

A Partnership With:

A background image showing several hands of different skin tones (black, brown, white) reaching up and interlocking in a circle, symbolizing unity and teamwork.

Safety Culture as a Catalyst for Health & Safety Systems

Knowing **WHERE YOU ARE**, to plan **WHERE YOU WANT TO BE**, and
WHERE TO START



Welcome!

Who believes they have a good idea?
How do you know?
Would you be able to take it to the next level?
Would you be able to take it to the next level?
Would you be able to take it to the next level?



Workplace
Safety North

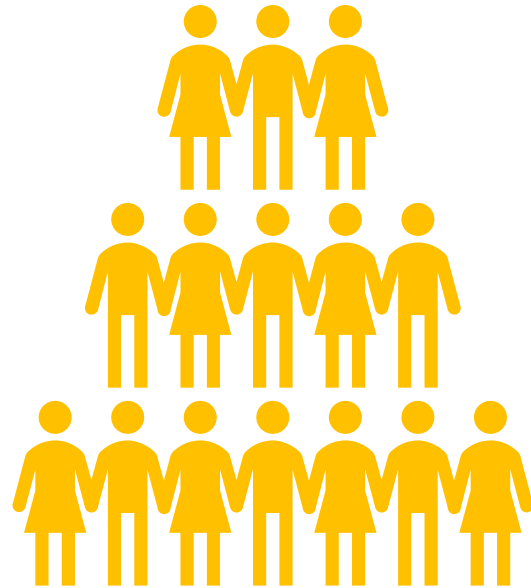


Who We Are

- ✓ Recognized as a **Great Place to Work®**- 2023
- ✓ **91% Employee Retention**- 2018 to 2022
- ✓ **Employer of Choice (Globe & Mail)**- 2020
- ✓ **50% Female Employees**- 2023
- ✓ **Celebrated a Decade of Being in Business**- 2022
- ✓ **BBA Sudbury Company of the Year**- 2021



3 Reasons Why We Contacted WSN



Commitment to Employee Safety
(Office & Field)



Increase in Reported Hazards



Recognized Gap in Processes/Procedures(
The System)

What We Wanted to Achieve

“

Create mature H&S policies/procedures...
While still preserving our corporate culture of
trust and respect

