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# SAFETY RECOGNITION PROGRAM

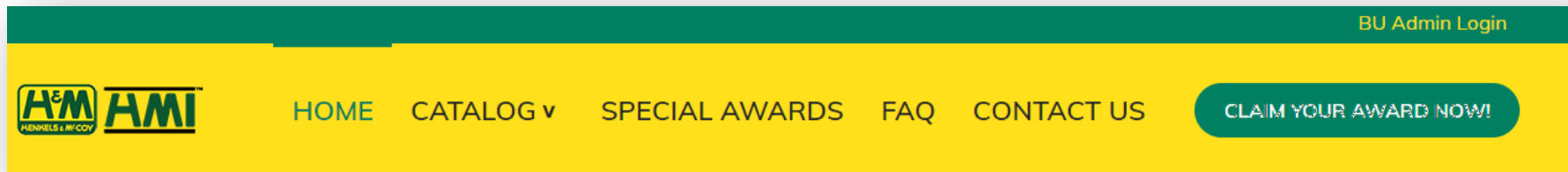


# SRP WEBSITE!

## Features:

- Catalog to view Tier 1, 2 & 3 items
- NEW Awards Added

Click on link to take a look: <https://hmsrp.com/>



# WHY THE SAFETY RECOGNITION?

**You and your workers are safe on the job. It's a commitment you've made to yourself, your family, and those you work with. Henkels & McCoy wants to recognize those strong efforts and professionalism. Our Safety Recognition Program has been enhanced. We now have better rewards that you can choose from, across three achievement tiers that recognize significant safety behaviors and activities. Ordering is easy using our website either on your laptop, desktop or mobile device.**

**Be safe... and be rewarded, through the  
Henkels & McCoy Safety Recognition Program**



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# 4 - TIERED AWARDS

**Tier 1 Award — Spot Awards**

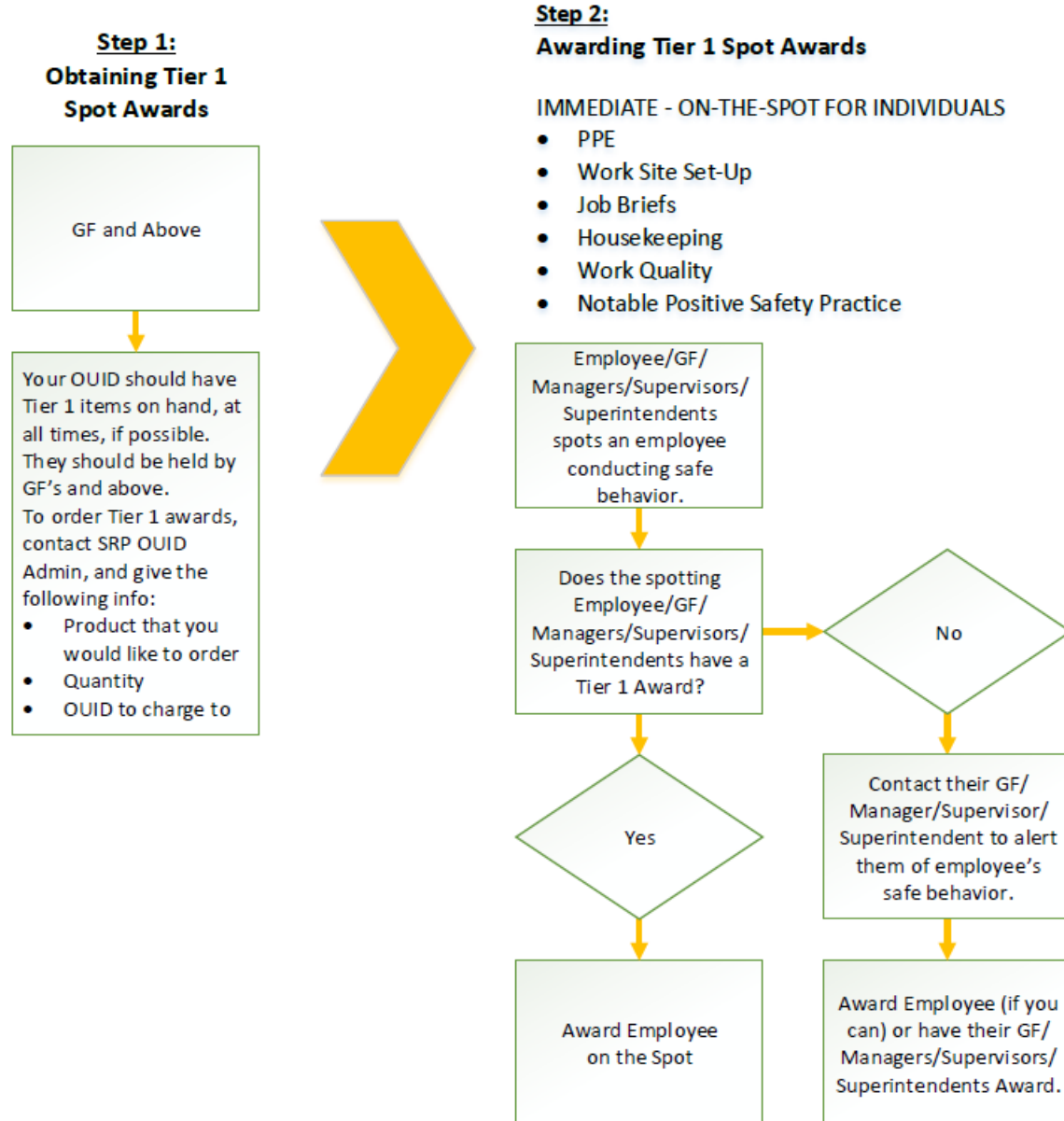
**Tier 2 Award — Employee Orders Online**

