REVEAL YOUR BEST
## Workforce Management Challenges

<table>
<thead>
<tr>
<th>Business Challenges</th>
<th>Operational Issues</th>
<th>Business Impact</th>
</tr>
</thead>
</table>
| • Increasing operations scale & control requirements | • Data in **multiple system & disparate silos of data**  
• **Limited resources** to Manage systems | • Growing inefficiencies impact scaling of operations  
• Increasing safety, security & compliance requirements | • **Non integrated systems** - Duplication of efforts in data entry  
• **Data consistency** - Efforts & time in data validation checks | • Lack real time enforcement of company policies |
| • Manual errors in data entry in multiple systems | • **Lost time** in approval process & checks | • Loss of on site work hours due to long manual process/checks |
| • Manual errors in data entry in multiple systems | • **Lost time** in approval process & checks | • Increasing non-compliance risks/cases |
| • Lost time in approval process & checks | | • **Excess work hours billing** |
What Customers Use today?

**Paper**
- No real time compliance status
- Long data reconciliation time
- Re-transcription often causes errors / delays
- No real time notification
- Increased compliance check time

**Spreadsheets**
- Time consuming to manage
- Limited visibility to few people
- No real time compliance visibility and notification
- Prone to data entry errors & corruption

**Access Control**
- Can only do basic mustering/T&A with limited functionality
- Dependent on point solution integration
- Duplication of data entry

**Custom Software's**
- System maintenance cost, time & efforts
- Scalability across sites/organization
- Often limited functionality

Lack Complete, Real Time Worker Safety Compliance Visibility
Digitized Workforce Management Solution

- An Integrated offering for digital Workforce Management
- Seamless integration with your Honeywell EIS Access Control System
- Integration with Enterprise SAP/ERP & HRMS systems
- Secure web based system enabling easy access to multiple stakeholder, driving visibility & measurability to a single pane of glass (SPG)
Honeywell Digitized Workforce Management

FUNCTIONS
- Mustering
- Compliance Management
- Fatigue Management
- Time & Attendance
- Cardholder Request Management
- Contractor Management
  - ON boarding, OFF boarding
  - Rationalize Contract Workforce
- Contractor Work Hours Reconciliation
- Visitor Management
- KPI-Dashboards Reports

Automations
- Automated Workflows, Rules
- Email Notification, Quick approval links

Integrations
- HR Systems
- Learning Management System
- Payroll Systems
- SAP, ERP system Integration

Data Source
- Honeywell Access Control System / Real Time Location System (RTLS)

Leveraging your investment in the Honeywell Access Control Control Action
## Value Proposition

### For High Risk Operations
- Improved compliance visibility anywhere, anytime – even in field
- Reduced risk of penalties & reputational damage - increased compliance and reduced risk of safety incidents
- 80% reduction in mustering time
- Improved compliance & reduction of risk for penalties

### For Large Workforce
- Up to 40% time & efforts saving in HSE admin tasks compared to offline systems
- Up to 30% inspection time reduction for PPE & Safety equipment
- Reduced safety incidents, claims & penalties with improved compliance
- Faster deployment reducing risks of site operation disruptions

### For Distributed Workforce
- Save time in compliance management meeting different site or customer requirements
- Reduce loss work hours & penalties due to non Compliant Workforce
- Enables business growth by demonstrating compliance to end customers (EPC & Contractors)
- 20% savings through contractor work hour reconciliation
DWM - Key Features / Modules

Contractor Management
• Contractor on-boarding and off-boarding
• Group mobilizations and inductions for Shutdowns / Turnarounds
• Rationalize contract workforce

Access Management
• Visitor management
• Approvals workflow process for access to site/area
• Lost card/ Temporary card issue process
• Certification confirmation prior to site access

Time & Attendance
• Integrate HRMS, payroll and contractor systems with access control for time on site reporting
• Reconcile contractor work hours for shutdowns and service orders

Compliance Management
• Training, certifications, licenses, purchase orders automatically checked for each worker
• Fitness for work checks (Drug and Alcohol)

Fatigue Management
• Time on site
• Exposure management
• Min rest rules +
• Fitness for work checks

Mustering
• Real time count of people mustered at each location (Visitors, Contractors, Workers)
• Quick reconciliation of people on site and mustered
• Gas monitoring, integration for GPS location & man down events
• Last know location of people not accounted.

