



Group Health and Safety
Annual Review 2018

culture.

The project
delivery
specialists

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We have a huge responsibility to ensure that the facilities we design, build and commission are safe...

CEO Message

As a capital project delivery company, we have a huge responsibility to ensure that the facilities we design, build and commission are safe to construct, safe to operate and safe to maintain. That is why we make Health & Safety our Number One priority as a business.

To put it simply, we want to make sure that everyone that works in or on a PM Group office or site gets to work safely, is safe while on site and gets back home safe to their family in the evening or the end of the week when their work is done.

However, achieving that objective is very challenging and that is why we put such focus on it.

I want to thank everyone involved for your support last year and indeed your ongoing efforts to make our business and our industry safer. I also want to acknowledge the efforts to make PM Group a healthier workplace with the various initiatives such as health checks, healthy eating initiatives and so on.

We had a much better performance in 2018 as you will see in this report but we cannot be in any way complacent for even one minute. We can still do much better and I am asking everyone for your continued support for our Health & Safety programme and the hard working staff that work on it.

Remember one thing – Safety First Always!



Dave Murphy
CEO



Highlights 2018



INCIDENT RATES

DART

0.25

TRIR

0.37

MAN-HOURS

Total man hours worked across our international operations

10 million

OSHAS 18001

**Ireland,
UK, Poland,
Singapore
& China**

NATIONAL SAFETY CAMPAIGNS

Safety Tag Line Campaign
Construction Safety Week
European Safety Day
Safety Days Calender

NATIONAL SAFETY AWARDS

- 👑 NISO - Presidential Award
- 👑 NISO - Consistent High Achiever Award
- 👑 ROSPA - Gold Award
- 👑 British Safety Council - Distinction



Introduction

Health and safety is the core value of PM Group. We had a positive year in 2018.

Health and safety is fully integrated into PM Group's daily operations from design, to construction to commissioning. Our commitment is to further reduce incidents and accident rates. We will continue to improve our overall safety performance.

Visible Leadership

Visible leadership is fundamental to our goal of exemplary health and safety performance. In 2018, we invested a lot of time and resources in a variety of health and safety leadership initiatives. We have seen improved behaviours and a reduction in accident/incident frequency rates.

Hearts and Minds

In 2019, we will further develop our 'hearts and minds' behavioural safety programme. We are using new technologies such as an online site and facility auditing system. This is helping us to more easily record and report safety accidents/incidents. Using the data, we will be able to identify more areas for improvement on our safety journey.

As a company and an industry, we have an obligation to prevent harm to all those we work with. We want all our people, clients and contractors to engage with our health and safety procedures and new initiatives. Together we can drive this positive safety message in 2019.

Barry Reilly

Group Head of Health and Safety

Visible leadership is fundamental to our goal of exemplary health and safety performance.

Award Winning Performance

During 2018, PM Group's position as a leader in occupational health and safety was recognised by both industry and regulatory bodies. These industry awards reflect our focus on continual improvement. They demonstrate our commitment to raise the standard of Health and Safety in our organisation and wider industry.

PM Group in Ireland achieved the Presidential and Exceptional High Achievers Awards at the 28th NISO Annual Occupational Awards. The Awards are presented to organisations that demonstrate "continuously improving health and safety performance over a number of years and outstanding contribution to occupational safety, health and welfare during the previous year".

High level performance

In the UK, PM Group and its subsidiary, PM PROJEN, each achieved the Royal Society for Accident Prevention (RoSPA) Gold Award. This is the ninth Gold Award for PM PROJEN and the first for PM Group. The RoSPA Award is presented to companies who have achieved a very high level of performance, demonstrated well developed occupational health and safety management systems and culture, outstanding control of risk and low levels of error, harm and loss.

Significant commitment

PM Group in the UK also received the British Safety Council's International Award for the site works at GSK Worthing. The Award recognised the client and site management's significant commitment to health and safety.

↓ NISO Annual Occupational Awards



↑ Gold Award at RoSPA

Industry awards reflect our focus on continual improvement.



↑ A safety milestone at MSD Brinny, Ireland

Our Health and Safety Values

We put Health and Safety at the heart of everything we do.



International Spotlight

China

2018 was an extraordinarily busy year for our China team. They safely delivered over 2 million man hours across substantial engineering/procurement/construction management projects for clients such as GSK, Merck, IFF and Givaudan.

Our mission in 2018 was to build the health and safety culture in China focusing further on our Safety Observation Reporting (SOR) programme. We placed a strong focus on open intervention and the promotion of key health and safety campaigns.

