

**Zero** Accidents **Zero** Repeat Events **Zero** Accidents  
**Zero** Injuries **Zero** Regulatory Actions **Zero** Accidents



**TargetZero**

WHAT ARE YOU AIMING FOR?

**TargetZero**

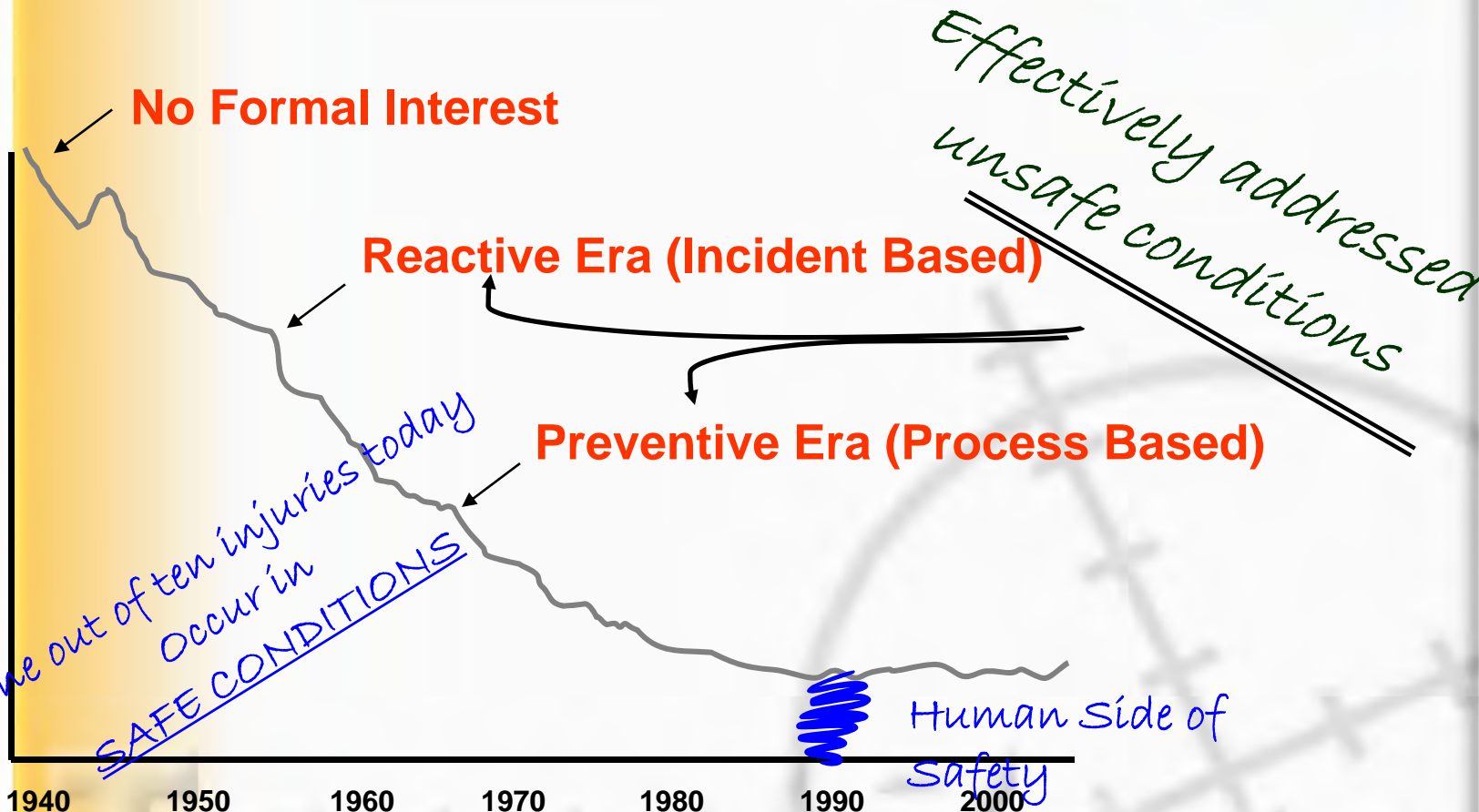
WHAT ARE YOU AIMING FOR?

