Commonwealth Scorecard Summary

The summary of the Commonwealth Safety Performance as of June 30, 2024 provides data to agency heads, human resources personnel and safety coordinators to determine the effectiveness of their agency's programs over the last fiscal year and provides five fiscal years of data for comparison. This report can also be used as a benchmarking tool for agencies that deliver similar programs and/or services to compare their performance in relation to similar agencies. The chart data represents injury cause and cost through June 30 for both fiscal years.

This scorecard should be used for safety program effectiveness measurement. Key measurements are reported claims and incident rates for all <u>accepted</u> workers' compensation claims (Total Claim Rate), and a subset of this data looking at only the indemnity claims which are more serious claims resulting in eight or more days of lost time by the injured employee (Indemnity Injury Rate). These rates represent the estimated number of injuries per 100 employees over the course of a year. There is also a measure of the percentage of actual workers' compensation cost compared to payroll expenditure for each fiscal year.

Reduction goals were established in July 2023 for Total Claim rates and Indemnity Injury rates. By basing these reduction goals on rates instead of raw injury numbers, it helps achieve better consistency in measuring performance as data is normalized year to year based on the total number of hours worked within the agency. To create goals, an average rate must first be established by taking the previous five fiscal years of data minus the highest and lowest rate years in the five-year period. A rate is then calculated using the cumulative data totals from the remaining three years of data, referred to as the Average Rate.

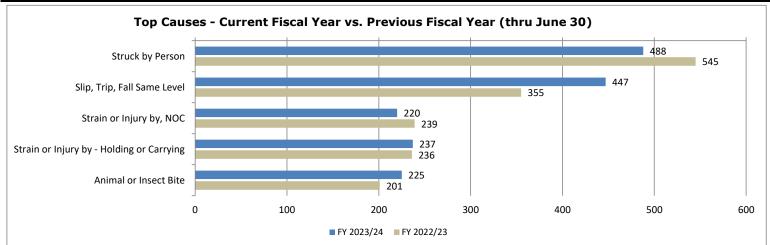
This year's goal is to reduce Average Rates by 3%. To ensure each agency has a goal of continual improvement, the reduced Average Rate is compared to the most recent fiscal year rate. For instances where the reduced Average Rate is actually higher than the most recent fiscal year rate, the goal is set at a 1% decrease from the most recent fiscal year rate. Intent is to ensure realistic goals while also driving continual performance improvement.

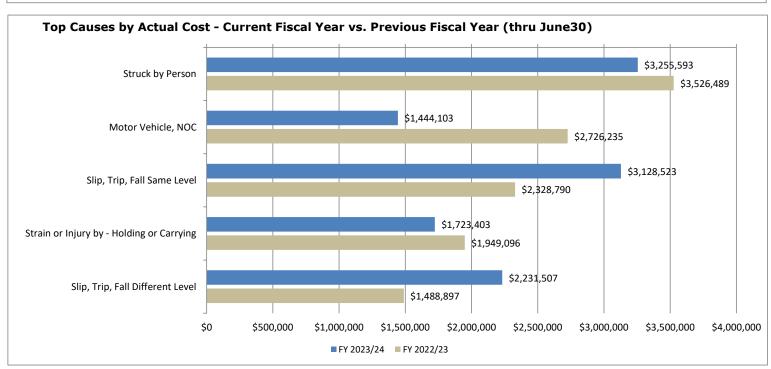
To place rates in perspective, the overall commonwealth Average Claim rate was 4.46 last fiscal year. A 3% reduction goal in the Average Claim rate is 4.323 which is higher than the FY 23/24 Total Claim rate of 4.31. Therefore, the FY 22/23 Total Claim rate goal was set to a 1% reduction, 4.30. To achieve an incident rate of 4.30 using data from FY 23/24, injuries in that year would need to be reduced from 2,961 to 2,954 (reduction of 7). The overall commonwealth Average Indeminty Injury rate was 1.47 last fiscal year. A 3% reduction would be 1.43 which is higher than the FY 23/24 Total Indeminity Injury rate of 1.27. Therefore, the Total Indemnity Injury rate goal was set to a 1% decrease, 1.26. To achieve an Indemnity Injury rate of 1.26 using data from 23/24, indemnity injuries would need to decrease from 874 to 868 (reduction of 6).

The fully detailed effectiveness measures report can be found here.



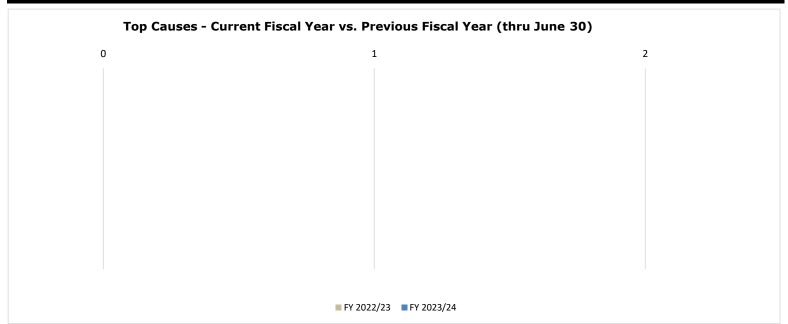
FY 2	023/24 - Year to Date	Claims		Previous To	tal Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
2,96	1 4.31	4.15	4.16	4.53	4.56	5.12		
FY 2023/24	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates				
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
87-	1.27	1.33	1.34	1.51	1.61	1.77		
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates		
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
\$105,813,020	\$10,149,610,631	1.0425%	1.1316%	1.2564%	1.2540%	1.3051%		

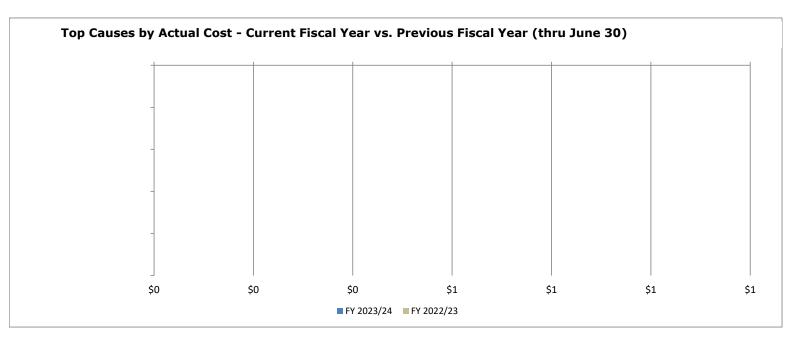


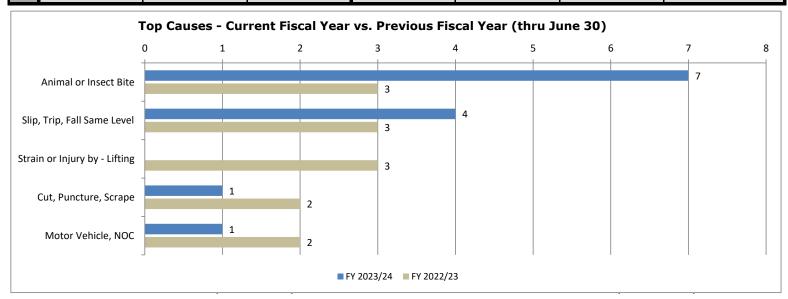


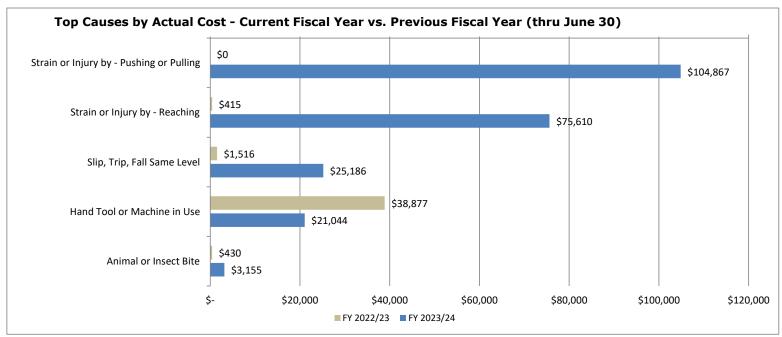
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FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates				
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
0	0.00	0.00	0.00	1.50	0.00	0.00	
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rat	es	
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
0	0.00	0.00	0.00	0.00	0.00	0.00	
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates	
Workers' Compensation Expenditure \$0	Payroll Expenditure \$12,259,687	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0000%	FY 2022/23 0.0000%	FY 2021/22 0.0045%	FY 2020/21 0.0000%	FY 2019/20 0.0037%	

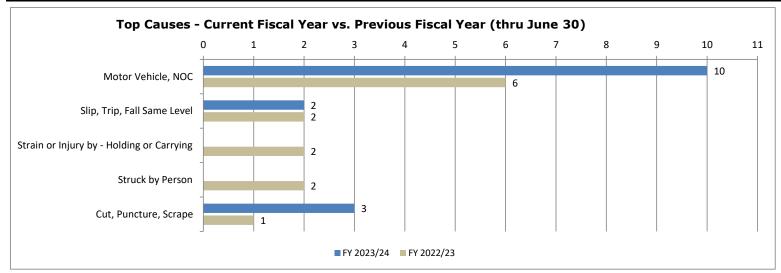


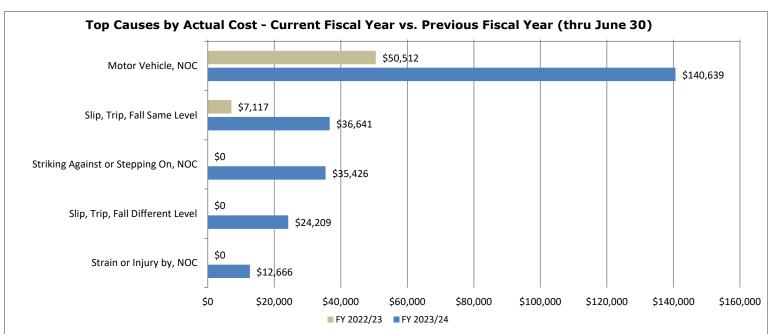




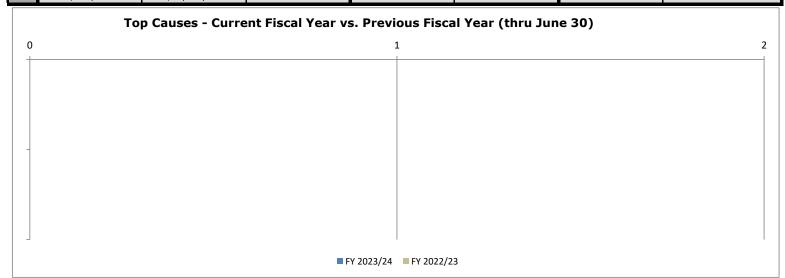


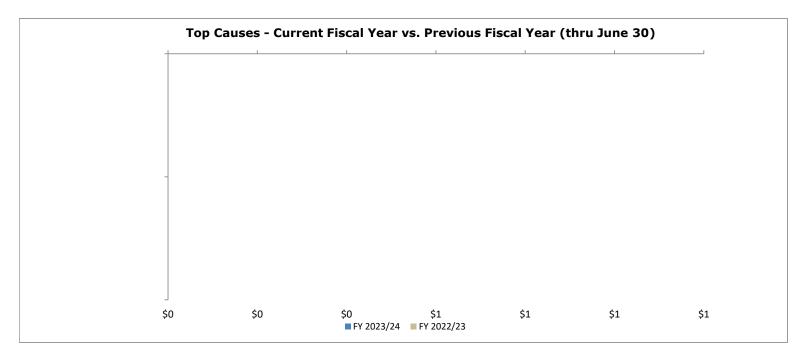
FY 20	23/24 - Year to Date	Claims		Previous Total Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
26	3.07	1.88	2.19	1.72	1.88	2.73	
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rate	es	
Total Indemnity Injuries 6	Total Indemnity Claim Rate 0.71	Total Indemnity Claim Rate Goal 0.20	FY 2022/23 0.61	FY 2021/22 0.12	FY 2020/21 0.00	FY 2019/20 0.36	
FY 2023/24 -	· Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates	
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$1,073,440	\$149,998,895	0.7156%	0.7581%	0.4530%	0.4921%	0.6762%	



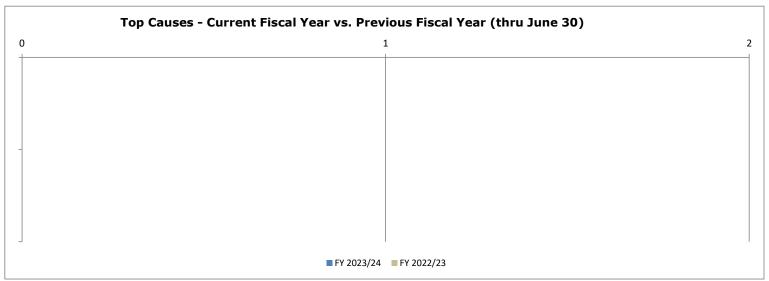


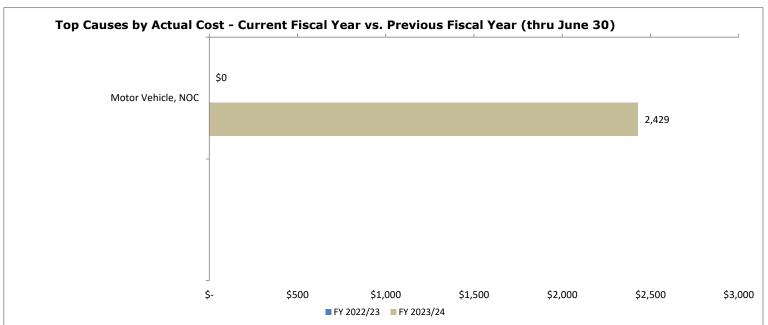
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	1
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.34	0.00	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rat	es
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
Expenditure \$317,925	Payroll Expenditure \$54,374,460	Payroll) 0.5847%	FY 2022/23 0.6899%	FY 2021/22 0.7995%	FY 2020/21 0.7868%	FY 20



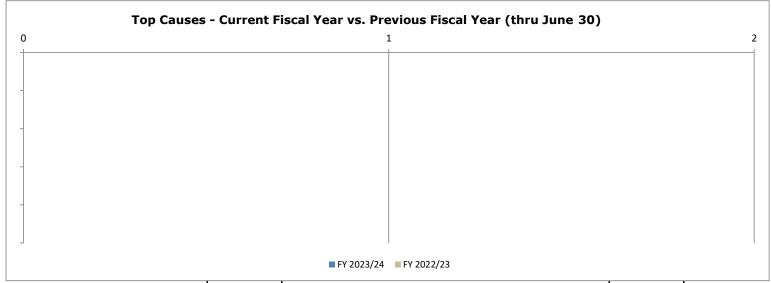


FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.71	0.00	0.00	0.00	0.00	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous :	Indemnity Injury Rat	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
FY 2023/24 -	Workers' Compensat Expenditures				Compensation vs. Pa	
Workers' Compensation Expenditure \$2,429	Payroll Expenditure \$23,926,543	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0102%	FY 2022/23 0.0000%	FY 2021/22 0.0000%	FY 2020/21 0.0000%	FY 2019/20 0.0016%





