

MASHA

Mine Health & Safety Conference 2010

EKATI Safety Guarantee
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Some simple and fundamental objectives

- **To challenge and inspire our people to embrace safety as a value**
 - A stand for safety as a value
 - A stand for our people
 - A stand by our people
 - Prevent harm to our people
 - Eliminate suffering for individuals, families, friends, colleagues

It is ALL
About Clear
Communication
NO MIXED MESSAGE



① WORK SAFE TO RETURN HOME IN ONE PIECE.

② WORK WITH INTEGRITY, HONESTY, PRIDE & AN ETHIC WHICH REFLECTS WELL ON MY CREW.

③ I TRADE MY TIME FOR MONEY WHICH ALLOWS ME TO PURSUE AN ENRICHED STANDARD OF LIVING.



1. COMPLETE JHA BEFORE STARTING ANY JOB
2. COMPLETE JSO ON A DAILY BASIS
3. TREAT PEOPLE WITH RESPECT, INTEGRITY - TRUST SUBORDINATE



- Take the time to re-think the job before rushing in, after JSO/JHA.

I keep a clean and safe work area for me and my coworkers so ~~we~~ I can go home to my wife and girls.


① I will be vocal of safety concerns I see or hear about

② I will act with safety as the most important thing when approaching jobs

③ I am here for reason only to provide for my family.

- To Always Look out for
- YOUR FELLOW WORKER
- NEVER Look The other way
- ALWAYS KEEP FOCUSED
- ALWAYS KEEP FAMILY, IN MIND, FRIENDS, RELATIVES.

MY COMMITMENT TO THE SAFETY OF MY CREWS, MYSELF & MY TEAM IS TO SLOW DOWN AND THINK THROUGH THE JOB TO DETERMINE ALL POSSIBLE HAZARDS.

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1. Never compromise safety to satisfy
 2. management / personal targets.

1. IMPROVED KNOWLEDGE OF FRCP

2. FOLLOW UP ON KNOWN LAPSES IN CONTROLS

3. IMPROVE JSO QUALITY + DETAILS

- Make sure I work safe, and look out for the safety of others.

- always keep an open mind,

family
prior
- friends
- home.

- always be on the look out for hazards that could affect me as well as others.

A Powerful Conversation

- Conversation
- Starting with Executive Team
- Propagated through the line
- Used at every opportunity
 - Shift Change meetings
 - Safety Meetings
 - Job safety observations
 - Inductions
 - Everywhere there is an opportunity for conversation!
- Pervasive conversation
- Extending to community, regulators, government



Challenging our Listening for Safety

- Enrolment is challenging
- The concept of “guarantee” is confronting
 - Giving your word – a promise
- Providing people space to
 - Freely give the guarantee
 - To be accountable
- Listening from a space of “no judgement”
- Maintaining momentum
- Overcoming excuses
 - Acts of God?
 - I can guarantee for me but not what others do!

Some early encouragement

- TRIF at lowest level ever at EKATI (FY09 1.76) – 75% reduction two years running
- Job Safety Observations up 8 fold in two years (number of people down 30%)
- New possibility to think, act and work “from”
- More focus on critical risk
- More focus on consequences of risk taking
 - Sharing of personal experiences to bring it home



Declaration of no serious injuries in FY10.

Key lessons – can anyone do this?

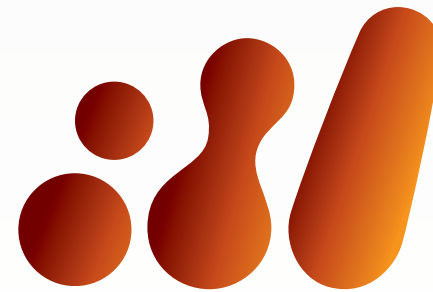
- Can be applied anywhere
- Leaders must be enrolled, engaged, committed
- Leaders promote and model behaviour aligned to the Courage to Care
- Patience and understanding is required to create “space” for the conversation
- The conversation creates enrolment of people in safety as a value
- Recognise that conversation REFLECTS and CREATES culture

COURAGE TO CARE + SAFETY GUARANTEE = ZERO HARM

The Value?

PRICELESS.....





bhpbilliton
resourcing the future