

Responsible business continued



Labour Rights

We directly employ over 2,800 people and provide livelihoods to thousands more indirectly across our global supply chain. Our modern slavery statement details the steps we take to eradicate the practice and suppliers are obliged to abide by the United Nations Convention on the Rights of the Child and International Labor Conventions 138 and 182. Improving health and safety and protecting people in our business is a priority. We insist on the highest health and safety standards and provide training across the organisation to ensure all employees understand and are aware of their responsibilities. During the year we have delivered over 2,000 person days training. Our safety policies ensure accountability and engagement throughout our business and with our suppliers.

Wellbeing

During the year our SAFE health and safety initiative was updated to include mental health issues, highlighting that health at De La Rue includes both mental and physical wellbeing. We have also piloted mental health awareness training for our managers at head office. The case study opposite gives more details about our network of mental health first aiders.

Health and safety

Progress against our 2018/19 objectives is detailed opposite:



Mental health first aiders

During 2018 we introduced a team of Mental Health First Aiders (MHFAs) to the business as part of a broader focus on employee wellbeing and support.

With over 40 qualified MHFAs located across our six UK sites, we are continuing to roll out a programme of awareness to the wider population and provide additional training resources to support our global sites.

The De La Rue MHFA role is to provide additional support to employees and to understand and assist with any potential mental health issues. They can listen and signpost employees to the appropriate professional help should it be required. The team has been trained by MHFA England, whose vision is to

normalise society's attitudes and behaviours around mental health, by developing the skills needed to look after our own and others' wellbeing. Mental health education empowers people to care for themselves and others. By reducing stigma through understanding, MHFA England hopes to break down barriers to the support that people may need to stay well, recover, or manage their symptoms – to thrive in learning, work and life.

All line managers in Malta, one of our manufacturing sites, have completed the MHFA module under the MHFA Malta framework and we are exploring appropriate opportunities for the rest of our business.



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Objective	Progress
To bring all the manufacturing sites under the central OHSAS18001 certification.	Due to the different legal entities it is not possible to include Sri Lanka and Kenya in the Group certification. However, the sites are operating in accordance with our Group manual and standards.
To maintain a world class LTIFR per 200,000 worked hours of less than 0.6.	Achieved. Our LTIFR was <0.25.
To maintain our strong HSE training delivery performance of over 2,000 person days per year.	Achieved.
To achieve >92% of conformance to our Zone 'SAFE' EHS inspections programmes.	95% conformance was achieved.
To cascade more certified (eg NEBOSH, IOSH) health and safety training and deliver four 'SAFE' training modules.	Achieved. NEBOSH training has been completed by 92% of those in the Delivery function identified for training. Ninety people across our sites have completed IOSH training. 'SAFE' modules have been updated and issued to sites.