



# INDEVCO

## ENHANCING EMPLOYEE HEALTH & SAFETY



# Enhancing Employee 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.



## How we manage this topic

INDEVCO has always been alert to employees' wellbeing and safety, recognizing it as one of its top priorities. Occupational health and safety is endorsed by stakeholder responses at INDEVCO and acknowledged as a clear material topic. The company implemented international health and safety systems across all operations and, thus, our internal audit and insurance departments are consistently conducting planned and impromptu audits assessing housekeeping, policies, hazard prevention, and adherence to international labor law and certification requirements.



## Why this topic matters

Occupational injuries, deaths, and illnesses take a heavy toll in developing countries, where large numbers of people are involved in dangerous work-related activities. According to the International Labour Organization (ILO), 2.3 million workers die every year from work-related injuries and diseases. Moreover, ILO finds that more than 4% to 6% of the world's annual GDP is lost because of work-related injuries and diseases for most countries [1]. Consequently, poor workplace health and safety management can negatively impact sustainable economic growth [2]. A research conducted in 2021, based on a review of the top 100 SGX-listed (Singapore Stock Exchange) companies' Sustainability Report issued in the financial year 2020, showed that SDG 8 (Decent work and Economic Growth) is the most stated goal reported by organizations in line with their business strategy, while SDG 3 (Good Health and Well-being) is ranked as the third reported goal, right after Climate Action (SDG 13) [3]. UN SDG 3 ensures healthy lives and promotes well-being for all at all ages. In target 3.9, it sheds light on significantly reducing the number of deaths and injuries from hazardous chemicals and air, water and soil pollution and contamination by 2030.

## Health, Safety, & Wellbeing Training

Throughout 2019-2022, INDEVCO, subsidiary Napco National, and INDEVCO North America conducted over 50 occupational health and safety training sessions across operations, reaching almost 2,000 employees every year.

## INDEVCO Trains Employees on First Aid Techniques

INDEVCO provided new employees with in-house training sessions in First Aid Techniques at INDEVCO Headquarters. The session provided basic knowledge and taught participants how to be prepared in case of emergencies in the workplace or at home. INDEVCO's Health, Safety & Environment Regional Manager, Gebran El Karnaouni, delivered the training that guided employees on how to react in case of health emergencies.

The session was split into an informative part that helped employees build general knowledge around bleeding, burns, injuries, wounds, poisoning, etc., as well as a practical part. The practical part of the session helped employees get hands-on experience on CPR, fracture fixation, etc.

### The training covered:

#### Awareness in First Aid:

- Cardiopulmonary resuscitation (CPR) & AED usage
- Nose bleeding (Epistaxis)
- Sprain symptoms & first aid (practical)
- Burns (second degree)
- First aid kit content
- Eye injury
- Shock state - recovery position (practical)
- Jellyfish injury treatment
- Risk of moving a spine trauma
- Arm fracture fixation (practical)

#### Basic First Aid session:

- How to act in front of an accident
- Bleedings: internal, external, natural orifices (practical)
- Fractures (lower & upper limbs) - (practical)
- Wounds: superficial & open ones / first aid kit content
- Poisoning (bites & chemicals / drugs)
- Spine fracture
- Transportation methods (practical)
- CPR & AED usage (practical)

## INDEVCO Trains Employees on Firefighting & Evacuation

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INDEVCO provided six full day in-house Firefighting and Evacuation training sessions throughout May 2022 at INDEVCO Headquarters, Zouk Mosbeh, Lebanon.

INDEVCO's Health, Safety & Environment Regional Manager, Gebran El Karnaoui, conducted fire safety training for employees, equipping them with essential skills for responding swiftly during fire emergencies. 88 employees took the training which covered fire type recognition, root causes of fires, usage of fire protection equipment and extinguishers, familiarity with evacuation plans, and hands-on firefighting techniques.

This training served to minimize the risks of injuries and property damage resulting from fires, fostering a secure work environment that enhances employee security and confidence.

### The training covered:

#### Firefighting basics:

- Fire triangle

#### Evacuation:

- Fire classes
- Types of extinguishers
- How to use a fire extinguisher
- Fire alarm components
- When we should not fight a fire
- How to prevent fire
- How to extinguish an LPG cylinder
- How to extinguish an oil fire
- What to do if you catch fire
- Objectives of an emergency plan
- How a fire alarm works
- Actions to be taken when a fire is detected
- Actions during evacuation

## INDEVCO North America Runs Continuous Health & Safety Training

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### ICORE Safety Training

Monthly training sessions cover safety topics in accordance with the CFR standards set by the U.S. Department of Labor.

### EHS Monthly Newsletter

Launched in March 2021

Covers safety topics in the workplace, plant news, personal health and wellness, and related services available to employees and their families.

