

SUPPORTING OUR TEAM

Sigma is committed to providing a safe and healthy work environment for our team members to thrive. It is ingrained in our operational and management culture and incentives, with safety and behavioural indicators reported to the Board monthly.

Regular and consistent training is provided to team members, and informative material is prominently placed to ensure a safety-first approach throughout our business.

Health and Safety Management System Audits

Health and Safety Management System (HSMS) compliance audits of Sigma's sites are a key element of our health and safety governance. The audits are undertaken annually by accredited auditors within the Health and Safety Team throughout our operational facilities. This year's result was 91.03%, an increase of 6.48% over the previous year.

Safety Lead Indicator Reporting

Our safety lead indicators are a group of key activities undertaken at every site as part of our risk reduction and safety improvement program. Each month, every site is measured against our compliance KPI of 95%. Compliance across the company was 99.24%, with no site dropping below 98.00%.

Drug and Alcohol Testing

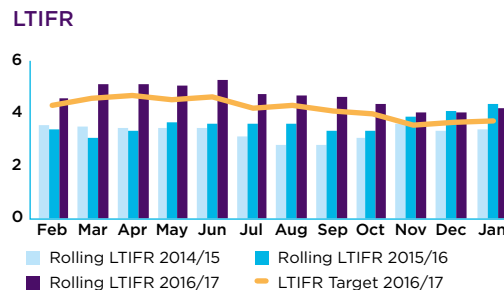
As a Company committed to providing safe workplaces, random drug and alcohol testing was undertaken at our sites throughout the year, following an extensive drug and alcohol awareness education program delivered to team members in 2015. The program and subsequent testing has been embraced by team members and contractors alike.

MySigma

A major IT platform upgrade led us to designing and implementing a new company intranet, called MySigma, which enabled us to roll out a dedicated health and safety portal, with policies, standards, tools and forms easily accessible from workstations, mobile devices and our intranet kiosks.

LTI/LTIFR

Sigma recorded eight lost time injuries (LTIs) for the year (LTI = one or more lost days), with two of these being for time greater than one week. Our LTIFR was 4.25, down from 4.36 the previous year. Four Sigma sites reached 3,300 or more LTI-free days.



Sigma has during the year conducted a number of programs across our workplace to continue to create a healthy working environment. These have included:

- Bone density testing, where we have had a fantastic response with 428 people registering for a test! This is a great step forward in improving bone health and reducing risk of osteoporosis and bone deterioration. The test is taken at the heel of one foot by ultrasound and is 100% safe and painless.
- Making free flu vaccinations available to all team members.
- Supporting team member participation in the Upstream Challenge and Corporate Triathlon.

We will continue to evaluate opportunities to encourage healthy living amongst our team members in the year ahead.

Team Member Engagement Survey

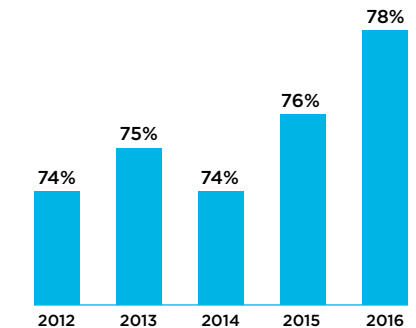
An annual team member engagement survey is conducted to assess the level of engagement of our team members and better understand the areas in which both Sigma does well and needs improvement.

The 2016 climate survey again provided some fantastic results, with the satisfaction rating reaching an all time high of 78%. Equally pleasing is that the increased satisfaction rating was achieved from a broader base of employees, with the response rate reaching 70%.

“This business has come a long way in the years I have been here, and whilst we still have a lot of room for improvement in some areas, we should all feel very proud how much the business has turned around and the healthy results and direction we are going, in what is a very challenging market place.”

Anonymous team member

Satisfaction Rating



Response Rate

