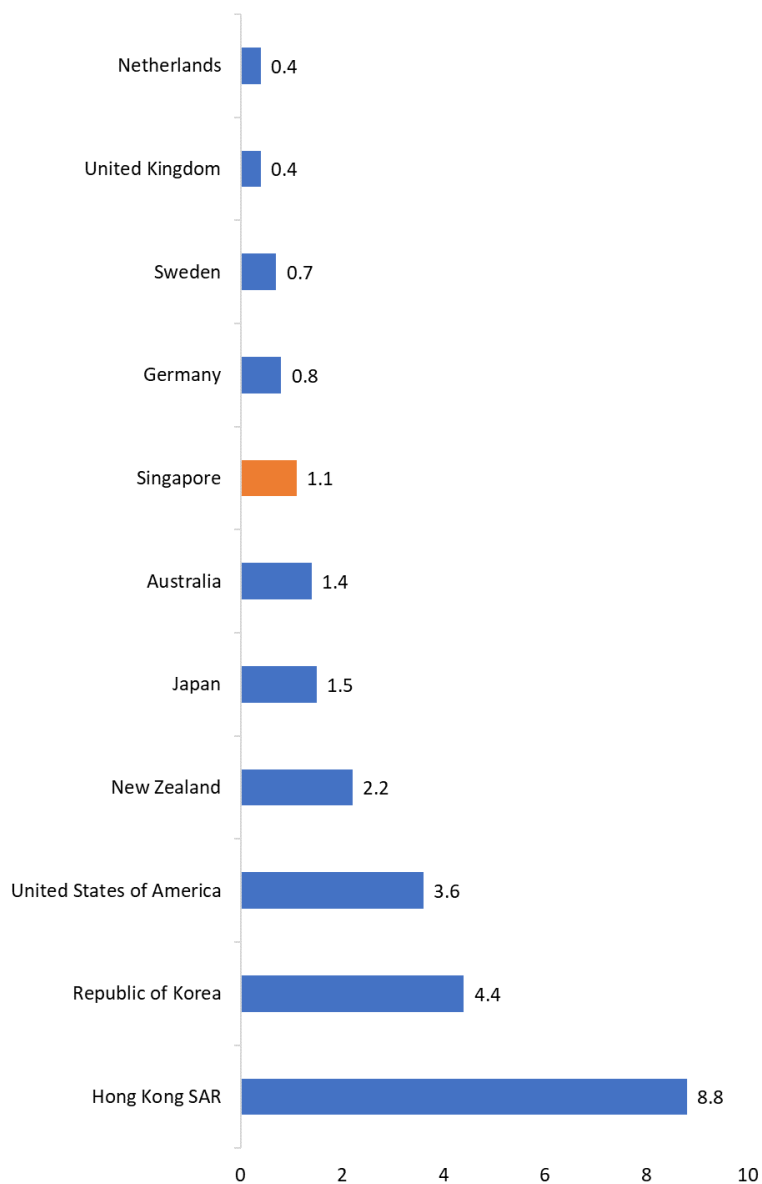


ANNEX A: INTERNATIONAL COMPARISON

**Figure 1: International Workplace Fatal Injury per 100,000 Workers¹
(Based on 3-year Average)**



¹ Source: Netherlands, Sweden, Germany, 2019 – 2021 (Eurostat, https://ec.europa.eu/eurostat/databrowser/view/HSW_N2_02/default/table?lang=en); United Kingdom, 2021 – 2023 (HSE, <https://www.hse.gov.uk/statistics/fatals.htm>); Singapore, 2021 – 2023; Japan, 2020 – 2022 (JISHA, https://www.jisha.or.jp/english/statistics/2022_fatal_accidents_rate.html); Republic of Korea, 2020 – 2022 (ILO, <https://ilostat.ilo.org/topics/safety-and-health-at-work/>); Australia, 2020 – 2022 (<https://www.safeworkaustralia.gov.au/data-and-research/work-related-injuries>); New Zealand, 2019 – 2021 (<https://www.stats.govt.nz/information-releases/serious-injury-outcome-indicators-20002021/>); Hong Kong SAR, 2020 – 2022 (<https://www.legco.gov.hk/yr2023/english/panels/mp/papers/mp20231219cb2-1132-1-e.pdf>); United States of America, 2020 – 2022 (Bureau of Labor Statistics: <https://www.bls.gov/charts/census-of-fatal-occupational-injuries>)