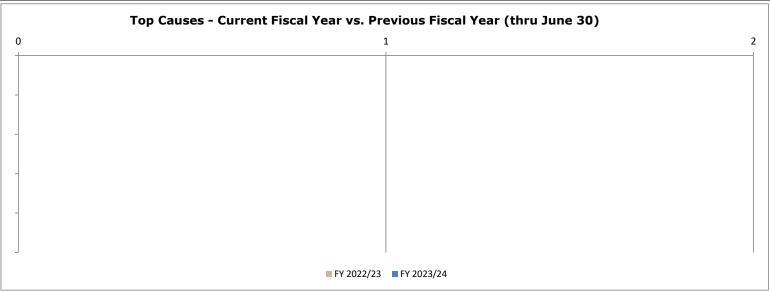
Kepo	rung Period: 7/1/	2023-0/30/2024							
	FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates			
	Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
	0	0.00	0.00	0.00	0.00	0.00	0.00		
	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates					
	Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
	0	0.00	0.00	0.00	0.00	0.00	0.00		
	FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates		
	Workers' Compensation Expenditure \$0	Payroll Expenditure N/A	WC vs. Payroll Rate (WC Exp/Total Payroll) N/A	FY 2022/23 N/A	FY 2021/22 N/A	FY 2020/21 N/A	FY 2019/20 N/A		

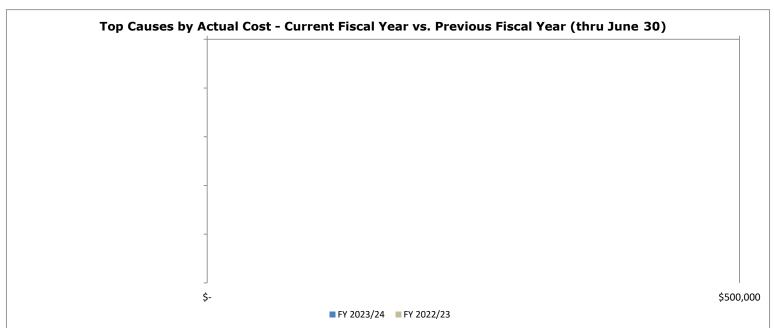




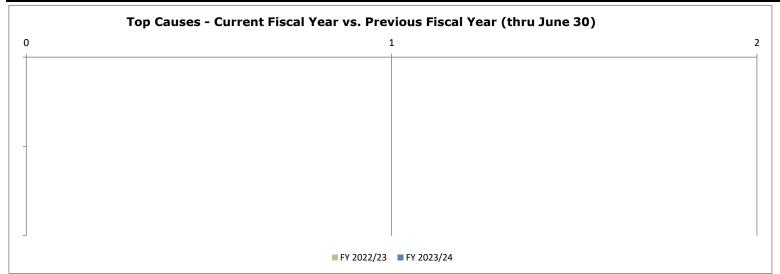
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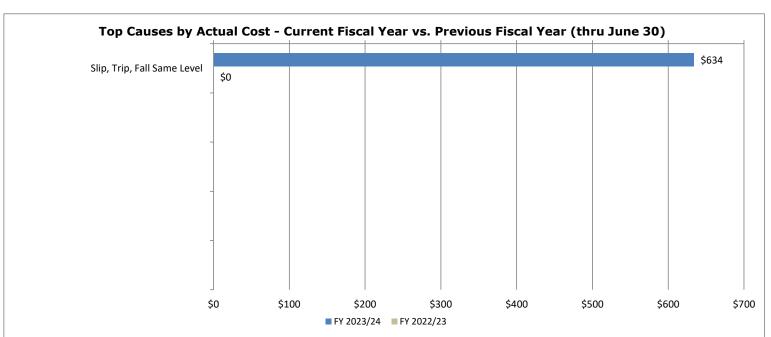
	FY 202	23/24 - Year to Date	Claims	Previous Total Claim Rates				
	Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
	0	0.00	0.00	0.00	0.00	0.00	0.00	
	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates				
L	Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
ľ	0 FY 2023/24 -	Workers' Compensat Expenditures	0.00 ion and Payroll	0.00	0.00 Previous Workers'	0.00 Compensation vs. Pa	yroll Rates	
l	Workers' Compensation Expenditure \$0	Payroll Expenditure \$2,271,271	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0000%	FY 2022/23 0.0000%	FY 2021/22 0.0000%	FY 2020/21 0.0000%	FY 2019/20 0.0000%	



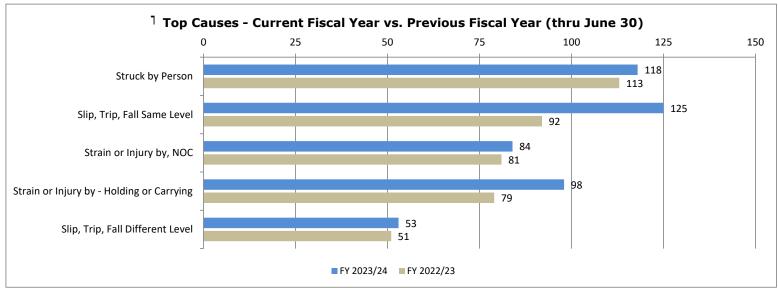


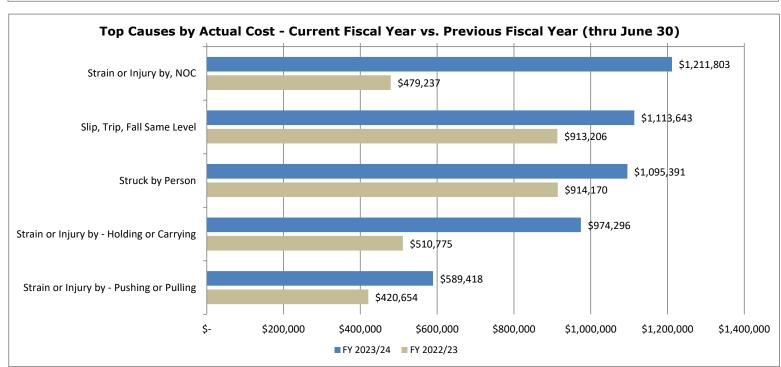
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FY 20)23/24 - Year to Date	Claims	Previous Total Claim Rates				
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
2	0.71	0.00	0.00	0.84	0.00	0.39	
FY 2023/24 -	Year to Date Indemn	ity Injury Rates	Previous Indemnity Injury Rates				
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.42	FY 2020/21 0.00	FY 2019/20 0.00	
	- Workers' Compensat Expenditures		0.00	-	Compensation vs. Pa		
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$634	\$48,342,357	0.0013%	0.0000%	0.0047%	0.0349%	0.0314%	



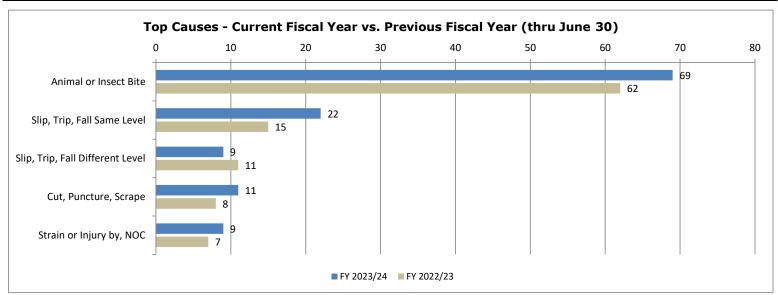


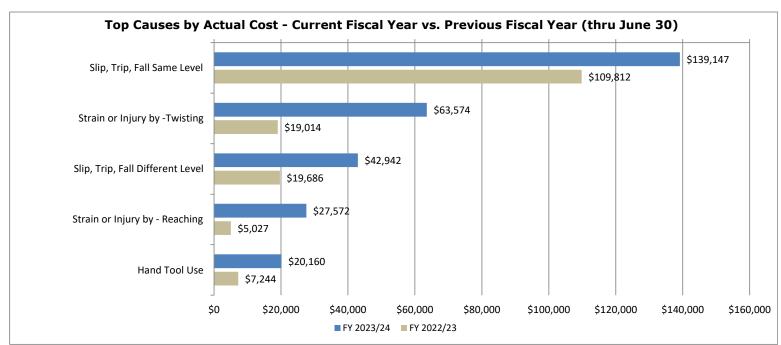
EV 20	23/24 - Year to Date	Claime		Previous Tota	al Claim Rates			
1120	I	Ciaiiiis		Trevious rota	l Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
685	5.04	4.27	4.28	4.41	4.76	6.06		
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates				
Total Indemnity	,	Total Indemnity Claim		FV 2021/22	EV 2020/21	EV 2010/20		
Injuries 312	Rate 2.29	Rate Goal 1.98	FY 2022/23 1.99	FY 2021/22 1.95	FY 2020/21 2.19	FY 2019/20 2.97		
	Workers' Compensat Expenditures			Previous Workers' C	•			
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
\$29,942,732	\$2,085,721,986	1.4356%	1.5655%	1.6240%	1.6389%	1.6566%		



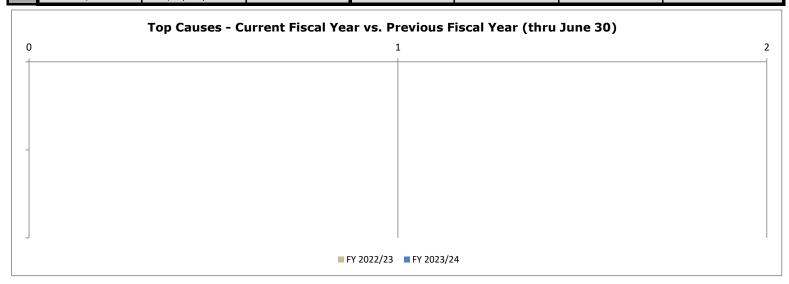


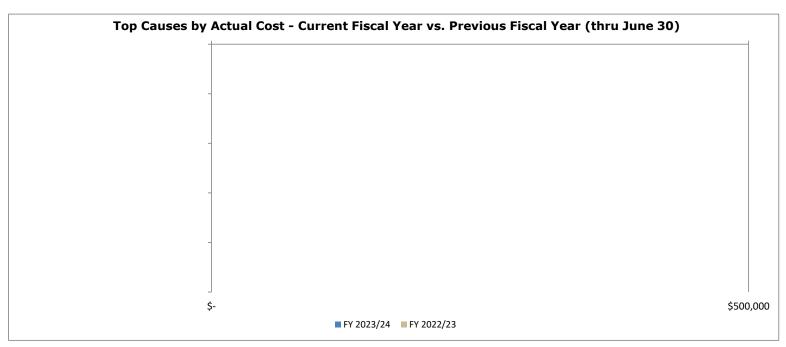
FY 20)23/24 - Year to Date	Claims		Previous Tota	al Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
154	9.04	9.18	9.19	10.26	9.84	9.30	
FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates				
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
20	1.17	1.64	1.69	1.85	1.52	1.50	
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers' (Compensation vs. Pay	roll Rates	
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$2,077,421	\$195,941,455	1.0602%	1.5337%	1.5567%	1.5019%	1.6157%	



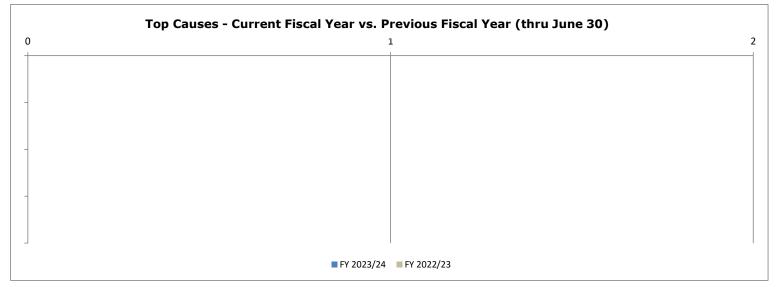


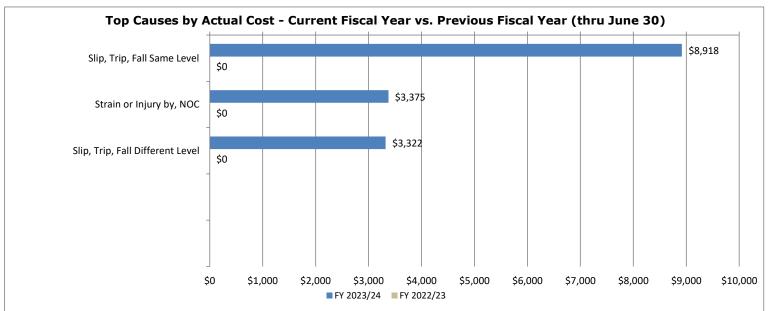
	2023 0/30/2021					
FY 20)23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous	Indemnity Injury Rat	es
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$0	\$11,657,851	0.0000%	0.0000%	0.0000%	0.0000%	0.0000%





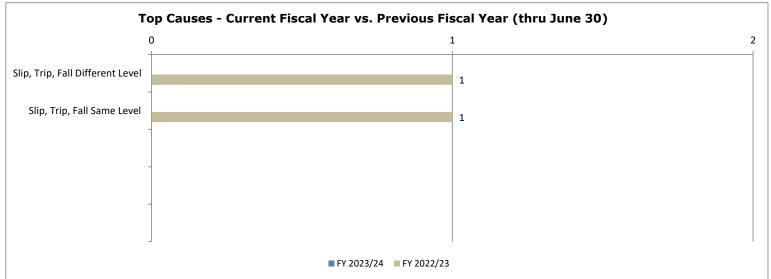
	2023 0/30/2021					
FY 20:	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
3	0.73	0.00	0.00	0.28	0.00	0.25
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous	Indemnity Injury Rat	es
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll	Previous Workers' Compensation vs. Payroll Rates			
Workers' Compensation Expenditure \$27,369	Payroll Expenditure \$65,328,718	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0419%	FY 2022/23 0.0922%	FY 2021/22 0.0446%	FY 2020/21 0.0475%	FY 2019/20 0.0634%

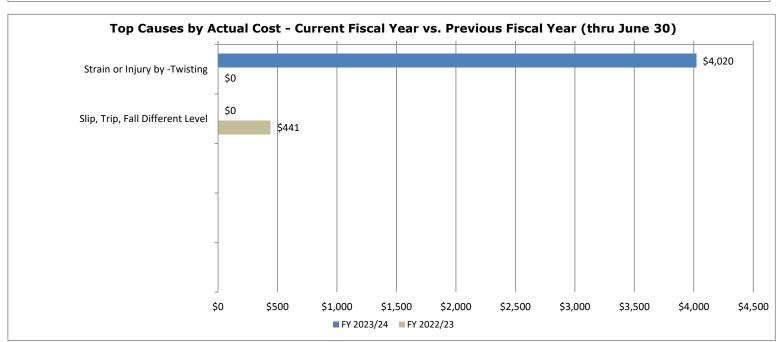




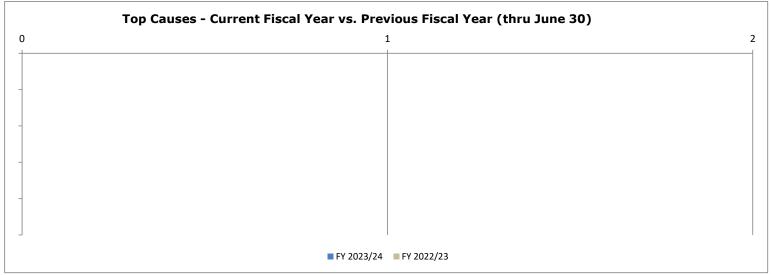
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FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.65	0.68	0.69	0.73	0.74	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rate	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.64
	· Workers' Compensat Expenditures		0.00		Compensation vs. Pa	
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$38,433	\$24,113,527	0.1594%	0.1932%	0.2330%	1.3651%	0.2125%



