

Health and Safety

Why Is It Important?

The health and safety of our employees and contractors is of paramount importance to us. Given the nature of our industry, our people are exposed to a range of health and safety risks, such as hazardous environments, exposure to pressurised hydrocarbon, gas and chemicals, as well as heavy machinery and equipment. Workplace injuries and incidents can lead to severe impacts for both our business and stakeholders.

The consequences of poor health and safety practices are far-reaching and can result in regulatory fines and penalties, stop-work orders and reputational damage.

But above all, our people’s physical and mental well-being are at stake, affecting their quality of life and ability to work and care for their families. Poor health and safety in the workplace can even lead to loss of life, with devastating effects on loved ones.

Four fatalities were recorded despite the increased focus on safety culture and improving safety practices. The fatalities reported were from fire, electrocution, dislodged pipeline and diving activity. Following these tragedies, we conducted four groupwide Health, Safety and Environment (HSE) stand-downs attended by 54,000 participants, underscoring our continuous commitment to prioritising the health and safety of our people. Immediate interventions have been implemented to address key issues and reduce incidents by strengthening frontliner and contractor competency, compliance to HSE requirements, as well as intensifying learning culture.

We also observed a 33 per cent increase in employee Total Recordable Occupational Illness Frequency (TROIF) compared to 2021. Food poisoning was one of the contributors with 35 cases reported. To avoid recurrences, interventions were implemented to ensure our external caterers for food and water supply are verified by the Ministry of Health (MOH).

[For more information about our health and safety performance, please refer to page 253]

Given the inherent risks in our industry, the ability to effectively promote a culture of safety throughout our operations enables employees and contractors to achieve their full potential, as they feel safe, secure and engaged. This will lead to a more high-performing and productive work environment. Moreover, investments in health and safety will strengthen our position as a caring and responsible organisation to retain top talent in the industry.

What Is Our Approach?

At PETRONAS, we continuously reinforce a culture of safety across our operations, taking cue from the learnings gained over the last few years. This is important given the transformation in our work environment as the country transitioned into COVID-19 endemicity. We drive impactful interventions, mainly enhancing competencies and driving culture and assurance, enabled by digital technology. We continuously scale up contractor management and strengthen the implementation of the Generative HSE Culture (GC) programme at all levels through Accountability and Behaviour Reinforcement Programme (ABR). The ABR encourages HSE Desired Behaviours across our operations, and minimises undesired behaviours.

In addition to the current standards, guidelines, systems and processes, we pushed ahead on improving HSE First Line Assurance to drive HSE Management System and Legal Compliance groupwide, which included Self-Regulation capability development. Meanwhile, Process Safety continues to experience further improvements with the establishment of the Loss of Primary Containment (LOPC) Reduction Framework and the Fire Prevention and Mitigation Framework (FPMF).

In terms of risk management, we subscribe to Hazards and Effects Management Process (HEMP) which ensures hazards and risks are controlled. We use As Low As Reasonably Practicable (ALARP) principle to set the control levels for risks. Additionally, we continue to leverage on HSE Integrated Risk Assessment (HIRA), a one-stop centre for risk assessment located in myHSSE, which provides analysis, trends and also common issues that require efficient intervention.

We have a comprehensive list of policies, guidelines and standards that ensure a culture of health and safety:

- PETRONAS HSE Policy
- PETRONAS Substance Misuse Policy
- PETRONAS HSE Management System (HSEMS)
- PETRONAS HSE Mandatory Control Framework (MCF)
- PETRONAS Technical Standards (PTS)
- PETRONAS Technical Guidelines (PTG)
- Hazard Effect Management Process (HEMP)
- Process Safety Loss of Primary Containment Reduction (PSLR) Framework
- Fire Prevention and Mitigation Framework (FPMF)
- PETRONAS Contingency Planning Standard
- Crisis and Incident Management System