ANNEX B: SUMMARY OF FINDINGS

Fatalities

Figure 2: Workplace Fatal Injury Numbers and Rates (per 100,000 workers) in the Past Decade

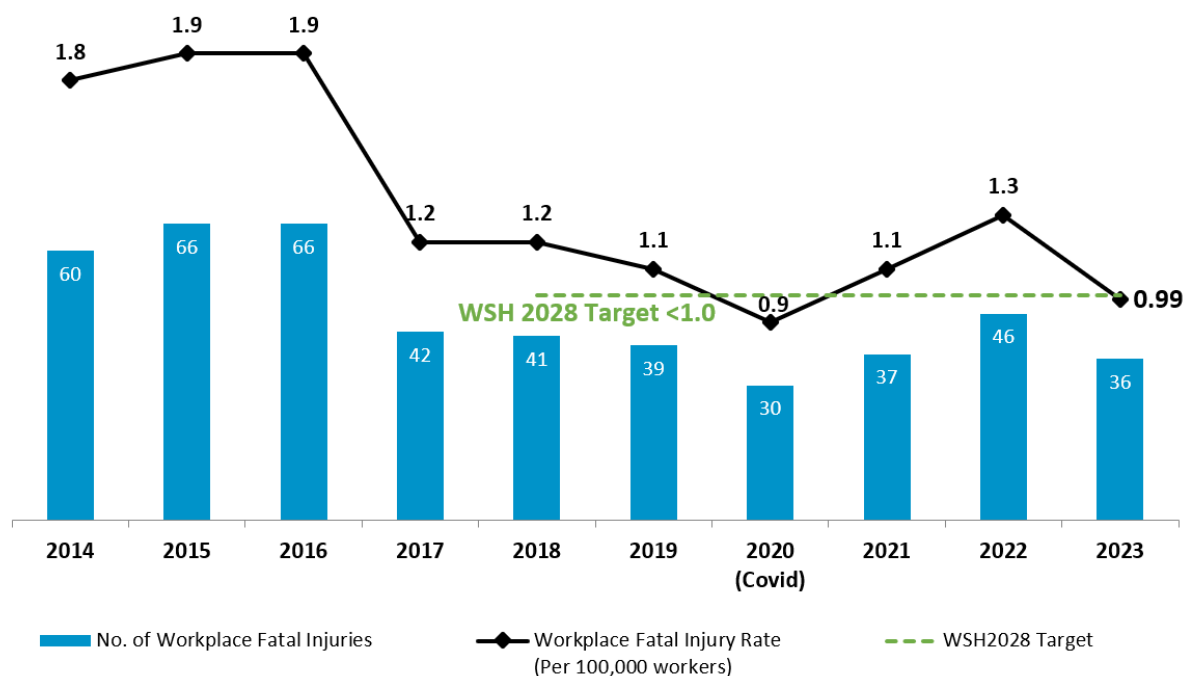
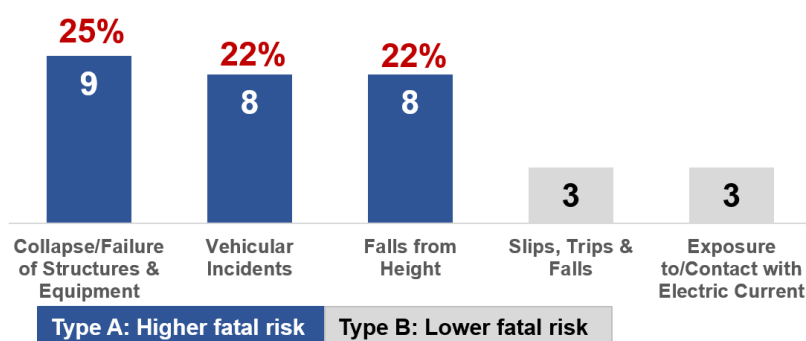


Figure 3: Top Five Causes of Workplace Fatalities in 2023



Top causes of fatalities were Collapse/Failure of Structures & Equipment, Vehicular Incidents, and Falls from Height

There were 36 fatalities in 2023, of which 81% arose from Type A incidents, i.e. those with a higher fatality risk such as Falls from Height and Vehicular Incidents.

