

Sustainability Report 2019

Health and Safety

Key Performance Indicators (KPIs)¹

General KPIs			
Workforce Safety	2017	2018	2019
Total Recordable Injury Frequency Rate (TRIFR) ¹	3.4	2.5	3.3
Lost-Time Injury Frequency Rate (LTIFR) ²	3.4	2.5	3.3

¹ TRIFR: number of lost time, medical treatment, restricted work and fatality incidents per million man hours worked.

² LTIFR: number of lost time injuries per million man hours worked

Note: LTIFR and TRIFR rates have been identical due to Argentine authority automatically assigning 10 days leave in the event of medical treatment. In future, we will be reporting a Lost Time rate based on the medical assessment of each incident, to gain a more constructive insight into incident trends and severity.

Performance Data

Workplace Safety			
Safety Performance			
Workforce safety performance (per million man hours)	2017	2018	2019
Total Recordable Injury Frequency Rate (TRIFR) ¹	3.4	2.5	3.3
Lost-Time Injury Frequency Rate (LTIFR) ²	3.4	2.5	3.3
Severity Rate ³	67.1	177.2	35.9
Fatalities	0	0	0
Employee safety performance			
Total Recordable Injury Frequency Rate (TRIFR)	3.2	2.9	3.3
Lost-Time Injury Frequency Rate (LTIFR)	3.2	2.9	3.3
Severity Rate	86.4	284.2	14.3
Fatalities	0	0	0
Contractor safety performance			
Total Recordable Injury Frequency Rate (TRIFR)	3.9	2	3.3
Lost-Time Injury Frequency Rate (LTIFR)	3.9	2	3.3
Severity Rate	19.6	145.1	48.7
Fatalities	0	0	0
Workforce Safety Data per 200,000 man hours			
Recordable Incident Rate (RIR)	0.7	0.5	0.7
Lost-Time Injury Rate (LTIR)	0.7	0.5	0.7
Severity Rate	13.4	35.4	7.2

Note: Restatement of employee and contractor data from previous reports (including FY19 Annual Report) following detailed review and categorisation of 2017-2019 health and safety data. Injury rates are subject to change over time as we improve our health and safety management and reporting methodologies, and as case classifications change in accordance with applicable regulatory requirements.

¹ TRIFR: number of lost time, medical treatment, restricted work and fatality incidents per million man hours worked.

² LTIFR: total incidents resulting in lost time by million man hours worked

³ Severity rate: number of lost or restricted work days per million man hours

Health and Wellbeing

Health Services

Occupational Illnesses ¹	2017	2018	2019
Occupational illnesses related to the Company's operations	0	0	0
Incidents of work-related ill health	0	0	0
Health Assessments			
New site-based workforce that received pre-work medical assessments ²	100%	100%	100%
Site-based workforce that received an annual medical assessment ³	100%	100%	100%

¹ Health evaluations are conducted annually to identify potential illnesses. As yet, no occupational illnesses or incidents of work-related ill health have been identified for the Olaroz Lithium Facility.

² All new contractors and employees are required to complete a medical assessment prior to accessing the Olaroz Lithium Facility

³ All workers involved in site-based activities are required by law to undergo a periodic (annual) medical assessment