

HEALTH AND SAFETY REVIEW

Occupational Health and Safety (OHS) is a critical imperative of the group. Construction is inherently a high risk activity and we recognise that we have a moral and legal obligation to safeguard and protect the wellbeing of our people. We strive for a work environment that achieves “zero harm”, which means operating without fatalities and the minimum of lost-time injuries. We also recognise that our OHS responsibility extends beyond WBHO employees and encompasses every stakeholder involved on our projects. This review describes our focus areas and initiatives for FY16. For further information regarding our overall philosophy and approach to OHS, please see the health and safety section of our website.

OHS TARGETS AND PERFORMANCE

WBHO Group	FY17	FY16		FY15		FY14	
	Target	Actual	Target	Actual	Target	Actual	Target
LTIFR*	0,90	0,96	0,70	0,78	1,0	0,94	1,20
RCR**	0,90	1,19	0,90	0,99	1,00	1,09	1,20
Work-related fatalities	0	1	0	1	0	1	0
AIFR***	1,30	1,38		1,13		1,25	
Visible Field Leadership	100%	96%					

* Lost-Time Injury-Frequency Rate

** Recordable Case Rate

*** All Injury Frequency Rate

Contrary to industry norms, WBHO reports on injuries of sub-contractors and service providers on our sites or under our supervision as well. We take responsibility for all people on our sites, regardless of whether they are our employees or not. The increases in our LTIFR and Group RCR during the year, for instance, were largely due to the high number of accidents sub-contractors experienced during the year. Also, our workload has decreased at the same time, which affects the formulae and means that an accident has a more significance and/or value.

Regrettably, there was one serious accident within the period under review that proved fatal. The fatal accident occurred on the Roggebaai, ERF 247 Project in August 2015. A sub-contractor employee fell from a height of five metres. Trauma counselling was provided to the employees working with the deceased and further preventative measures were implemented to prevent similar accidents in all operations.

MOTOR VEHICLE-RELATED ACCIDENTS

Unfortunately, there were also six incidents caused by members of the public that led to non-work-related fatalities during the year. These incidents were motor vehicle-related and we have been working with the South African National Roads Agency Ltd (SANRAL) — through the South African Forum of Civil Engineering Contractors (SAFCEC) — to find ways in which we can improve the client specifications relating to roads projects in order to prevent further serious accidents from occurring.

Measures that are being considered include: physical (concrete) barriers placed between construction employees and public motor vehicle traffic; vehicle speed reduction methods; and utilising the manpower and expertise of the road traffic authorities to assist with the safe management of public traffic flow around construction sites.

Another Safety Initiative that WBHO has embarked on recently is a health and safety improvement study in conjunction with the Nelson Mandela Metropolitan University (NMMU), under the direction of Professor Smallwood who is a leading expert in construction health and safety. The full report is not yet completed, but the goal is to concentrate on the suggested improvements identified and to action these items to improve the overall OHS strategy for the group.

INJURY TYPES AND TRENDS

We recognise that trends in lost-time injuries are not necessarily a complete reflection of safety performance and, therefore, also monitor and report on the All Injury Frequency Rate (the total number of injuries/incidents per 200 000 hours worked), as well. This indicator includes all types of injuries, ranging from first aid provision to lives lost, and helps highlight broad personal injury trends across the group. As a result of the life lost during the year, our AIFR increased to 1.38 per 200 000 hours worked. All accidents and incidents are investigated to determine the root causes and methods are implemented to prevent similar accidents/incidents from happening elsewhere in the operations of the business.

In terms of injury trends, we are pleased to be able to report that hand injuries decreased by 16% during the period under review as a result of the hand injury prevention campaign initiated in FY15. Although the trend is down, these injuries are still being monitored and awareness campaigns are being conducted. Man-machine-interface incidents are also down by 35%, with only 22 recorded for the year. The frequency of struck-by incidents remained the same as for the previous year and so our focus on the reduction of these incidents will be intensified in FY17.

While 4,382 of the 4,451 near-miss reports, raised during the year were addressed successfully, unsafe-acts by employees increased by 14%. This rise is primarily the result of our increased use of sub-contractors, external firms that are unfamiliar with the high standards of safety compliance required by the group. In response to this, we have intensified our efforts to raise awareness among sub-contractors and uplift their OHS compliance, for example, continuously interfacing with sub-contractors on projects to achieve a 90% plus audit rating.

VISIBLE FIELD LEADERSHIP

During the year, the successful Visible Field Leadership (VFL) initiative was rolled out across the group as planned and 96% of the scheduled visits were conducted by members of senior management. The initiative requires senior management not specifically involved on a project to visit and evaluate it from an OHS perspective and then provide feedback to the project team. By visiting projects and interacting with site employees directly, senior management are leading by example and raising awareness, as well as helping to identify and mitigate specific OHS challenges.

REDUCING THE IMPACT OF HIV/AIDS

WBHO continues to recognise that HIV/AIDS has a significant impact on our business, both in terms of our fellow employees and the broader community and markets in which we operate. The majority of people suffering with HIV/AIDS live in Africa, hence our strong interest in supporting awareness, testing and treatment programmes.

During the year, our strategic priority remained ensuring that HIV+ employees learn their status and begin treatment as soon as possible, through the WBHO managed care programme, which provides waged employees with Antiretrovirals (ARVs) funded by the company. We engaged a new medical screening service provider in FY15 and each employee is provided with an opportunity to test for HIV on a voluntary basis during their annual medical. This process includes awareness training and counselling before and after being tested and HIV+ employees will be registered on the treatment programme.

HEALTH AND SAFETY REVIEW

CONTINUED

SAFETY ALERTS INITIATIVE

We continue to use the WBHO safety "alert" programme to disseminate important safety reminders and information to site personnel. The alerts are based on trends and cases from across the industry, as well as from our sites, and are proving an effective means of sharing and learning from mistakes, accidents and near misses. The following 17 safety alerts were created and circulated during the year:

- 1 Prohibition on "bump caps" (i.e. non-SABS approved head protection)
- 2 Fractured fingers
- 3 Hand injury prevention
- 4 Fires in domestic dwellings
- 5 Falling from heights
- 6 Major temporary bridge collapses (M1)
- 7 Safe driving: dusk and dawn
- 8 Lightning protection
- 9 Road closure accidents
- 10 Barricading
- 11 Man-machine-interface
- 12 Working at heights
- 13 Skill saw accident
- 14 Road accidents
- 15 HPI temporary deck collapses
- 16 TP boundary wall collapses
- 17 Group stand-down