INCIDENT AND INJURY FREE  
OVERVIEW  
May 2008

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AWE Head of Contractor ESH

## INCIDENT & INJURY RATE

Number & Severity of Injuries



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Quiet    Transparent    Integrated    Equal

**WORLD CLASS**

*Progressive*

Radical  
Organizational  
Change



Line/Staff Conflict    Blood Cycles    Symptoms Behaviours/ Conditions    Committees    Quick Fix Programs

*Traditional*

Significant  
Financial  
Crisis



High Insurance Costs    Excessive Losses    Adversarial Employee Relations    Litigation Statutory Ignorance

**SWAMP**

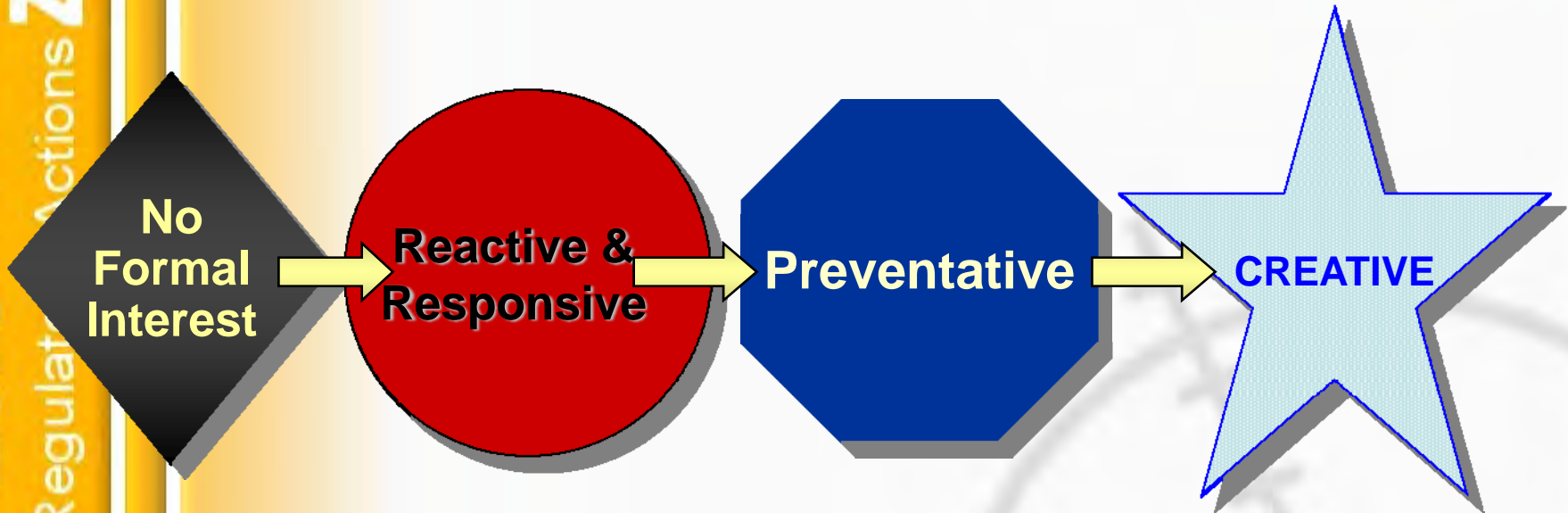
**Safety Without Any Management Process**

**Safety  
Management  
(R)evolution**

Changing  
Organizational  
Culture

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# EVOLUTION OF SAFETY MANAGEMENT



*Causing* something *to* happen;  
no longer only *preventing* something *from*  
happening



## HISTORY IIF & AWE

- Spring of 2007 AWE began its journey to enhance the safety culture and improve performance
- Conducted 2 day commitment workshops with representatives of leadership and management
- Trained key AWE staff which in-turn trained our group of 66 company facilitators
- AWE began program roll out across the company to include supply chain in July 2007
- Evolution of our safety management system begins
- AWE completes the roll out March 2008 of IIF to population to include supply chain, over 7200 personnel receive the program





