



Mears Group SHE Performance
Information 2024
Annual Review

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KEY HEADLINES FOR THE REPORTING PERIOD (01st Jan – 31st Dec 2024)

- All planned health and safety objectives for the reporting period have been met or, where the KPIs form part of a longer-term strategic project, are on target.
- The group achieved our 22nd consecutive RoSPA Gold Award and its 8th consecutive RoSPA Order of Distinction.
- The business successfully retained its certification to ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health & Safety Management System). All Gas and Electrical Registrations were also successfully retained and are currently valid and in date.
- 100% of all planned internal and external H&S Audits were completed.
- The total number of Group related accidents/incidents saw a 3% reduction on the preceding year. RIDDOR reportable incidents reduced by 30%.
- The Group's Accident Frequency Rate (AFR) for the rolling 12-month period is 0.19, compared to 0.27 for the preceding year.
- There were zero incidences of H&S or Environmental related enforcement proceedings commenced or penalties levied during the period.
- The SHEQ team has delivered a broad programme of proactive and reactive monitoring activities, in addition to specific contract-focused support services, further details of which are contained within the body of this report.
- The SHEQ team is well placed to continue its current performance levels into 2025, although the overall intention is to strive to exceed expectations.

Accident / Incident Statistics

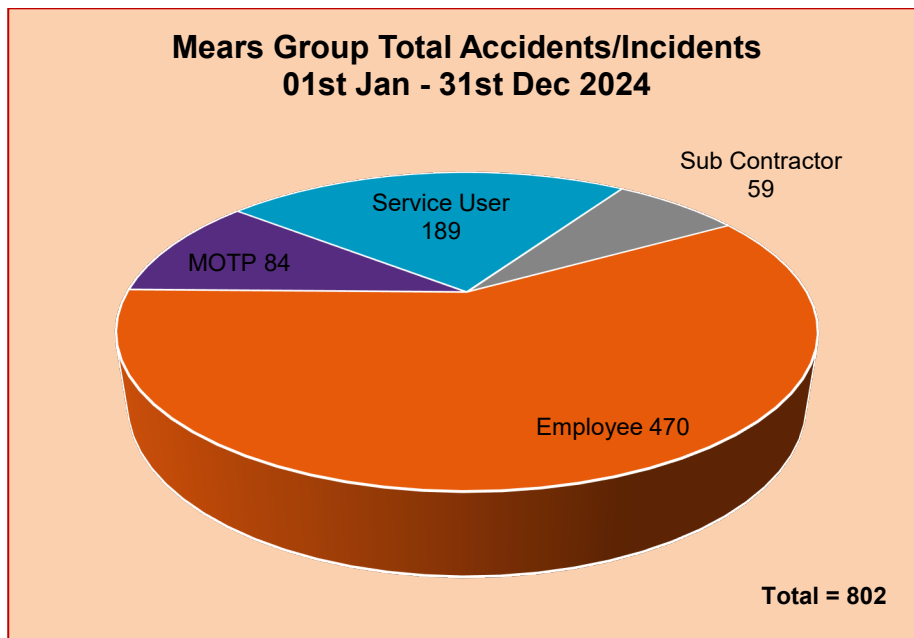
Work related fatalities (last 5 years)	2021	2020	2022	2023	2024
Employee	0	0	0	0	0
Contractor	0	0	0	0	0

2024

Employee non-fatal injuries	Employee non-fatal Reportable injuries	Employee Incidents (inc near miss)
241	28	201
Accident Incident Rate	Accident Frequency Rate	Total Employee Accidents / Incidents
214	0.19	470