Major Injuries

Figure 4: Workplace Major Injury Numbers and Rates (per 100,000 workers) in the Past Decade

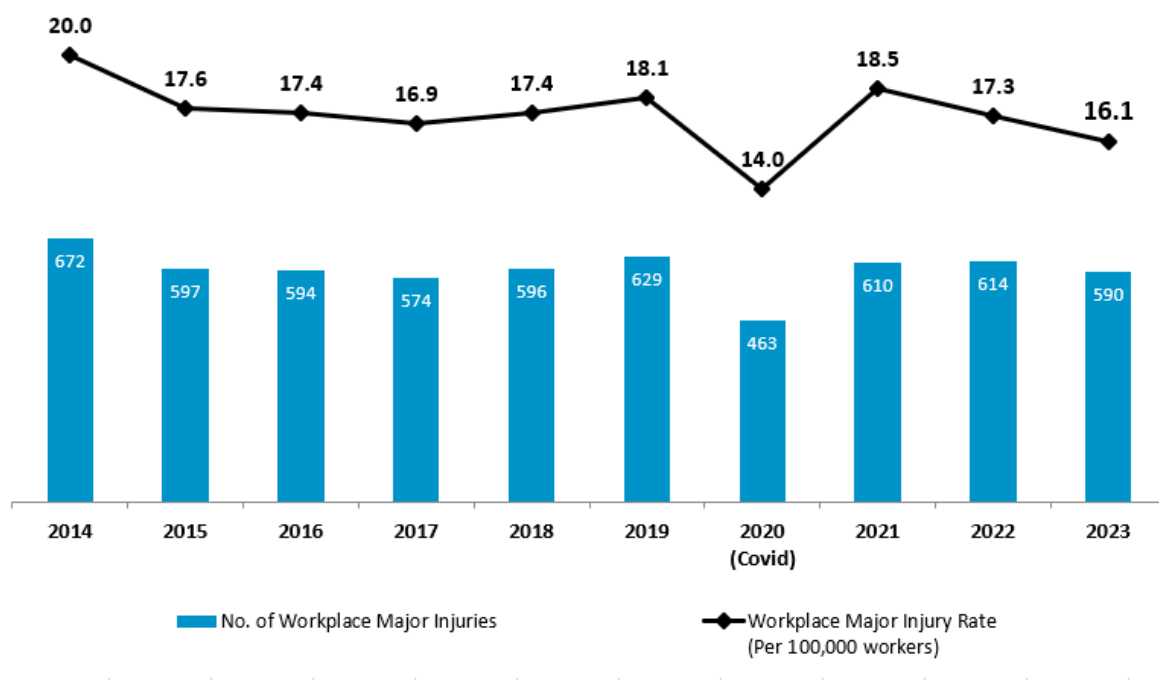
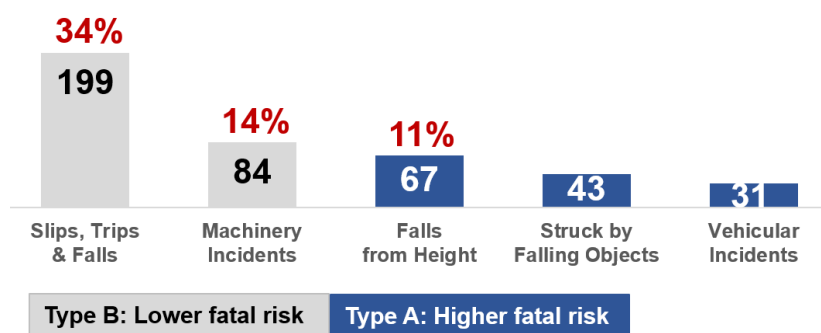


Figure 5: Top Five Causes of Workplace Major Injuries in 2023



Major injury numbers and rates improved; Slips, Trips & Falls continued to be the leading cause of non-fatal injuries

The major injury rate improved to a decade low of 16.1 per 100,000 workers in 2023, from 17.3 in 2022. Reported minor injury rate was also stable at 606 per 100,000 workers as compared to 596 in 2022.