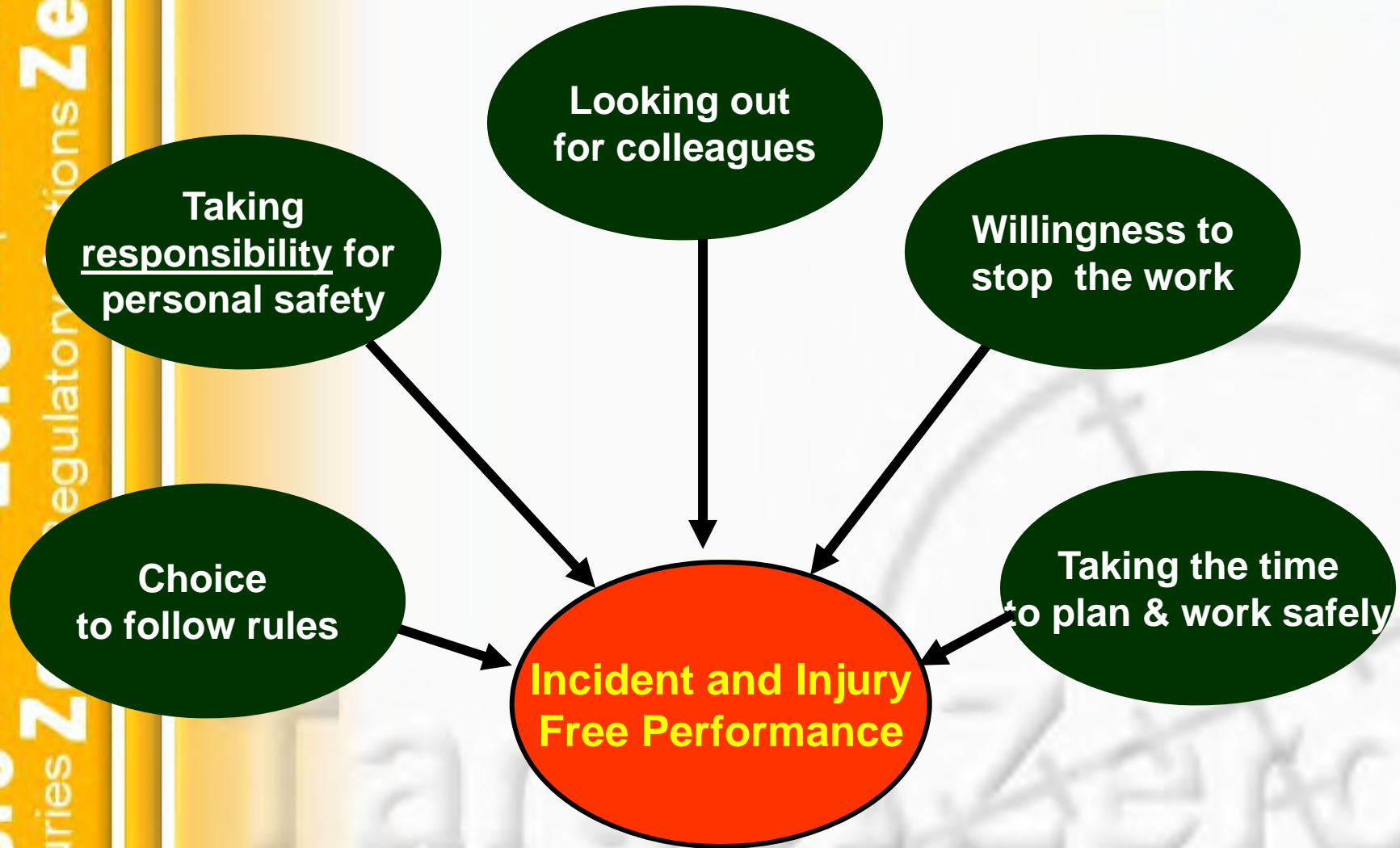
## WHAT IS INJURY AND INCIDENT FREE?

