

Our General Procedures to Maintain Occupational Health and Safety

Hazard Identification, Risk Assessment and Control

Must Do

- » Identify compliance requirements and stipulated minimum standards for established benchmarks and ensure adherence
- » Conduct routine HIRAC inspections and maintain records of findings
- » Adequate control measures to be established to reduce risks including provision of PPEs where required
- » Ensure adequate team capacity, including fire wardens and first aid officers (Responsibility Mapping)
- » Ensure adequate resource availability such as first aid and emergency response tools and equipment
- » Identify training needs of OHS team members and general awareness needs of all stakeholders and plan communications
- » Engage with employees to identify employee needs, OHS concerns and grievances
- » Communicate on OHS related SOPs to all stakeholders
- » OHS related incidents, accidents, near misses etc. need to be recorded and addressed to ensure the wellbeing of all stakeholders

Should Do

- » Segments with elevated risks for OHS due to the nature of the operation should (are expected to) have more rigorous measures to identify potential OHS hazards and should implement higher control measures with well-structured management systems.
- » Group level due diligence procedures should have higher benchmarks in internal inspections for segments with higher OHS risks.



Could Do

- » Segments could plan programmes to lead and promote OHS, fostering increased awareness and sensitisation among external stakeholders.
- » Segments could seek certification for their management systems aligned to standards like ISO 45001, Rainforest Alliance or Travelife (both of which include OHS within their framework), or similar.

Gender by category 2022/23

Title	Male %	Female %
Non-Executive	56%	44%
Executive	70%	30%
Middle Management	83%	17%
Senior Management	81%	19%

Age by category 2022/23

Title	% Less than 30	% 30 to 50	% Over 50
Non-Executives	27%	56%	17%
Executives	30%	57%	13%
Middle Management	1%	72%	27%
Senior Management	0%	44%	56%

GRI 405-1 Diversity of governance bodies and employees

Parental Leave 2022/23

	Tourism Sector		Maritime and Freight Logistics Sector		Strategic Investments Sector		Services Sector		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total no. of employees entitled to parental leave	2903	446	1466	285	3053	4628	213	39	7635	5398
Total no. of employees that took parental leave during the year	15	5	2	3	0	62	0	0	17	70
No. of employees that returned to work after parental leave during the period	15	5	2	3	0	62	0	0	17	70
No. of employees that returned after parental leave and are still employed after 12 months of their return	12	3	2	3	0	54	0	0	14	60
Return to work rate	100%	100%	100%	100%	N/A	100%	N/A	N/A	100%	100%
Rate of employees still employed after 12 months	80%	60%	100%	100%	N/A	87%	N/A	N/A	82%	86%

GRI 401-3 Parental leave