

Reported Fatal Incidents in 2016

A large portfolio of companies across high-risk industries

CDC's capital is invested in 1,293 companies in 72 countries. Based on the companies that reported employment data for 2015 (the most recent data available), we estimate that 1,030,000 direct and indirect jobs have been created. Given the large number of workers, activities in higher-risk sectors and the challenges of operating in emerging markets, unfortunately it is not unexpected that a number of CDC's fund managers and direct equity / debt investees have reported fatal accidents.

What CDC requires from its fund managers and investees to address serious incidents and fatalities

CDC requires its fund managers / investees to immediately report any incident involving portfolio companies / operations which results in the loss of life, a material effect on the environment, or a material breach of the law and how the incident was dealt with. CDC takes each notification very seriously and follows up with the relevant fund manager / investee to ensure that effective root-cause analysis is completed and that corrective action plans are implemented to prevent recurrences.

Working with investees to reduce fatalities and achieve improvements over time

In many emerging markets – where health and safety (H&S) norms and regulatory capacity are often weak – serious accidents present an ongoing challenge. Robust environmental and social due diligence is completed on companies receiving capital from CDC. Where gaps against international standards are found, an environmental and social action plan is used to close those gaps in a timely manner. CDC also works with its fund managers and investees to develop their H&S risk management capacity throughout the life of an investment, including through regular H&S training workshops, guidance materials and informal support. We believe that strong H&S management systems are part of an employer's duty of care, improve job quality and add value to a business.

Summary

Context of fatality†	Employees / contractors	Civilians	TOTAL
Asset-related	1	34	35
Road-related	6	21	27
Work-related	29	0	29
Security-related	6	0	6
GRAND TOTAL	42	55	97

†In addition to the incidents reported here, there have been a number of fatalities beyond our portfolio companies' control. For instance, where electricity has been illegally syphoned from the network using inappropriate wiring. CDC – along with the portfolio company and fund manager – track every reported incident. This information is then used to inform safety-related education and communication programmes, particularly in schools and through radio messages, to highlight the dangers associated with electricity.

Asset-related

Fatalities as a result of contact with a portfolio company's assets, such as the grid of an electricity distribution company.

Fund / CDC business line	Portfolio company	Fatalities: Employees / contractors	Fatalities: Civilians	Date	Details
Actis Energy Fund III	Eneo	0	1	06 December 2016	One fatality: At around 16.00, a 35-year-old woman was electrocuted in Northwest region of Cameroon when the firewood that she was carrying on her head came into contact with an energised single phase MV line. The line was suspended at a height of 3.0m due to a leaning pole.
Actis Energy Fund III	Eneo	0	1	25 November 2016	One fatality: At 5.00am, an adult member of the public was fatally electrocuted in the Western region of Cameroon after coming into contact with an energised downed conductor because of a fallen pole.
Actis Energy Fund III	Eneo	0	1	12 September 2016	One fatality: At around 16.30, a 10-year-old girl was electrocuted in Mbambou village while walking with a group of friends after she came into contact with an energised line from a falling rotten pole.
Actis Energy Fund III	Eneo	0	1	17 April 2016	One fatality: A motorcyclist was fatally injured when he rode into a low-sagging conductor that was hanging across a public road. There had been strong winds in the area prior to the accident, which had apparently caused the poles to lean, reducing tension in the conductor and thus causing it to sag mid-span.
Actis Energy Fund III	Eneo	0	1	30 March 2016	One fatality: On 1 March 2016, a 19-year-old woman suffered severe electric burns when she stepped on a medium voltage conductor that was lying across a footpath. She subsequently died in hospital on 30 March 2016.
Actis Energy Fund III	Eneo	0	2	22 January 2016	Two fatalities: Two children were fatally electrocuted when they came into contact with a power line in the Central region of Cameroon. The incident occurred when a branch fell over a single line phase, bringing it down to waist level.
Ascent India Fund III	IVRCL Limited	0	27	31 March 2016	27 fatalities: The Vivekananda flyover project in Kolkata collapsed during construction, killing 27 people and injuring over 80 others. The incident happened in the densely populated Burra Bazaar area in Kolkata. Several members of IVRCL's management team were subsequently arrested and later released on bail. The company has co-operated with official investigations into the incident. Ascent Capital had a 1.33% stake (listed investment) in IVRCL at the time of the incident

GEF Africa-LC Sustainable Forestry Fund	MTO Group	1	0	20 June 2016	One fatality: The deceased contractor was sleeping in MTO worker housing with two other workers. They are believed to have retired to their bedrooms, leaving an open fire burning in the fireplace. The company investigation found that a burning log had rolled out of the fireplace and ignited the wooden floor. Two of the workers managed to escape. Unfortunately, the floor collapsed beneath the victim and he was trapped. The accident investigation found that the housing was compliant with company standards.
TOTAL		1	34		

Road-related

Fatalities following road accidents.

