

Our People



Inspiring culture

We are committed to creating an inclusive, healthy and safe work environment, where everyone is treated fairly and with respect and is inspired to develop to their full potential.

To deliver on our purpose of improving the health and quality of life of patients, we must attract, develop and retain diverse people who are the best at what they do.



Additional information available online:

- Aspen Sustainability and ESG Data Supplement
- Aspen Code of Conduct

Our goals

Achieve diversity and inclusivity in our workforce

Attract and retain a thriving, talented workforce

Fair and equitable compensation for our employees

Ensure the safety and well-being of our employees

Our impact

- Provide employment and opportunities for growth and development in the geographic regions in which we operate
- Maintain a diverse and inclusive working environment free of discrimination and harassment so that everyone can thrive
- Implement programmes to support employee health and well-being

R9 billion in salaries and benefits paid to our more than 9 300 employees

R64,3 million invested in training and development initiatives

31% female representation in senior roles

One occupational fatality

Our material sustainability topics

- Diversity, equity and inclusion
- Employee health and safety
- Employee well-being
- Fair compensation
- Labour rights
- Workforce development



Our contribution to the SDGs

We contribute to the following SDGs and targets through our actions aligned to our material sustainability topics:



Achieve gender equality and empower all women and girls

5.1 End all forms of discrimination against all women and girls everywhere

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

8.8 Protect labour rights and promote safe and secure working environments for all workers

Strategic objective

Capital

Stakeholder



Our People continued

Integrated human capital management and governance

In alignment with our Group Human Capital Strategy (refer to 43 page 43), we tailor our human capital structures, strategies and policies to reflect local market dynamics and labour legislation. This year, we placed a strong focus on human capital business partnering, ensuring our services are strategically aligned with the goals of our commercial and manufacturing segments while being fit for purpose. This alignment has added value through initiatives designed to support overall business objectives.

The Group Human Capital Leadership Council, represented by the human capital leaders across the Group, aims to maintain consistency in human capital management and achieve alignment between Group and local human capital strategies.

Oversight of our Group Human Capital Strategy is provided by the Social & Ethics Committee which also monitors employee relations and compliance with labour rights, including adherence to the International Labour Organization's decent work standards. Additionally, the Committee tracks progress on our Employment Equity Plan and guides our transformation agenda. The Remuneration & Nomination Committee oversees our remuneration, rewards and performance strategies, and succession planning for key roles.

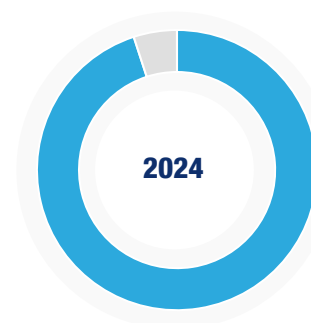
In FY2024, our employee turnover rate remained steady at 14% (2023: 14%). In total, 1 464 permanent and temporary employees were recruited to support business expansion requirements, replacing vacancies or to fill new roles while 62 employees retired due to ill health or having reached normal retirement age. We regrettably report one work-related fatality and a further 14 non-work-related employee deaths.

In response to ongoing business consolidation and realignment of priorities, we initiated several restructuring initiatives across our South African, Latin America, European and Chinese commercial businesses. These restructuring processes were carefully managed through detailed consultation plans with affected employees and relevant labour organisations, such as unions and works councils.

Providing technology-enabled human capital solutions to drive value creation

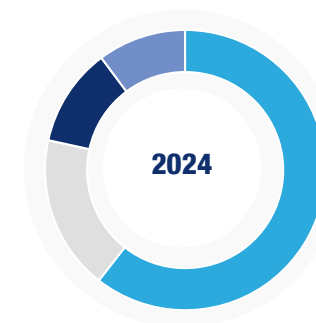
Delivering technology-driven human capital solutions is central to our value creation efforts. Our commitment to innovating and digitalising human capital processes is critical to creating a meaningful employee experience that enhances Aspen's performance and success. To this end, Group Digital Technology and Group Human Capital have jointly developed a Human Capital Technology Enablement Strategy. This strategy supports our broader Human Capital Strategy, covering every phase of the employee lifecycle from hire to retire.

