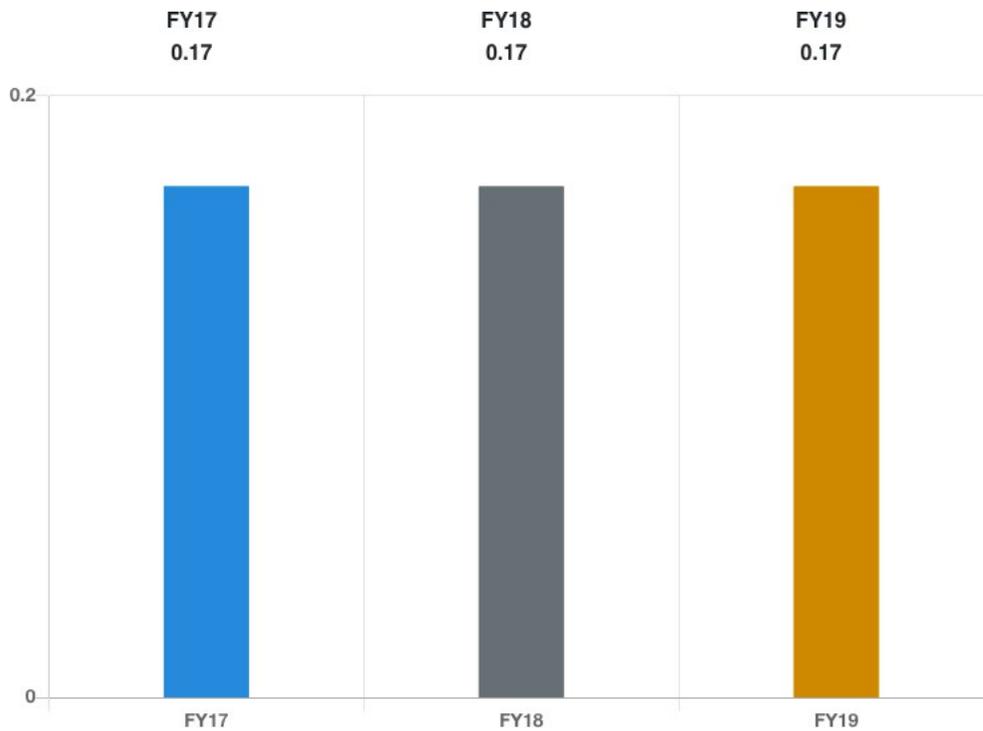


Occupational health and safety data

DAWC Rate

Days away from work case (DAWC) rate FY17 - FY19 ^{1 2}



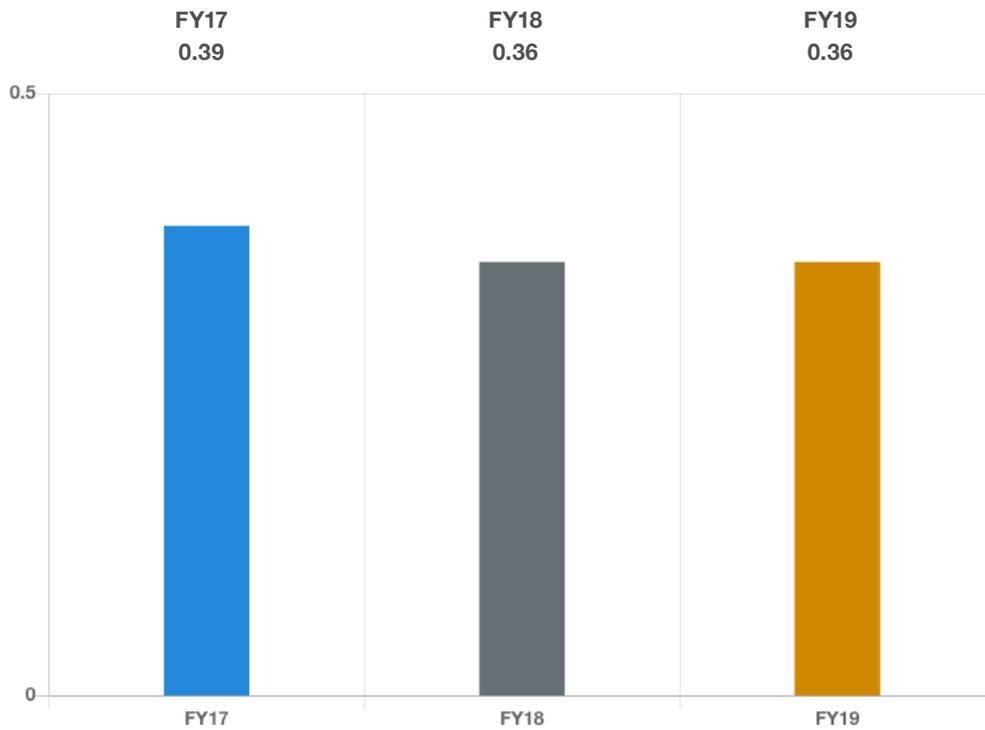
¹ Days away from work cases (DAWC) is the number of days away from work multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