During December 2018, the construction project team at Merck Nantong achieved the milestone of 250,000 consecutive man-hours without a Lost Time Incident. The site management team successfully implemented an international safety programme. PM Group's systems and procedures were fully supported by all project stakeholders, which allowed for the fostering of a highly positive safety culture.

UK

Our UK team are currently working on the award winning AstraZeneca project in Snäckviken, Sweden. The project scope includes design, enabling and construction works up to mechanical completion. AstraZeneca Snäckviken was recognised by the British Safety Council for the combined commitment to health, safety and wellbeing by both PM Group and AstraZeneca.

The UK operations successfully completed the GSK Worthing project in 2018 and achieved 250,000 hours without a Lost Time Incident.

PM PROJEN, a PM Group company, is based in Manchester and Edinburgh. They are supporting a number of clients with feasibility, design and construction management services through EPCM contracts. The PM PROJEN team is increasingly busy with two Cargill Sites based in Liverpool and the Syngenta Site based in Huddersfield.

The safety culture driven by PM PROJEN and supported by their clients, led to a strong health and safety performance in 2018. As Principal Contractor under CDM2015, they are constantly striving to improve standards and raise the profile of health and safety. PM PROJEN received their ninth Gold RoSPA Award in 2019.

CEE

During 2018 we further embedded our safety culture in Poland, Czech Republic and Slovakia. Poland are delivering projects safely for clients such as GE Aviation, Lufthansa Technik, MTU, EMEA Aero and Volkswagen. The team were proudly involved in the 'Build Safely Awards' where our general contractors received 1st and 2nd place.

In the Czech Republic, the team are undertaking a range of projects from commercial to residential developments. The Smichoff and Borislavka sites successfully recorded 100,000 hours without a Lost Time Incident in 2018. The management are focused on continual improvement and designed and delivered 15 Health and Safety training modules to staff during the year.



We placed a strong focus on open intervention and the promotion of key health and safety campaigns.





Health and Safety Campaigns

The Safety Department carried out a number of Health and Safety campaigns during 2018. Campaigns included, the Kids Arts Calendar and the Health and Safety Tag Line competitions. The safety campaigns objective was to adopt globally applicable themes that could be easily adapted to the specific needs of our regional operations.

Safety Leadership

'Promoting Safety Leadership' was the winning theme in our Health & Safety Tagline competition. The goal was to ensure our safety tagline remained relevant and to align it to our health and safety strategy. The judges felt the winning tagline perfectly matched our ethos and culture of ownership. As a 100% employee owned company, we consider ourselves as safety leaders and intervene when unsafe acts and unsafe conditions are observed. We aim to lead the way for safety in both our organisation and in our industry.



It's Kids Play

Following on from the great response in 2017, Our Kid's Art competition continued in 2018. There were fantastic submissions received from all regions of the international PM Group network. The calendar is a great method of communicating our health and safety values to our wider community. Proceeds from sales of the calendar were donated to a number of children's hospitals internationally.

New for 2019

Our Health & Safety campaigns are an important instrument in promoting our safety values and encouraging collaboration across PM Group's international operations. 2019 will see the introduction of the 'Construction Safety Poster Campaign'. All PM Group personnel, contractors and clients are invited to take part in our 2019 initiatives.

From OHSAS 18001 to ISO45001 Certification

With nearly 70 countries involved in its development, ISO 45001 has replaced OHSAS 18001 as the international standard for Occupational Health & Safety. Throughout 2018, PM Group prepared for migration to the new standard and will roll it out across the company in 2019.

Company-wide engagement is one of the key benefits of ISO 45001 and mirrors PM Group's own Health and Safety ethos. The new standard recognises the value of worker consultation and the importance of leadership taking an active role. The new standard also focuses on improving health and safety in the supply chain, which has become increasingly complicated with many of our businesses crossing national boundaries.