Major injuries caused by Type A incidents accounted for 35% of all major injuries in 2023. Type A incidents are those that carry a higher risk of fatality, such as Falls from Height and Struck by Falling Objects are stronger precursors to workplace fatalities. Common root causes of these injuries included inadequate fall prevention measures,

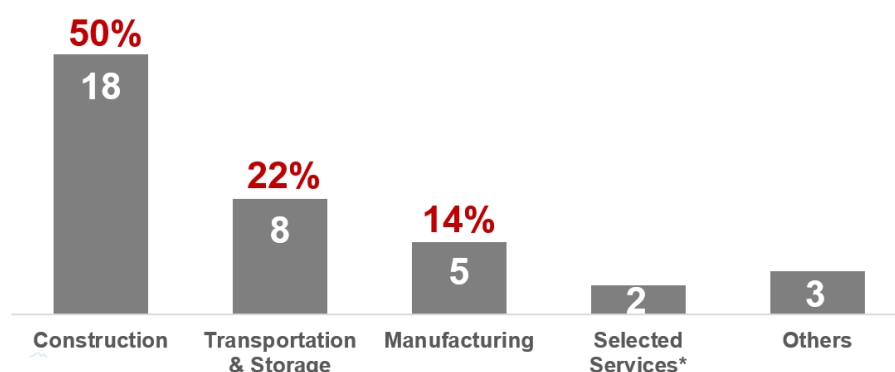
unsafe worker behaviours, inadequate WSH management systems, and failure to adhere to safety measures and procedures.

Major injuries caused by Type B incidents (i.e. those with a lower risk of fatality such as Slips, Trips & Falls, and Machinery Incidents) accounted for 65% of major injuries. Common root causes included the lack of safety measures such as failure to install non-slip flooring/anti-slip mats on wet areas, poor housekeeping resulting in obstructions or tripping hazards, failure to enforce wearing of suitable footwear, lack of or inadequate machine guarding, non-compliance with safety measures such as bypass of safety interlocks, or unsafe behaviour by workers when operating machines.

Slips, Trips & Falls (STFs) remained the top cause of non-fatal injuries, accounting for 34% of all major and 28% of all minor injuries. In 2023, there were 199 STF-related major injuries, comparable to the 200 in 2022. Machinery Incidents were the second most common cause for major injuries, accounting for 14% of all major injuries in 2023. There were 84 machinery-related major injuries in 2023, an increase from 77 in 2022. Machinery incidents were also the second most common cause for minor injuries. There were 3,030 machinery-related minor injuries in 2023 (14% of total minor injuries), comparable to the 3,029 in 2022.

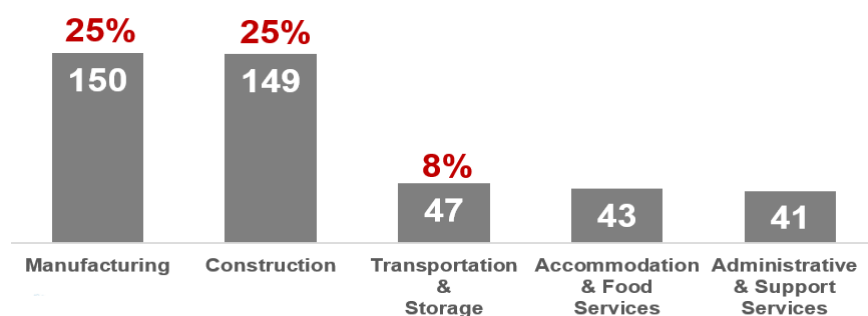
Injuries by Industry

Figure 6: Top Three Industries for Workplace Fatalities in 2023



*Selected Services: Accommodation & Food Services, Administrative & Support Services and Wholesale & Retail Trade.

Figure 7: Top Five Industries for Workplace Major Injuries in 2023



Continued improvements in Construction and Transportation & Storage but performance in Manufacturing worsened

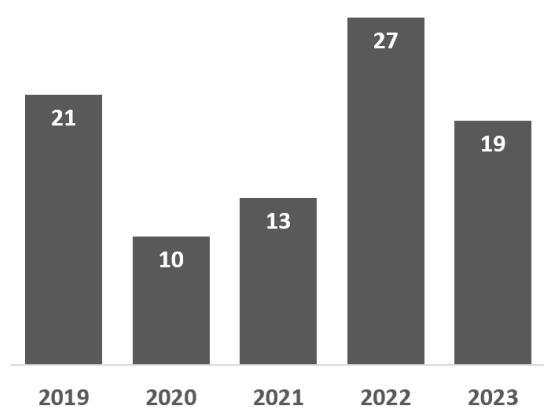
Construction (18), Transportation & Storage (8) and Manufacturing (5) accounted for about 86% of all workplace fatalities in 2023.