² 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.

Occupational health and safety data

TRIR GR 403-9

Total Recordable Incident Rate (TRIR) FY17 – FY19 ^{1 2}



¹ This data includes ERM employees only.

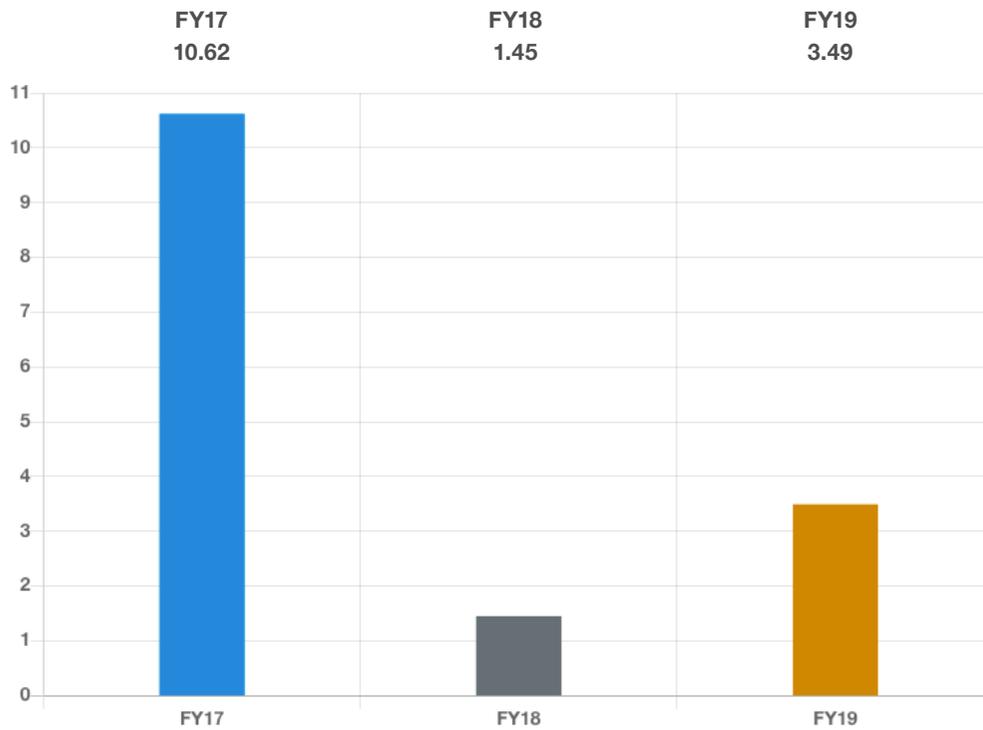
² Total Recordable Incident Rate (TRIR) is the number of recordable injuries and illnesses multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

Occupational health and safety data

Severity rate

GR 403-9

Severity rate FY17 – FY19 ^{1 2 3}



¹ This data includes ERM employees only.

² 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.

³ 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.