Fund / CDC business line	Portfolio company	Fatalities: Employees / contractors	Fatalities: Civilians	Date	Details
Actis Africa Fund 3 LP	Edita Food Industries	1	0	10 July 2016	One fatality: At around 20.30, an Edita sales representative was fatally injured in a road traffic accident while travelling by car to a distribution centre located in Mansoura, Egypt.
Actis Energy Fund III	Eneo	1	0	10 December 2016	One fatality: At around 17.00, a driver working for a contractor was fatally injured after his vehicle overturned on a sharp bend on a public highway.
Africa Infrastructure Investment Fund 2	IHS Holding	0	1*	21 February 2016	One fatality: An IHS electrical technician (the driver) was involved in a fatal car accident which killed his passenger. The driver had swerved to avoid hitting a herd of animals crossing the road and lost control of the car. Visibility was poor due to early-morning fog. [Also reported by ECP Africa Fund III.]
Africa Infrastructure Investment Fund 2	IHS Holding	0	2*	29 October 2015	Two fatalities: At around 23:30, a contractor lost control of his vehicle and collided with a commercial bus. The bus driver and a pedestrian were killed. [Also reported by ECP Africa Fund III and INT Towers.]
Africa Infrastructure Investment Fund 2	IHS Holding	0	1*	08 October 2015	One fatality: An IHS driver hit a woman while trying to overtake a lorry. [Also reported by ECP Africa Fund III.]
Africa Infrastructure Investment Fund 2	IHS Holding	0	1*	09 January 2015	One fatality: At around 16:00, one of IHS's contractors was involved in an accident with a motorcycle carrying a family of four, which resulted in one death and two injuries. The collision occurred at a bend in the road. [Also reported by ECP Africa Fund III.]
APF-II India Holdings Private Limited	Kelvin Cold Chain	0	3	30 March 2016	Three fatalities: A Kelvin lorry collided with four people standing on the road inspecting their vehicle. Three of the victims died and one was injured.
Aureos Africa Fund	Fan Milk	1	0	31 December 2015	One fatality: Two Fan Milk vendors were selling ice-cream close to a road junction when a lorry driver lost control of his vehicle and drove into a group of people. The accident resulted in seven fatalities (including a Fan Milk Togo vendor) and ten injuries (including the other Fan Milk Togo vendor). The families of the vendors received support from Fan Milk Togo.
CDC Group - Debt	INT Towers	0	2*	29 October 2015	Two fatalities: At around 23:30, a contractor lost control of his vehicle and collided with a commercial bus. The bus driver and a pedestrian were killed. [Also reported by Africa Infrastructure Investment Fund 2 and ECP Africa Fund III.]
CDC Group - Direct equity	Feronia Inc	0	1	15 March 2016	One fatality: A cyclist was attempting to overtake a Feronia tractor but swerved to avoid a woman walking on the side of the road. The cyclist fell in front of the tractor and was killed instantly.
CDC Group - Direct equity	Grindrod (Maputo Port Development Company (MPDC))#	1	0	17 February 2016	One fatality: At approximately 15.00, a lorry veered to the left of a road and hit a contractor performing cleaning services. The contractor passed away on site. The root cause of the accident was identified as inappropriate measures to segregate workers from machinery. Follow-up actions identified included: the introduction of barriers to control access to certain areas, revision of standard operating procedures, a training session with all supervisors on potential risks and finalising emergency response procedures, among others.
CDC Group - Direct equity	Zambeef	0	1	03 August 2016	One fatality: A member of the public was fatally injured in an accident with a Zamhatch delivery lorry. The victim ran across the road in front of the lorry, which could not stop in time.
ECP Africa Fund III	IHS Holding	0	1*	21 February 2016	One fatality: An IHS electrical technician (the driver) was involved in a fatal car accident which killed his passenger. The driver had swerved to avoid hitting a herd of animals crossing the road and lost control of the car. Visibility was poor due to early-morning fog. [Also reported by Africa Infrastructure Investment Fund 2.]
ECP Africa Fund III	IHS Holding	0	2*	29 October 2015	Two fatalities: At around 23:30, a contractor lost control of his vehicle and collided with a commercial bus. The bus driver and a pedestrian were killed. [Also reported by Africa Infrastructure Investment Fund 2 and INT Towers.]
ECP Africa Fund III	IHS Holding	0	1*	08 October 2015	One fatality: An IHS driver hit a woman while trying to overtake a lorry. [Also reported by Africa Infrastructure Investment Fund 2.]
ECP Africa Fund III	IHS Holding	0	1*	09 January 2015	One fatality: At around 16:00, one of IHS's contractors was involved in an accident with a motorcycle carrying a family of four, which resulted in one death and two injuries. The collision occurred at a bend in the road. [Also reported by Africa Infrastructure Investment Fund 2.]
ECP Africa Fund III	Oragroup	0	1	03 November 2015	One fatality: A company car was involved in a road traffic accident in Guinea-Bissau which resulted in the death of a 10-year-old child. Oragroup provided financial support to the bereaved family and subsequently held safety training for all drivers.
Ethos Private Equity Fund V LP	Waco International Holdings	2	0	06 June 2015	Two fatalities: A group of employees from SGB-Cape (a subsidiary of Waco) were travelling together when another vehicle rear-ended them. Two employees were killed and three were injured.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	12 September 2016	One fatality: A company lorry was hit by another vehicle from behind which was trying to overtake. The overtaking lorry's handyman was fatally injured.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	01 July 2016	One fatality: At around 13.00, a DARCL lorry applied its brakes suddenly and was hit from behind by a bus. Two people on the bus were seriously injured and a passenger was killed.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	03 June 2016	One fatality: The brakes on the driver's vehicle suddenly failed, causing him to crash into a stationary vehicle.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	22 March 2016	One fatality: A company vehicle was involved in a road traffic accident with a motorbike carrying three people, which resulted in the death of one.

IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	20 March 2016	One fatality: A company vehicle was involved in a road traffic accident with another lorry, which resulted in the death of the other driver.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	08 March 2016	One fatality: A vehicle broke down during its routine rounds. The driver parked off the main road and placed a reflective triangle behind the vehicle to warn other drivers. At around 22.30, a policeman travelling at high speed on a motorbike collided with the stationary vehicle. The victim died on the spot.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	02 November 2015	One fatality: A company vehicle was transporting steel coil when the load shifted and became unbalanced. A relative of the driver (travelling without company permission) got out of the vehicle to assess the situation. While inspecting the coil load, the victim was hit by a vehicle travelling in the opposite direction and died on the spot. After the incident, DARCL instructed its drivers not to allow anyone to travel with them unofficially.
IDFC Private Equity (Mauritius) Fund II	DARCL Logistics	0	1	08 June 2015	One fatality: At around 16.00, a company vehicle was involved in an accident which led to the death of a motorcyclist.
Takura II	Cailogistics	0	1	15 October 2016	One fatality: At 11.15am, the driver of a Cailogistics truck stopped in Rusape, near Magamba area, to ask for directions. The driver asked for directions from a member of the public (the father of the deceased). Neither the driver, nor his colleague, disembarked from the vehicle and it was left running whilst briefly getting directions. Once the driver had received directions, he proceeded as normal. Unbeknown to him, his colleague, the father of the deceased or the people in the area, the victim (a child) had crawled underneath the truck. Due to the tragic incident, the company's procedures now require drivers to check the surroundings of their vehicles before setting off, even if they have stopped for a brief period. The driver underwent counselling following tragic incident.
Takura II	Lobels Holdings	0	1	29 March 2016	One fatality: A Lobels driver was involved in an accident when he passed a stationary vehicle that was buying ice-cream from a bicycle-vendor. The ice-cream vendor had his head inside the vehicle, through the driver's window. As the Lobels truck passed the stationary vehicle, the ice-cream vendor withdrew his head from the parked vehicle. The lower wing mirror of the Lobels vehicle hit the vendor on the forehead. As a result, the ice-cream vendor died instantly. Lobels provided financial assistance to the family of the deceased. In response to the incident, defensive-driver refresher training was undertaken. However, the driver was found to be negligent in this case, and was sentenced to 280 hours of community service by the courts.