Construction's workplace fatal and major injury rate per 100,000 workers improved from 34.9 in 2022 to 31.9 in 2023. Similarly, in the Transportation & Storage sector, the workplace fatal and major injury rate per 100,000 workers improved from 26.6 in 2022 to 20.4 in 2023.

However, in the Manufacturing sector, the fatal and major injury rate per 100,000 workers worsened from 30.4 in 2022 to 36.3 in 2023. Metalworking and Food & Beverages are the two main contributing industries. Metalworking's fatal and major injury number worsened from 40 in 2022 to 61 in 2023, while that of Food & Beverages improved from 48 to 38. Similar to previous years, the fatal and major injuries in Manufacturing were generally Type B incidents led by Machinery Incidents, followed by Slips, Trips & Falls. The common root causes remained as companies' lack of control measures and workers' non-compliance to safety measures.

Dangerous Occurrences

Figure 8: Number of Dangerous Occurrences

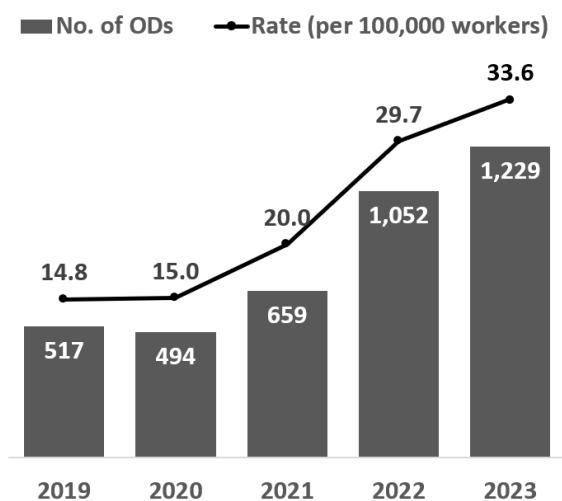


Decrease in Dangerous Occurrences, with Collapse/Failure of Structures and Equipment continuing to be main cause

The number of Dangerous Occurrences (DOs²) decreased from 27 in 2022 to 19 in 2023. Amongst the DO cases, 13 involved Collapse/Failure of Structures & Equipment and six involved Fires & Explosion.

Occupational Diseases

Figure 9: Occupational Diseases (OD) Numbers and Rate



Occupational Diseases incidence rate rose

The annualised Occupational Diseases (ODs) incidence rate per 100,000 workers increased from 29.7 in 2022 to 33.6 in 2023. This increase was driven by the rise in reported Noise-Induced Deafness (NID) cases due to the ongoing Enhanced Workplace Health Surveillance³ (WHS+) efforts, which heightened awareness of reporting amongst doctors and employers and expanded the surveillance footprint.

65% of the Occupational Diseases were contributed by noise-induced deafness (NID), followed by work-related musculoskeletal disorders (29%) and occupational skin disease (4%). The top two industries contributing to Occupational Diseases were Manufacturing and Construction, and the top sector contributing to noise-induced deafness was Manufacturing.

Under WHS+, companies with workers found to have higher exposures to toxic substances or noise are required to adopt upstream risk controls and put in place programmes (e.g. Hearing Conservation Programmes, Management of Hazardous Substances Programmes) that effectively reduce health risks. Companies also need to undergo third party audits to ensure their workplace health programmes are effective

² Refer to the prescribed incidents with potential to cause serious damage, injury or death, such as crane collapse and explosion.

³ In 2021, MOM rolled out the Enhanced Workplace Health Surveillance (WHS+) under the national 10-year WSH 2028 strategy to minimise hazards that lead to occupational diseases, including NID.

and submit an audit report to MOM. MOM will continue to increase the number of workplaces under WHS+, as well as collaborate with the WSH Council to increase awareness and implementation of workplace health programmes.