Severity rate by region

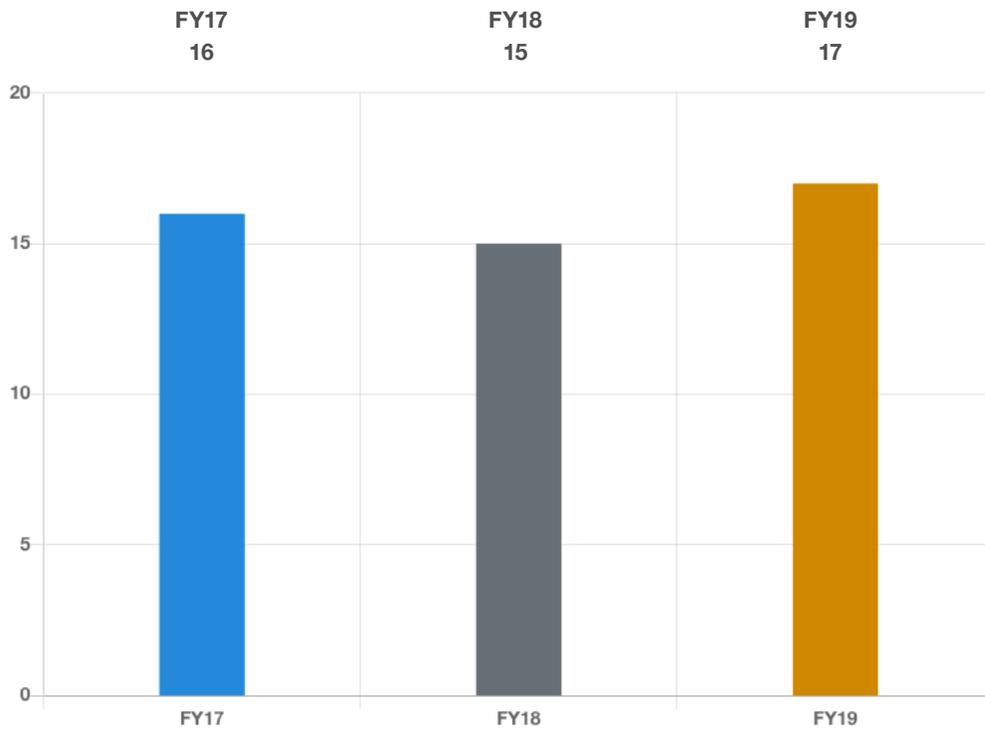
	FY17	FY18	FY19
Europe, Middle East and Africa	2.02	5.65	3.84
Asia Pacific	0.86	0.00	0.00
Latin America and Caribbean	3.71	1.82	1.86
North America	21.86	0.11	5.58
Global Businesses	0.00	0.00	0.00
Group	0.00	0.00	0.00
Total	10.62	145	3.49

Occupational health and safety data

Recordable incidents

GR 403-9

Number of recordable incidents FY17 – FY19 ¹

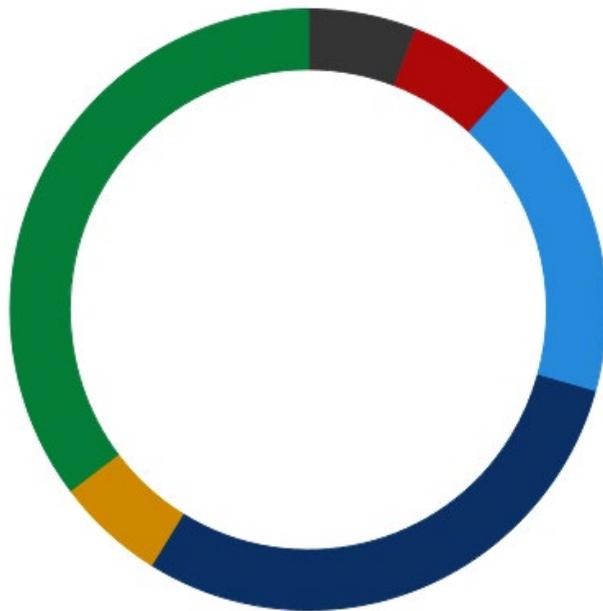


¹ This data includes ERM employees only.

Recordable incidents by type

GR 403-9

Recordable incidents by type FY19



Recordable incidents by type FY17 – FY19

	FY17	FY18	FY19
Caught ¹	1	0	1
Exertion ²	4	3	1
Exposure ³	3	3	3
Hit ⁴	3	6	5
Security/Violence ⁵	0	0	1
Slips, trips & falls ⁶	5	3	6
Total	16	15	17

¹ Includes caught on, in or under.

² Includes ergonomic (office or field) and fatigue.

³ Includes chemical and environmental exposures.

⁴ Includes hit by and against.

⁵ Includes aggression/threats towards personnel.

⁶ Slips, trips & falls includes falls on stairs, falls to lower levels, falls from height, falls on same level, and slip/trip from stairs.

Occupational health and safety data

Recordable incidents by type

GR 403-9

Subcontractors injury and illness FY17- FY19 ¹

	FY17	FY18	FY19
Recordable injuries	9	6	8
Non-recordable injury/illness incidents	38	42	35
Near miss	50	45	53

¹ 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.