TOTAL 6 21**

*Also reported by another fund manager.

**Double reporting removed from total.

##MPDC is not under the operational control of Grindrod. MPDC's safety statistics are not included in Grindrod's integrated annual report.

Work-related

Fatalities occurring while undertaking tasks directly related to work or at the site of the company.

Fund / CDC business line	Portfolio company	Fatalities: Employees / contractors	Fatalities: Civilians	Date	Details
Actis Energy Fund III	Eneo	1	0	23 October 2016	One fatality: On 4 October 2016, a 36-year-old contractor received an electric shock while working at the top of a pole during the replacement of a single-phase transformer. He passed away as a result of his injuries on 23 October 2016.
Actis Energy Fund III	Eneo	1	0	17 May 2016	One fatality: At around 14.00, a contractor was fatally electrocuted while carrying out authorised maintenance operations at an Eneo site.
Actis Energy Fund III	Eneo	1	0	08 April 2016	One fatality: A contractor was fatally electrocuted while at work. An assessment suggests that the electrocution is likely to have occurred due to poor earthing.
Actis Energy Fund III	Ostro Energy	1	0	22 October 2016	One fatality: At around 14.15, a tractor trolley (operated by a sub-contractor to the EPC provider) overturned, fatally injuring one worker.
Actis Infrastructure Fund II	Umeme	1	0	16 November 2016	One fatality: An Umeme employee was fatally injured while replacing a rotten pole in Jinja District.
Africa Infrastructure Investment Fund 2	IHS Holding	1*	0	23 December 2016	One fatality: During a mobile site dismantling, a temporary employee undertaking work for IHS Cameroon fell from a tower and died. [Also reported by ECP Africa Fund III.]
Altra Private Equity Fund I	Servicios Mineros Gloria	1	0	20 November 2016	One fatality: A scoop operator working in San Cristobal unit of the Volcan Mine was crushed by a falling rock that detached during a roof sustainment process. The incident occurred when the operator got out of the scoop to move a wire mesh blocking the mine's passage. The immediate / root causes of the incident were identified as ineffective communication of risk levels and site condition, non-compliance with processes, the absence of the mine safety supervisor (due to holiday), and low visibility. The following corrective actions were put in place: (i) standardisation of safety reports, ensuring full site detail is disclosed, (ii) reinforced key stages of the roof sustainment process to all mine operators, (iii) hired additional supervisors, (iv) carried out a complete evaluation of working conditions in order to identify sections with similar risk, (v) and improved lighting in working stations with low visibility.
Aureos Africa Fund	Fan Milk	1	0	24 May 2016	One fatality: A sub-contractor at Fan Milk Burkina Faso died after being electrocuted while trying to charge a mobile phone. Fan Milk guidelines on electrical safety have been finalised in Cote d'Ivoire, and were subsequently shared with the Benin, Burkina Faso, Ghana, Nigeria and Togo subsidiaries. An 'electrical safety check' was also introduced for all Fan Milk depots.
CDC Group - Debt	DFCU	1	0	11 November 2016	One fatality: A contractor working as a concrete-mixer operator was found unconscious in the revolving drum of a concrete-mixing plant.
CDC Group - Debt	Gulpur Hydro	1	0	01 March 2016	One fatality: At around 8.35am, two workers were injured when a diesel fuel tank exploded during welding activity. One of the two victims subsequently died.
CDC Group - Direct equity	Grindrod (MPDC)##	1	0	29 July 2016	One fatality: A stevedore employee working for a contractor company of MPDC was hit and fatally injured by a bundle of hot-rolled deformed steel bars (rebar) whilst being unloaded from a ship onto a truck. As the rebar was loaded onto the external truck, the metal sling was removed and the rebar moved and rolled off the truck (sea side) and fatality struck the victim. Grindrod and MPDC subsequently completed an overarching review of health and safety, and implemented a number of corrective actions.
CDC Group - Direct equity	Grindrod (MPDC)##	1	0	18 July 2016	One fatality: A stevedore employee working for a contractor company of MPDC as a cleaner sustained fatal chest and head injuries after being struck by a platform ladder. The ladder had in turn been hit by a trailer that was being towed by a tractor.
CDC Group - Direct equity	Grindrod	1	0	22 March 2016	One fatality: The fatality occurred while the IVS Sentosa was offshore Ohgishima, Japan, waiting to load cargo. The victim and five others were inside the cargo-hold cleaning stains off the bulkhead from a previous load. While the victim was assembling scaffolding, the ship rocked back and forth, and the scaffolding collapsed. A detailed root-cause analysis identified the following causes: substandard practices, substandard conditions, poor judgment, inadequate supervision and poor training, among others.
CDC Group - Direct equity	Grindrod (MPDC)##	1	0	08 January 2016	One fatality: A stevedore employee working for a contractor company of MPDC became trapped when a stack of pipes collapsed. An investigation found that the stevedore stepped onto the pipes trying to retrieve a guide rope. The root causes of the accident were identified as a failure to identify if the right equipment was onsite before offloading began, the deceased stepped - unexpectedly - on to the pipes as they were being loaded and three pipes were lowered onto the stack when there was only space for two. As a result, a number of corrective actions were implemented.
CDC Group - Direct equity	Zambeef	1	0	03 November 2016	One fatality: A member of staff was killed when he was knocked down and crushed under a delivery lorry on routine collections.
ECP Africa Fund II PCC (formerly EMP Africa II)	New Dawn Mining	2	0	01 July 2016	Two fatalities: At approximately 5.15am, there was a crown pillar collapse at the Turk Mine which resulted in two deaths and two injuries. Three individuals were caught in the collapse. A fourth miner rescued two of the victims, but then became trapped in a secondary collapse. New Dawn identified a number of actions to prevent such an incident recurring. The company also commissioned two third-party evaluations as a preventative measure.