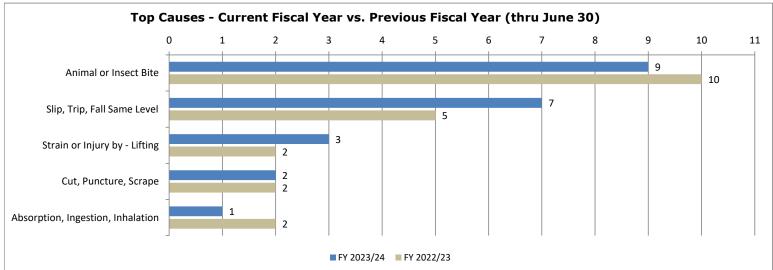


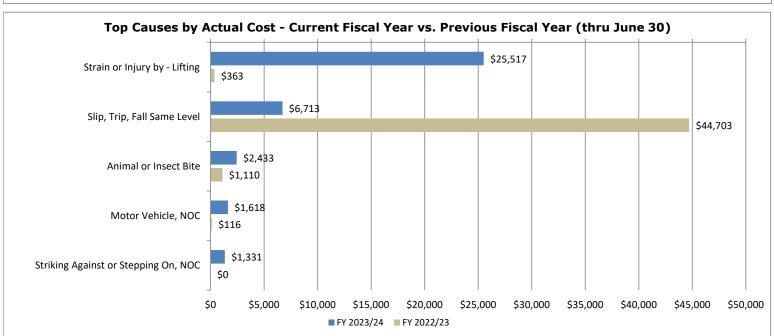
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates Previous Indemnity Injury Rates				es	
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
	Workers' Compensat Expenditures		0.00		Compensation vs. Pa	
Workers' Compensation Expenditure \$0	Payroll Expenditure \$1,212,214	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0000%	FY 2022/23 0.0000%	FY 2021/22 0.0000%	FY 2020/21 0.0000%	FY 2019/20 0.0000%





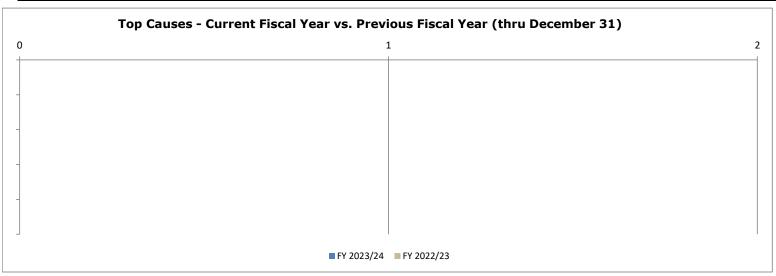
FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates			
Tabal Indicator	Tatal Claire Bata	Tatal Claims Bata Caal	EV 2022/22	EV 2021/22	EV 2020/21	EV 2010/20
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
22	1.27	1.42	1.79	0.99	1.09	1.47
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous I	Indemnity Injury Rate	es
Total Indemnity	Total Indemnity Claim	Total Indemnity Claim				
Injuries	Rate	Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.06	0.18	0.19	0.20	0.00	0.25
FY 2023/24	· Workers' Compensat	ion and Payroll				
	Expenditures			Previous Workers'	Compensation vs. Pay	yroll Rates
Workers'		WC vs. Payroll Rate				
Compensation		(WC Exp/Total				
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
	\$335,468,105	0.3483%	0.4614%	0.5750%	0.4974%	0.4692%

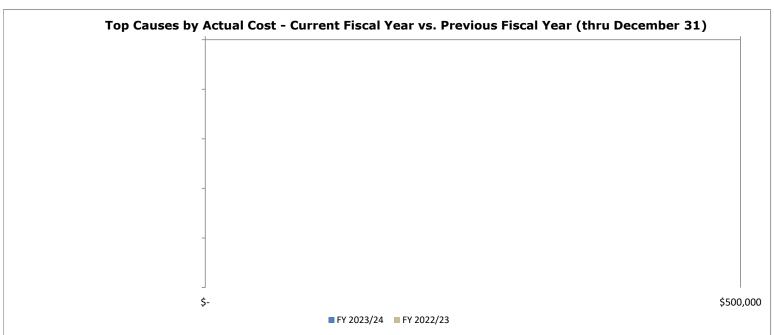




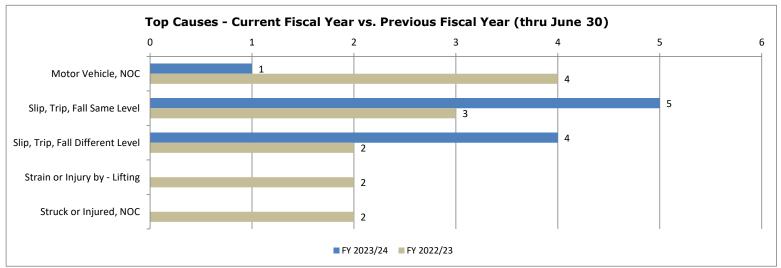
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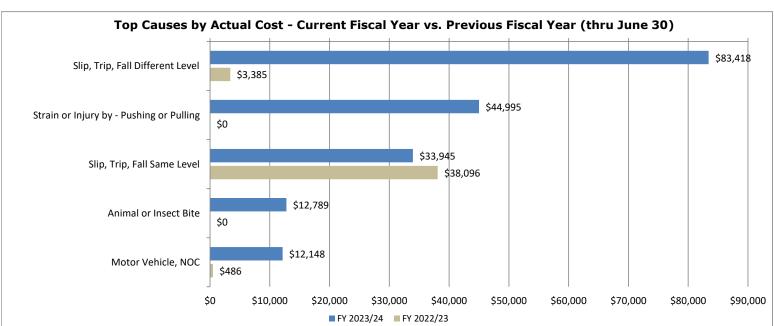
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
0	0.00	0.00	0.00	0.00	0.00	0.00	
FY 2023/24 -	Year to Date Indemni	ty Injury Rates		Previous Indemnity Injury Rates			
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
0	0.00	0.00	0.00	0.00	0.00	0.00	
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll	Previous Workers' Compensation vs. Payroll Ra			yroll Rates	
Workers' Compensation Expenditure \$0	Payroll Expenditure \$2,879,578	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0000%	FY 2022/23 0.0000%	FY 2021/22 0.0000%	FY 2020/21 0.0000%	FY 2019/20 0.0000%	



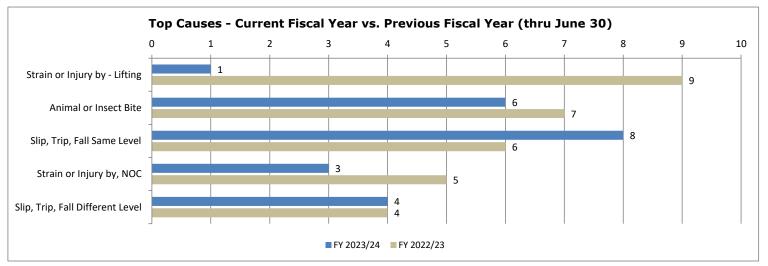


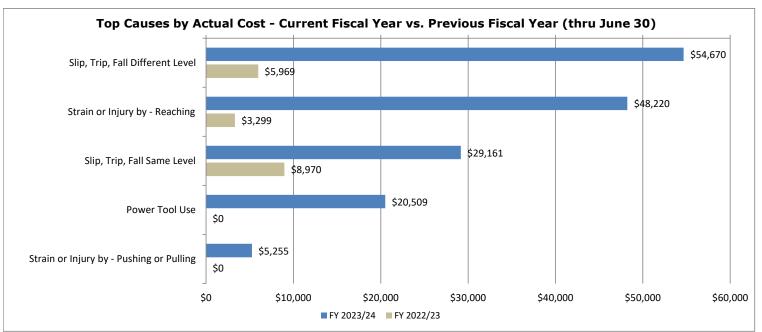
FY 20	23/24 - Year to Date	Claims		Previous To	otal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
15	0.54	0.40	0.41	0.46	0.15	0.56
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous	Indemnity Injury Ra	tes
Total Indemnity Injuries 4	Total Indemnity Claim Rate 0.14	Total Indemnity Claim Rate Goal 0.03	FY 2022/23 0.04	FY 2021/22 0.04	FY 2020/21 0.08	FY 2019/20 0.22
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers	' Compensation vs. P	ayroll Rates
Workers' Compensation Expenditure \$363,817	Payroll Expenditure \$477,929,498	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0761%	FY 2022/23 0.0698%	FY 2021/22 0.0609%	FY 2020/21 0.0485%	FY 2019/20 0.0682%



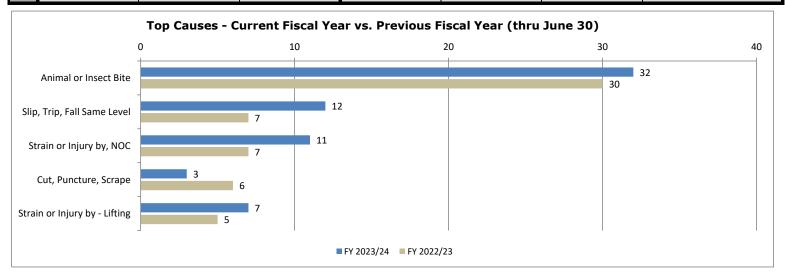


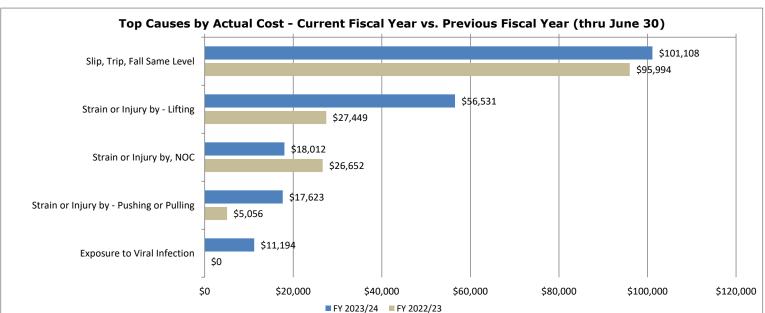
FY 20	23/24 - Year to Date	Claims		Previous Tot	al Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
41	11.50	10.87	10.97	16.44	9.51	10.08
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous I	ndemnity Injury Rate	s
Total Indemnity Injuries 9	Total Indemnity Claim Rate 2.52	Total Indemnity Claim Rate Goal 3.83	FY 2022/23 3.84	FY 2021/22 5.02	FY 2020/21 1.73	FY 2019/20 2.88
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pay	roll Rates
Workers' Compensation Expenditure \$396,029	Payroll Expenditure \$46,874,519	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.8449%	FY 2022/23 1.5170%	FY 2021/22 1.6282%	FY 2020/21 1.3928%	FY 2019/20 0.9253%



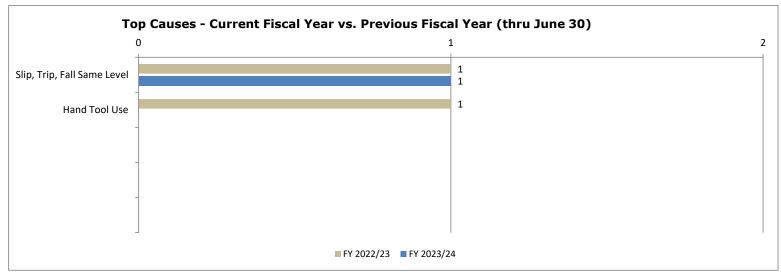


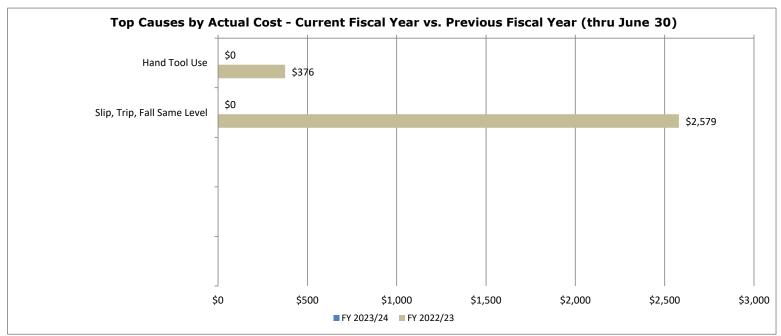
9	2023 0/30/2021					
FY 20)23/24 - Year to Date	Claims		Previous	Total Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
84	10.19	9.60	9.61	14.22	13.63	11.91
FY 2023/24 - Year to Date Indemnity Injury Rates				Previou	s Indemnity Injury R	lates
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
16	1.94	2.27	2.28	2.73	2.39	2.38
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Worke	rs' Compensation vs.	Payroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$856,506	\$102,596,175	0.8348%	1.4504%	1.4239%	1.0094%	1.5339%





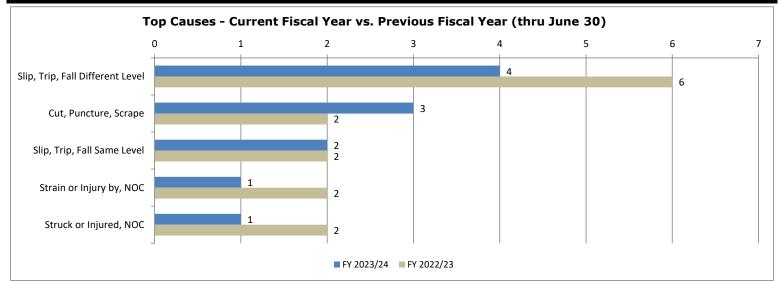
FY 2023/24 - Year to Date Claims				Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.34	0.13	0.71	0.00	0.00	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rat	es
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20 0.0596%
	1 FY 2023/24 - Yes Total Indemnity Injuries 0 FY 2023/24 - Workers' Compensation	1 0.34 FY 2023/24 - Year to Date Indemni Total Indemnity Injuries Rate 0 0.00 FY 2023/24 - Workers' Compensation Expenditure Payroll Expenditure	1 0.34 0.13 FY 2023/24 - Year to Date Indemnity Injury Rates Total Indemnity Rate Total Indemnity Claim Rate Goal 0 0.00 0.00 FY 2023/24 - Workers' Compensation and Payroll Expenditures Workers' Compensation Expenditure Payroll Expenditure Payroll)	1 0.34 0.13 0.71 FY 2023/24 - Year to Date Indemnity Injury Rates Total Indemnity Injuries	1 0.34 0.13 0.71 0.00 FY 2023/24 - Year to Date Indemnity Injury Rates Total Indemnity Injuries Rate Rate Goal FY 2022/23 FY 2021/22 0 0.00 0.00 0.00 0.00 FY 2023/24 - Workers' Compensation and Payroll Expenditures WC vs. Payroll Rate (WC Exp/Total Payroll) Expenditure Payroll Expenditure FY 2022/23 FY 2021/22 Previous Workers' FY 2022/23 FY 2021/22	1 0.34 0.13 0.71 0.00 0.00 FY 2023/24 - Year to Date Indemnity Injury Rates Total Indemnity Injury Rate Rate Goal Rate Goal PY 2022/23 FY 2021/22 FY 2020/21 0 0.00 0.00 0.00 0.00 0.00 FY 2023/24 - Workers' Compensation and Payroll Expenditure Workers' Compensation Expenditure WC vs. Payroll Rate (WC Exp/Total Payroll) FY 2022/23 FY 2021/22 FY 2020/21 FY 2022/23 FY 2021/22 FY 2020/21

