Employee safety, health and wellbeing

At AstraZeneca, we are committed to promoting a safe, healthy and energising work environment for our people.

2014 highlights

17% reduction in lost time accident and illness rate compared to 2013.

16% reduction in driver collisions per million kilometres driven compared to 2013.

78% of sites have five health and wellbeing programmes in place.

Our approach

Ensuring that all of our people have a safe working environment, the right equipment and the right training to work safely is of paramount importance to us. We also want our employees to be healthy and have a positive sense of wellbeing.

Our global Safety, Health and Environment (SHE) Policy describes what we expect from our employees. Our SHE strategy and complementary Health and Wellbeing strategy are both closely aligned with our business objectives and designed to make sure that we stay focused on supporting safe, efficient and sustainable operations across the company.

The Chief Compliance Officer and the SHE Leadership Team meet yearly with a Director of the Board to review the SHE strategy and performance. Our CEO, who is ultimately accountable for the company’s SHE performance, and the Senior Executive Team also formally review the SHE strategy, performance and compliance status yearly.

“Our employees are critical in delivering our strategy. Consequently safeguarding their health and providing a safe and well-designed workplace is a fundamental part of making AstraZeneca a great place to work.”

Pascal Soriot,
Chief Executive Officer
Learning from incidents

As a global company with employees in 106 countries, it’s vital that all of our people understand how to assess risks. It’s also vital that if accidents do occur, we are all able to learn from them and take steps to prevent them happening again.

We train all relevant employees in how to identify and assess risk. We train them to investigate accidents in a way that will help establish their root cause. Training is also available for line managers and SHE professionals who want to improve their risk assessment skills.

A master database holds all of the relevant incident information and we review all reported incidents quarterly. We share the most pertinent cases with our global network of SHE professionals via our Learning from Incidents programme, allowing them to use the learning to make any necessary changes to their sites. Last year we created 15 new case studies. For example, an in-car laptop charger caused a small, but potentially serious fire in an employee’s company car. Shared as a case study via the Learning from Incidents programme, all employees with company cars are now advised to unplug laptop or phone chargers from auxiliary power outlets when the vehicle is unoccupied or when charging is not required.

Promoting driver safety

Driving is our highest risk area for serious injury and fatality, which is why driver safety is a key part of our global SHE strategy. Reducing the number of collisions per million kilometres driven is a key performance target within that strategy.

Our focus is on promoting driver safety through awareness and training programmes among our sales forces – collectively the single largest group of employees who drive on company business. As we re-shape and grow our business in emerging markets, our sales force footprint is changing and we recognise the need to take account of the different driving environments and associated risks in our new geographies including Eastern Europe, Africa, Asia Pacific and Latin America.

Our DriveSuccess Tracker is used by each country to assess their driver safety activities, provide regular updates on progress and highlight areas for improvement. Performance is reported quarterly and this helps us to focus regional management and programme assistance on those marketing companies that need more help.

We regularly run driver safety campaigns focused on specific risks. For example, the 2014 ‘Case for Space’ campaign was designed to discourage AstraZeneca drivers from driving too close to the car in front, or ‘close following’. Presented as an investigation into a collision, the campaign aimed to increase awareness, change driving behaviour and keep our employees safe.
A global approach to health and wellbeing

Our Health and Wellbeing Strategy provides a framework for promoting health and wellbeing, and managing and measuring related activities consistently across the company.

It is focused not only on the prevention of (work-related) ill health but also on the proactive, sustainable and targeted improvement of engagement and energy levels throughout the organisation.

As part of our Essential Health Activities framework, 82 percent of AstraZeneca sites in 2014 ran tobacco cessation initiatives, including campaigns linked to the World Health Organization’s World No Tobacco Day. All employees have access to tobacco cessation resources via our Health & Wellbeing portal.

Case study Australia, Choosing Healthy, Energetic Food (CHEF)

During November 2014, 132 AstraZeneca employees in North Ryde, Australia took part in the CHEF Challenge, which aimed to improve health by Choosing Healthy, Energetic Food (CHEF). Over the four weeks, staff received a desk card with a healthy checklist and a food item to complement the weekly theme, and those that completed the weekly challenge were entered into prize draws. The programme was timed to coincide with World Diabetes Day and the start of free on-site health checks for all employees.

Health screening

Health screening is currently available for employees at 89 percent of our sites and marketing companies, and we are working to make it available to all our employees, together with follow-up options to support any necessary health and lifestyle changes.