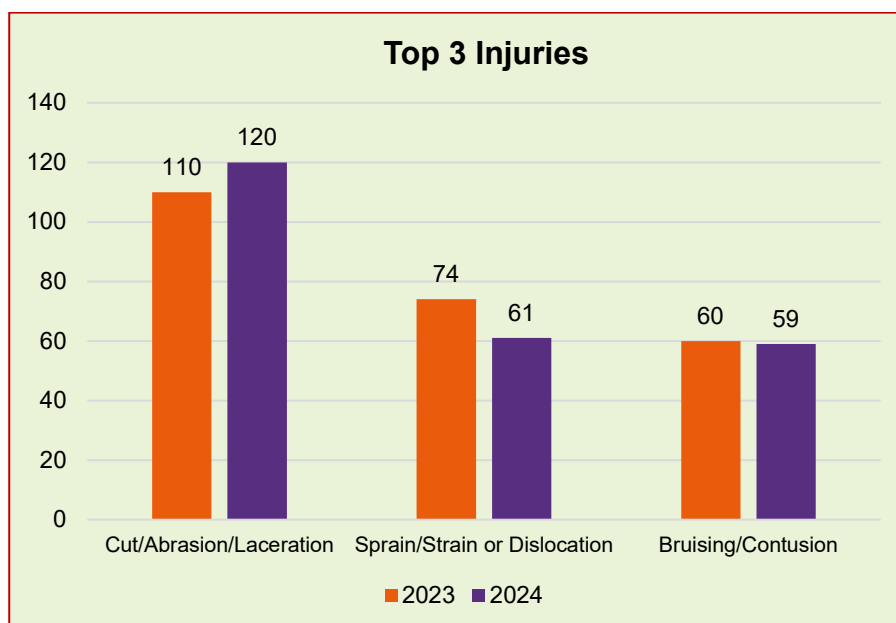
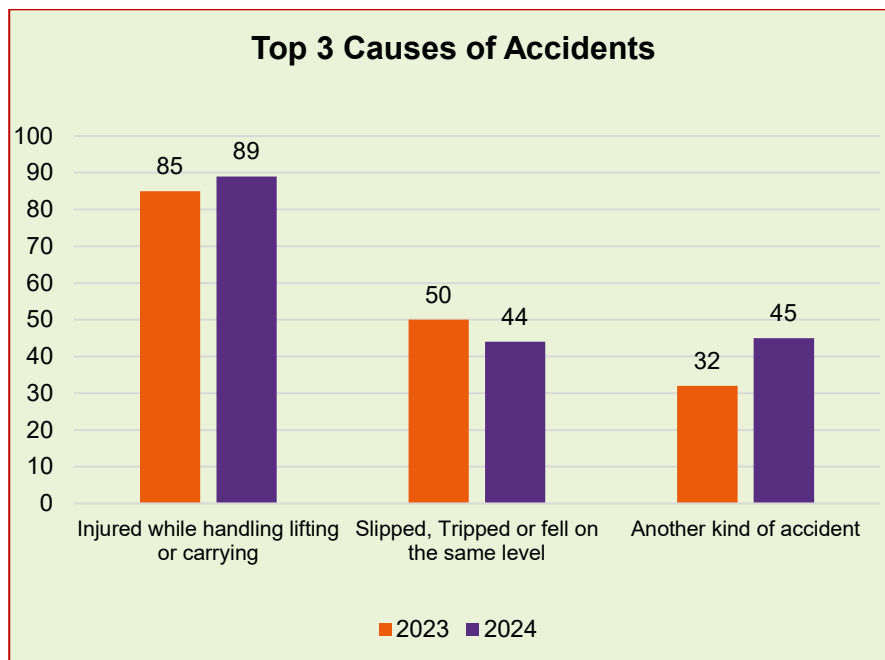
Mears Group Accident/Incident Comparisons - 2023 / 2024

The total number of Accidents / Incidents for the Group (including non-employees), as of 31st Dec 24 = 802, down from 827 for the same period last year.



Top 3 Causes & Injuries Comparison - 2023 / 2024

These charts compare the top 3 causes of accidents and the top 3 injuries for 2024, against the same period the previous year. All information is taken from the Mears Protect database.

