



IGO GROUP SAFETY STANDARD 13 - BEHAVIOURAL BASED SAFETY

INDEPENDENCE GROUP NL





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1 INTENT

This IGO standard details the requirements for Visible Safety Leadership and the IGO Safety Intervention program that reinforces desired safety behaviours and corrects at-risk behaviours.

2 APPLICATION

This standard shall apply to all IGO mine sites and project areas (exploration, construction and development) and to all IGO employees, contractors (including sub-contractors) and visitors to IGO sites and projects. All IGO sites and projects shall comply with the provisions of this standard, and any relevant legislation for the location.

3 GENERAL REQUIREMENTS

IGO shall implement and maintain two behavioral safety programs; a) Visible Safety Leadership and b) Safety Interventions.

The intention is that these business processes provide opportunities for increasing awareness and positive communications between personnel to:

- Identify, reinforce and acknowledge desired safety behaviours and work habits
- Recognise, assess and correct at-risk behaviours and situations in the workplace
- Provide direct feedback to persons involved
- Gain commitment to improve upon less safe behaviours.

4 SAFETY INTERACTIONS

Both Visible Safety Leadership and Safety Interventions (collectively known as Safety Interactions) involve targeted discussions between personnel, and help people to better understand the risks involved in an activity. To be effective they must be performed regularly at all levels of the organisation. Both Visible Safety Leadership and Interventions focus on people and the positive reinforcement of behaviours in the workplace.

At IGO, Visible Safety Leadership interactions are completed by leaders, and Safety Interventions are completed peer on peer.

4.1 VISIBLE SAFETY LEADERSHIP

The personal leadership and communication style of persons in the IGO leadership group is acknowledged to drive the culture and values of the organisation.

IGO leaders shall:

- **Be seen to complete regular workplace visits for the primary purpose of talking to our people about occupational health and safety;**
- Demonstrate a commitment to safety (ie lead by example)
- Proactively support, encourage and motivate the workforce to achieve high standards of

safety performance

- Engage in, and support, the practice of safety interactions
- Encourage behavioural change, build on successes and learn from failures
- Address at risk behaviours and unsafe / substandard conditions
- as a matter of common practice, encourage the discussion of VSLs at the start of management meetings and meetings with work teams.
- Be accountable for the safety performance of their team
- Monitor, evaluate and review the safety culture of their team.
- Recognise, support and reward positive safety behaviours.
- Maintain simple records on their interactions in INX.

Note 1: At IGO, Elected Safety Representatives are regarded as be part of the leadership team and hence are expected to participate in Visible Safety Leadership interactions. IGO management will provide the time for Elected Safety Representatives to complete these interactions and other tasks related to their role in accord with **IGO GSS33 Safety Committees**.

Note 2: Whilst it is often expedient to complete a Work Place Inspection at the same time as a Visible Safety Leadership interaction, they are two distinctly different activities. Refer to **IGO GSS11 Hazard Identification and Reporting, and Workplace Inspections**.

4.2 Safety Interventions

All personal on an IGO mine site or project are expected to participate in the Safety Intervention program. Put simply, we expect our people to have the courage and conviction to intervene when they observe an unsafe act. Safety interventions are completed on a 'no name, no blame' basis.

IGO will develop and train its people in the conduct of Safety Interventions.

It should be noted that whilst peer on peer safety interventions are completed on a 'no name, no blame' basis, incident reports should still be completed where systems or training improvements are required (Refer to IGO GSS1 Incident Reporting & Management)

4.3 Development of a VSL Interaction Schedule

All personnel in leadership positions must complete Visible Safety Leadership interactions (VSLs).

Sites must maintain and track a schedule of VSLs.

It is the responsibility of supervisors and managers to capture a simple record of their interactions in INX.

5 DATA ANALYSIS

Sites shall confirm that VSLs are being completed by their leaders. Experience suggests that there is often a correlation between the number of VSLs completed and safety performance as measured by the normal suite of lag indicators.

6 TRAINING

All persons conducting safety interactions shall be appropriately trained to understand why the process works, how to do it correctly, and what expectations there are of them. Training shall be included in the competency based training program.

7 RELATED DOCUMENTS

7.1 Common Management System Standards

- CMS ST-03 Risk Management
- CMS ST-07 Communication, Consultation and Participation
- CMS ST-12 Management of Change

7.2 IGO Group Safety Standards

- IGO GSS11 Hazard Identification and Reporting, and Workplace Inspections.
- IGO GSS33 Safety Committees.

8 DOCUMENT CONTROL

No amendments to this document may be made without the approval of the document owner.

First issue	Effective date	Prepared by	Approved by	Approval date
20/5/2016	20/5/2016	Keith Ashby	Keith Ashby	20/5/2016
Revision No.	Revision date	Revised by	Approved by	Changes