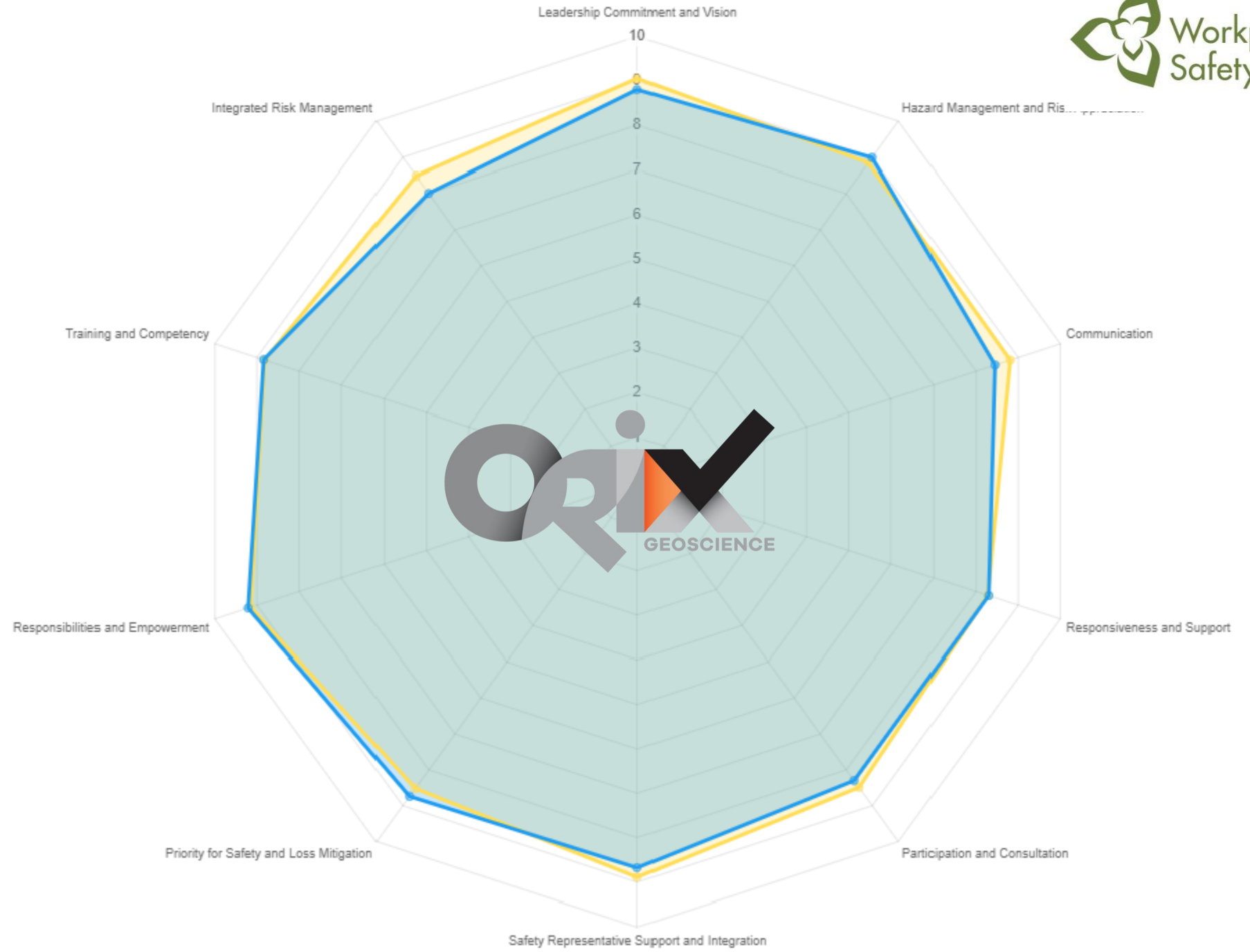
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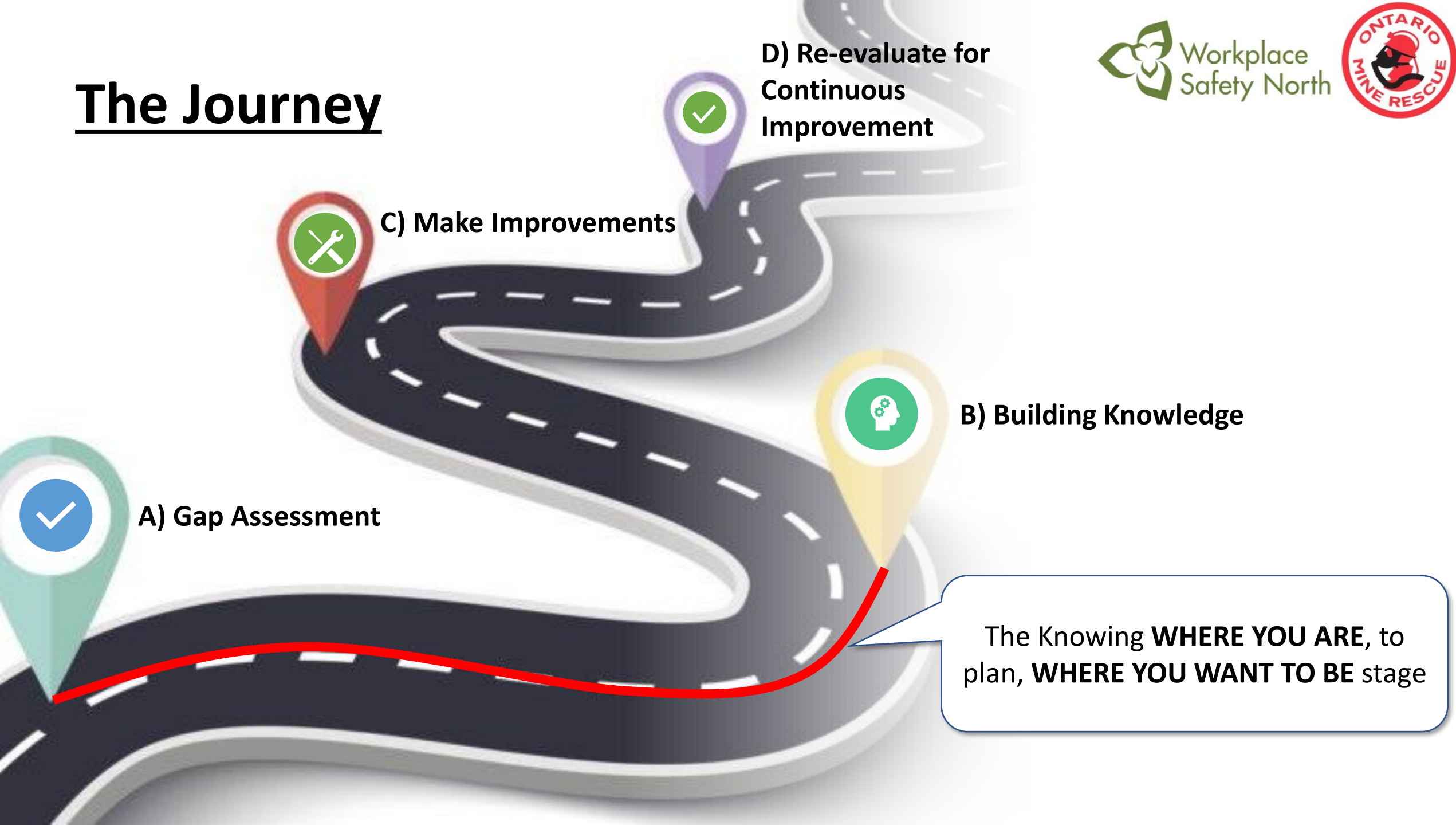
Why did WSN Decide to work with Orix?



Leadership Workers



The Journey



The Journey Begins

A) Gap Assessment



✓ IRS Employee Culture Survey



Aug 2022

B) Building Knowledge



✓ Review H&S System Areas (Where are we/where do we want to be)



Sept 2022



b) Communication



d) Training & Competency, Responsiveness & Support



f) Integrated Risk Management

6 Months of 1 WSN session/month + 1 Internal session debrief/month

Feb 2023



a) Intro, Results, Leadership Commitment & Vision, Hazard Management & Risk Appreciation



c) Responsibilities & Empowerment



e) Participation & Consultation, Safety Representative Support & Integration

....and the Journey continues....

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The journey continues...