Total employees (9 350 employees) (%)



- Permanent employees **95**
- Temporary employees **5**

Employee categories (9 350 employees) (%)



- Factory employees **61**
- Support staff **18**
- Sales representatives **11**
- Commercial employees **10**

Workforce development

Unlocking talent potential and driving sustainable performance excellence across our diverse, global teams are central to our development focus. Our Group People Development Strategy is designed to create a future-fit, resilient workforce equipped to navigate and shape the evolving demands of our business.

Our Group Talent Management Strategy sets out our approach to acquiring, developing, retaining and deploying our talent, while driving delivery of our strategic objectives. Through our Group succession planning framework, we have identified mission-critical and scarce-skill roles at senior levels as well as high-potential individuals. Our robust talent pipelines enable us to identify and mitigate talent risks in these critical areas, spanning our commercial, manufacturing, and enablement functions, which facilitate the movement of talent across the organisation. By offering employees diverse career paths and development opportunities, we enhance engagement and retention.

Our People continued

Recognising the talent potential offered by our broad geographic footprint, we leverage mobility as a key strategy for developing skills and sharing knowledge. Our Group Mobility framework facilitates the movement of talent across the Group, whether for stretched assignments, career-broadening or key strategic projects.

Over the past year, we have embedded our Leadership 2.0 competency model, which redefines the Aspen leader. This framework is designed to unlock the full potential of our people, empowering individuals to lead themselves, manage teams effectively, and gain an understanding of our business.

At Aspen, investing in learning and development is critical to enhancing employee retention, motivation, engagement, and productivity. Our commitment to continuous upskilling and reskilling remains at the forefront of our Group development programmes. We prioritise learner-focused, inclusive training programmes that develop functional, technical and leadership skills. Employees are provided with equal opportunities for development, advancement, and promotion based on merit, without prejudice.

In today's rapidly changing work environment, the ability to reskill at pace is essential to achieving our ambitious strategic objectives. This is reflected in the year-on-year increase in our overall training investment and average training spend per employee. In total, 7 556 (2023: 7 028) employees underwent training, with an average cost of R7 359 (2023: R6 959) per employee. Our total investment in training increased by 8% to R64,3 million (2023: R59,8 million).

Our training initiatives across the Group included short courses, internal training programmes, management and leadership development programmes as well as executive coaching programmes. Additionally, we are fostering a culture of self-directed learning by optimising digital platforms such as GO-1 and SuccessFactors Learning Management to deliver innovative e-learning solutions.

Skills development programmes in South Africa

Driving capability building is a key focus for our South African businesses. Over FY2024, we invested R29 million in upskilling and reskilling 2 044 employees. Of the total skills development spend, 88% was directed towards Employment Equity ("EE") candidates and 55% towards women.

Key initiatives implemented during the year include the following:

- The South African Operations Learning Academy offered pipeline initiatives, comprising learnerships and internships in skills and qualifications critical to the business, such as mechatronics and engineering.
- SA Commercial launched an accreditation programme for Health Products Sales Representatives.
- A cybersecurity programme was implemented for 20 IT delegates. This was delivered in partnership with GIBS, featuring two masterclasses led by subject matter experts and supported by self-directed learning on our e-learning platform.

In line with our commitment to contributing to a sustainable external pipeline of critical skills, we continue to invest in bursary and learnership programmes that benefit not only Aspen but South Africa as a whole. This year, 105 learners were provided with funding and 36 internships were offered. A total of 73 internships and learnerships continue to be provided to employed and unemployed individuals. Additionally, 78 Aspen employees received financial assistance in the form of bursaries, with a further 95 bursaries awarded to external students in South Africa. Our external bursary scheme, with a total spend of R2,89 million, is aimed at sustaining the supply of relevant qualifications and skills to the industry in the future, while also contributing towards the education of our youth.

