



Each week the Mathers Safety Team meets to review on site incidents and track trends across the company in an effort to increase transparency and to develop proactive plans to mitigate reportable incidents.

## **SAFETY OBSERVATION REPORTING**

In the December 14th Issue, we spoke about stop work Authority, and in the January 12th issue we spoke about the Employees' right to know, and speaking up. To continue this conversation, this week we are sharing about Safety Observation Reporting (SOR).

In line with Just Safety Culture we want to ensure team members that it's safe to raise concerns about safety. However, we recognize that "speaking up", may not be easy to do. Therefore, in providing general resources and how-to's the team has developed an easy to use Safety Observation Report Tool.

This standardized communication tool is developed based on the "3Ws." The "3Ws", are: What I see, What I'm concerned about, and What I want. Using the "3Ws" is a simple way to state concerns and provide feedback that is specific, direct and concise, especially when time is of the essence.

The tool developed by the Safety team is a digital report that can easily be completed by any Mathers Team member from any location. This report is anonymous, and is not able to be tracked or traced. To access the SOR, you can visit: [www.mathers-team.com/safety-observation-report](http://www.mathers-team.com/safety-observation-report). In addition you can scan the QR code located at the bottom of this page.

In addition to being available online, and sharing here the team has placed an order for hardhat stickers that have the QR code. Please be encouraged to share your observations as a means of making the team better.

As a reminder, there is a no retaliation policy related to all Stop Work events, and the SOR tool is anonymous, but allows team members to identify themselves IF they choose.

As a company, we recognize that our greatest asset is our people. It is our duty to ensure your safety and to provide appropriate policies and procedures. We value you, your safety and your voice.

