



## BARLOWORLD

### Lost-Time Injury Frequency Rate Approach

#### Preamble

Barloworld is a distributor of leading international brands providing integrated rental, fleet management, product support and logistics solutions.

By representing leading global original equipment manufacturers and brands, Barloworld participates in supply chains that support and align to our sustainability objectives, including but not limited to employee and customer safety both on-site and through use of their products.

As a responsible corporate citizen, Barloworld appreciates the importance of providing a healthy and safe environment for its employees, customers and generally all visitors to its sites.

This approach aligns with the Barloworld Worldwide Code of Conduct, as reflected in its commitment below:

#### ***'WE PROTECT THE HEALTH AND SAFETY OF OTHERS AND OURSELVES***

*As a company, we strive to contribute toward a global environment in which all people can work safely and live healthy, productive lives, now and in the future. We actively promote health and safety with policies and practical programs that help individuals safeguard themselves and their colleagues. As employees, we put safety first by creating a work environment to protect the health and safety of others and ourselves. We actively promote safe practices throughout our value chain – from suppliers to end users. We are committed to providing our customers with products and services that are safe and reliable.'*

This document provides the Barloworld approach to reporting Lost-Time Injury Frequency Rates (LTIFRs) at a group and divisional level.

#### Approach

In light of the diversity of the industries, geographies and legislative jurisdictions in which the group operates, each division has adopted Health and Safety reporting criteria (as detailed in **Annexure A** below) that are most appropriate for their respective operational environments.

The Group LTIFR calculation is a consolidation of divisional inputs being the number of Lost-Time Injuries (LTI) and total hours worked.

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Each division records and reports in line with their respective approach, ensuring comparability and trend analysis. Divisional LTIFRs are disclosed in Barloworld's integrated reporting.

The formula for calculating the LTIFR is consistent across the group and comparable across prior reporting periods:

$$LTIFR = \frac{\text{No. of LTIs} \times 200\,000}{\text{Total hours worked}}$$

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## Annexure A

1. Categories of individuals that are included in the reported number of Lost-Time Injuries and total hours worked:

	MR SA	NMI DSM	AVIS Budget	Avis Fleet Services	LOG SCM	LOG BWTS	BW HANDLING	BWE IBERIA	BWE SNA	BWE UK	BWE VT	BCO
a. Permanent employees	X	X	X	X	X	X	X	X	X	X	X	X
b. Contractors > 12 months	X	X	X	X	X	X	X	X	X	X	X	X
c. Contractors < 12 months	X	X	X	X	X	X	X	X	X	X	X	X
d. Service providers					X		n/a	X		n/a		
e. Outsourced providers					X	X	X	X	X	n/a		
f. Temp. employment agencies					X	X	X	X	X	n/a	n/a	

### Legend:

**X** – Category of individual included in reported statistics for the operation

**n/a** – These categories of individuals are not applicable for the respective operations and are therefore excluded from reported statistics

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2. Lost-Time Injury criteria:

Time Lost	MR SA	NMI DSM	AVIS Budget	Avis Fleet Services	LOG SCM	LOG BWTS	BW HANDLING	BWE IBERIA	BWE SNA	BWE UK	BWE VT	BCO
< 1 hour												
> 1 hour												
> 1 shift / day	X	X	X	X	X	X	X		X	X	X	X
Other								N1				

**Legend:**

**X** – Qualifying criteria for classifying an incident as a Lost-Time Injury

**N1** – A Lost-Time Injury is classified through “Mutua”, which is an external medical service provider, as part of the local social security system and dedicated to tending work-related injuries and illnesses.

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