KPI/Reporting
• Standard configured reports
• Sensitive information is protected through imposition of security restrictions (Access/Reporting)
• KPI Metrics tracking
• Reporting distributed across departments and in the hands of people who need it

A Fully Integrated Drive To Safety & Productivity
What I Need To Know

Are the **Workers trained & certified** to do job in a right & safe way?

Are workers **Equipped with right PPE**?

Is the **PPE inspected & compliant**?

Do workers have **Appropriate access authorization**?

Do we capture **Accurate clock in/out data**?

Are my **Contractors duly managed**?

Are my workers **Fit for work**?

How do I ensure **Fatigue management**?

How accurate is my **Muster ing control**?

How Confident are You on Your Sites Compliance Status?

Are These Questions Bothering You?
DWM – Contractor Management

**Employees**
- Integration to AD Groups for access provisioning
- Access requests
- Competency based access management
- I forgot my badge and badge printing services
- Email notifications on training and badge expiries
- Mustering

**Contractors**
- Contractor portal (Site inductions / onboarding)
- Contractor entry and exit – Kiosk registration
- Competency based access management
- I forgot my badge and badge printing services
- Email notifications on training and badge expiries
- Mustering

**Visitors**
- Visit pre-registration
- Visitor entry and exit – Kiosk registration
- Mustering
DWM – Contractor Management Benefits

• Reducing mustering time from hours to minutes
  – Improving FRT response
• Up to 20% reduction of contractor spend
• Rationalization of contractor entities and reconciliation of time on site
• Reduce penalties & loss work hours – (Real time compliance reinforcement)
• Consistent reporting & benchmarking
  – Data integration between disparate systems
• Increase efficiency & reduce workforce management cost
  – Do more with less
• Automate access approval process and ensure tractability
  – Match security with competency. (Up to 50% cost full time equivalent)
• Centralized watchlist/blacklist management across all site(s)
DWM – Fatigue Management Module

**Strategic**
- Manage & mitigate fatigue risk
- Measurement & assessment of current fatigue risk conditions
- Risk assessment of day-to-day activities in the context of fatigue
- Supporting fatigue management policy

**Tactical**
- Time on Site
- Exposure Management
- Min Rest rules +
- Fitness for work checks
DWM – Fatigue Management Reporting

- Fatigue Calculation based on time based rules
- Visibility of maximum hours on site enable work allocation & planning
- Alerts & Mail Notifications enable fatigue rule compliance.
DWM - Compliance Manager Module

An Integrated Platform that

• Offers real time compliance visibility and measurability across the organization
• Drives Better management of contractors, time on site, trainings, job certification & PPE assets
• Enables optimization of compliance to safety policies across the workforce
• Ensures readiness of worker to do their job right & safe.

Reduce Cost
Increased Productivity
Improved Compliance
Reduced Incidents
DWM – Compliance Manager Overview

1. **Compliance Management** – Real time dashboard view of overall compliance level of the organization, team and up to individual worker

2. **Workforce Safety Management** - Manage worker job, safety training required, proper allocation and use of PPE for the job - Ensure overall readiness for safe work

3. **Safety Training Management** - Manage and automatically schedule employee training based on job role, task, site and assigned PPE, identify exceptions

4. **Safety Asset Management** - Reduce the administration, time and complexity involved in managing all safety equipment across organization (inspections, certifications, allocations)

5. **Honeywell Access Control Integration** - Enforce compliance, reduce safety incidents & penalties, automatically restrict access to non-compliant workers with Experion Industrial Security integration
DWM – Ease of Secured Access Increases Compliance