To enhance knowledge transfer, our South African Operations implemented work integrated learning with pharmaceutical students from Nelson Mandela University. In addition, through our Group Legal function's partnership with the University of KwaZulu-Natal, several aspiring lawyers attended a four-day workshop at Aspen Holdings where they were provided with insights and much-needed practical exposure to law practiced in a multinational commercial environment.

Diversity, equity and inclusion ("DEI")

The Aspen Equity, Diversity, Inclusion and Belonging ("EDIB") Framework underscores our commitment to promoting and supporting DEI at every level of the organisation, which is essential to sustaining our high performance culture. We recognise that everyone has unique needs, experiences, opportunities as well as barriers to overcome. It is equally important that our diverse workforce feels valued, appreciated, and empowered to make a meaningful contribution to the organisation.

As of 30 June 2024, Aspen's global team represented over 50 nationalities spanning six continents. To harness the full potential of this diverse workforce, we strive to cultivate an inclusive culture where employees can bring their authentic selves to work and feel valued. Our EDIB Framework supports this goal, reflecting the principles outlined in our Group Code of Conduct and related policies like the Group Anti-Harassment, Anti-Discrimination and Anti-Bullying Policy. This Code ensures that every employee – regardless of race, gender, sexual orientation, ethnic origin, nationality, religious beliefs, disability, marital status, age, political beliefs, or socio-economic status – is consistently treated with respect, dignity, and fairness. These principles are integrated into our policies, processes, and practices to promote and support DEI at all levels of the organisation.

Over the past year, our key initiatives focused on raising awareness about gender-based violence, mental health, recognition and appreciation, anti-bullying, and human rights.

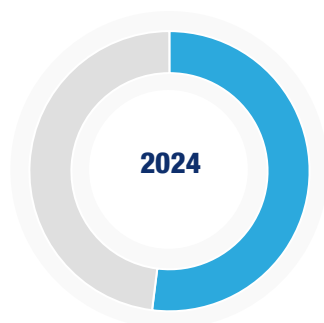
As a participant of the Women's Empowerment Principles ("WEP"), the attraction, retention and development of female talent remains a priority for the Group. Gender diversity is a KPI monitored by the Social & Ethics Committee. We recognise that the advancement of women within our organisational structures is an important element in addressing gender equity.

Currently, women constitute 31% (2023: 35%) of top management roles and 48% (2023: 48%) of our total workforce. Women accounted for 25% of all promotions into top management roles across the Group. Women's forums have been established in our respective South African businesses, offering platforms for engagement, connection and driving gender transformation.

Our People continued

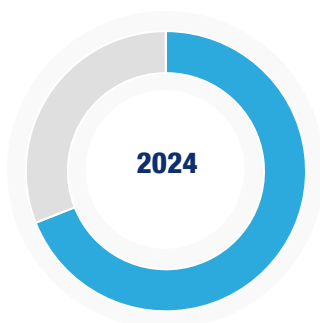
We also leverage our Group-wide recognition programme to highlight the achievements of women in Aspen. Our annual Women Achievement Award celebrates excellence while highlighting the exceptional contributions of women. Additionally, we value external perspectives on gender equity and have strengthened our partnership with the South African chapter of the 30% Club during the year, further solidifying our commitment to gender diversity and leadership.

Employee gender diversity in the Group (%)



● Male **52**
● Female **48**

Gender diversity in top management roles in the Group (%)



● Male **69**
● Female **31**

Empowering historically disadvantaged individuals in South Africa

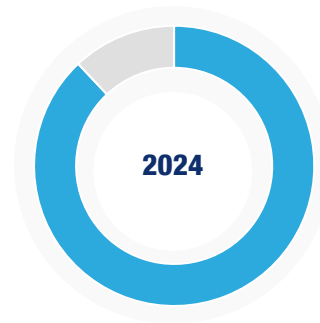
We are dedicated to creating a fair and equitable environment where all employees can learn, grow, and develop to their full potential. The Group Executive Transformation Forum, chaired by the Group Chief Executive, oversees our transformation objectives. The Forum includes senior executives and representatives from Group Risk, Sustainability & Compliance, Human Capital, the Women's Forum, and Employment Equity Committees.

