

Disclosures: Occupational health and safety

GRI	RAG Austria AG Group	Basis	2018			2019			2020		
			Own employees	Contractors' employees	Total	Own employees	Contractors' employees	Total	Own employees	Contractors' employees	Total
403-9	Disclosure										
	Work-related fatalities	Number	0	0	0	0	0	0	0	0	0
	Work-related fatalities	per million hours worked	0	0	0	0	0	0	0	0	0
	High-consequence work-related injury	Number	0	0	0	0	0	0	0	0	0
	High-consequence work-related injury rate	per million hours worked	0	0	0	0	0	0	0	0	0
	Total accidents (TRI)	Number	2	3	5	2	5	7	0	2	2
	Total recordable injury frequency (TRIF)	per million hours worked	3.03	8.82	5.00	5.26	15.63	10.00	0.00	6.29	2.86
	Near misses (BU)	Number	61	19	80	16	61	77	32	5	37
	Lost workdays	Number	0	93	93	28	148	176	0	62	62
	Hours worked	Number	660,000	340,000	1,000,000	380,000	320,000	700,000	382,000	318,000	700,000
	Lost time incidents (LTIs)	Number	0	1	1	1	5	6	0	2	2
	Lost time incident frequency (LTIF)	per million hours worked	0.00	2.94	1.00	2.63	15.63	8.57	0.00	6.29	2.86
	Severity of injury	Lost workdays/LTI	0.00	93.00	93.00	28.00	29.60	57.60	0.00	31.00	31.00
403-1	Occupational health and safety management system	The occupational health and safety and environment management system is continuously updated before being approved by the Executive Board. The RAG occupational health and safety management system sets out the following points: the company's health and safety policy, health and safety goals, clear responsibilities, safety organisational structure, applicable risk assessment methods, control measures, corrective actions and continuous improvement									
403-2	Hazard identification, risk assessment, and incident investigation	Workplace evaluation (risk assessment) is carried out in accordance with the legal requirements, and monitored if necessary, with the aim of making improvements in working conditions. The results are summarised in the corresponding health and safety protection documents. Evaluation is conducted in consultation with prevention experts, specialists and the Works Council.									

403-3	Occupational health services	<p>Occupational health physician: occupation health topics are discussed with employees as part of the regular site visits. Both group and one-on-one consultations are offered. Occupation health inspections of the workplace are conducted during these visits. The occupational health physicians summarise their findings in a report which is sent to the HR Department, health and safety officer, Works Council and the individual participants.</p> <p>The physicians provide a summary of their activities to the Health Committee and the Occupation Health and Safety Committee, and are also involved in the evaluation process for approving working materials. Together with safety experts they make decisions regarding the performance of measurements to determine workplace concentrations. If they suspect that investigation is necessary in accordance with the Gesundheitsüberwachungs-Verordnung (Health Monitoring Ordinance) they notify the company and suggest suitable measures. Mental health officer: mental health support requirements are discussed and determined by the Health Committee.</p> <p>The required mental health support programme is selected with the support of the mental health officer based on the Committee's findings. Evaluating the results of the workplace mental health support programme is the responsibility of the mental health officer, who communicates the anonymised findings to the company. If acute support is required, the mental health officer will be consulted with the involvement of the Works Council but not the Health Committee (who will be kept informed).</p>
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>All employees are involved in the industrial safety and preventive health care process in the regular inspections of companies, bases, storage areas, facilities and training sessions. Worker participation, consultation and communication on occupational health and safety: Industrial safety committee: Executive Board, Chairman of the Central Works Council, occupation health physician, HSE department head, safety expert, safety officer, various heads of operations and department, specialist workers such as fire safety officer, explosion prevention officer, Seveso officer.</p>
403-5	Worker training on occupational health and safety	<p>All relevant training is documented and stored in the RAG training database to ensure that time-limited qualifications (e.g. first aid) do not lapse.</p>
403-6	Promotion of worker health	<p>RAG offers a broad selection of options to promote workers' health. One such example is the health account, which offers various activities for holders. Health programmes start by addressing employee wellbeing. The goal is to take preventive measures to protect and promote employee health. Examples include healthy eating, exercise and stress prevention programmes, vaccination campaigns and check-ups. Drawn up on an annual basis, the health programme is tailored to individual groups such as shift workers and desk workers. Additionally, there is a different health focus each year, such as "Psychological wellbeing" and "Fit and healthy at work".</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>The basis for the prevention and mitigation of negative health impacts comprises: regular site inspections by safety experts, consultation with occupational health and safety physicians, mental health officers and physiotherapists, mandatory annual training (CMR, hazardous materials, VEXAT, PSA, etc.) and Schau Hin! notices which outline measures put in place to prevent accidents.</p>
403-8	Workers covered by an occupational health and safety management system	<p>Employees can book individual health activities using their <i>Gesundheitskonto</i> health account.</p>