

Ensuring the Health, Safety & Welfare of Employees Whilst Working Overseas



A little bit about Sinclair International



- The company was formed in 1982 in a garage in Drayton, by Peter Sinclair Briggs.
- During the 90's the company was sold to the Gulftech Group, based in Denver, Colorado.
- We now have offices located in Norwich, California, Washington, Florida, Spain, Israel, South Africa, Chile, Thailand, China, Australia & New Zealand
- We provide fruit labels, fruit labelling machinery & ongoing technical support
- We have approximately an 80% market share of the fruit labelling industry



Globalisation and the search for new business opportunities are encouraging many organisations to send more and more staff abroad on business.

So...what kind of risks do you immediately think of when we talk about employees working overseas?



- Terrorism
- Natural Disasters such as earthquakes and floods
- Kidnap
- Poor Health and Safety Standards in foreign workplaces
- Stress/anxiety from being away from family
- Theft/Robbery
- Language Barriers
- Cultural differences
- Political Instability
- Disease
- Unreliable/unsafe Transport Systems
- Different customs and Laws
- Driving Abroad
- Fatigue/jet lag
- Lack of Local Knowledge
- Loss of items such as passports and tickets
- Dangerous workplaces



So what happens when an incident occurs overseas

Scenario...

You are the H&S manager and have just been informed that one of your employees has been taken to hospital in Italy. The employee has fallen approx 3.5m from an unguarded mezzanine whilst installing some machinery and has a serious head injury and several broken bones.

Report this to the HSE?

HSE enforcement powers extend to the 12 mile territorial boundary only, Brexit or no Brexit. HSE may express an interest in an overseas accident but only from how it may apply to standards on shore. There is no duty to report any accident outside the territorial waters. Any action will fall to the country where it happened.

The civil law is different and the company is liable for its employees working overseas, so there could be a civil action brought in the UK courts.

To ensure the health, safety and welfare of our employees whilst overseas, we have a number of proactive and reactive measures in place.

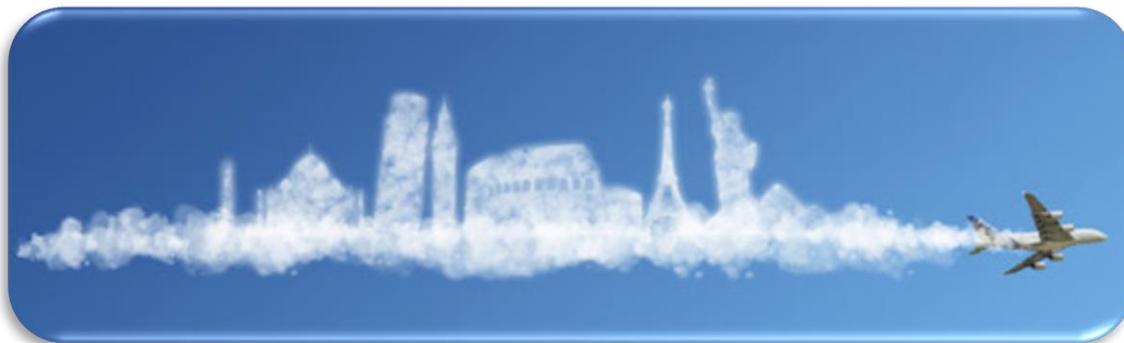
What measures could be taken before travel?



- Pre Travel Action Plans completed before travel
- Research the destination or country (Foreign office website)
- Ensure adequate insurances are in place and contact details are known
- Ensure the employee has adequate means of payment available to them
- Get any necessary vaccinations at the required time before travel takes place
- Use named hotel chains for accommodation
- Use pre arranged drivers/chauffeurs
- Overnight airport accommodation before and after travel



- Ensure specialist clothing or equipment is supplied
- Ensure telephones are able to be used abroad
- Provide dialling in and out codes for the country being visited
- Provide the British Embassy details for the country being visited
- Provide the emergency services number for the country being visited
- Ensure the employee is fit for travel
- HEAT Training
- Advanced Driving and defensive driver training



International Travel Action Plan (ITAP)
Activity Based Risk Assessment (ABRA)

Companies who can support you....



- Travel safety and risk management
- Travel insurance
- Pre travel alerts and area information
- Kidnap for ransom and extortion, as well as piracy, resolution and mitigation
- Food and non-food crisis management and recall
- Cyber security, identity theft and fraud assistance
- Corporate investigations, due diligence, HNW services and employment background screening
- Emergency evacuation & assistance



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Red 24 Case Study

Mexico Kidnapping

An employee of a multinational mineral extraction company with operations in Brazil was kidnapped by a group of armed men whilst travelling to a local site. While the abduction appeared to be opportunistic, unbeknownst to the victim, the kidnappers had been monitoring his morning routine for some time; the group had initially been attracted to the victim due to his vehicle - a high profile SUV.

- Red 24 sent their corporate security team to assist
- Information was passed to the kidnappers to deal with Red 24
- Kidnappers communicated with Red 24 and asked for proof of life.
- Red 24 sent 2 negotiators to meet with the hostage takers and after 2 days a ransom was exchanged and the victim immediately flown home after receiving some medical treatment