



MITIGATING LABOUR RISKS

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since 1919

Setting the stage

- Shortage of experienced & skilled labour
- Trend across Europe
- Factors driving this trend:
 - Aging population of skilled labour
 - Education didn't keep pace with vacancies and new technology
 - Not enough young people interested in construction
 - Negative sector image

Source: *Improving the human capital basis analytical report March 20202*
 European Construction Sector Observatory

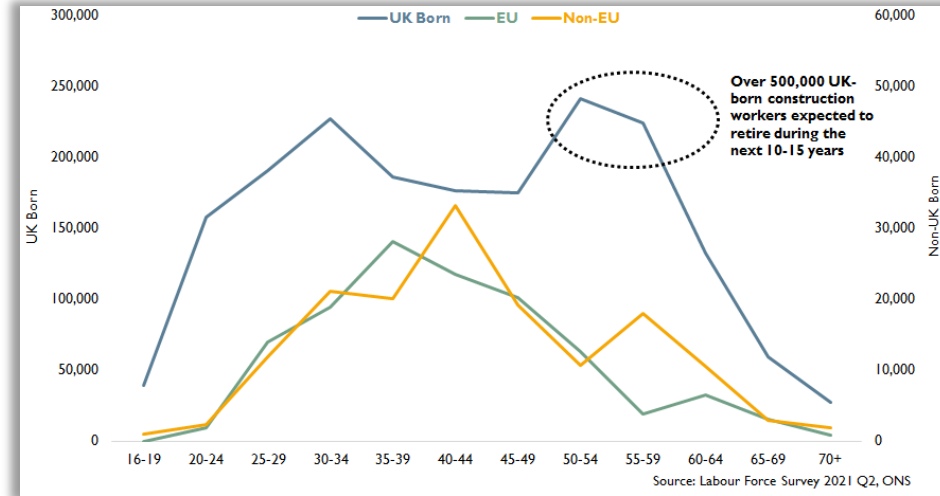
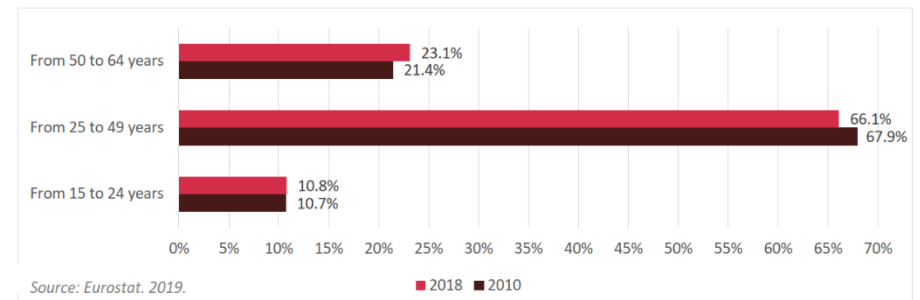


Figure 8: Distribution of persons employed in the broad construction sector by age category



The Contractor Impact

- Risk of incorrect installation
 - Recalls to the jobsite
- Increased uncertainty about labour costs & additional risks impacting the bottom line
 - More time spent on site
 - Exceeding deadlines
 - More crew needed to get the job done



How To Remedy?

- Increasing accessibility to training
- Standard backed by accreditation
- Making the industry more attractive to younger people
- Products that are being installed
- Manufacturer training



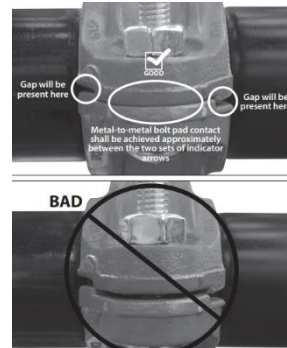
Mitigating Risk Through Products

- New innovations to help overcome issues on site - making installation easier and more reliable
 - Installation-Ready Technology
 - Couplings
 - Fittings
 - Flexible sprinkler hoses with coupling
 - Sprinklers
 - Alarm valves
 - Streamlined set up



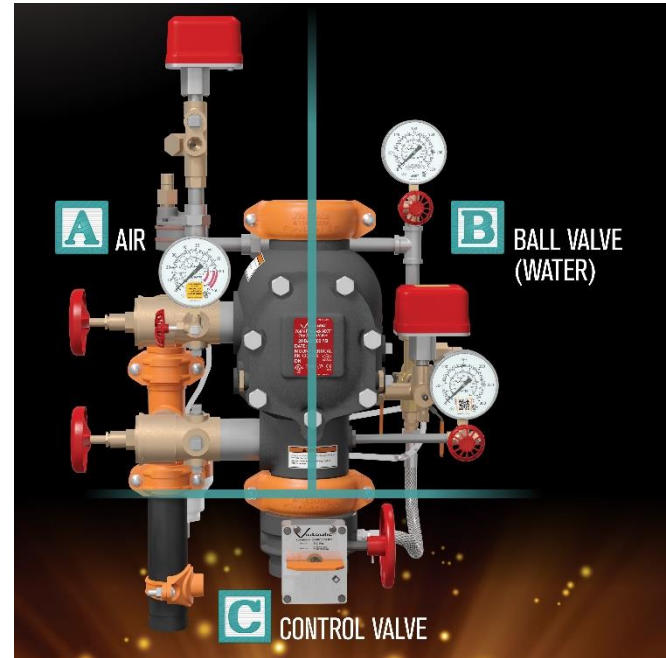
How can Installation-Ready help to mitigate risk?

- Simply push the couplings/fittings onto the grooved end of a pipe
- One-bolt design reduces incorrect installations
- No torque requirements
- Pad-to-pad visual confirmation



How can device setup help to mitigate risk?

- Streamlined set up ABC
- Readily accessible trim
- Same body for dry, deluge & preaction eases maintenance and installation
- Easy to plug in with Installation-Ready couplings



Mitigating Risk Through Manufacturer Training

- Manufacturer training to disseminate product knowledge to installers on site and in training facilities
- One member of installation crew holding manufacturer training certificate to help and support the other crew members



Proposed Way Forward

- Mandatory role of manufacturers in training
 - One member of installation crew holding manufacturer training certificate to help and support the other crew members
- Continue investing in products that increase efficiency and reduce the chance of incorrect installation
- Question remains: how to make the industry more attractive to young people?



THANK YOU



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