- It's not about paperwork, numbers or measurements
- It's about us: the people we work with and our families and friends
- It's about coming to work healthy and going home healthy
- It's about feeling safe to challenge each other about the way we do things
- It's a commitment, both personally and organisationally, to create a culture free from incident or injury and taking action to make this so.
- It's our way of doing business, delivering products and services to our customer, everyday

*Taken from MD message for IIF Induction*

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# FOCUS WITH THE WORKFORCE

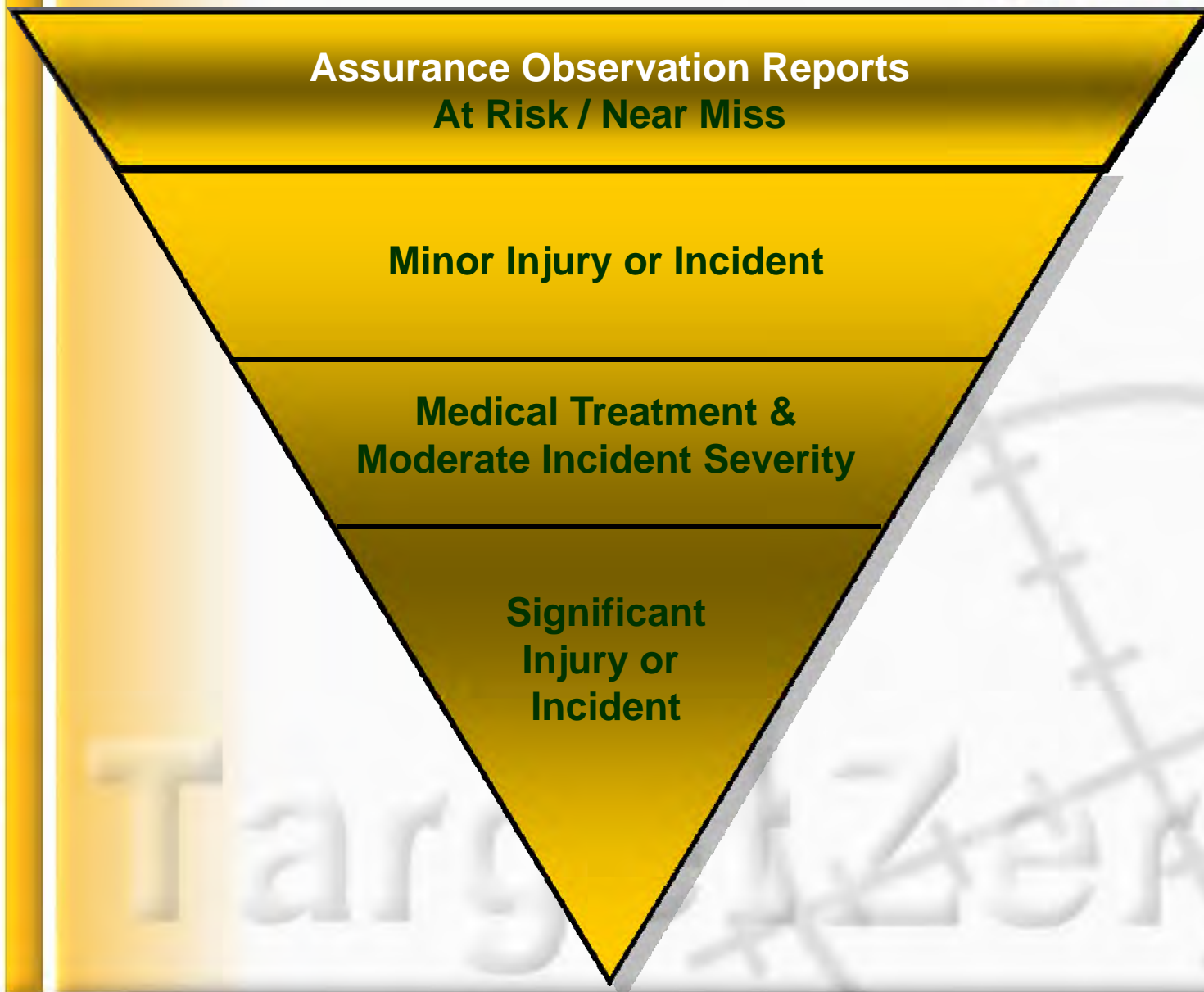


## EMPLOYEE INTERVENTION

- Will stop and challenge others not working safely
- Will recognise best practices
- Will ensure observations are resolved/ promoted and communicated
- Will raise an Assurance Observation Report
- Will not raise an AOR without speaking with the individual
- No drive by - AORs

