

AutRen Spence

Our General Procedures to Maintain Occupational Health and Safety

Hazard Identification, Risk Assessment and Control

Must Do

- » Identify compliance requirements and stipulated minimum standards for established benchmarks and ensure adherence
- » Conduct routine HIRAC inspections and maintain records of findings
- » Adequate control measures to be established to reduce risks including provision of PPEs where required
- » Ensure adequate team capacity, including fire wardens and first aid officers (Responsibility Mapping)
- » Ensure adequate resource availability such as first aid and emergency response tools and equipment
- » Identify training needs of OHS team members and general awareness needs of all stakeholders and plan communications
- » Engage with employees to identify employee needs, OHS concerns and grievances
- » Communicate on OHS related SOPs to all stakeholders
- » OHS related incidents, accidents, near misses etc. need to be recorded and addressed to ensure the wellbeing of all stakeholders

Should Do

- » Segments with elevated risks for OHS due to the nature of the operation should (are expected to) have more rigorous measures to identify potential OHS hazards and should implement higher control measures with well-structured management systems.
- » Group level due diligence procedures should have higher benchmarks in internal inspections for segments with higher OHS risks.



Could Do

- » Segments could plan programmes to lead and promote OHS, fostering increased awareness and sensitisation among external stakeholders.
- » Segments could seek certification for their management systems aligned to standards like ISO 45001, Rainforest Alliance or Travelife (both of which include OHS within their framework), or similar.

Parental Leave 2023/24

(GRI 401-3)

	Tourism Sector		Maritime and Freight Logistics Sector		Strategic Investments Sector		Services Sector		Total		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Group
Total number of employees entitled to parental leave	3,161	517	1,476	334	3,198	4,340	209	46	8,044	5,237	13,281
Total number of employees that took parental leave during the year	20	6	9	9	5	2	2	1	36	18	54
Number of employees that returned to work after parental leave during the period	20	6	9	9	5	2	2	1	36	18	54
Number of employees that returned after parental leave still employed after 12 months of their return	19	5	9	7	5	2	2	1	35	15	50
Return to work rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Rate Still employees after 12 months	95%	83%	100%	78%	100%	100%	100%	100%	97%	83%	93%

Employee Turnover 2023/24

(GRI 401-1)

Employee Turnover by Age and Gender

Age Group	Male Turnover	Female Turnover	Total Turnover	% of Total Turnover
Less than 30	1,339	941	2,280	59%
30 to 50	869	548	1,417	37%
Over 50	119	42	161	4%
Grand Total	2,327	1,531	3,858	100%

Employee Turnover by Region and Gender

Region	Male Turnover	Female Turnover	Total Turonver	% of Total Turnover
Sri Lanka	1,743	1,443	3,186	82%
Maldives	397	58	455	12%
Other	187	30	217	6%
Grand Total	2,327	1,531	3,858	100%