ECP Africa Fund III	IHS Holding	1*	0	23 December 2016	One fatality: During a mobile site dismantling, a temporary employee undertaking work for IHS Cameroon fell from a tower and died. [Also reported by Africa Infrastructure Investment Fund 2.]
ECP Africa Fund III	Finadev	5	0	07 October 2016	Five fatalities: A building under construction in Cotonou, on behalf of Finadev (an Oragroup affiliate), collapsed and killed five contractors. As a corrective action, Finadev has implemented a new construction-contractor control process which includes a double review of the technical studies by an independent engineer.
ECP Africa Fund III	Wananchi Group	1*	0	24 March 2016	One fatality: At approximately 14.30, an employee of a sub-contractor was fatally electrocuted while planting poles. The victim was holding the base of a damp wooden pole (to direct the pole to the excavated hole) which was being lifted by a lorry crane when it contacted a high-voltage cable. Various corrective actions were identified. [Also reported by Helios Investors II.]
GEF Africa-LC Sustainable Forestry Fund	MTO Group	1	0	06 July 2016	One fatality: At 12.35pm, an employee was positioning a warning sign by the side of a paved public road to alert drivers of roadside controlled burning operations. There was no oncoming traffic on the side of the road where the victim was performing her task. However, a vehicle travelling at a high speed overtook traffic coming from the opposite direction over a blind rise in the road. The truck skidded for approximately 60 metres before colliding with the victim. Counselling and other support have been provided to the victim's family and co-workers, along with support for the funeral and bereavement process.
GEF Africa-LC Sustainable Forestry Fund	Peak Timbers	1	0	27 April 2015	One fatality: A chainsaw operator working for a contractor, who was training to become a bell-log loader, asked if he could practice operating the loader. Although the supervisor was not onsite (as required), the operator allowed the victim to use the machine. The victim subsequently dropped a log, which rolled under the machine. He reversed the machine trying to retrieve the log and inadvertently backed over the edge of a steep embankment.
Helios Investors II	Wananchi Group	1*	0	24 March 2016	One fatality: At approximately 14.30, an employee of a sub-contractor was fatally electrocuted while planting poles. The victim was holding the base of a damp wooden pole (to direct the pole to the excavated hole) which was being lifted by a lorry crane when it contacted a high-voltage cable. Various corrective actions were identified. [*Also reported by ECP Africa Fund III.]
Phatisa PanAfrican Housing Fund LLC	Westlands Place	1	0	16 January 2016	One fatality: The victim, a skilled labourer working for a contractor, fell from height. Despite safety equipment being onsite, the victim was not wearing a harness or a tether. Corrective actions included a review of the contractor's safe working procedures, particularly relating to work at heights; providing workforce-wide training on risk identification and assessment, on basic first aid and on the use of safety harnesses; establishing a contract with a private ambulance service; and introducing greater monitoring of health and safety by an enhanced team.
SGI Ethiopia Growth and Transformation Fund	National Cement	1	0	16 July 2016	One fatality: The accident reportedly occurred inside the premises of the Ali Sabieh Cement Factory in the Republic of Djibouti. A National Cement lorry was in Djibouti delivering a shipment. The victim got out of the vehicle without engaging the hand brake. As the driver passed in front of the vehicle, the vehicle rolled forward and hit the driver, crushing him against another parked vehicle owned by National Cement. The driver had undergone all of the required company training and defensive-driving lessons.
Sierra Investment Fund	Sierra Fishing Company	1	0	2016	One fatality: A worker at a supplier (a fishing boat) was reported to be fatally injured after being caught by a net and drowned at sea.
Sierra Investment Fund	Sierra Fishing Company	1	0	2014	One fatality: A worker at a supplier (a fishing boat) was reported to have fallen overboard and drowned – his body has never been found.
TOTAL		29**	0		