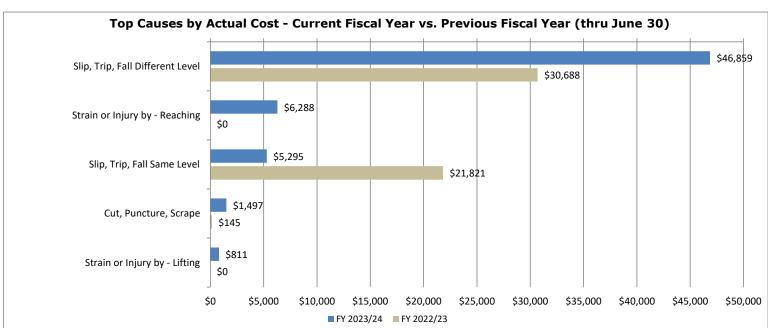




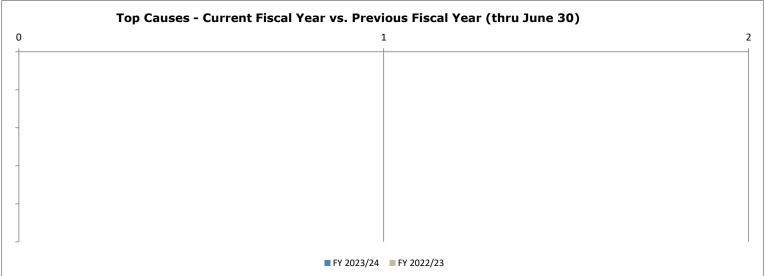
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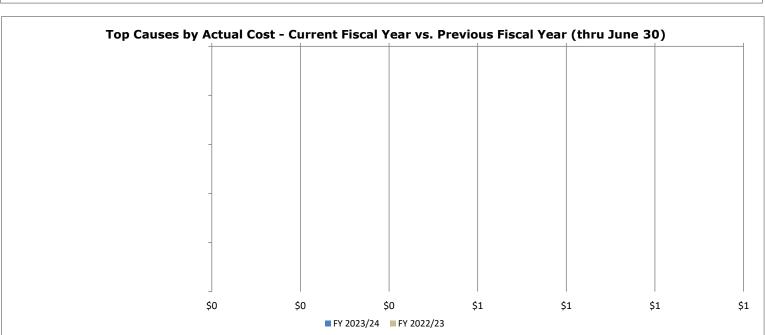
3 , ,	2020 0,00,202					
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Tabal Indusira	Tabal Claire Date	Tabal Claire Bate Coal	EV 2022/22	EV 2021/22	EV 2020/21	EV 2010/20
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
15	2.25	2.84	2.85	3.72	3.14	4.45
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous	Indemnity Injury Rat	es
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
2	0.30	0.95	1.01	0.71	0.31	2.15
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$754,657	\$110,418,623	0.6835%	0.7285%	1.0362%	1.0970%	1.0270%



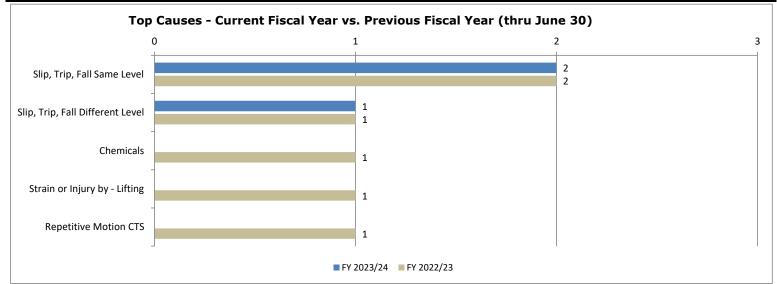


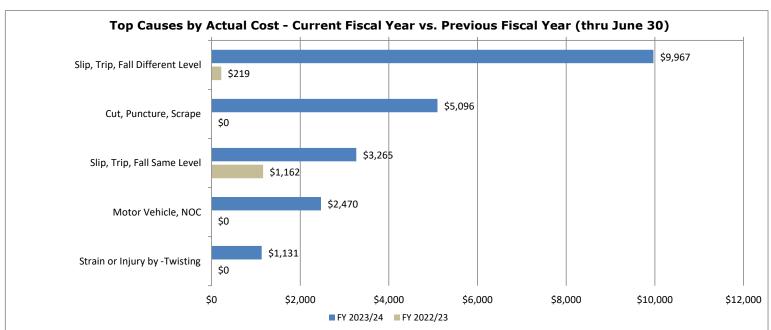
FY 2023/24 - Year to Date Claims			Previous Total Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	1.46	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous :	Indemnity Injury Rat	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 1.46	FY 2019/20 0.00
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure \$15,138,321	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0000%	FY 2022/23 0.0006%	FY 2021/22 0.0298%	FY 2020/21 0.0396%	FY 2019/20 0.0171%





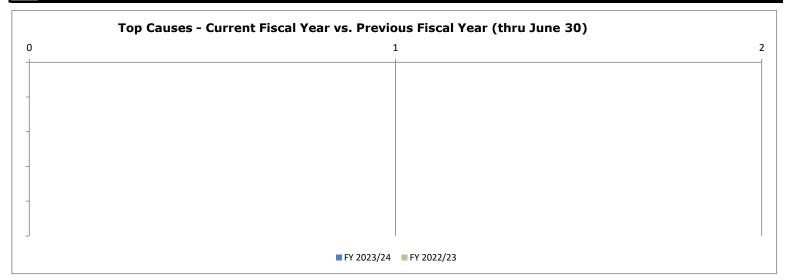
EV 20	22/24 Veer to Date	Claima		Duaviana Ta	tal Claim Batas	
FT ZU	23/24 - Year to Date	Claims		Previous 10	tal Claim Rates	T
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
10	0.91	0.28	0.29	1.09	0.76	1.57
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous	Indemnity Injury Rat	es
Total Indemnity Injuries	Total Indemnity Claim Rate 0.18	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.59	FY 2020/21 0.09	FY 2019/20
			0.00	0.59	0.09	0.20
FY 2023/24 -	· Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	ayroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$594,249	\$171,623,753	0.3463%	0.4174%	0.3735%	0.2608%	0.2468%

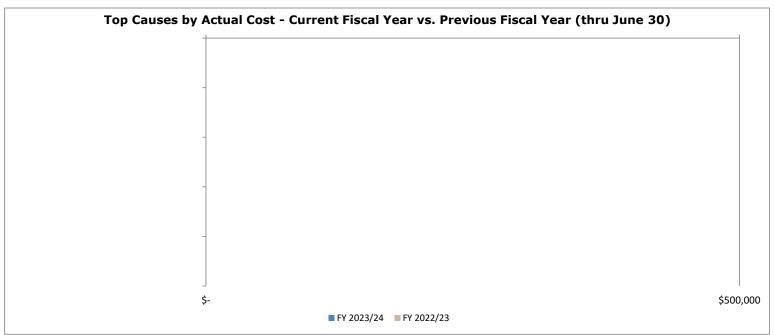




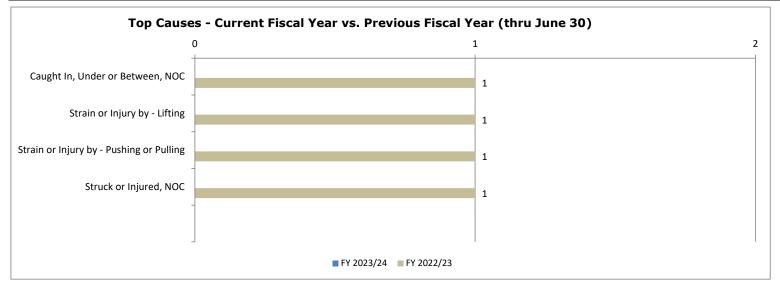
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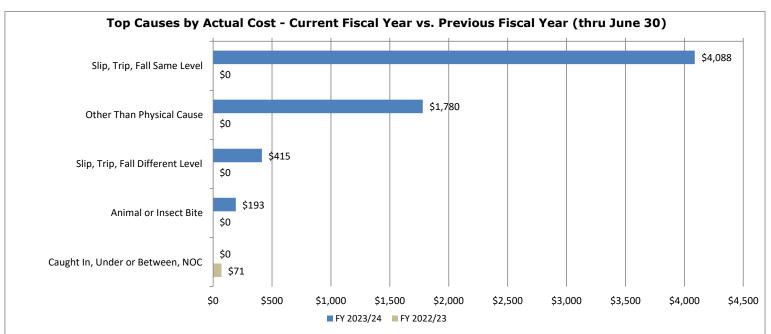
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FY 20)23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
	T		EV 0000 (00	51,000,1,00	51,0000 (0.1	5/ 22/2/22
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous 1	Indemnity Injury Rate	es
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation	- "- "	WC vs. Payroll Rate (WC Exp/Total				
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$0	\$3,509,008	0.0000%	0.0000%	0.0000%	0.0000%	0.0000%



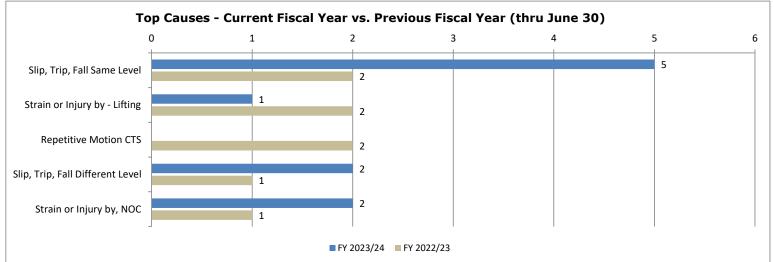


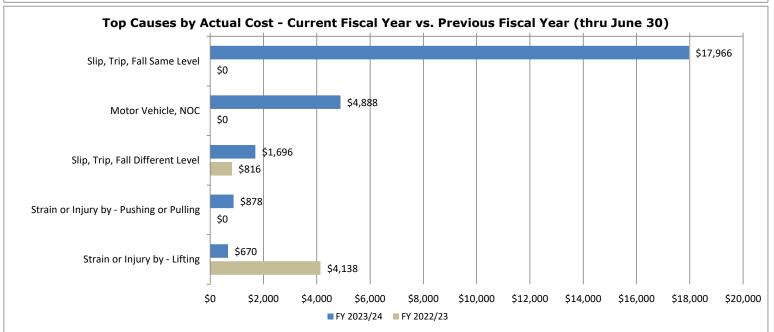
	2023 0,30,202 :					
FY 20	23/24 - Year to Date	Claims		Previous To	otal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
4	2.44	1.92	1.93	2.70	1.28	3.03
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous	Indemnity Injury Rat	
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.68	0.00	0.61
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	ayroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$219,964	\$23,655,806	0.9299%	0.9362%	0.6899%	0.7463%	1.6850%



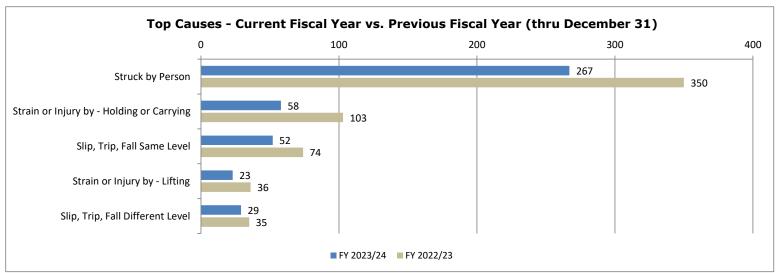


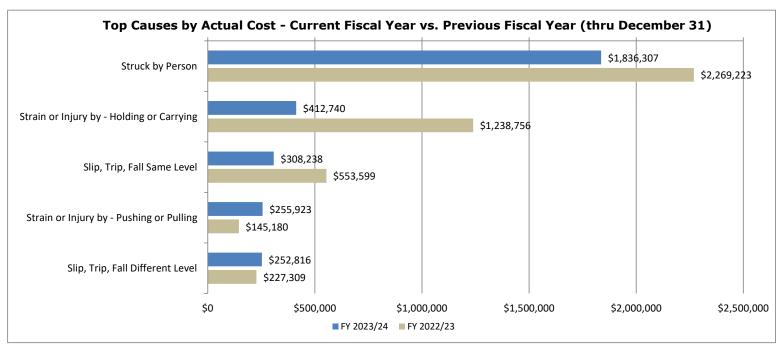
FY 20	23/24 - Year to Date	Claims		Previous Tot	al Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
15	0.94	0.50	0.57	0.36	0.58	0.83
FY 2023/24 -	Year to Date Indemn	ty Injury Rates		Previous I	ndemnity Injury Rate	es
Total Indemnity Injuries	Total Indemnity Claim Rate 0.19	Total Indemnity Claim Rate Goal 0.04	FY 2022/23 0.06	FY 2021/22 0.06	FY 2020/21 0.00	FY 2019/20 0.06
	· Workers' Compensat Expenditures		0.00		Compensation vs. Pay	
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$70,333	N/A	N/A	N/A	N/A	N/A	N/A



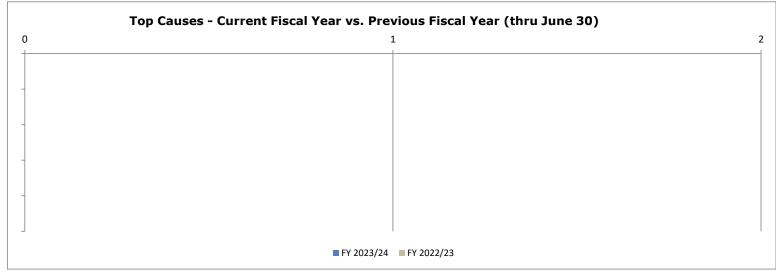


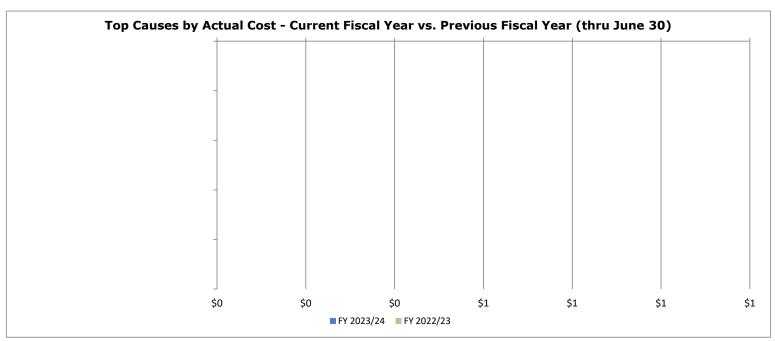
FY 20	23/24 - Year to Date	Claims		Previous Tot	al Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
500	4.15	5.62	5.63	6.13	6.18	6.66	
FY 2023/24 - 1	Year to Date Indemni	ty Injury Rates		Previous Indemnity Injury Rates			
Total Indemnity	Total Indemnity Claim	Total Indemnity Claim					
Injuries	Rate	Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
192	1.59	2.56	2.57	3.09	3.04	2.89	
FY 2023/24 -	Workers' Compensat	ion and Payroll					
	Expenditures			Previous Workers	Compensation vs. Pay	roll Rates	
Workers' Compensation		WC vs. Payroll Rate (WC Exp/Total					
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$25,385,552	\$1,626,697,677	1.5606%	1.8749%	2.1981%	2.2862%	2.3642%	



