

ASPECT / Indicator Name	2012				2013				2014				2015				2016				Footnote	GRI		
<b>Occupational Health and Safety</b>																								
Total number of workers represented by HSE committees	515				597				690				721				661				Restatement of previous year information based on definition below	G4-LA5		
Percentage of workers represented by HSE committees	100				100				100				100				100				Where our business units are required to have formal joint worker-management committees, we have them; where this requirement does not exist, we provide direct employee-employer engagement on HSE matters, aided by our fair culture policies, HSE field meetings with all staff and quarterly HSE Leadership meetings with Senior Management and HSE advisors from all business units	G4-LA5		
Total recordable injury frequency per 200,000 hours (worldwide)	0.97				1.11				1.45				0.98				1.07				*note that for all OH&S metrics, we are reporting male and female statistics together			
Total recordable injury frequency per 1,000,000 hours (worldwide)																	5.33					G4-LA6c		
<b>Types of injury – all staff (permanent or fixed term)</b>																								
<b>F - Fatality</b>																								
<b>LT - Lost Time</b>																								
<b>RW - Restricted/Modified Work</b>																								
<b>MA - Medical Aid</b>																								
Canada (not including D&C)	0	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	1	1	
France (not including D&C)	0	0	0	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Netherlands (not including D&C)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Australia (not including D&C)	0	0	0	0	0	0	1	0	1	2	0	0	0	2	0	0	0	0	0	0	0	0	0	
United States																								
Injury rate – all staff (permanent or fixed term)																						G4-LA6a		
Canada	0.0000012				0.0000032				0.0000019				0.0000000				0.0000000							
France	0				0.0000085				0				0				0							
Netherlands	0				0				0				0				0							
Australia	0				0.0000072				0.0000140				0				0							
United States																								
<b>Lost day rate – all staff (permanent or fixed term)</b>																								
*defined as total lost days compared to the total number of hours scheduled to be worked by the total workforce in the reporting period																								
Canada	0				0.0001432				0				0				0							
France	0				0.0005633				0				0				0							
Netherlands	0				0				0				0				0							
Australia	0				0				0.00000631				0				0							
United States																								
<b>Lost days (iTrak)</b>																								
Canada																								
France																								
Netherlands																								
Australia																								
United States																								
<b>Total Workforce Hours (Emp &amp; Permanent Contractor)</b>																								
Canada	855,880				928,814				1,130,962				869,750				993,804							
France	406455.31				455185.89				539577.86				510,232				483,968							
Netherlands	207384				236121				295200				122,968				295,988							
Australia	92453				99543				153448				110,118				123,808							
United States	149588				137964				142736				107,752				72,080							
United States									0				18,680				17,960							
Absentee rate – all staff (permanent or fixed term)	Not tracked				0.5				0.3				0.7				0.03				2012-2015: staff on long-term disability divided by total staff, based on available data 2016: data improvement: absentee lost days due to S&LTD and sick leave divided by total days available for all permanent staff	G4LA6a		
<b>Vendor/Independent Contractors</b>																								
<b>Types of injury</b>																								
Canada (including D&C)	3	1	6	10	2	1	5	8	4	4	5	13	0	3	3	6	0	0	2	0	2			
France (including D&C)	0	1	1	2	1	0	1	2	5	1	1	7	3	1	1	5	1	1	0	1	3			
Netherlands (including D&C)	0	1	1	2	0	3	0	3	1	2	1	4	0	1	1	2	0	2	1	3	6			
Australia (including D&C)	0	0	0	0	1	1	1	3	0	0	2	2	2	0	0	2	0	0	0	0	0			
United States																								
<b>Contractors Hours Worked</b>																								
Canada (including D&C)	2,251,117				2,484,014				2,879,054				2,184,682				1,259,127							
France (including D&C)	1,570,222				1,745,928				1,813,901				1,163,403				466,631							
Netherlands (including D&C)	501,388				523,872				764,845				575,000				461,500				2014 and 2015 restatement required due to change in hour estimation methodology for FBU to more representative method			
Australia (including D&C)	132,395				131,784				257,798				258,189				205,377							
United States (including D&C)	47,112				82,430				41,184				117,020				47,604							
United States (including D&C)									1,326				71,070				78,015							