Results from our 2018 audits

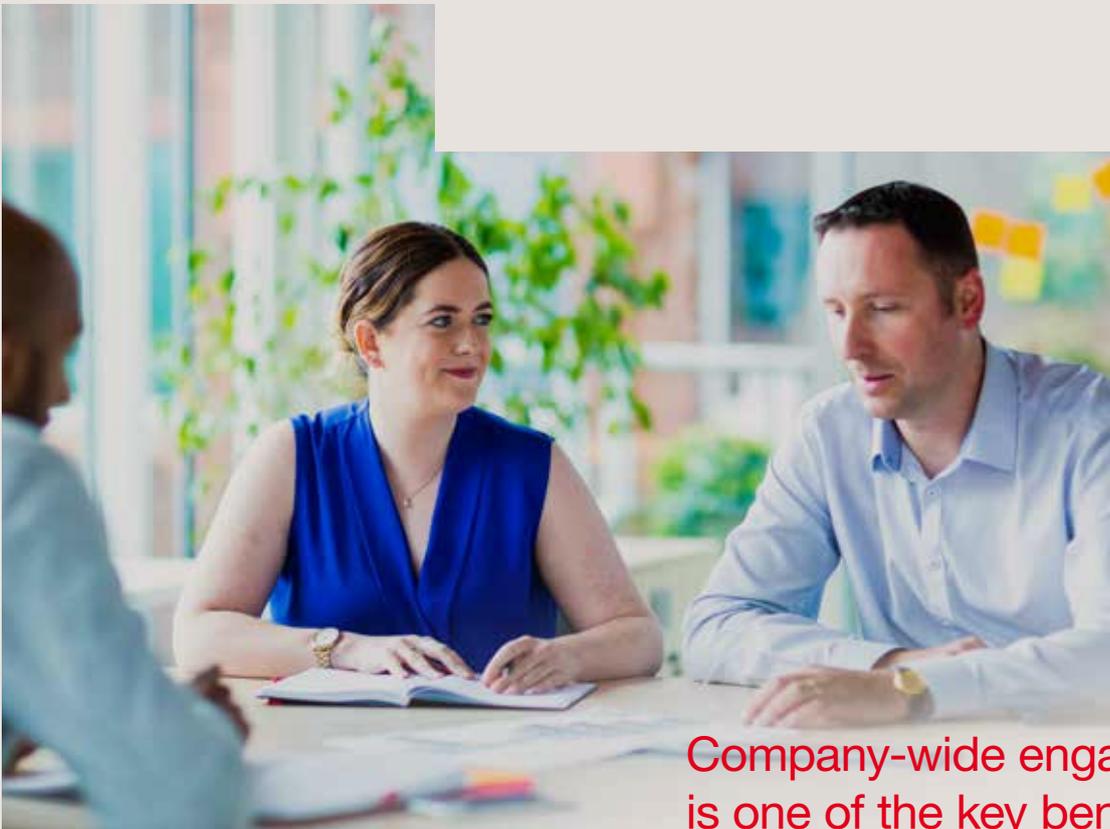
PM Group is certified to the world's most recognised standard for health and safety management systems. During 2018, we carried out in excess of 40 internal audits on sites and offices across the Group. External audits were carried out at our offices in Cork, Dublin, Birmingham, Wroclaw and Singapore and at the Takeda Ninlaro construction site in Ireland.

Looking ahead

The coming year will see a focus on the migration of all our offices to the new standard. To increase transparency and communications, we will increase cooperation with other groups and implement new systems and processes.

Continual improvement

In addition, we will be working with our new teams in the UK and Belgium to enhance our Safety Management System, drawing on the best in class practices from all our systems.



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Company-wide engagement is one of the key benefits of ISO 45001 and mirrors PM Group's own Health and Safety ethos.



Performance Summary

In PM Group our goal continues to be the reduction in accidents and injuries. Our corporate health and safety metrics are tracked monthly on the PM Group Balanced Scorecard, a key progress report at management meetings. It is comprised of three leading indicator elements - audits, training and safety observation reporting (SOR's).

Leading Indicators

Internal and external office and construction site audits are completed in line with the annual audit schedule and ISO 18001 requirements. A standard audit checklist is used by internal auditors to ensure consistency between auditors and across audit locations. A central corrective and preventative action (CAPA) database is maintained by the Group Health and Safety team and items tracked to close out. In 2018 Group Health and Safety completed 100% of a planned programme of 43 internal audits. In addition, PM Group successfully undertook six external recertification audits of our OHSAS 18001 certified Health and Safety Management System. These covered offices and sites in Ireland, the UK, Poland and China

Safety Observation Reporting (SOR)

PM Group offices and sites record and report SORs. There was significant promotion of the SOR scheme during 2018. Group Health and Safety aggregates all individual SOR reports to identify and highlight emerging trends to all affected personnel.

Last year we received a total of 45,664 SORs across PM Group projects and offices. This equals one SOR per 213 man hours. Positive observations comprised of 38.3% positive vs 61.7% negative. Opportunities for improvement were communicated and shared Group-wide with the intention of raising awareness and preventing incidents.

We have invested huge energy in promoting the SOR programme on our projects and in our offices. All PM Group facilities will introduce a SOR reward and recognition scheme in 2019.

