

# FIT FOR WORK ASA

The purpose of the Advanced Safety Awareness (ASA) program is to increase safety awareness and change mindsets in order to reduce the behaviours that cause workplace injuries and incidents.

The shift from reactive to proactive safety is key to preventing fatalities, lowering our total recordable injury frequency rate (TRIFR) and building a mature and sustainable safety culture.

**TRIFR** is the number of fatalities, lost time injuries, substitute work and other injuries requiring treatment by a medical professional per million hours worked.

Safety is a key benchmark for Ok Tedi and an essential part of achieving our vision of being the leading PNG mining company setting the standard across all aspects of business in PNG.

The ASA program focuses on 4 steps to close the loop on behavioural change:

1. **Individual survey to measure safety beliefs**
2. **1 on 1 Coaching**
3. **Follow up Supervisor Interaction**
4. **Recording & Reporting.**

## THE SURVEY

The survey measures 5 components:

- **Beliefs:** Do you believe that accidents are the result of chance or are unavoidable? Or do you believe accidents can be predicted and avoided. Our beliefs create our attitude.
- **Attitudes:** We have a natural tendency to evaluate things in a positive or negative light and that impacts our likelihood of adopting or rejecting them. This includes things like safety standards, policies and procedures. Our attitude drives our behaviour.
- **Responsibility:** Do we take responsibility for our safety and anticipate the effects of our decisions?
- **Motivation:** Judgements about our own capability to work safely influence how persistent and committed we are to safety behaviours.
- **Stress:** This components looks at how likely we are to place ourselves in conditions where we are at risk of making a mistake, impacting on the safety of ourselves and others.

Want to know more?  
Ask the OHS Team  
[OHS.enquiries@oktedi](mailto:OHS.enquiries@oktedi).

The survey is completed online or in paper format. There are no right or wrong answers in the survey. It is just a starting point for future development.

An individual report is prepared for discussion with each person in a 1 on 1 coaching session.

## 1 ON 1 COACHING

OTML employees and contractors are trained as coaches. Coaches conduct a 90 minute, one-on-one Coaching session with other employees and contractors. In this session the following will be discussed:

- Understanding of safety beliefs
- The person's survey results
- Development of individual safety commitments.

## FOLLOW UP INTERACTION

Supervisors receive the employee's Coaching Certificate and Safety Commitments. They use this as an opportunity to follow up with the employee to check how they are doing with their Commitments and to offer their support.

## RECORDING AND REPORTING

All information is entered into a database to provide lead indicator information on safety.



### ASA Program Update

- As at the end of 2020, all OTML employees had been coached.
- Due to personal circumstances, the previous consulting company was not able to continue to provide support.
- Mining Leaders Group (who provide our Leadership Development Program 2) were contracted to develop and continue the roll out of ASA Coaching.
- The focus for 2022 will be on those employees who have commenced since the previous program and the key contractors.



Advanced Safety Awareness (ASA) program increases safety awareness and changes your mindset in order to reduce behaviours that cause workplace injuries and incidents



### OTML 2025 Vision

To be leading PNG mining company setting the benchmark across all aspects of the business in PHN

### Safety as a key benchmark

Delivering on this vision means OTML must become the safest mine in PNG

Zero fatalities

Lowest TRIFR

A mature (committed) safety culture

#### ASA Program

1. Individual survey
2. 1 on 1 Coaching
3. Follow up Supervisor interaction
4. Recording and reporting

### 3 YEAR SAFETY PLAN

Safety Behavior | Risk and Audit |

Occupational Health and Hygiene | Standards and Systems