Personal energy management

Modules are available to help leaders and employees become more productive and effective under pressure by managing their energy more effectively and learning how best to use it.
Case study
The Global Corporate Challenge

Teams from AstraZeneca have taken part in the Global Corporate Challenge (GCC) for the past seven years. GCC challenges companies from around the world to help improve the health and performance of its employees through team competition. In teams of seven, participants undertake various tasks designed to increase their physical activity levels, improve their diet and the quality of their sleep.

In 2014, 2,366 AstraZeneca employees from 30 countries, including a team from the Senior Executive Team (SET) took on the challenge of walking 10,000 steps a day. By the end of the challenge, employees had averaged 13,252 daily steps, above the overall GCC step average of 13,167. Topping the AstraZeneca leader board however was a team from Kazakhstan that averaged 45,000 steps a day. Their achievement meant they finished eighth in the Global Corporate Challenge walking an impressive 12,601 miles during the 100-day challenge.

AstraZeneca was placed third out of 115 organisations in the Healthcare and Medical category, and achieved 17th position overall out of 1,200 organisations taking part in this year’s global challenge.

Work pressure management
Tackling work-related stress remains a priority for us. Since 2010 we have reduced the number of reportable stress cases by more than half and we continue to focus on preventative measures to reduce the numbers even further. We use wellbeing risk assessment tools to identify high-risk areas and provide a variety of resources including eLearning on stress management for both managers and employees, face-to-face stress awareness training and psychological support through employee assistance programmes.

Enhancing safety and wellbeing through building design
The AstraZeneca approach to SHE is also in evidence when new facilities are built. As part of our iWorks workplace design strategy, we take SHE considerations into account right at the start of a new project enabling the building to be designed to work effectively with the management systems and processes, and creating a safe, efficient and comfortable work environment. This year, new facilities have opened in Russia and China, and the same considerations are being built into the plans for our new R&D centre in Cambridge.

Third-party personnel
We continue to work together with our contractors to ensure the same level of safety commitment as we would expect from our own employees. In 2014, there were 24 contractor accidents reported, the same number as in 2013. The accident rate for contractors working on our global engineering and construction projects continues to be significantly lower than the construction industry norms in the countries in which we are working.
Our progress

As part of our 2020 strategy, our current targets were set in 2011 for the years up to and including 2015. Work is already underway on new targets to take us up to 2025.

Our highest priority for improvement remains driver safety – particularly among our sales forces who form the largest group of employees driving on AstraZeneca business.

We monitor performance centrally to assess progress and identify areas for attention. In 2014, we exceeded our annual target for reducing collisions per million kilometres driven and met our 2015 target one year early.

We regret, however, that during 2014 an employee was killed in a traffic accident while driving on AstraZeneca business. A detailed investigation is currently in progress and an action plan will be created to respond to the findings of the investigation. The actions will be monitored and learning will be shared across AstraZeneca.

Having already achieved our 2015 lost time injury/illness rate target two years early, we achieved a further reduction in 2014. The lost time injury/illness rate reduced by 17 percent from 2013, which equates to a 38 percent overall reduction from the 2010 baseline.

We narrowly missed our 2014 health and wellbeing target, with 78 percent of AstraZeneca sites having five or more employee health programmes in place, against a target of 80 percent. Although this is disappointing, 91 percent of sites now have at least four programmes in place compared to 66 percent in 2012. Our 2015 target is for at least 80 percent of sites to have all six in place. In 2014, 53 percent of sites had all six in place.

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### Safety and health performance

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<th>2012</th>
<th>2013</th>
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<th>2015 target</th>
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<tbody>
<tr>
<td>Fatalities (zero tolerance)</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>0</td>
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<tr>
<td>Accidents and Illness</td>
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<tr>
<td>Lost time injury/illness rate per million hours worked</td>
<td>2.01</td>
<td>1.88</td>
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<td>Driver safety</td>
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<tr>
<td>Collisions per million kilometres driven</td>
<td>7.43</td>
<td>6.13</td>
<td>5.14*</td>
<td>6.60</td>
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<td>Health and wellbeing</td>
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<tr>
<td>Percentage of sites offering 6 essential health programmes or services</td>
<td>91% offer 3 or more programmes</td>
<td>86% offer 4 or more programmes</td>
<td>78% offer 5 or more programmes</td>
<td>≥80%</td>
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*Preliminary figure subject to change.*