



Employee Safety Engagement

ONE COMPANIES APPROACH

Topics to Discuss

Strategic safety plan

Safety cultural review

Axonify

Scorecard

Engagement metric

Safety mentorship program

2023 EHS Initiatives		Responsible Person(s)	Comments on Actions Proposed/Taken
thermalThis plan is to be finalised with planned activities endorsed and signed off for implementation in 2023.		Plant Mgr.	
1. Top (3) Trend Focus			
1.1	Identify and create an action plan to address top 3 trends on injuries (prior 36 months), and accidents (prior 36 months).	EHS Mgr	Pull together data on top 3 trends and develop action plan with safety committee on reducing these trends. Part of this will be completed with the updated safety observation focus.
2. Root Cause and Countermeasures			
2.1	Continue to investigate all injuries, near misses, and property damage incidents. Have Supervisors and Managers present the incident, root causes and corrective actions on the bi-weekly safety call.	EHS Mgr	Emphasis in 2023 will be to have department Supervisors and/or Managers present any incidents on the bi-weekly safety call.
3. Employee Involvement			
3.1	All plant management participate in bi-weekly safety calls to discuss any safety incident findings, share best-practices and discuss any safety successes and concerns.	EHS Dir/Mgmt	Have Supervisors and Managers present any incident findings on the call.
3.2	Hold safety town hall in 1 st quarter for all employees. This will help set the tone for a great safety performance year and roll-out this plan to all employees.	EHS Dept	
3.3	Follow-up to Dust Hazard Analysis action items	EHS Dir	Hold monthly or bi-monthly DHA calls for each location. Need to develop blow-down procedure and form.
3.4	Create engagement metric with items for employees to participate in safety and quality pro-active areas.	EHS Dir	Partnering with the QA team to help develop pro-active safety and quality items to track monthly via Galileo
3.5	Develop additional company-wide safety programs to help improve consistency	EHS Dept	Work with EHS team to get safety programs consistent across the organization
3.6	Complete safety compliance audits at all locations	EHS Dept	Complete safety compliance audits at each location
3.7	Develop a project review form for safety to be used for all new projects.	EHS/QA/ENG	In-process with the QA team
3.8	Create a company-wide contractor training program.	Training Mgr.	In-process with the Training Manager

Strategic Safety Plan

COMPANY-WIDE AND LOCATION SPECIFIC SAFETY GOALS FOR THE YEAR

11.) Supervisor – I set a good example for safety and those who report to me.

Hourly – I follow correct safety procedures and use the appropriate PPE.

	Supervisors	Hourly
Strongly Agree	30%	40%
Agree	54%	60%
Neutral		
Disagree		
Strongly Disagree		
No Opinion	16%	

A small percentage disagreed in 2018.

12.) Supervisor – My fellow Supervisors set good safety examples in the facility.

Hourly – My Co-workers follow correct safety procedures and use the appropriate PPE.

	Supervisors	Hourly
Strongly Agree	38%	25%
Agree	54%	68%
Neutral	8%	7%
Disagree		
Strongly Disagree		
No Opinion		

A small percentage disagreed in 2018.

13.) I am provided with all the safety equipment and procedures to do my job safely.

	Supervisors	Hourly
Strongly Agree	46%	30%
Agree	54%	63%
Neutral		7%
Disagree		
Strongly Disagree		
No Opinion		

Safety Culture Review

To gauge safety perception

Interview roughly 30% of the workforce



Axonify Training Platform

Axonify Training Platform



Science says "Game play improves the retention of learning"



Game play gives the time out learners need

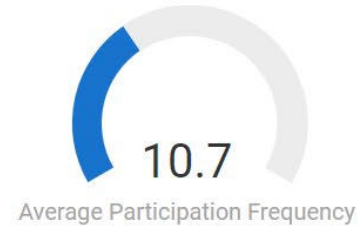


Game play adds a "fun factor" and therefore employees participate more

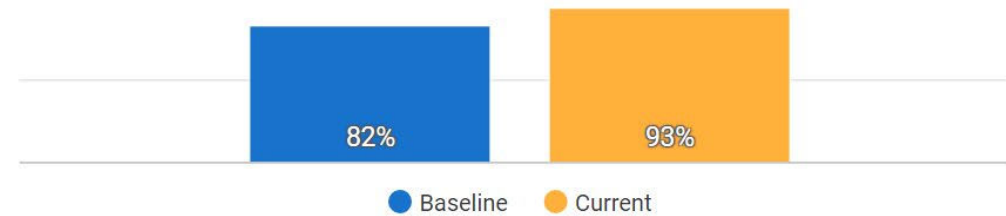


Game play appeals to all generations, cultures and genders

Participation



Knowledge Summary



Scorecard

MAY 2023 SAFETY SCORECARD									
Location	Safety Observations		Safety Committee		Shift Huddle Meetings		Axonify Training Participation		Score
	Goal	Month	Goal/Mo	Month	Goal/Mo	Month	Goal/Mo	Month	
STA	6	25	1	2	36	198	85%	97%	A
EUG	4	10	1	1	32	96	85%	88%	A
MRN	2	9	1	1	24	40	85%	94%	A
STP	1	1	1	1	4	4	85%	100%	A
NWT	1	1	1	1	4	4	85%	85%	A
YKT	5	17	1	1	40	64	85%	99%	A
SASK	1	1	1	1	4	4	85%	100%	A
RYC	1	1	1	1	4	4	85%	85%	A
JC	3	14	1	1	12	66	85%	N/A	A
Total	24	79	9	10	160	480	85%	94%	A

Add Entry

Entry	
Is Safety Activity	<input type="radio"/> No <input checked="" type="radio"/> Yes
Safety Activity Type	<div style="border: 1px solid #ccc; padding: 5px;"><input type="text" value=""/> Helped lead a hands on training Lead a Shift Huddle Meeting Other Participated in an Incident Investigation Participated in Safety Committee Meeting Reported a Near Miss Submitted a Food Safety Observation Submitted a Safety Work Order</div>
Date Completed	
Post To	
<input type="button" value="Save"/>	<input type="button" value="Cancel"/>

Engagement Metric

- Complete an inspection
- Complete safety observation
- Conduct JHA
- Behavioral Safety Observation
- Help complete action item
- Help lead hands-on training
- Other
- Participate in an incident investigation
- Participate in safety committee
- Reported a near miss
- Submitted food safety observation
- Submitted a safety work order



GRAIN MILLERS

Safety Mentorship Procedure

Procedure: 1861
Revision: Unpublished
Location: Corporate

Safety Mentorship Program

WORK COMP SHOWS...



Questions?

Employee Safety Engagement