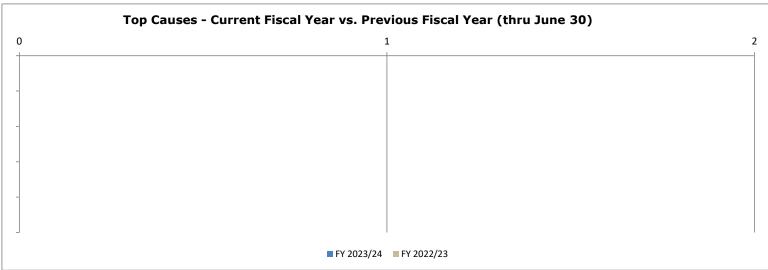


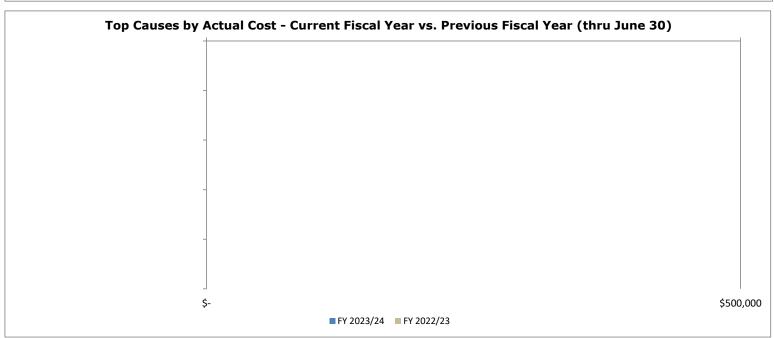
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.42	0.47
FY 2023/24 -	Year to Date Indemni	ty Injury Rates		Previous	Indemnity Injury Rat	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
-	Workers' Compensat Expenditures		0.00		Compensation vs. Pa	
Workers' Compensation Expenditure \$0	Payroll Expenditure \$41,658,310	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0000%	FY 2022/23 0.0006%	FY 2021/22 0.0000%	FY 2020/21 0.0040%	FY 2019/20 0.0206%



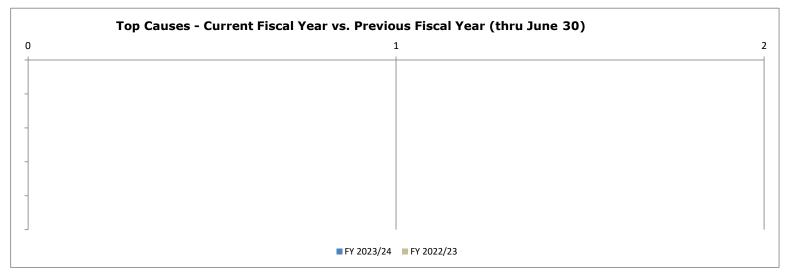


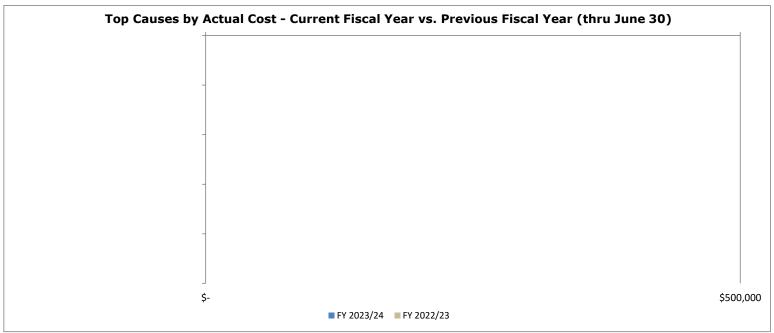
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	Year to Date Indemni	ty Injury Rates		Previous Indemnity Injury Rates		
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0 FY 2023/24 -	0.00 Workers' Compensat Expenditures	0.00 ion and Payroll	0.00	0.00 Previous Workers'	0.00 Compensation vs. Pa	0.00 yroll Rates
Workers' Compensation Expenditure \$0	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll) N/A	FY 2022/23 N/A	FY 2021/22 N/A	FY 2020/21 N/A	FY 2019/20 N/A



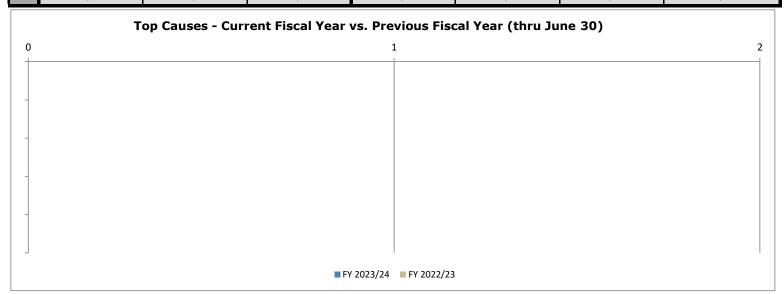


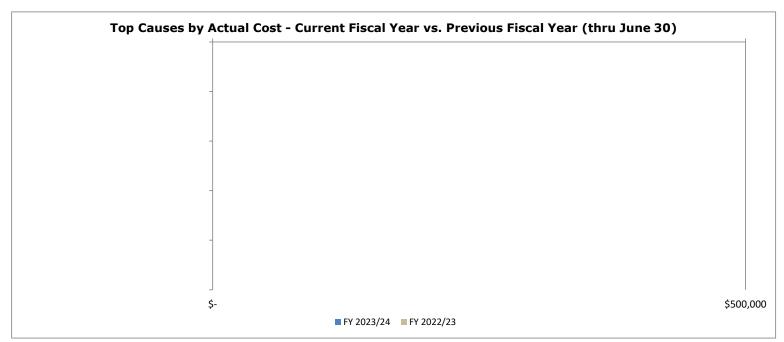
FY 20)23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
	T		EV 0000 (00	51,000,1,000	T1 / 2020 /21	51,0010,00
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	Year to Date Indemn	ty Injury Rates		Previous 1	Indemnity Injury Rat	es
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$0	N/A	N/A	N/A	N/A	N/A	N/A



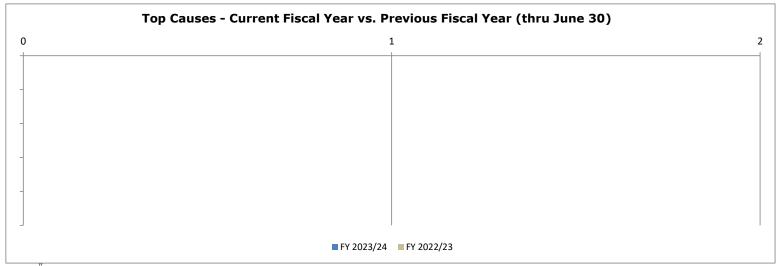


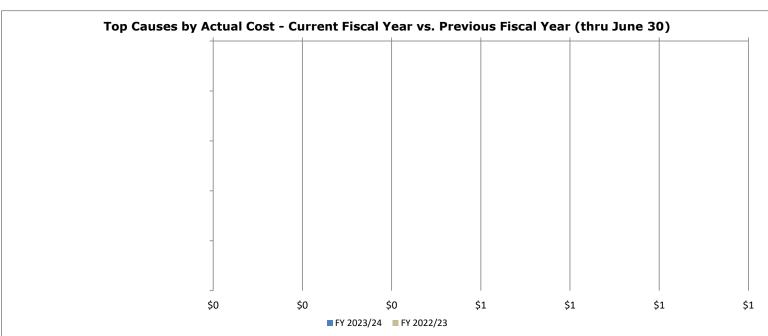
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	Year to Date Indemni	ty Injury Rates	Previous Indemnity Injury Rates			
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
FY 2023/24 -	Workers' Compensat Expenditures				Compensation vs. Pa	
Workers' Compensation Expenditure	Payroll Expenditure N/A	WC vs. Payroll Rate (WC Exp/Total Payroll) N/A	FY 2022/23 N/A	FY 2021/22 N/A	FY 2020/21 N/A	FY 2019/20 N/A



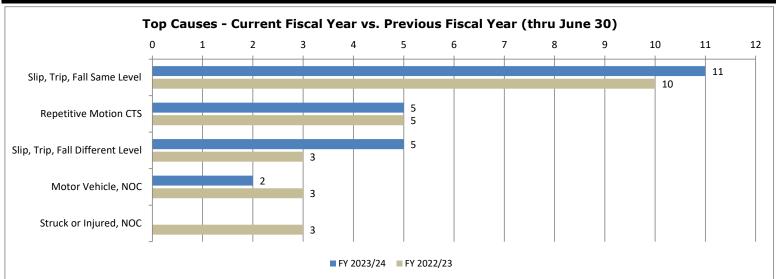


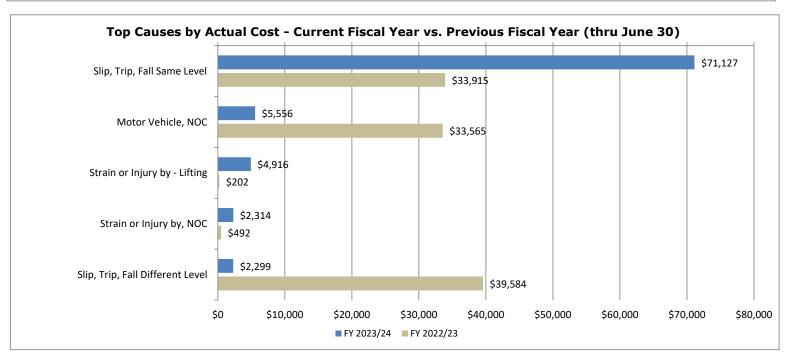
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	8.01	8.01
FY 2023/24 -	Year to Date Indemn	ty Injury Rates		Previous 1	Indemnity Injury Rat	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 8.01
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$0	N/A	N/A	N/A	N/A	N/A	N/A



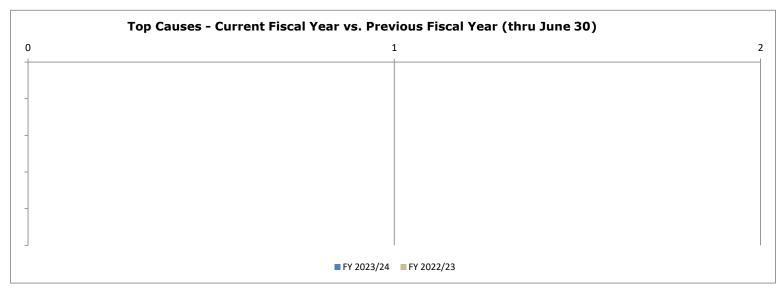


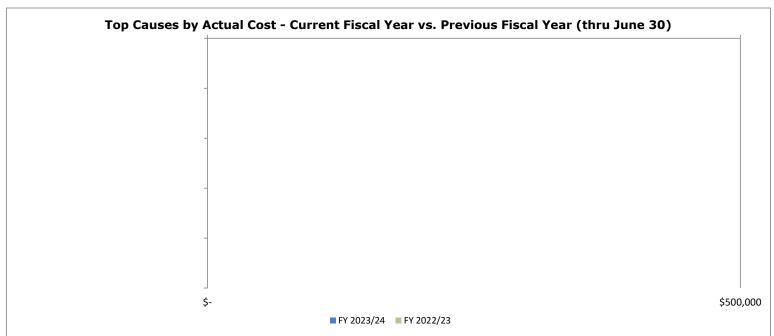
FY 20	23/24 - Year to Date	Claims		Previous Tot	al Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
19	0.54	0.57	0.58	0.59	0.38	0.61
FY 2023/24 -	Year to Date Indemn	ty Injury Rates		Previous I	ndemnity Injury Rate	es
Total Indemnity Injuries	Total Indemnity Claim Rate 0.14	Total Indemnity Claim Rate Goal 0.05	FY 2022/23 0.06	FY 2021/22 0.06	FY 2020/21 0.13	FY 2019/20 0.06
FY 2023/24 -	Workers' Compensat Expenditures		0.06		Compensation vs. Pay	
Workers' Compensation Expenditure \$639,224	Payroll Expenditure \$526,695,005	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.1214%	FY 2022/23 0.1499%	FY 2021/22 0.1624%	FY 2020/21 0.1994%	FY 2019/20 0.2526%





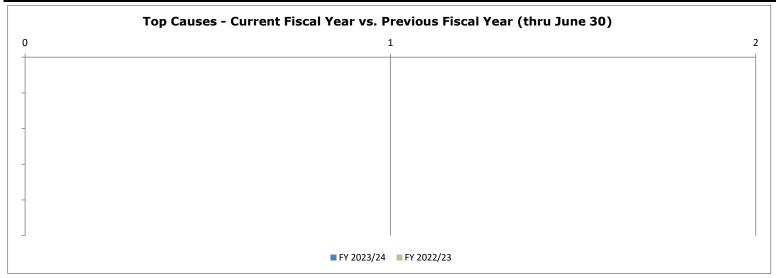
	FY 2023/24 - Year to Date Claims			Previous Tol	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 - Y	ear to Date Indemni	ty Injury Rates		Previous I	ndemnity Injury Rate	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
FY 2023/24 - V	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20





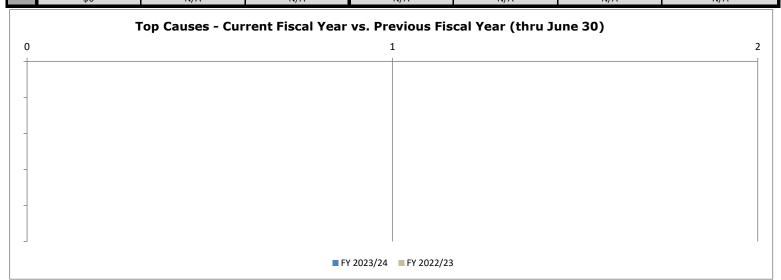
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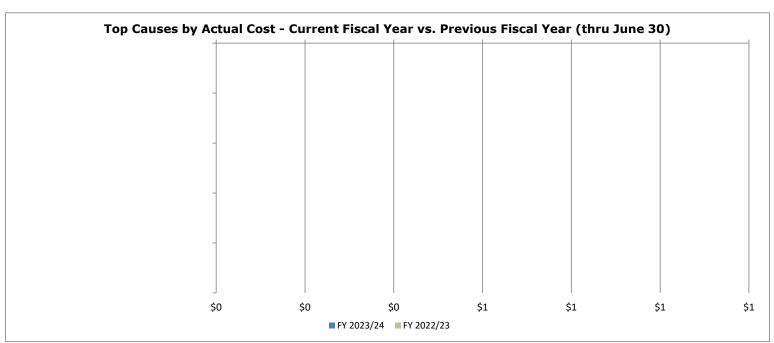
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FY 20)23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rate	es
Total Indemnity	Total Indemnity Claim	Total Indemnity Claim				
Injuries	Rate	Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat	ion and Payroll				
	Expenditures	-		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$0	N/A	N/A	N/A	N/A	N/A	N/A