**Tier 3 Award — Employee Order An Even Better Award Online!**

**Tier 4 Award — See Slide 8**



# Tier 1 - Spot Award Process



# Tier 2 & 3 Process

## TIER 2 AWARDS

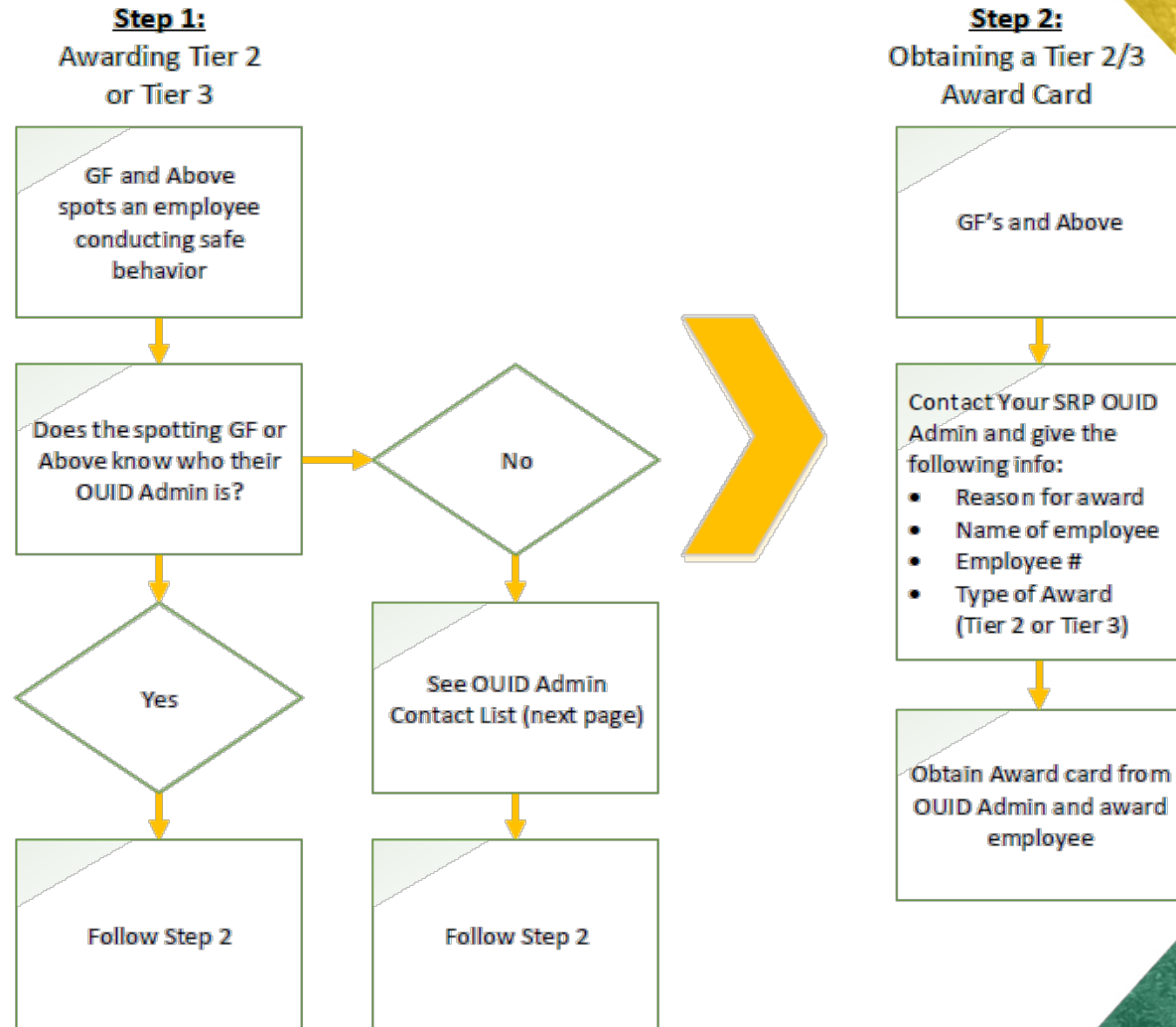
AWARDED BY GF/SUPERVISOR/MANAGER

- Best Good Catch from Yard or chosen by an AST
- Best Job Brief from Yard
- Best Housekeeping of Equipment/Facilities/Yard
- Initiates, Publishes & Effectively Communicates a High Quality Lessons Learned

## TIER 3 AWARDS

AWARDED AT SAFETY MEETING/ALL HANDS MEETING, ETC. IN FRONT OF THEIR PEERS BY DIRECTOR/AREA MANAGER/RVP

- Proactively Identifies at Risk Safety Trends and Develops Mitigation Measures
- Notable Contribution to AST (Area Safety Team)
- Developed and Documented a "Standard Work Practice" or "Best Practice" for a Critical Task
- Participation/Contribution in Safety Training
- Recognized as a Leader in Safety
- Identifies & Provides Necessary Oversight & Training as Required to Create an Injury Free Work Environment



# Tier 4 - Award Process Flow

## Nominations Outside of AST

- Impactful {
- 3<sup>rd</sup> Party (customer or public) feedback on jobsite safety
  - Employee demonstration of safety leadership
  - Near Miss Reports
  - Safety Workshop volunteer instructor
  - Testimonial (incident or injury report to LOB or peer group)

## AST Nominations

AST's recognize employee(s)/crew(s) that went above and beyond their daily safety duties. Confirm the employee/crew received a Tier 2/3 award. If not, issue award. Nominate to REST by sending a Tier 4 Nomination Form to WR Safety.

### Quarterly:

REST nominates the Safety Achievement Award out of nominations.  
Employee/Crew receives a Letter of Recognition.

### Annually:

Safety Achievement of the Year Award, recognized at WR Mgmt. Meeting.

# THANK YOU!



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