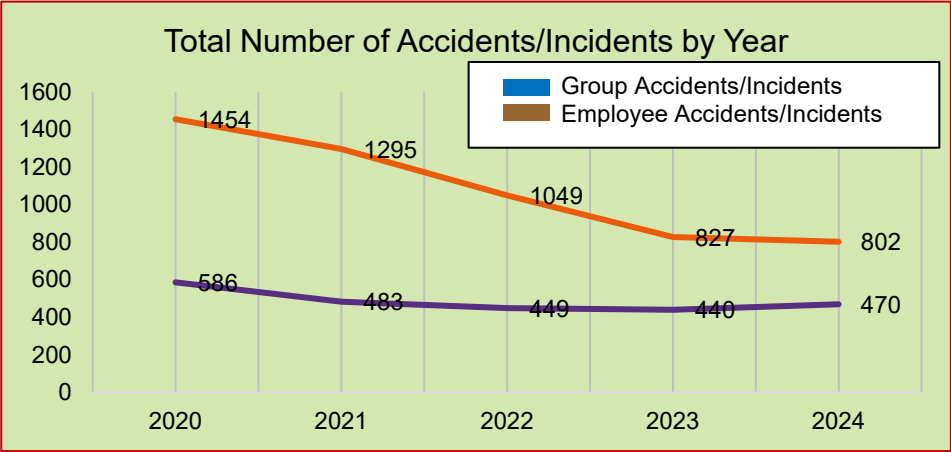


Every accident is fully investigated, and corrective actions identified to prevent a reoccurrence. The actions taken have in the main been further education and training for those involved, toolbox talks and increased monitoring through additional site inspections where required.

Accident statistics are also closely monitored by the SHEQ Department and where trends are identified, safety campaigns are implemented and rolled out across the business to improve our overall H&S performance.

Accident Frequency Rate

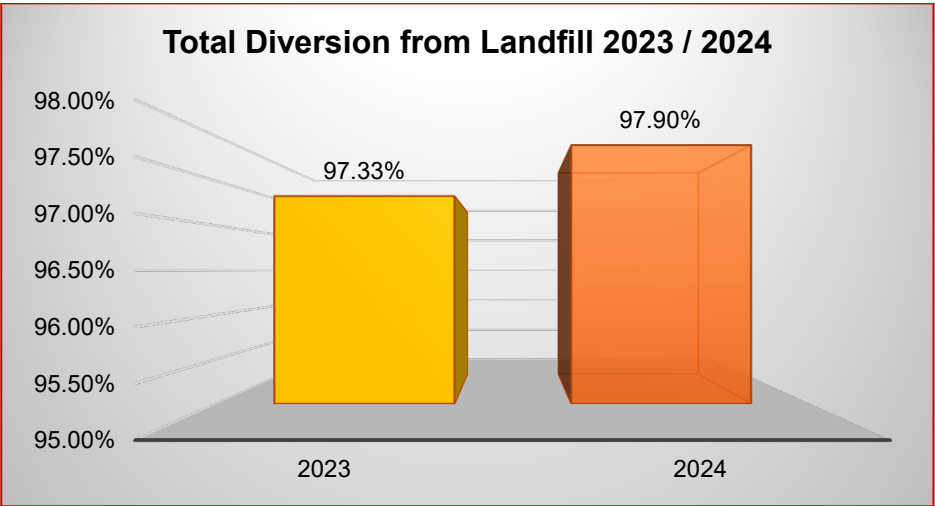
The Group Accident Frequency Rate (AFR) as a 12-month rolling figure is 0.19 against a Group target for 2024 of 0.24. This reflects the continuing downward trend for accident occurrence over the past 5 years, as evidenced by the table below.



WASTE MANAGEMENT

Waste Management Statistics

This chart compares the waste diversion from landfill for 2024, against the same period the previous year and against our strategic target which was set at 97%.



All information is provided by our national waste partner.