*Also reported by another fund manager.

**Double reporting removed from total.

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Security-related

Fatalities occurring due to security incidents (directly or indirectly) associated with company operations.

Fund / CDC business line	Portfolio company	Fatalities: Employees / contractors	Fatalities: Civilians	Date	Details
8 Miles	Biyinzika Poultry International Limited	1	0	24 October 2015	One fatality: An employee is alleged to have started a physical fight with a fellow hatchery attendant regarding a mutual acquaintance. The alleged aggressor fell, hitting his head on the tiled floor. All staff were reminded of their need to act responsibly at work, the zero tolerance of violence policy and the need to raise the alarm to security and managerial personnel to intervene. Tool box talks at each facility now include specific mention of the grievance mechanism and the ability of the company to support arbitration for staff on inter-personal matters. The matter was raised at the next board meeting (January 2016) and further measures were implemented. Since October 2015, the senior management team have been changed and enhanced occupational health and safety measures are now in place. In addition, as of 2016, a dedicated health, safety and environment (HSE) manager is now employed by BPIL and enhanced reporting and training occurs quarterly on HSE matters.
Ascent India Fund III	Radiant Cash Management	1	0	16 May 2016	One fatality: An independent contractor, collecting cash from a pick-up point, was shot and killed by three armed robbers. All medical expenses were borne by the company. Radiant is extending financial support to the family by paying last drawn salary for the remaining period of his service. Insurance claim has also been filed. Meanwhile, the company's management team undertook a review of the incident and commissioned third-party support.
Ascent India Fund III	Radiant Cash Management	1	0	25 April 2016	One fatality: One of Radiant's vehicles was attacked during routine operations by three armed robbers. A security contractor was shot during the incident and died the following day. All medical expenses were borne by the company. Radiant is extending financial support to the family through ex-gratia payment and paying last drawn salary for the remaining period of his service. Insurance claim has also been filed.
CDC Group - Debt	Grameenphone	1	0	13 February 2016	One fatality: A sales executive went missing while working at a market place. Police began a search the following morning and the body of the victim was discovered in the river. The murder is believed to have been the result of an armed robbery.
SilverStreet Private Equity Strategies SICAR - Silverlands Fund	Crookes Brothers Limited	2	0	29 April 2016	Two fatalities: Two seasonal (fixed-term contract) workers were stabbed to death by a third worker at a company farm. A fight broke out after working hours. It is unclear what the dispute related to, but alcohol is understood to have been a contributory factor. Crookes Brothers provides training to employees on alcohol and substance abuse. Workers who live on the estates are allowed to buy alcohol outside the farm and bring it back for personal consumption. However, they are not allowed to sell alcohol. The seasonal workers are supervised by team leaders in the housing areas. Externally contracted professional security guards oversee the general safety of the farms. Trained security guards (not armed with firearms, but trained in responding to violence) patrol the whole farm 24 hours a day.
TOTAL		6	0		