This year, we closely monitored our five-year EE plan in accordance with the Employment Equity Act and the Department of Trade, Industry and Competition's B-BBEE Codes of Good Practice ("B-BBEE Codes"). Our targets consider factors such as staff turnover, growth objectives and transformation rates. We remain focused on attracting, developing, and advancing diverse talent, with particular attention on external talent attraction and the internal development and advancement of under-represented groups. A robust monitoring process supports each business unit in driving meaningful change in the demographics and the implementation of affirmative action measures. Each South African business unit has a transformation plan, backed by dedicated EE Committees.

Our performance against year two of the new EE plan was encouraging, with black representation across all occupational levels reaching 88% (2023: 87%), surpassing our target of 87%. Female representation in the South African workforce was maintained at 55%, meeting our target.

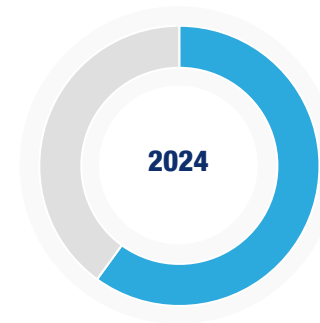
In line with our commitment to inclusivity, we have specific targets and plans to attract, develop and retain persons with disabilities ("PWDs") in our workforce. In 2024, we supported learnerships for 10 persons with disabilities. Currently, PWDs represent 1,2% of our South African workforce, against a target of 1,6%.

Employee race diversity in South Africa (%)



● Black employees **88**
● Other employees **12**

Black employees in top management roles in South Africa (%)



● Other employees **60**
● Black employees **40**

Labour Rights

As a participant of the UN Global Compact, we are dedicated to upholding its labour principles. Our Code of Conduct reinforces the rights of every employee to be treated with fairness, equality, and respect.

We strive to maintain a work environment free of prejudice, bias, harassment, and/or violation of any kind. Discrimination based on age, nationality, gender, race, physical health, sexual orientation, individual belief systems and/or any other prejudicial grounds is prohibited. Our policies also explicitly denounce the use of child labour and unfair labour practices, both within Aspen and across our supply chain. These principles are further embedded in our EDIB Framework, our Sexual Harassment Policy and our Anti-Harassment and Anti-Bullying Policy. Human capital, industrial relations and legal compliance frameworks ensure that employee rights are upheld, and we remain in compliance with labour legislation.

As an organisation, we have a responsibility to support any employee who is subjected to violence, harassment, and discrimination and to protect employees who may be subjected to gender-based harassment at work or in their communities. Given the high prevalence of gender-based violence in some of our operating geographies, we launched global campaigns such as the UN's 16 Days of Activism against Gender-Based Violence and International Women's Day #Inclusion Matters. The initiatives raised awareness of these critical issues while extending a call to action to understand and encourage inclusion in our workplace and communities.

Our People continued

Our commitment to fostering positive employee relations is reflected in our policies and procedures, which promote constructive working relationships with unions and works councils. Across the Group, employees are free to exercise their rights to belong to trade unions and collective bargaining councils. Local human capital managers proactively manage relationships with trade unions, which are seen as key stakeholders. Formal processes are in place to foster a culture of transparency and constructive engagement with trade union representatives in each territory. In 2024, 8% of the Group's employees belonged to a trade union, while 26% were represented by collective bargaining or works councils.

When material operational changes occur, we communicate with the employee trade unions, as necessary, within legislated periods. During periods of organisational restructuring and transition, safeguarding the rights and well-being of our employees is a top priority. We are committed to managing these processes with fairness, transparency, and respect. Our restructuring approach is rooted in the principles of fairness and equity. We ensure that all decisions are made objectively, with a focus on minimising disruption and maintaining a supportive work environment.

To address concerns, formal grievance procedures are in place and communicated across all business units. Employees can also raise concerns confidentially through the Tip-offs Anonymous Hotline. This independently operated reporting service provides employees with a channel to anonymously raise concerns with respect to matters related to unethical conduct, corruption, and fraudulent activities. Our Whistleblowing Policy, accessible [online](#), along with our standard operating procedure provides guidance to prospective whistleblowers and details the protections available to them, including protection against occupational retaliation. All reported tip-offs are viewed by the Group Ethics Committee.

