

Enhancing Occupational *Health & Safety*


INDEVCO



Enhancing Occupational Health & Safety



OUR COMMITMENT

is to put in place and train staff on safety procedures and policies that meet international standards for decent and safe working conditions to preserve employee health and wellbeing

Management Approach

With over 10,100 people worldwide, employee wellbeing and safety are top priorities at INDEVCO. We have identified occupational health and safety as a clear material topic, supported by stakeholder responses in our 2017 materiality assessment. We have implemented universal health and safety systems and processes across all operations with our Internal Audit and Insurance Departments regularly conducting scheduled and surprise audits. These audits assess housekeeping, policies, hazard prevention, adherence to international labor law and certification requirements.

Context

McKinsey's Global Survey on Sustainability highlights a clear shift of focus from renewable energy and waste management to safety and security. ^[1] The UN set decent work for all as one of its 17 2030 Sustainable Development Goals (SDGs). UN SDG8, Target 8.8 focuses on promoting safe and secure working environment for all workers, including migrant workers. ^[2]

OUTCOMES

Within the manufacturing environment, employees are exposed to loud noises, operate heavy machinery, and encounter other risks associated with specific industrial processes. INDEVCO plants require employees to wear personal protective equipment (PPE) protective gear and offer regular health checkups and treatments for workers. In addition, the group provides health and safety training, e-learning, and internal awareness campaigns.

Health & Safety Training

In 2018, INDEVCO Human Resources and Operational Development's (HROD) Learning & Development (L&D) Unit expanded its health and safety training in Lebanon and Saudi Arabia, managing 638 basic and advanced credit hours of training courses for 1,320 employees (98% male, 2% female) a 72% increase in internal reach from 370 employees in 2017.

Furthermore, in Q4 2018, INDEVCO L&D rolled out its First Aid Video Series, accessible as a digital class by all employees in Egypt, Lebanon and Saudi Arabia via the learning management system.

In line with requirements of the Egyptian Ministry of Civil Defense, all INDEVCO employees in Egypt undergo civil defense training provided by the local civil defense staff.

IMPACT

33%

of manufacturing operations in Egypt, Lebanon, Saudi Arabia, the UAE and USA hold international certifications



OHS Training Courses

Emergency Response	Fire Fighting Basics
Intro to Forklift Safety	First Aid Techniques
Machine Operational Safety	Heavy Equipment And Personal Safety
Chemical Handling and Spills Response	Safety Awareness

First-Aid Video Series

Introduction to First Aid	Bleeding
Blood Donation	Poisoning
Skin Burns & Wounds	Fractures
Correct Behavior	CPR
Upper Airway Obstructions	State of Shock

Internal Health & Safety Awareness

In 2018, Napco National in Saudi Arabia launched an internal ‘Devoted to Safety’ campaign to increase employees awareness on the importance of occupational health and safety. The integrated campaign used a series of shocking internal emails and fliers distributed across plants.

Communications focused on enforcing the use of such protective equipment and gear as safety gloves, glasses, and earplugs. The campaign also emphasized best practices for fire prevention, chemical and forklift safety. Employees received clear directions regarding safety policies and procedures. Over 70% of employees responded to an end-of-the campaign quiz.

‘Devoted to Safety’ Campaign

5S Pillars	Fire Prevention Measures
Personal Protective Equipment	Chemical Safety
Gloves to Avoid Hand Injuries	Forklift Safety Instructions
Safety Glasses to Avoid Eye Injuries	Control Room Monitoring Instructions
Earplugs to Avoid Hearing Damage	

For information about work-life balance for working mothers, see [Fostering Employee Diversity & Inclusion](#) on page 48.

See [Appendix K](#) for references.

REACH

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Manufacturing Plants

1,271



Employees via Email

5,293



Employees via Fliers



APPENDIX K

Enhancing Occupational Health & Safety References

1. McKinsey & Company (2017, December). Sustainability's deepening imprint.
<https://www.mckinsey.com/business-functions/sustainability-and-resource-productivity/our-insights/sustainabilitys-deepening-imprint>
2. United Nations Sustainable Development Knowledge Platform. Sustainable Development Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
<https://sustainabledevelopment.un.org/sdg8>