

FISHER & PAYKEL HEALTHCARE IN NUMBERS

	DESCRIPTION	2018	2017	2016
OUR ENVIRONMENT				
For more information about how we look after our environment, please see: www.fphcare.com/sustainability				
OPERATIONAL EMISSIONS INTENSITY (tCO₂e/NZ\$M)	Carbon emission intensity target of 5% reduction pa ¹	37.2 Scope: Australia, Brazil, Canada, China, France, Benelux, Italy, Spain, Portugal, Germany, Switzerland, Austria, Hong Kong, India, Japan, Korea, Mexico, New Zealand, Russia, Sweden, Denmark, Norway, Finland, Taiwan, Turkey, United Kingdom, Ireland, USA.	48.2 Scope: Australia, Canada, China, France, Germany, Hong Kong, India, Japan, Mexico, New Zealand, United Kingdom, USA.	54.64 Scope: Australia, France, Germany, Mexico, New Zealand, United Kingdom, USA.
WASTE	Waste recycling target of less than 15t per month sent to landfill	74% recycled Increase in line with worldwide changes as a result of China "National Sword" policy.	86% recycled	92% recycled
RAINWATER COLLECTED		3,608 m ³	2,936m ³	2,818 m ³
CARBON DISCLOSURE PROJECT (CDP)	www.cdp.net/en/responses/6432	CDP results will be published in November 2018	B	C
CEMARS	https://www.enviro-mark.com/our-members/members/fisher-and-paykel-healthcare-limited	Participation	Participation	Participation

OUR PEOPLE

For more information about how we look after our people, please see: <https://annualreport.fphcare.com/>

INFORMATION ON EMPLOYEES AND OTHER WORKERS		GRI 102-8														
TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (PERMANENT AND TEMPORARY), BY GENDER.	By headcount Includes contractors		<table border="1"> <thead> <tr> <th></th> <th>Permanent</th> <th>Temporary</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1,911</td> <td>122</td> </tr> <tr> <td>Male</td> <td>2,146</td> <td>48</td> </tr> </tbody> </table> Gender undisclosed: 1		Permanent	Temporary	Female	1,911	122	Male	2,146	48	Permanent employees 99.1% Temporary employees 0.9%			
	Permanent	Temporary														
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TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT (PERMANENT AND TEMPORARY), BY REGION.	By headcount Includes contractors		<table border="1"> <thead> <tr> <th></th> <th>Permanent</th> <th>Temporary</th> </tr> </thead> <tbody> <tr> <td>NZ</td> <td>2,152</td> <td>151</td> </tr> <tr> <td>Mexico</td> <td>998</td> <td>10</td> </tr> <tr> <td>ROW²</td> <td>907</td> <td>10</td> </tr> </tbody> </table>		Permanent	Temporary	NZ	2,152	151	Mexico	998	10	ROW ²	907	10	
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NZ	2,152	151														
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TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE (FULL-TIME AND PART-TIME), BY GENDER.	New Zealand temporary staff (casual, fixed term, temporary, temporary part-time & contract temporary) are not included in these numbers due to the changing nature of their hours.		<table border="1"> <thead> <tr> <th></th> <th>Full-time</th> <th>Part-time</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>1,895</td> <td>32</td> </tr> <tr> <td>Male</td> <td>2,146</td> <td>11</td> </tr> </tbody> </table>		Full-time	Part-time	Female	1,895	32	Male	2,146	11				
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PERCENTAGE OF TOTAL EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS.	GRI 102-41	21% of global employees	21% of global employees													

¹ Our revenue is generated in a range of currencies, including US dollars and Euros. As a result, fluctuations in exchange rates can influence the emission intensity calculation.

² Rest of World.

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NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER	GRI 401-1																																													
TOTAL NUMBER AND RATE OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD, BY AGE GROUP, GENDER AND REGION.		<table border="1"> <thead> <tr> <th>Age group</th> <th>New employees</th> <th>Hire rate</th> </tr> </thead> <tbody> <tr> <td>Under 30 years old</td> <td>441</td> <td>26.9%</td> </tr> <tr> <td>30-50 years old</td> <td>392</td> <td>17.5%</td> </tr> <tr> <td>Over 50 years old</td> <td>35</td> <td>14.6%</td> </tr> <tr> <td>Total</td> <td>868</td> <td>21.0%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Gender</th> <th>New employees</th> <th>Hire rate</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>473</td> <td>24.1%</td> </tr> <tr> <td>Male</td> <td>395</td> <td>18.3%</td> </tr> <tr> <td>Total</td> <td>868</td> <td>21.0%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Region</th> <th>New employees</th> <th>Hire rate</th> </tr> </thead> <tbody> <tr> <td>New Zealand</td> <td>263</td> <td>11.9%</td> </tr> <tr> <td>Mexico</td> <td>424</td> <td>42.1%</td> </tr> <tr> <td>ROW</td> <td>181</td> <td>19.8%</td> </tr> <tr> <td>Total</td> <td>868</td> <td>21.0%</td> </tr> </tbody> </table>	Age group	New employees	Hire rate	Under 30 years old	441	26.9%	30-50 years old	392	17.5%	Over 50 years old	35	14.6%	Total	868	21.0%	Gender	New employees	Hire rate	Female	473	24.1%	Male	395	18.3%	Total	868	21.0%	Region	New employees	Hire rate	New Zealand	263	11.9%	Mexico	424	42.1%	ROW	181	19.8%	Total	868	21.0%		
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TYPES OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS AND ABSENTEEISM, AND NUMBER OF WORK-RELATED FATALITIES.	GRI 403-2																						
GLOBAL LOST TIME INJURY FREQUENCY RATE (LTIFR) ³	4.82	Re-calculation: 1.62	Re-calculation: 1.92																				
GLOBAL TOTAL RECORDABLE INJURY FREQUENCY RATE (TRIFR) ⁴	7.79	Re-calculation: 5.62	Re-calculation: 5.75																				
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