Fair compensation and performance

We are committed to ensuring that all employees receive fair and equitable compensation guided by the principles of transparency, fairness, and equity, ensuring that every employee is rewarded appropriately for their efforts. This commitment includes offering competitive salaries and benefits that align with industry standards in their jurisdiction of employment and reflect each employee's unique contribution.

Our compensation practices support our pay-for-performance philosophy, ensuring that remuneration is directly tied to individual, team, and organisational achievements. We are committed to non-discriminatory pay practices, ensuring compensation is free from bias related to gender, race, or any other characteristic. Employee wage rates across the Group comply with legislated rates in their respective jurisdictions and, where applicable, adhere to agreements with trade unions and/or collective bargaining councils. To remain competitive, we benchmark salaries against industry standards, ensuring we attract and retain top talent. More details on our remuneration philosophy can be found on [page 110](#).

Performance management and recognition

To sustain a culture of performance excellence, we continue to enhance our Group performance management framework. This framework standardises performance management across the Group while respecting the local dynamics of managing high-performing teams. It emphasises pay-for-performance as a key element of our remuneration strategy, encouraging 360-degree feedback and continuous performance dialogues.

We also invest in upskilling our human capital and line managers to ensure robust performance management processes. Key areas of focus include performance coaching, setting breakthrough goals and providing powerful feedback. During the year, performance appraisals were completed for 95% of permanent employees across the Group through formal one-on-one meetings between employees and responsible managers. These appraisals form the basis for performance incentives and annual salary increases.

Our Group Employee Recognition Programme (INSPIRE) celebrates excellence and embodies our core values. Over the past nine years, this programme has complemented our culture of recognition and looks at rewarding behaviours that are the cornerstone of our success. Over the past nine years, we've recognised more than 431 employees in categories such as Community Involvement; Women Achievement; Innovation in Equity, Diversity, and Inclusion; Employee of the Year; Gus Attridge Leader of the Year; Executive of the Year; and Business Unit of the Year.

Employee well-being

We believe that belonging, equity and wellness are core to the employee experience. In line with this, we have broadened our duty of care to encompass all practices, processes and policies that ensure our employees work in safe, healthy environments.

Last year, we launched our Group Well-being Framework, which takes an integrated approach to well-being. Our development programmes equip our leaders with tools to foster empathy. Employee health, wellness, and fitness for work are vital to executing responsibilities effectively and delivering value to the organisation.

Our employee benefit arrangements include subsidisation of tailored healthcare insurance plans for employees and their direct dependants, where this is required. We support our employees with paid leave to accommodate mental health and family responsibility, where warranted.

To embed the Group Well-Being Framework, we introduced a pilot year-long programme for 20 senior leaders, focusing on physical, psychological, and emotional well-being, supported by a dedicated wellness coach. We also introduced a menopause awareness campaign in the Middle East to highlight its impact on female employees. In addition, we hosted live virtual well-being sessions in English, Spanish, and Dutch, led by subject matter experts, covering topics including healthy sleep and financial well-being. In selected sites, employees have access to on-site clinics, employee assistance programmes and wellness support programmes, including financial planning, stress management and mental wellness.

In South Africa, the HIV/AIDS management programme is administered by an independent health risk management company. HIV/AIDS-positive employees have access to disease management programmes through their healthcare insurance schemes, which subsidise the provision of anti-retrovirals as well as voluntary counselling and support programmes. Peer educators also deliver training on prevention and disease management for employees and their families.

Our People continued

Employee health and safety

Our employees are entitled to a safe and healthy working environment, and we are committed to ensuring the safety and security of all our employees and third parties visiting our facilities.

Our commitment to safety and security management

Our commitment to employee safety and conduct is outlined in the Aspen Code of Conduct supported by the Group Supplier Code of Conduct, which details the expectations and requirements of our service providers in terms of adhering to our safety standards both in their own workplace and when operating at one of our facilities. The Aspen Group Standard for Contractor Management further supports the identification, evaluation and control of risks associated with on-site contractor and subcontractor activities.

