



Creating a
Safe Workplace
People Are Proud
to Be Part Of

sofvie x brivia
We Make Work Better

PRESENTERS



GUS MINOR
Chief Operating Officer

sofvie



STEPHEN DE GROOT
President & Co-Founder

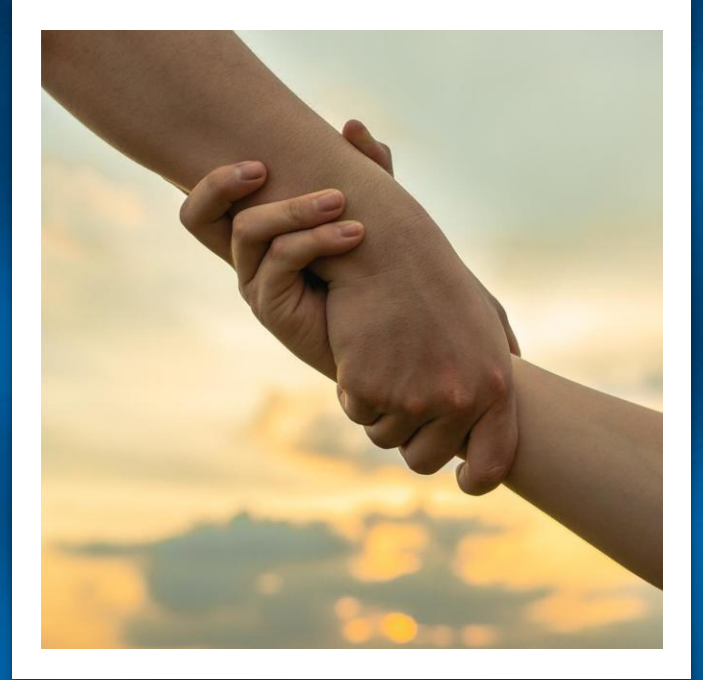
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YOUR GREATEST MOMENT EVER

- Consider a time, when you experienced the greatest team ever.
- What were the things that made that moment so great?



SAFE
SIGNIFICANT
SITUATED



THE POWER OF POSITIVE RECOGNITION

92%

Workers who are more likely to repeat a specific action after receiving recognition for it.⁴

70%

of organizations with recognition programs are more likely to retain their employees.³

69%

Increase in the likelihood of the employee bringing extra effort.^{2, 4}

2.2x

Employees are more likely to drive innovation & bring new ideas forward.²




SAFE: LEADING WITH POSITIVITY, VISIBILITY, AND PREVENTION

 POSITIVE INTERACTIONS



 PREVENTION ACTIVITIES

 VISIBLE FELT LEADERSHIP



Incident Prevention 2023 YTD

208K

2023 YTD Interactions

Parent Category
☐ Front Line

Front Line

87,554

Lineup
5,556

Document Reviews
33,090

Pre-Task / FLHA
20,120

Pre-Op
15,669

Time Sheet
8,815

Shift Report
4,304

Management

99,707

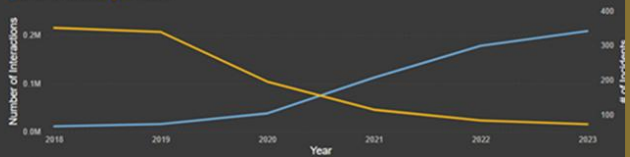
Submission Reviews
88,936

Prevention Activity
10,771

Incident Activity
311

Number of Sofvie Interactions by Year

● Number of Interactions ● # of Incidents



Positive

20,762

Positive Recognition
1,899

Positive Rec Interaction
18,863

SITUATED IN OUR CORE VALUES, ACTIONABLE GOALS, ALIGNMENT SESSIONS, AND COMMUNITY INVOLVEMENT

DEFINED CORE VALUES

Insert
Your
Core
Values



ACTIONABLE GOALS

Impact the Community
Develop Our People
Improve Our Process
Grow Our Business



ALIGNMENT SESSIONS

Management
Supervisors
JHSC
Workforce



COMMUNITY INVOLVEMENT

Sponsorships
Youth Programs
Health support
Education initiatives
Indigenous relations



THANK YOU!

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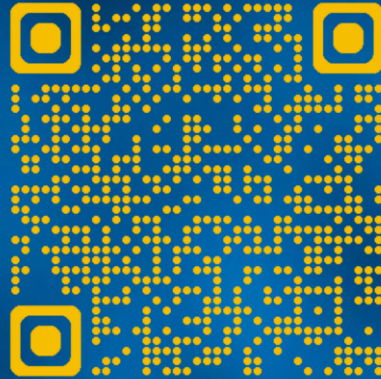
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SPECIAL ANNOUNCEMENT



First Line Mining Supervisor Refresher
Duly Diligent Supervisor

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2. Hastwell, C. (2023, March 2). Creating a culture of recognition. *Great Place to Work*. Retrieved from <https://www.greatplacetowork.com/resources/blog/creating-a-culture-of-recognition>
3. York University. (2023, July 27). The power of employee recognition: Creating a culture of appreciation and motivation. *SCS Blog*. Retrieved from <https://continue.yorku.ca/power-of-employee-recognition/>
4. <https://www.cooleaf.com/blog/5-employee-recognition-statistics-that-prove-the-power-of-appreciation>