Lagging Indicators

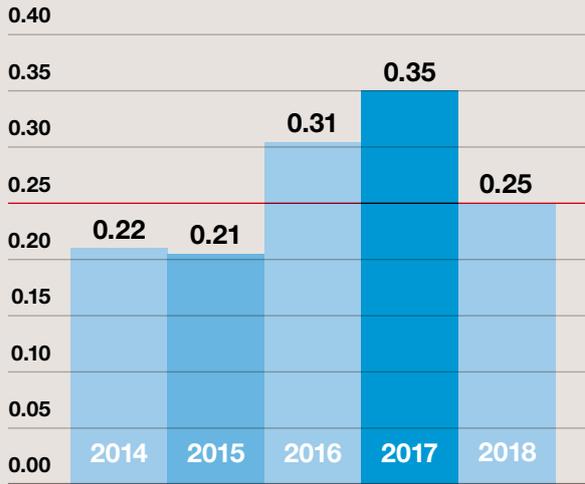
PM Group continues to report lagging indicator performance using the categorization system of the Occupational Safety and Health Administration (OSHA). Our two principal lagging indicators are Days Away, Restricted or Transferred (DART) Rate and Total Recordable Incident Rate (TRIR)

We log all incidents at our offices and construction projects, recording those that involve construction contractor personnel in the same way as we do incidents involving our own colleagues. Our Lagging Indicators thus includes incidents on all PM Group controlled premises and sites.

In 2018, both DART and TRIR rates improved significantly. Whilst there was a reduction in the number of man hours worked, we also saw a reduction in accidents/incidents. PM Group will implement safety initiatives in an attempt to further reduce the accident/incident rates.

PM Group OSHA DART Rate 2018

PM Group DART Rate Benchmark = 0.25



OSHA DART Rate (200k hours)

PM Group OSHA TRI Rate 2018

PM Group TRI Rate Benchmark = 0.5



OSHA TRI Rate (200k hours)



Our corporate health and safety metrics are tracked monthly on the Group's Balanced Scorecard, a key progress report.

Objectives 2019

1: Migration from OHSAS 18001 to ISO45001

2018 saw the release of the new international occupational health and safety standard ISO 45001. In 2019, PM Group will complete its migration to this new standard. We will then look to re-certify our existing certified locations to the new standard following a series of external audits. There are a number of changes to the standard such as:

Structure

The structure of ISO 45001 is based on the framework used in other ISO management system standards, making implementation easier and more efficient.

Management Commitment

ISO 45001 requires the incorporation of health and safety into the overall management system of the organisation, requiring management to take a stronger leadership role in Health & Safety.

Worker Involvement

ISO 45001 requires employee training and education to identify risks and help create a successful safety program, allowing broader employee participation.

Hazard Control

ISO 45001 follows a preventative process, requiring hazard risk to be evaluated and remedied before they cause accidents and injuries, unlike OHSAS 18001, which focused on hazard control.

2: Expand Award Scheme Performance

Historically, PM Group has performed well year-on-year in multiple safety award schemes such as NISO and the BSC awards in the UK.

The awards offer us a chance to showcase the health and safety performance of the business and demonstrate our positive and proactive culture.

Our objective for 2019 is to prepare for a higher level of performance in these schemes. We will aim to achieve the NISO Supreme Safety Award and the BSC Sword and Globe of Honour in the coming years.

3: Safety Governance and Innovation

The focus for 2019 will be on significant further development of auditing tools to increase transparency across our entire office and site network. This will lead to improved governance, reporting and consistency.

New innovations like BIM are already transforming the way we design safety into our projects from concept to handover. In 2019 we will see a new safety innovation being introduced at construction phase. Our new Safety Audit App will help to capture site inspections and walkdowns, automatically capturing safety data at site, country and regional levels.

4: scope. Safety Community Enhancement

One of the areas which has traditionally been a strength for Group Health and Safety has been the quality of information available on our community page in our company intranet (scope.)

We will focus on enhancing the existing information through a combination of encouraging more local content creation by our safety managers; expansion of our safety alerts to include design and other areas; improving the quality of our bulletins and supporting data; and greater usage of other available tools such as our video platform, Panopto.

The focus for 2019 will be on significant further development of auditing tools to increase transparency across our entire office and site network.



Engineers
Architects
Project Managers
Constructors

International Office Network

Belgium	Singapore
China	Slovakia
Czech Republic	Switzerland
India	UK
Ireland	USA
Poland	

Further Information

For further information on PM Group or on our Health and Safety policies please contact: safety@pmgroup-global.com or visit our website.

www.pmggroup-global.com

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