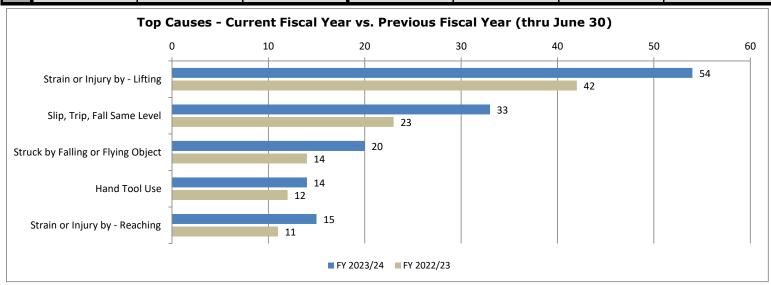


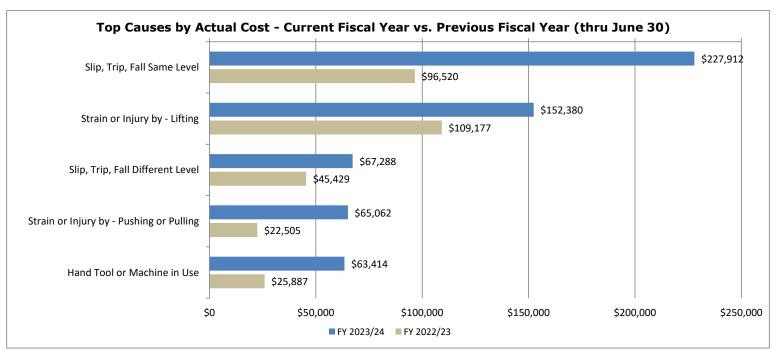
FY 2023/24 - Year to Date Claims			Previous Total Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	1.30	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rate	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
FY 2023/24 -	Workers' Compensati Expenditures	on and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20 N/A
	Total Injuries 0 FY 2023/24 - Y Total Indemnity Injuries 0 FY 2023/24 - Y Workers' Compensation	Total Injuries Total Claim Rate 0 0.00 FY 2023/24 - Year to Date Indemni Total Indemnity Injuries 0 0.00 FY 2023/24 - Workers' Compensation Expenditure Payroll Expenditure	Total Injuries Total Claim Rate Total Claim Rate Goal 0 0.00 0.00 FY 2023/24 - Year to Date Indemnity Injury Rates Total Indemnity Injuries Total Indemnity Claim Rate Goal 0 0.00 0.00 FY 2023/24 - Workers' Compensation and Payroll Expenditures Workers' Compensation Expenditure Payroll Expenditure Total Indemnity Claim Rate Goal WC vs. Payroll Rate (WC Exp/Total Payroll)	Total Injuries	Total Injuries	Total Injuries Total Claim Rate Total Claim Rate Total Claim Rate Total Claim Rate Total Claim Rate Goal FY 2022/23 FY 2021/22 FY 2020/21 Total Indemnity Injuries Total Indemnity Injuries Rate Rate Goal FY 2022/23 FY 2021/22 FY 2020/21 Total Indemnity Rate Rate Goal FY 2022/23 FY 2021/22 FY 2020/21 FY 2023/24 - Workers' Compensation and Payroll Expenditures WC vs. Payroll Rate (WC Exp/Total Payroll) FY 2022/23 FY 2021/22 FY 2021/22 FY 2020/21 FY 2022/23 FY 2021/22 FY 2020/21 FY 2022/23 FY 2021/22 FY 2020/21



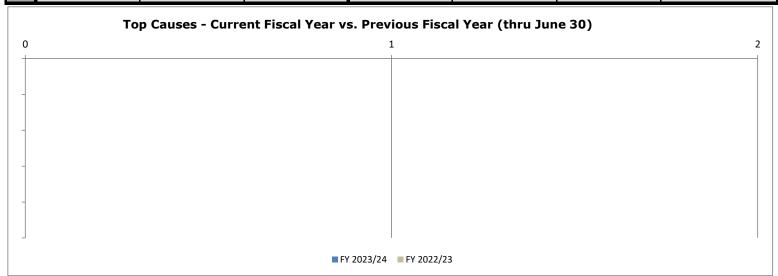


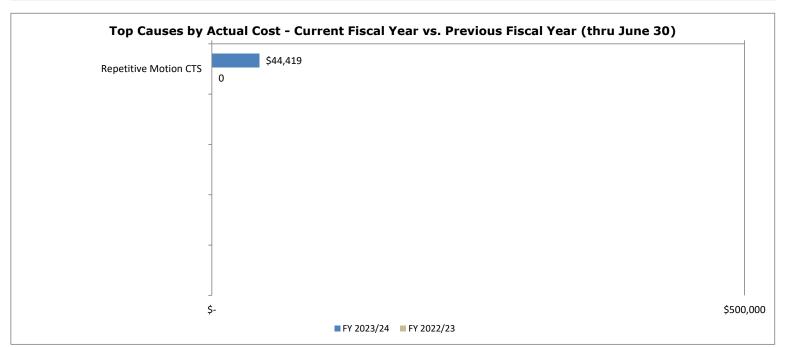
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FY 20)23/24 - Year to Date	Claims		Previous Tota	al Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
178	3.91	3.24	3.25	3.87	5.42	6.07	
FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates				
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
39	0.86	0.49	0.50	0.75	1.33	1.31	
FY 2023/24 -	· Workers' Compensat Expenditures	ion and Payroll		Previous Workers' (Compensation vs. Pay	roll Rates	
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$4,985,693	\$409,694,421	1.2169%	1.2438%	1.5144%	1.5943%	1.6149%	



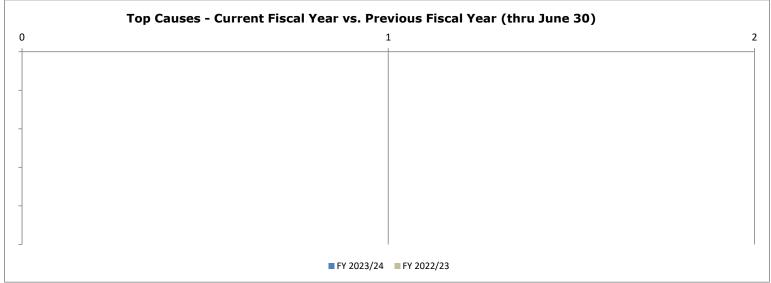


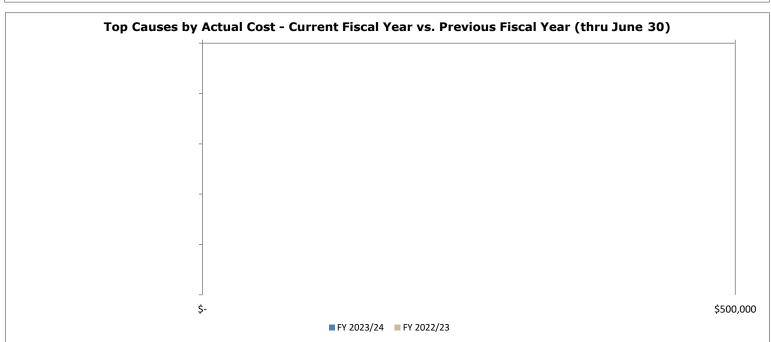
FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates				
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
1	7.09	0.00	0.00	0.00	0.00	0.00	
FY 2023/24 -	Year to Date Indemni	ty Injury Rates		Previous 1	Indemnity Injury Rate	es	
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
0	0.00	0.00	0.00	0.00	0.00	0.00	
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates	
Workers' Compensation Expenditure \$44,419	Payroll Expenditure \$2,015,517	WC vs. Payroll Rate (WC Exp/Total Payroll) 2.2039%	FY 2022/23 0.0000%	FY 2021/22 0.0000%	FY 2020/21 0.0000%	FY 2019/20 0.0000%	



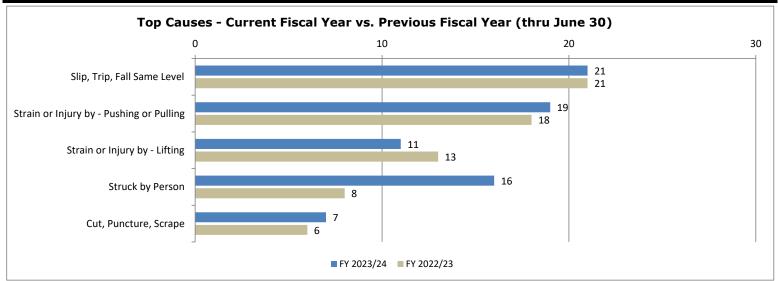


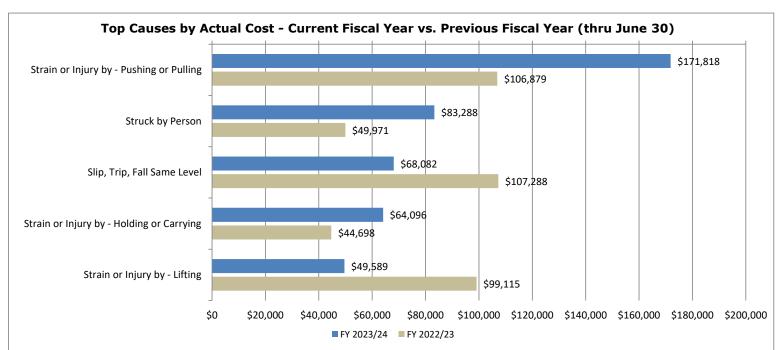
Total Claim Rate	Total Claim Rate Goal					
		FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
0.00	0.00	0.00	0.00	0.00	0.00	
		Previous Indemnity Injury Rates				
Fotal Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00	
orkers' Compensati Expenditures	on and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates	
Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20 N/A	
ГC	otal Indemnity Claim Rate 0.00 orkers' Compensati Expenditures	otal Indemnity Claim Rate 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.	otal Indemnity Claim Rate 0.00 0.0	Date Indemnity Injury Rates	otal Indemnity Claim Rate Rate Goal FY 2022/23 FY 2021/22 FY 2020/21 0.00 0.00 0.00 0.00 0.00 orkers' Compensation and Payroll Expenditures WC vs. Payroll Rate (WC Exp/Total Payroll) Payroll Expenditure Payroll) FY 2022/23 FY 2021/22 FY 2020/21 FY 2022/23 FY 2021/22 FY 2020/21 FY 2022/23 FY 2021/22 FY 2020/21	



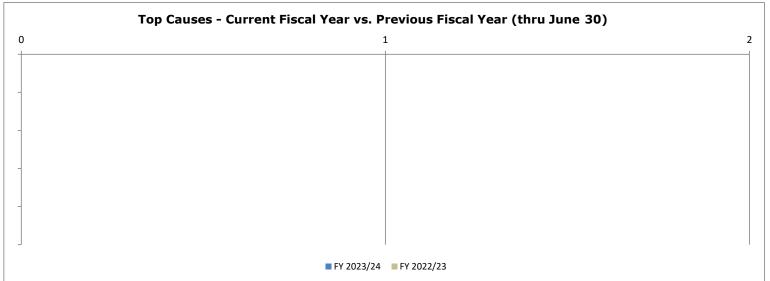


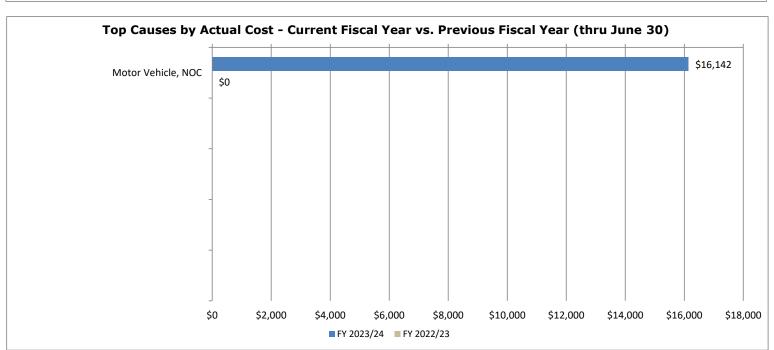
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FY 20)23/24 - Year to Date	Claims	Previous Total Claim Rates					
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
101	4.84	4.29	4.79	4.18	4.31	3.92		
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous Indemnity Injury Rates				
Total Indemnity Injuries 22	Total Indemnity Claim Rate 1.06	Total Indemnity Claim Rate Goal 1.22	FY 2022/23 1.22	FY 2021/22 1.46	FY 2020/21 1.23	FY 2019/20 1.24		
	- Workers' Compensat Expenditures		1.22		Compensation vs. Pay			
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
\$2,851,382	\$255,248,068	1.1171%	1.4145%	1.3376%	1.3926%	1.7144%		



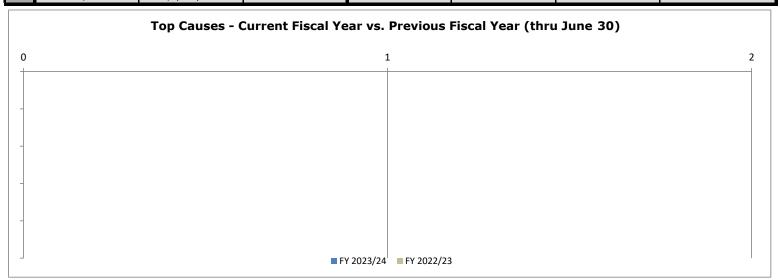


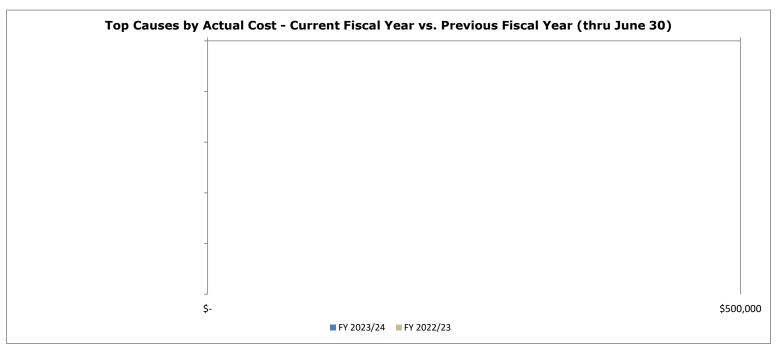
g . cca. 7, 2,	2023 0/30/2021					
FY 20)23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Date	Total Claim Bata Coal	EV 2022/22	EV 2021/22	EV 2020/21	FV 2010/20
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	9.55	0.00	0.00	0.00	7.79	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rate	es
Total Indemnity	Total Indemnity Claim	Total Indemnity Claim				
Injuries	Rate	Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat	ion and Payroll				
,	Expenditures		Previous Workers' Compensation vs. Payroll Rates			
Workers'		WC vs. Payroll Rate				
Compensation	1	(WC Exp/Total				
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$16,142	\$2,017,741	0.8000%	0.0000%	0.0000%	0.0056%	0.0000%



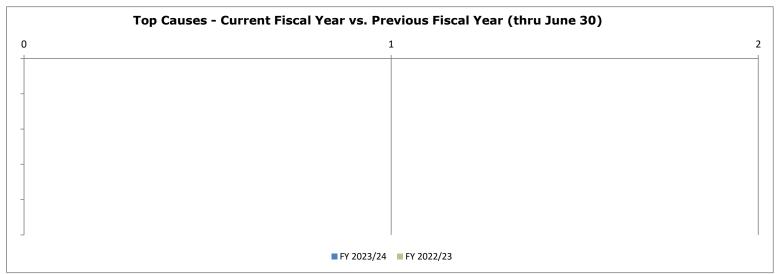


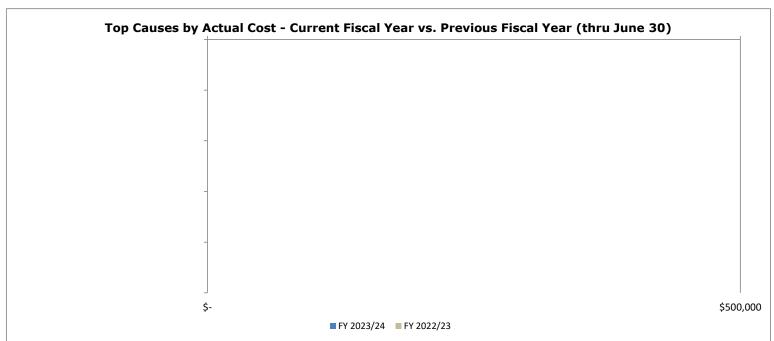
	2023 0/30/2021							
FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates					
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
0	0.00	0.00	0.00	0.00	0.00	0.00		
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous Indemnity Injury Rates				
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
0	0.00	0.00	0.00	0.00	0.00	0.00		
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates		
Workers' Compensation		WC vs. Payroll Rate (WC Exp/Total						
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
\$0	\$5,090,486	0.0000%	0.0000%	0.0000%	0.0000%	0.0000%		