Safety, health, and environment (“SHE”) compliance is continuously monitored and managed, with SHE KPIs integrated into site management reporting processes. The relevant Group functions develop and promote Aspen’s SHE policies and standards and monitor the compliance and effectiveness of certified SHE management systems across the business units. Independent biennial legal SHE audits are conducted at all manufacturing facilities, with findings reviewed by the Group Compliance and Group Health and Safety functions to identify trends and the status of corrective actions. The Board monitors material SHE KPIs quarterly, and the Social & Ethics Committee ensures the effectiveness and compliance of SHE management systems.

Preventing work-related injuries, and prioritising incidents with serious injury and fatality potential (“SIFp”) are key focuses, particularly in our high-risk manufacturing environments. Health and safety baseline and issue-based risk assessments are conducted to identify and evaluate the magnitude of our health and safety risks through a dynamic, formal, and structured process. Risk assessments are the foundation for the establishment, implementation and maintenance of our SHE management systems across the Group, and the selection and mitigation influence of required control measures is determined by the principle of the hierarchy of controls. Issue-based risk assessments are conducted for the management of changes and for any new projects prior to the design phase to ensure that all health and safety risks are considered and mitigated. New operations acquired are integrated into the Aspen Group SHE programme systematically.

Due to the nature of pharmaceutical and chemical products, we enforce compliance measures for safe handling and transport throughout the supply chain. SHE training needs are identified through applicable legal requirements and risk assessments, managed through internal and external training programmes and delivered by competent registered or approved training service providers.

SHE awareness and competency training are provided at no cost to employees, with effectiveness measured through formal assessments, job observations or the performance review process. Formal SHE representation and management structures are established at all manufacturing sites to create a platform of consultation and participation in the development of key system elements such as risk assessments, operational work instructions and incident investigations. These health and safety workforce forums also provide a mechanism for discussion and resolution of any SHE matters and sharing of pertinent health and safety information. Regional regulatory requirements dictate the operation of health and safety workplace forums in terms of frequency, membership, responsibilities and authority for decision-making. Practices that penalise participation in the reporting of incidents, hazards, risks and opportunities are discouraged by addressing identified obstacles and barriers, and employees who wish to remain anonymous are protected against reprisals through the Tip-Offs and Whistleblowing Policy.

Ensuring employee security

In the interest of employee safety and asset security, access controls and security systems are in place across all manufacturing and commercial sites to prevent unauthorised entry. Additional measures are implemented by local management teams to ensure employee safety in countries where the risk of social and/or political unrest is high.

Managing health and safety compliance

We align our health and safety management systems to global standards and 88% of our manufacturing facilities are ISO 45001 certified, covering 91% of employees within manufacturing operations. The Shelys (Tanzania) site achieved ISO 45001 certification in 2024. Due to the limited scale of their operations, the Sioux City and Ghana sites are not earmarked for certification. ISO 45001 system development is in progress at the Alphamed site in India. The ISO 45001 certificates and SHE policies for all internationally certified facilities are displayed across the manufacturing sites and are available [online](#). Maintenance of an internationally recognised health and safety management system enables our sites to keep abreast of all applicable health and safety legal requirements, maintain a programme for evaluation of compliance and manage instances of non-conformance.

Aspen’s Commercial SHE programme was developed and rolled out to our material commercial and support hubs in 2023, and gap assessments were conducted. The programme enables a formal approach to manage SHE risks and opportunities for continual improvement, to maintain legal compliance and prevent harm to employees and the environment, as aligned with our Group SHE policies. The next phase of the programme will be established in 2025.

Measuring SHE performance

In 2024, the biennial independent SHE compliance assessment across all manufacturing units highlighted a strong overall H&S performance. One exceptional finding regarding non-compliance to complete a two-yearly inspection of electrical equipment in a hazardous location at our East London (South Africa) site was recorded. Additionally, a minor administrative monetary fine was issued to our Biochem Oss (Netherlands) site this year. All legal findings are managed by each facility through a formal corrective and preventive action system.