Managers
• Check team compliance
• Check job compliant workers to assign specific job tasks or sites
• Check PPE allocation and inspection status
• Get notification on non compliance

Contractors
• Update their worker & PPE compliance records online
• Site HSE team can assign trainings & track compliance
• Get notification on non compliance

In the Field Supervisors Can …
• Check worker compliance before start of job or issue of work permit
• Check PPE allotted and inspection status
• Conduct safety asset or PPE inspection and update information online

Real Time Information to Multiple Stakeholders Anywhere
DWM – Mobile Inspection Manager Application

Faster, More Accurate Data Capture, Up to 30% Saving on Inspection Time

### Manufacturer-Recommended Inspection Steps

<table>
<thead>
<tr>
<th>Item Description</th>
<th>Manufacturer-Recommended Inspection Steps</th>
</tr>
</thead>
<tbody>
<tr>
<td>RFID Scanner</td>
<td></td>
</tr>
<tr>
<td>Barcode Scan</td>
<td></td>
</tr>
</tbody>
</table>

Honeywell Confidential - © 2019 by Honeywell International Inc. All rights reserved.
Customer Reference – Major Mining Organization (Canada)

• Challenges
  – Manage a large contract workforce safety compliance
  – Turnover of contract workers on site
  – Ensuring new entrants orientation, training & compliance

• Our Solution
  – DWM Compliance Manager to manage 2000+ contract workers training & job compliance
  – Integration with Honeywell Access Control System - Automatically restrict access to non-compliant workers
  – Access to contractors to manage their worker compliance records

• Benefits
  – Improved compliance to sites safety policies
  – Reduced efforts for tracking and restricting non compliant workforce and enabling real time fatigue management and restricting their site access
Customer Reference – Global Oil & Gas Greenfield (USA)

• Challenges
  – Manage onboarding & compliance for a multi-year greenfield project:
    ▪ Multiple EPC (6+), contractors and sub-trades (up to 6000 workers during project lifecycle)
    ▪ Tracking & management of worker competencies
    ▪ Management & control of revoked worker access to site
    ▪ Access to contractors to manage their worker compliance records

• Our Solution
  – DWM – Compliance Manager to address large contract workforce safety compliance
  – Contractor self servicing access to support onboarding processes

• Benefits
  – Organization wide visibility of compliance information for their distributed workforce
  – Tracking onboarding compliance and competency / certification (Validity & Expiry)
  – Access compliance records from office and in field
  – Ensure compliance to end customer HSSE program
Customer Reference – Global Petrochemical Greenfield (Qatar)

• Challenges
  – Manage a large contract workforce safety compliance & accountability
  – Emergency mustering, fatigue and contractor management
  – Single reader time-keeping system across multi-site
  – Occupational health and site safety protocols

• Our Solution
  – DWM Contractor Manager to manage 5000+ contract workers, integration to payroll, training & job compliance, Fatigue and Mustering
  – Integration with Honeywell Access Control System - Automatically restrict access to non-compliant workers. Integrate facility CCTV, Access control, Intrusion systems to a common platform
  – Ability to monitor personnel for exposure to environmental conditions (such as heat index)
  – Automate time and attendance recording using access control swipe events through a single reader
  – Manage the process of registering the requests for access for visitors, contractors and employees

• Benefits
  – Improved productivity, compliance to sites safety policies
  – Reduced efforts for tracking and restricting non compliant workforce and enabling real time fatigue management and restricting their site access
  – Reduced manual process and enabled automation of Workforce Management
Get this hot deal at HUG Americas

Put the power of digital video to work monitoring your plant systems

Purchase the Digital Video Manager (DVM) packaged offering for $26,500 (normally $32,000) and receive two zone-certified cameras, two safe area cameras, and a preconfigured Dell server with preloaded software and required licenses.

Visit the Promotions Center to learn more.

See details at www.hwill.co/HUG19offers. These limited-time discounts and offerings are only available and valid for new inquiries and commitments made at 2019 Americas HUG in Dallas, TX, June 09-14. Orders must be placed within 90 days of receiving an estimate.