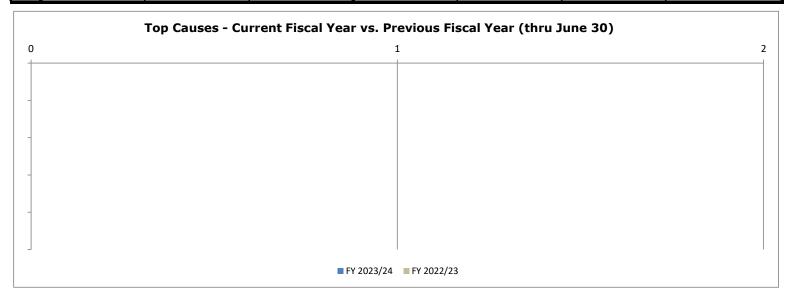


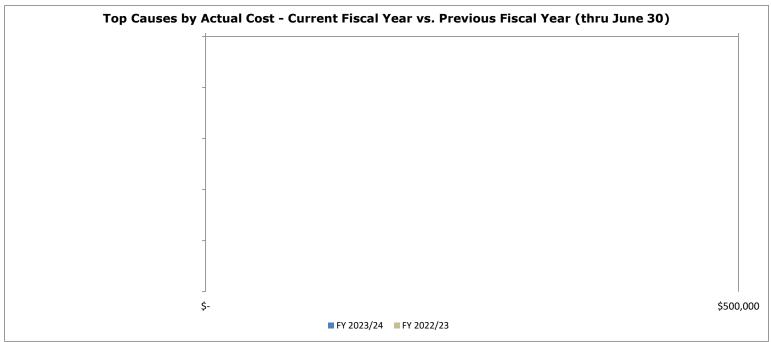
FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous I	Indemnity Injury Rate	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
	Workers' Compensat Expenditures		0.00		Compensation vs. Pa	
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20



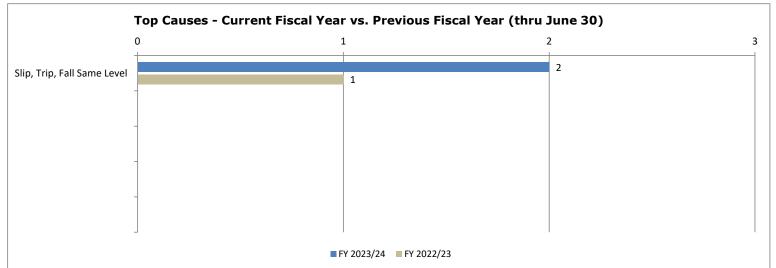


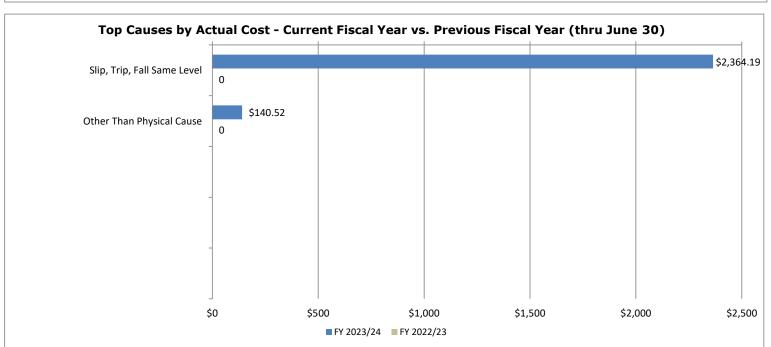
FY 20	023/24 - Year to Date	Claims		Previous Tot	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous I	ndemnity Injury Rate	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20



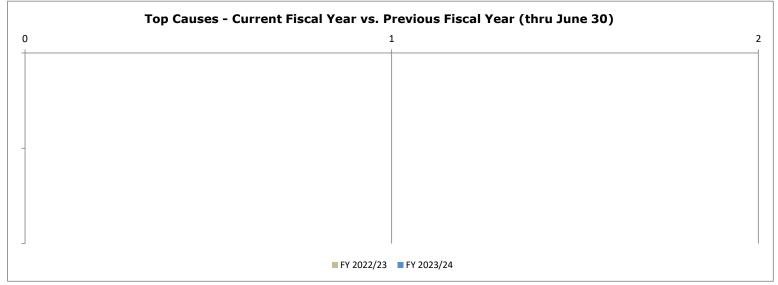


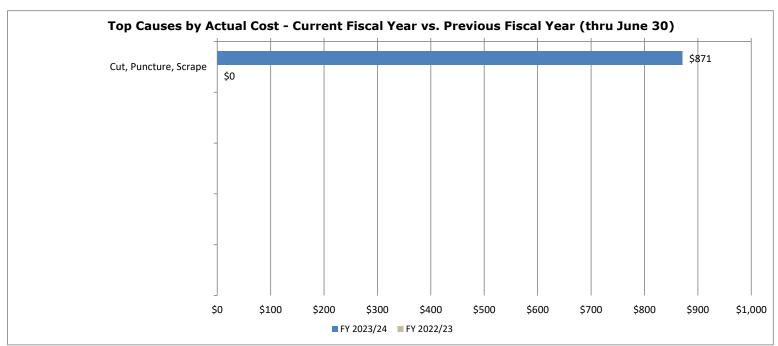
g . oou. 7, 2,	2023 0/30/2021					
FY 20)23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Takal Indonésia	Tatal Claire Bata	Tatal Claire Bate Coal	EV 2022/22	FV 2021/22	EV 2020/21	FV 2010/20
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
6	2.60	0.00	0.00	0.00	0.00	0.72
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous 1	Indemnity Injury Rate	es
Total Indemnity	Total Indemnity Claim	Total Indemnity Claim				
Injuries	Rate	Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.00	0.00	0.00
FY 2023/24	- Workers' Compensat	ion and Pavroll				
	Expenditures		Previous Workers' Compensation vs. Payroll Rates			
Workers'		WC vs. Payroll Rate				
Compensation	1	(WC Exp/Total	E1 / 0000 /00		51,0000,01	5/ 22/ 2/2
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$2,505	\$55,832,865	0.0045%	0.0000%	0.0000%	0.0002%	0.0244%



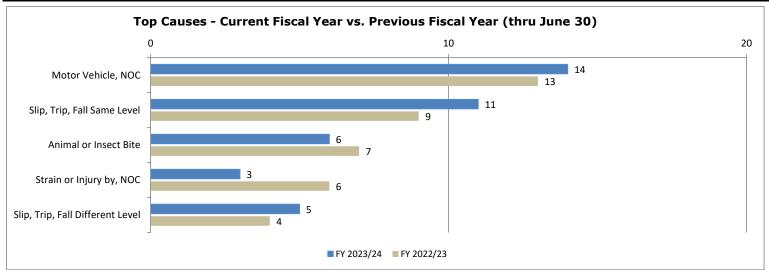


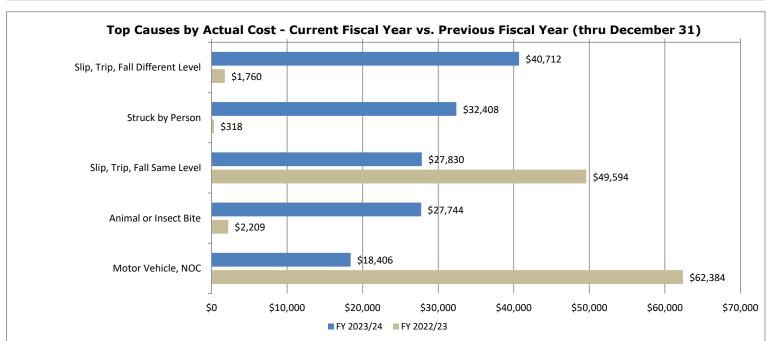
FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates					
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
1	1.83	0.00	0.00	0.00	4.48	4.16		
FY 2023/24 - Year to Date Indemnity Injury Rates			0.00	Previous Indemnity Injury Rates				
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
1	1.83	0.00	0.00	0.00	4.48	2.08		
FY 2023/24 ·	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates		
Workers'		WC vs. Payroll Rate						
Compensation Expenditure	Payroll Expenditure	(WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
\$96,173	\$8,979,989	1.0710%	1.0237%	3.5001%	0.4893%	0.2152%		



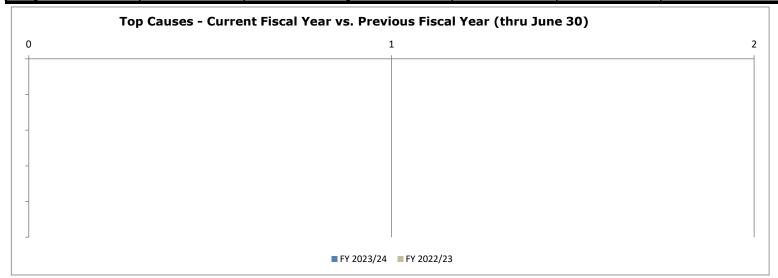


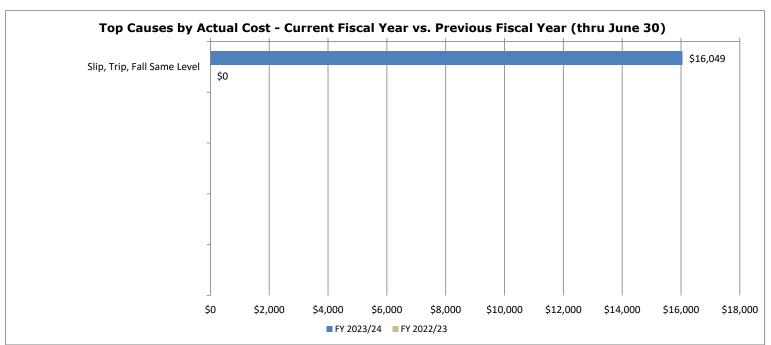
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FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
60	5.17	4.21	4.22	4.91	4.18	5.28	
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous	Indemnity Injury Rat	tes	
Total Indemnity Injuries 15	Total Indemnity Claim Rate 1.29	Total Indemnity Claim Rate Goal 1.20	FY 2022/23	FY 2021/22 0.53	FY 2020/21	FY 2019/20 1.56	
	· Workers' Compensat Expenditures		1.21	1.21 0.53 1.13 1.56 Previous Workers' Compensation vs. Payroll Rates			
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$1,446,196	\$172,954,881	0.8362%	1.3711%	1.2944%	1.2518%	1.3645%	



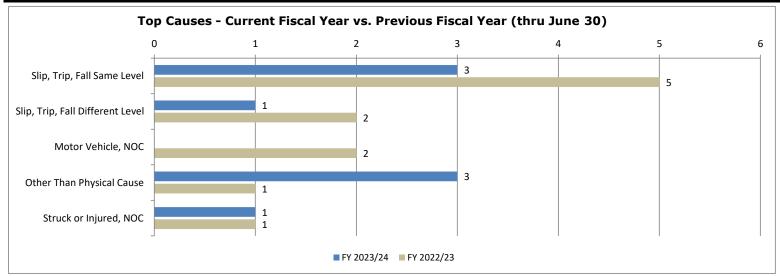


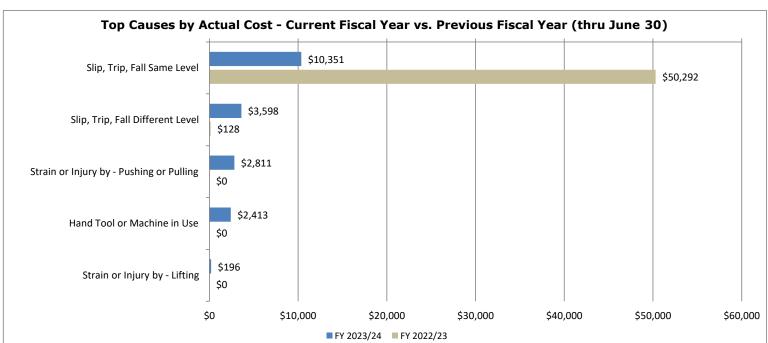
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
3	0.79	0.00	0.00	0.51	0.00	0.75
FY 2023/24 -	Year to Date Indemn	ty Injury Rates	Previous Indemnity Injury Rates			es
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.26	0.00	0.00	0.00	0.00	0.25
FY 2023/24 -	· Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers'		WC vs. Payroll Rate				
Compensation Expenditure	Payroll Expenditure	(WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$43,974	\$67,921,857	0.0647%	0.0529%	0.0493%	0.1576%	0.1274%



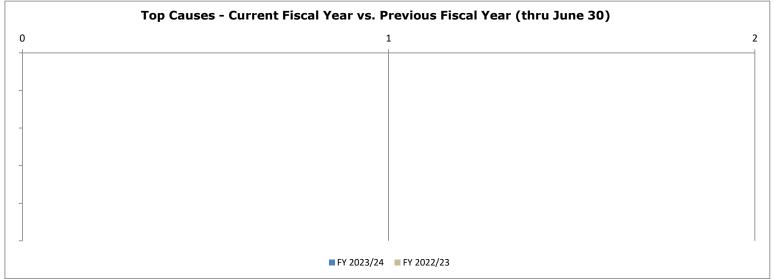


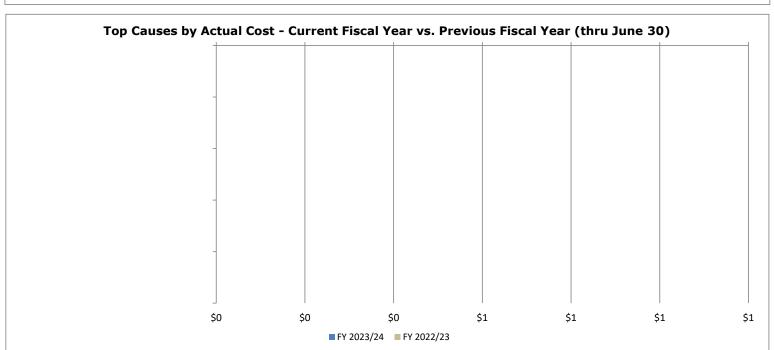
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	ı .
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
8	0.59	0.76	0.77	0.91	0.73	0.64
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous Indemnity Injury Rates		
Total Indemnity Injuries 2	Total Indemnity Claim Rate 0.15	Total Indemnity Claim Rate Goal 0.17	FY 2022/23 0.31	FY 2021/22 0.15	FY 2020/21 0.15	FY 2019/20 0.14
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20



