



Commitment to Zero-Injury Safety Culture

"One injury is too many."

Bayou Perma-Pipe Canada Ltd is committed to a *Zero Injury Safety Culture*.

Bayou Perma-Pipe Canada Ltd recognizes that, above all else, our people are our competitive advantage; and as such, our commitment to a zero-Injury based safety culture helps ensure we are protecting our most valued assets every day. Safety makes good business sense as we strive towards safety excellence and top financial performance.

"Behind every unsafe behavior or unsafe act, is a reason." As the safety and wellbeing of our employees is a top priority for BPPC, our management has recognized the need to bolster our efforts to understand contributing factors to unsafe behaviors and to minimize our incident rates by coming up with innovative and proactive solutions to safety challenges and accident prevention. We are constantly seeking new ways to motivate our workers and to measure and reward a positive safety culture.

Good communication with workers about the value of safety helps to bridge the gaps associated with *knowledge* versus *application*. For most of us, having loved ones who rely on us is the largest motivator to promote excellence in our safety culture. For some it is the confidence in knowing that a job done *well* and done in a *safe* manner leads to greater future financial rewards. Comprehensive educational training programs for employees about safety-related topics help bridge those gaps.

Continual monitoring, analysis and feedback of our health and safety management system are the cornerstone of a successful safety process. The strength of our safety process is better measured by *leading* indicators, such as achievement metrics and predictive analytics, versus *lagging* indicators, such as DART (**D**ays **A**way **R**estricted **T**ransfer) rates. Reduction in disability claims and attrition rates substantiates the benefits of the safety process.

Here at Bayou Perma-Pipe Canada Ltd we do not see workplace safety as a black and white dichotomy of "your job / not my job", but rather that safety is everyone's responsibility. Fallacious arguments which obscure logic and reasoning such as "That's the way it's always been done" and "I haven't hurt myself yet" no longer have a place to call home within our organization. We share a common concern for hazards and solicitude for their impacts on the worker.

We recognize that employee involvement in a zero-injury safety culture is necessary to induce a sense of ownership among the staff because employees will want what they have helped to create, to succeed. Management's unwavering commitment to health and safety, and employee input in helping to identify hazards and make improvements to our safety management system will catapult our company to a higher level of leadership excellence, making our facility one our workers can be proud of.

SAFETY STARTS WITH YOU! 