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### Our Safety Recognition Strategy

- Align and promote a zero injury culture
- Reward identified behaviours – proactive efforts
- Real time & overall recognition
- Consistence & fair approach
- Keep it simple by utilizing current tracking system
- Promote the specific recognition of safe behaviours
- Engage and reward field operations in improving safety performance
- Encourage the sharing of best practices the organization





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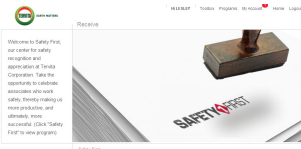

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### Rewarding the Right Behaviours

- Low risk tolerance
- Intervention of an At Risk Behaviour
- Continuous improvement of our safety process
- Coaching and mentoring new workers, customers, etc.
- Above and beyond – safe work performance
- Ongoing learning
- Being approachable / open mindedness
- Actively caring for another


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### Program Objectives

- Improve safety culture
- Lower risk tolerances
- Improve MSC's safety performance
- Facility team based
- Individual points based on H&S activities performed at your facility
- Recognize leaders in safety
- Recognize real time safety behaviours thru a bank of points
- Engage employees in the safety process
- Most importantly recognize safe behaviour




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### What is rewarded...

- **Above-and-beyond** recognition – for when people go the extra mile for safety
- **Best Practices/Continuous Improvement** – individual or facility based recognition
- **Milestones** achieved – safety performance, Projects, metric milestones, special thanks team or company
- **Daily/real time** recognition – day to day, pats on the back, small tokens of thanks, etc.
- **Monthly** proactive efforts completed and tracked




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### Monthly Recognition

- Managers have **500** points/month to recognize their employees for over and above safe behaviour
- Activities and/or behaviours worth recognizing:
  - Take a safety lead by chairing the facility's monthly safety meeting.
  - Take the safety lead on developing or revising a COP/SOP from JHA initiation to task execution.
  - Take the safety lead on organizing and facilitating a mock drill and/or table top for the facility.
  - Take a lead role in mentoring a new employee on our H&S system and processes.
  - Take the lead on the planning and execution of a facility based construction project without incident.
  - Initiate and develop facility (safety) best practice.
  - Intervening at the work site or with a contractor/trucker on an H&S related issue.




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