Aligned with the GRI, TRIFR and High Consequence Incident Frequency Rate (“HCIFR”) are used to measure health and safety performance. These KPIs provide a good reflection of our health and safety profile and approach to incident prevention including insights into causal factors and hotspots of emerging health and safety risks on minor medical cases. In 2024, we expanded our H&S sustainability reporting to include all commercial business units for a comprehensive view of our global operations.

Tolerance levels for health and safety KPIs are reviewed and approved by the Social & Ethics Committee every two years, as a minimum. While we saw a positive downward trend in both material H&S KPIs for 2024, we unfortunately experienced a fatal motor vehicle accident, caused by a third party, in our South African Commercial business. Our TRIFR tolerance was reviewed and reset at 1,50 in 2023 and a rate of 1,06 was achieved in 2024. The HCIFR tolerance of 0 by 2025 was also achieved ahead of schedule.

Our People continued

During the year, 105 (2023: 82) reportable incidents were recorded across the Group. It is pleasing to report that no high-consequence incidents or occupational fatalities related to our external contractors have occurred since 2013.

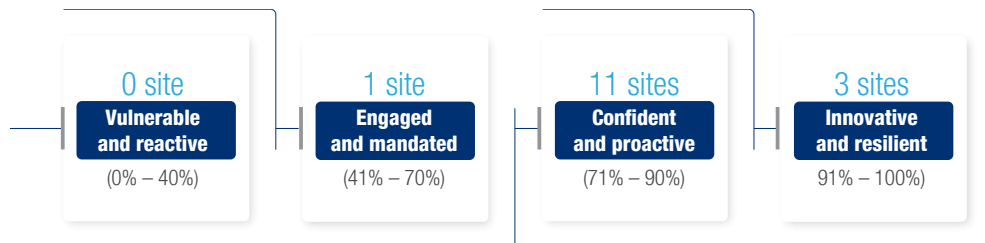
Formal systems are in place to ensure that incidents are recorded, investigated and analysed in a structured and timely manner to identify root causes and prevent their recurrence. To be more proactive (because the frequency of incidents does not proportionally reduce the severity thereof), we expanded our assessment of SIFp to include near-miss incidents and hazards. A total of sixty-five SIFp cases were recorded, with 55% identified through employees as a near-miss incident or hazard. Sixty-three percent (63%) of these cases resulted in the identification of design and engineering controls for the implementation of more rigorous and sustainable safety measures.

Slips, trips and falls remain the highest contributors to our total reportable case rates, with an increase noted due to incidents involving marketing and sales personnel largely occurring on customers' premises. Ergonomic cases, being struck against stationary objects and contact with hazardous energy sources also contributed to the 2024 incident rates.

Motor vehicle accidents ("MVAs") pose a significant inherent health and safety risk within our commercial operations and are now included in our TRIFR. In 2024, we recorded a total of 65 MVAs (2023: 80). One MVA case resulted in a fatality (South Africa) while a further six resulted in injury to drivers and a consequent 70 lost workdays. Five (71%) of these MVA injury cases were caused by third parties.

To enhance our SHE culture and reduce incidents, our manufacturing sites continue to conduct Gemba Walks, where leaders observe, listen and engage directly with the shop floor, to foster a culture of openness, collaboration and teamwork to identify improvement opportunities. Follow-up SHE Culture Surveys were conducted at four (27%) of our manufacturing sites in 2024 after initial assessments undertaken in 2022. The most notable improvement was at our largest site, Gqeberha (South Africa), which improved by 14 percentage points to a higher level of maturity level (Confident & Proactive) on our SHE culture ladder. The Group standings on the culture maturity ladder follows.

Our SHE culture maturity ladder



Ensuring commitment to continual improvement

We are committed to continuously enhancing health and safety management and performance through practical measures. We use audit results, survey outcomes, and incident statistics to identify opportunities for improvement. Continual improvement is demonstrated by the establishment of measurable health and safety objectives which are regularly monitored to ensure achievement thereof. The status of the various continual improvement programmes is also reviewed during employee health and safety meetings.