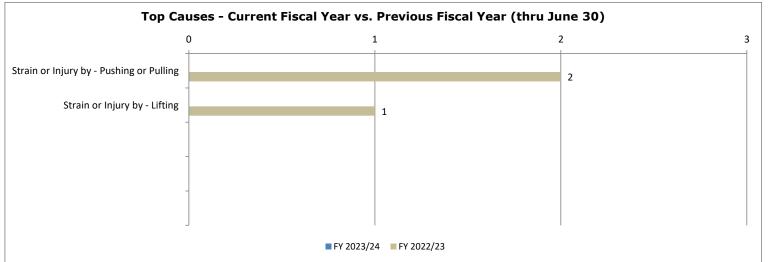


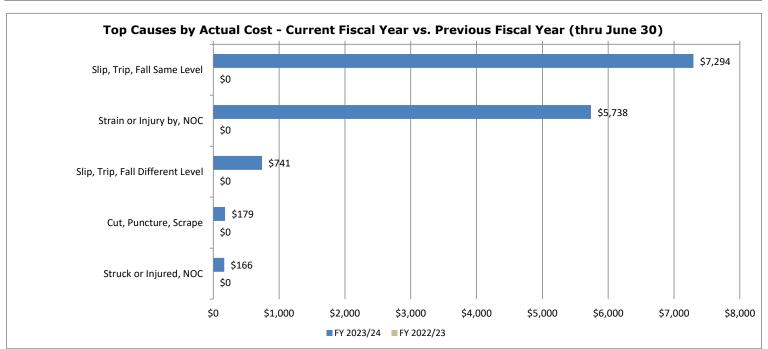
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates			
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
0	0.00	0.00	0.00	0.00	0.00	0.00		
FY 2023/24 -	Year to Date Indemni	ty Injury Rates		Previous 1	Previous Indemnity Injury Rates			
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20		
0 FY 2023/24 -	0.00 Workers' Compensat Expenditures	0.00 ion and Payroll	0.00	0.00 Previous Workers'	0.00 Compensation vs. Pa	yroll Rates		
Workers' Compensation Expenditure \$0	Payroll Expenditure N/A	WC vs. Payroll Rate (WC Exp/Total Payroll) N/A	FY 2022/23 N/A	FY 2021/22 N/A	FY 2020/21 N/A	FY 2019/20 N/A		



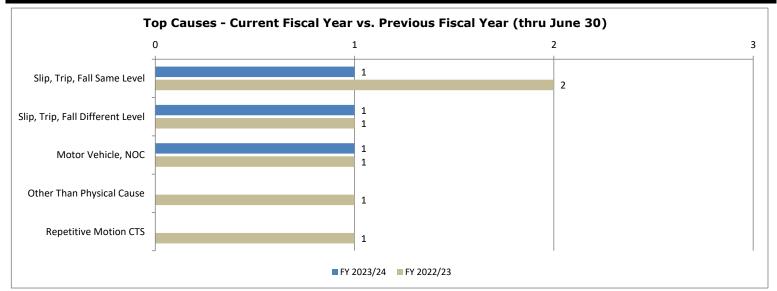


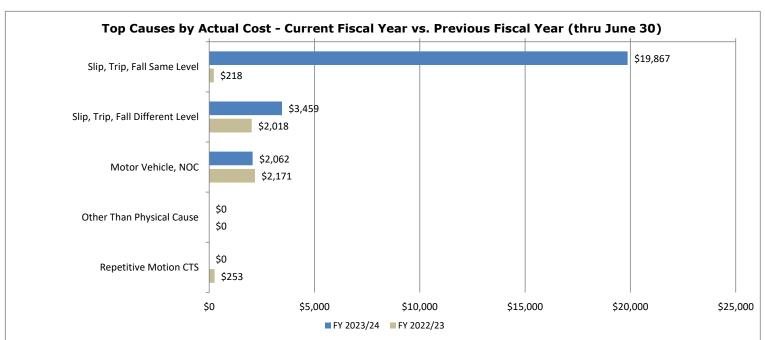
FY 20	23/24 - Year to Date	Claims	Previous Total Claim Rates				
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
10	1.22	0.33	0.39	0.90	0.00	0.63	
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous Indemnity Injury Rates			
Total Indemnity Injuries	Total Indemnity Claim Rate 0.37	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00	
FY 2023/24 -	Workers' Compensat Expenditures		0.00		Compensation vs. Pa		
Workers' Compensation Expenditure \$13,947	Payroll Expenditure N/A	WC vs. Payroll Rate (WC Exp/Total Payroll) N/A	FY 2022/23 N/A	FY 2021/22 N/A	FY 2020/21 N/A	FY 2019/20 N/A	



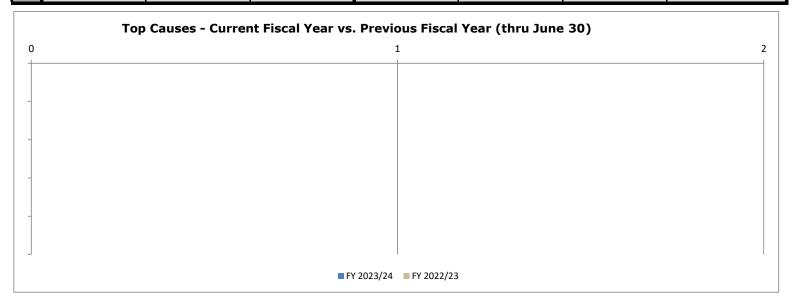


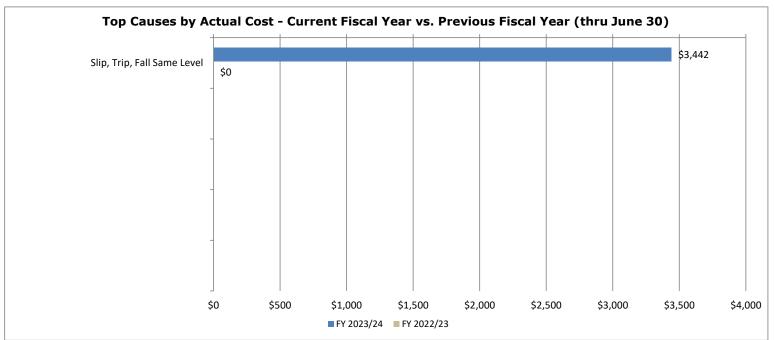
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
4	0.99	0.79	0.80	0.26	0.49	1.24
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous	Indemnity Injury Rat	es
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.25	0.08	0.00	0.00	0.00	0.25
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	ayroll Rates
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$41,987	\$57,972,151	0.0724%	0.0772%	0.0606%	0.2695%	0.5209%



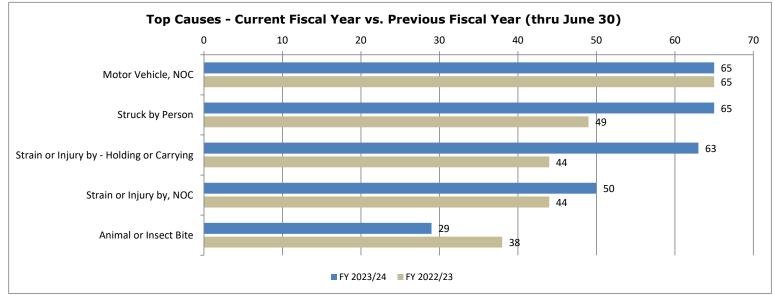


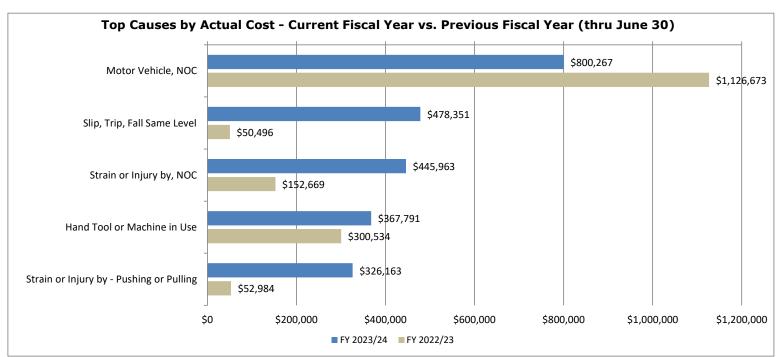
FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
0	0.00	0.00	0.00	0.64	0.63	1.91
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous 1	Indemnity Injury Rat	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
FY 2023/24 -	· Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation Expenditure \$3,442	Payroll Expenditure \$31,452,845	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.0109%	FY 2022/23 0.0000%	FY 2021/22 0.0009%	FY 2020/21 0.0014%	FY 2019/20 0.0025%

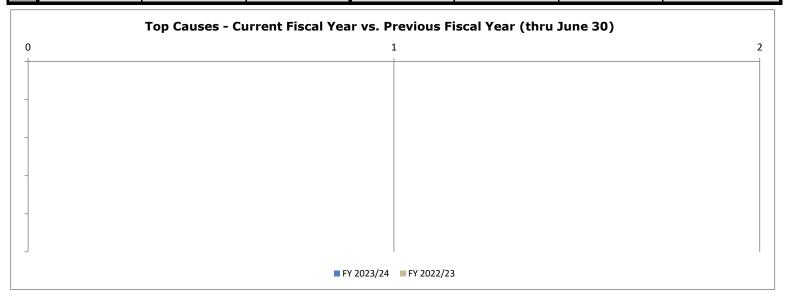




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FY 20:	23/24 - Year to Date	Claims		Previous Tot	al Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
494	8.41	7.07	7.08	7.65	7.54	7.62	
FY 2023/24 - Year to Date Indemnity Injury Rates				Previous Indemnity Injury Rates			
Total Indemnity Injuries	Total Indemnity Claim Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
105	1.79	1.28	1.29	1.22	1.66	1.36	
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pay	roll Rates	
Workers' Compensation Expenditure \$12,448,483	Payroll Expenditure \$1,307,665,313	WC vs. Payroll Rate (WC Exp/Total Payroll) 0.9520%	FY 2022/23 0.8105%	FY 2021/22 0.8787%	FY 2020/21 0.6849%	FY 2019/20 0.7239%	

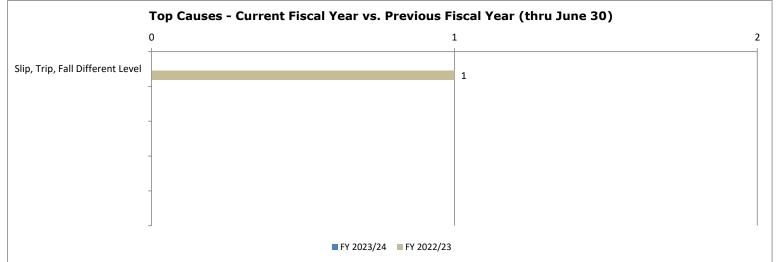


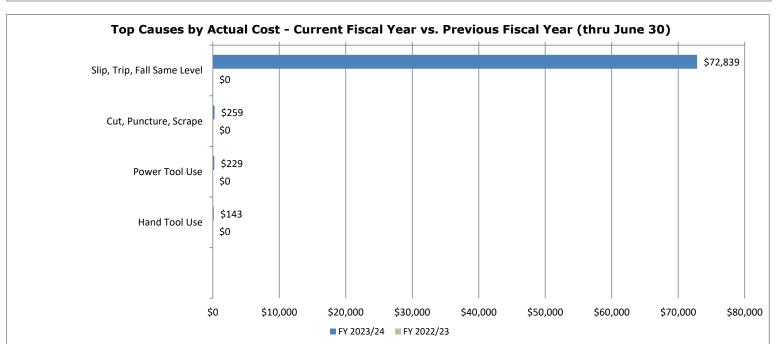




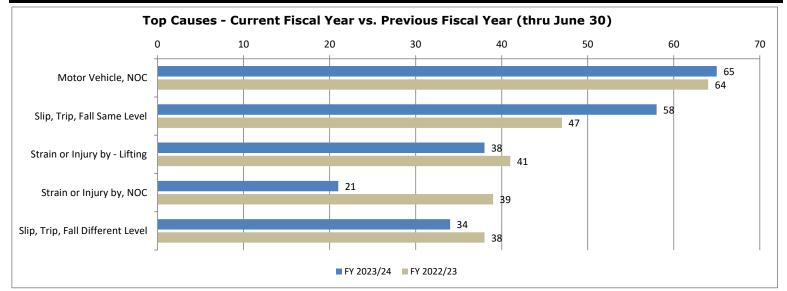


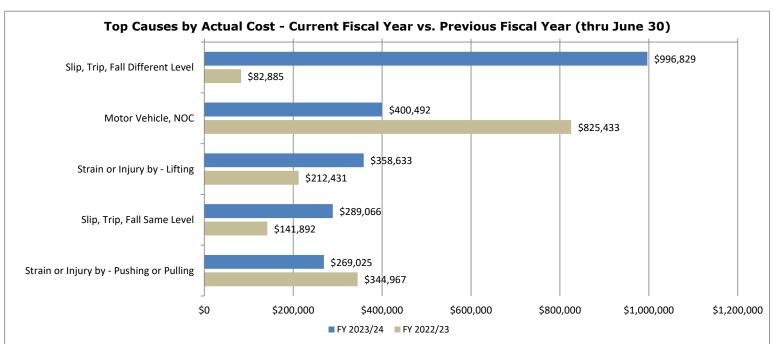
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FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates		
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
rotal Injunes	Total Claim Nate	Total Claim Rate Goal	11 2022/25	11 2021/22	11 2020/21	11 2013/20	
5	2.15	0.00	0.00	1.78	0.63	1.58	
FY 2023/24 -	Year to Date Indemn	ity Injury Rates		Previous	Indemnity Injury Rat	tes	
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
1	0.43	0.00	0.00	0.00	0.32	0.63	
FY 2023/24 -	Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	revious Workers' Compensation vs. Payroll Rates		
Workers' Compensation Expenditure	Payroll Expenditure	WC vs. Payroll Rate (WC Exp/Total Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20	
\$4,489	N/A	N/A	N/A	N/A	N/A	N/A	





FY 20	23/24 - Year to Date	Claims		Previous To	tal Claim Rates	
	T	T. I.Cl.: D. I. C. I	EV 2022/22	EV 2024 (22	EV 2020 /24	EV 2010/20
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
503	4.90	4.37	4.38	4.56	4.64	5.00
FY 2023/24 -	FY 2023/24 - Year to Date Indemnity Injury Rates			Previous 1	Indemnity Injury Rate	es
T. 17 1 3	T. 17 1 " CI :	T. I.T. I OI.				
Total Indemnity Injuries	Rate	Total Indemnity Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
113	1.10	1.00	1.01	1.32	1.51	1.34
FY 2023/24	- Workers' Compensat Expenditures	ion and Payroll		Previous Workers'	Compensation vs. Pa	yroll Rates
Workers' Compensation		WC vs. Payroll Rate (WC Exp/Total				
Expenditure	Payroll Expenditure	Payroll)	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
\$18,922,731	\$1,284,823,010	1.4728%	1.2805%	1.3913%	1.4308%	1.3370%





FY	2023/24 - Year to Date	Claims		Previous To	tal Claim Rates	
Total Injuries	Total Claim Rate	Total Claim Rate Goal	FY 2022/23	FY 2021/22	FY 2020/21	FY 2019/20
1	0.29	0.00	0.00	0.28	0.00	0.54
FY 2022/23	3 - Year to Date Indemn	ity Injury Rates		Previous 1	Indemnity Injury Rat	es
Total Indemnity Injuries 0	Total Indemnity Claim Rate 0.00	Total Indemnity Claim Rate Goal 0.00	FY 2022/23 0.00	FY 2021/22 0.00	FY 2020/21 0.00	FY 2019/20 0.00
	4 - Workers' Compensat Expenditures		0.00		Compensation vs. Pa	
Workers' Compensation Expenditure \$67,109	Payroll Expenditure N/A	WC vs. Payroll Rate (WC Exp/Total Payroll) N/A	FY 2022/23 N/A	FY 2021/22 N/A	FY 2020/21 N/A	FY 2019/20 N/A