## Health & Wellness Awareness Campaigns

### Physical Health

## Rotopak Launched 2022 Employee Health & Wellness Campaign

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In October 2022, Rotopak collaborated with UniCare Medical Center to organize a health check for all employees at Rotopak premises in Al Quoz, Dubai. Fostering employee health and wellbeing, the health check included medical exams, blood pressure, and blood sugar tests. Regular health checks are essential for early detection of health problems and to proactively prevent chronic diseases.

As caring for employee's wellbeing is one of the company's top priorities, Rotopak launched this campaign to raise awareness about the importance of maintaining a good health and to increase employee wellbeing leading to higher performance, engagement, and retention.

“ We are embedding health & well-being at the heart of our strategy since Rotopak team is our main asset, and we recognize that a healthy and committed workforce is vital to our business success. Health is the essence of our corporate culture. Therefore, employee well-being is our core objective. ”

- Muntazir Tinwala, Rotopak General Manager.

See full article at <https://news.indevcogroup.com/corporate/rotopak-launches-2022-employee-health-and-wellness-campaign/>

## Napco National Cared for Employee Health with Medical Day Campaign

As part of its commitment to the health and wellbeing of its employees, Napco National, a subsidiary of INDEVCO, launched a Medical Day campaign at three of its largest branches Napco Manufacturing (Recom), Napco Industry (UPPC – Hygiene), and Uniplast in Jeddah, Saudi Arabia.

Napco National partnered with Al-Abeer Medical Group to help offer over 300 employees the seasonal Influenza vaccine, as well as a series of physical medical exams, including:



See full article at <https://news.napconational.com/corporate/napco-national-medical-day-campaign/>

### Mental Health

INDEVCO subsidiary, Napco National, appointed a Mental Health Promotion Committee which implemented an Employee Assistance Program to promote further dialogue on mental health and encourage employees to communicate and seek help when needed. Napco National is committed to providing its employees with a place where they feel comfortable expressing themselves openly and honestly.

### Napco National Launched MOVember Men’s Health Awareness Month in November 2022

In 2022, Napco National launched a competition to raise awareness on men’s health throughout November. The company invited men across its operations to walk 60 km over the course of the month to commemorate the 60 men lost to suicide every hour around the world.

The company shared a ‘Move’ calendar to help employees track and record their daily movements and at the end of November participating men submitted their calendars with pictures and videos of their walk. The campaign focused on encouraging men to be active physically.

### Napco National Launched Mental Health Program on Suicide Prevention Day

Understanding that mental health is a fundamental part of overall health and wellbeing, Napco National launched a suicide awareness campaign as part of its Mental Health Program on Suicide Prevention Day, 13 September 2022.

The internal awareness campaign highlighted the warning signs to look for in others and oneself. The internal campaign also shared an inspirational video to help employees overcome depressive and suicidal thoughts and encourage them to seek help from the committee when struggling emotionally.

## Occupational Health & Safety Certifications

Certification	Company / Plant	Year
Occupational Health & Safety OHS Lite Certification	NEWPAK	2019
ISO 45001:2018 Occupational Health & Safety Management System	Napco Flexible Packaging division: Napco Modern Plastic Products Company, Uniplast, Multipak Masterpak Micro Epsilon	2020
	Napco Flexible Packaging division: Recom, Napco Modern Plastic Products Interstate Paper Industries	2021
	UNIPAKNILE Interstate Inks Roto Packing Materials Industry Co.	2022
ISO Integrated Management System (ISO 2015 :9001, ISO 2015 :14001, & ISO 2018 :45001)	Napco Flexible Packaging division: Multipak, Uniplast, Compact, United Plastic Products Company – Tech, Napco Modern Plastic Products – Sack Napco Consumer Products division Polymer Application Center for Technology (PACT) Sanita Consumer Products SAE	2021
	Napco Industry National Paper Products Company Napco Consumer Products division: Napco Consumer Products Company, Napco Riyadh Paper Products Company, National Paper Company Ltd., and Napco Paper Products Company	2022

\*The table above shows the occupational health and safety certifications attained or renewed from 2019-2022.

**References:**

[1] International Labour Organization. Health and Safety at the Workplace. <https://www.ilo.org/global/topics/dw4sd/themes/osh/lang--en/index.htm>

[2] McKinsey & Company. The symbiotic relationship between organizational health and safety. <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/the-symbiotic-relationship-between-organizational-health-and-safety>

[3] World of Safety and Health Asia. The Sustainable Development Goals and Workplace Health and Safety. <https://wshasia.com/safety-health/the-sustainable-development-goals-and-workplace-health-and-safety/>



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2019-2022 Global  
GRI-Referenced Sustainability Report

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