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# REDUCTION OF INCIDENTS



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# LEADERSHIP FOCUS

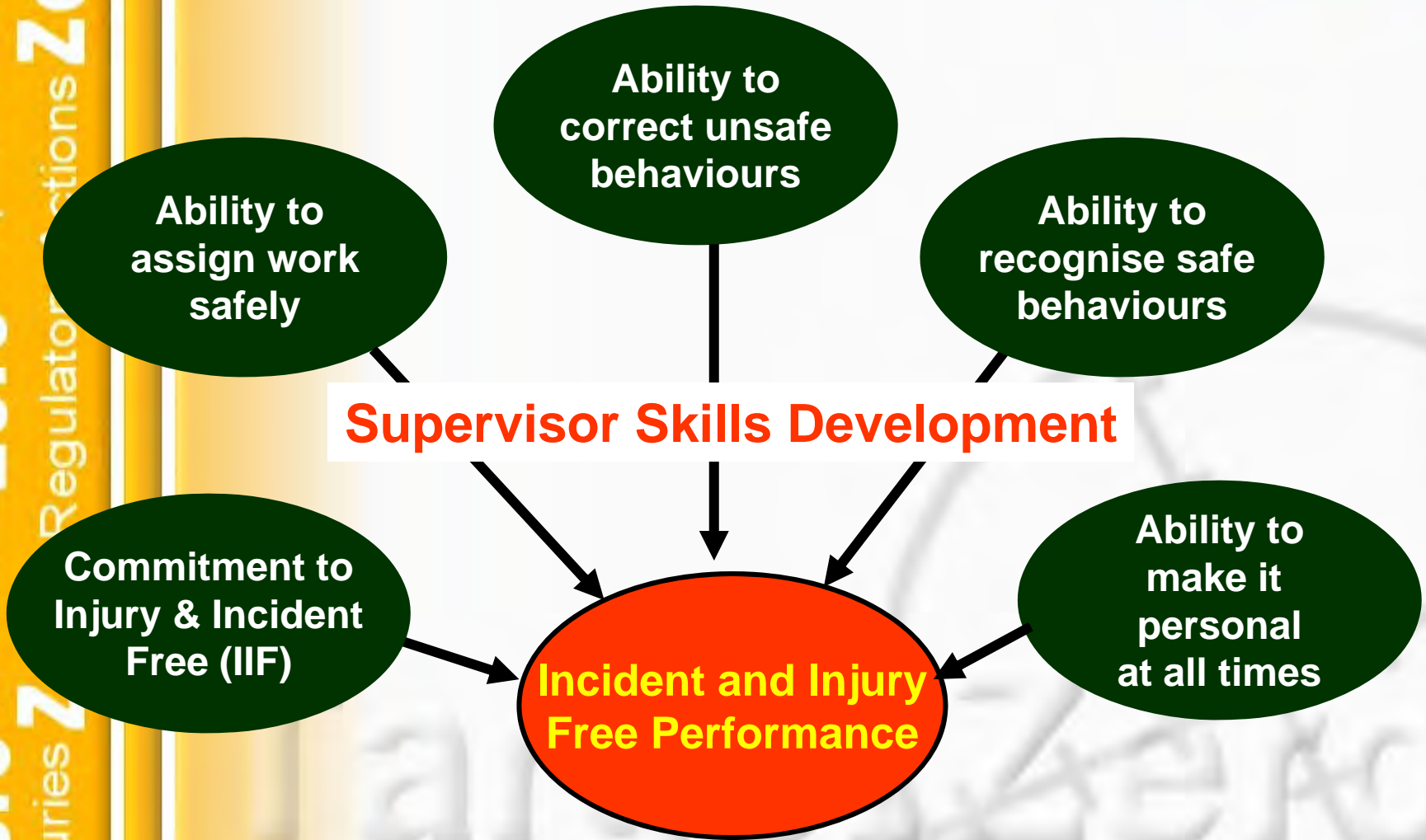
## IIF Elements

- Build relationships/make it personal
- Promote and renew possibility of achievement
- Find or create opportunity to reinforce
- Take action and inspire others to act
- Manage completion through recognition
- Deliver on promise



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# FOCUS ON FIRST LINE SUPERVISION





## VISION FORWARD

- Sustain investment by enabling leadership to continue the discussions with their teams by “making new commitments”
- Enable leaders in safety by ensuring expectations and responsibilities are clear
- Embrace forward looking leading indicators to predict safety performance, “AORs”
- Create a Culture of Caring

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# QUESTIONS

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