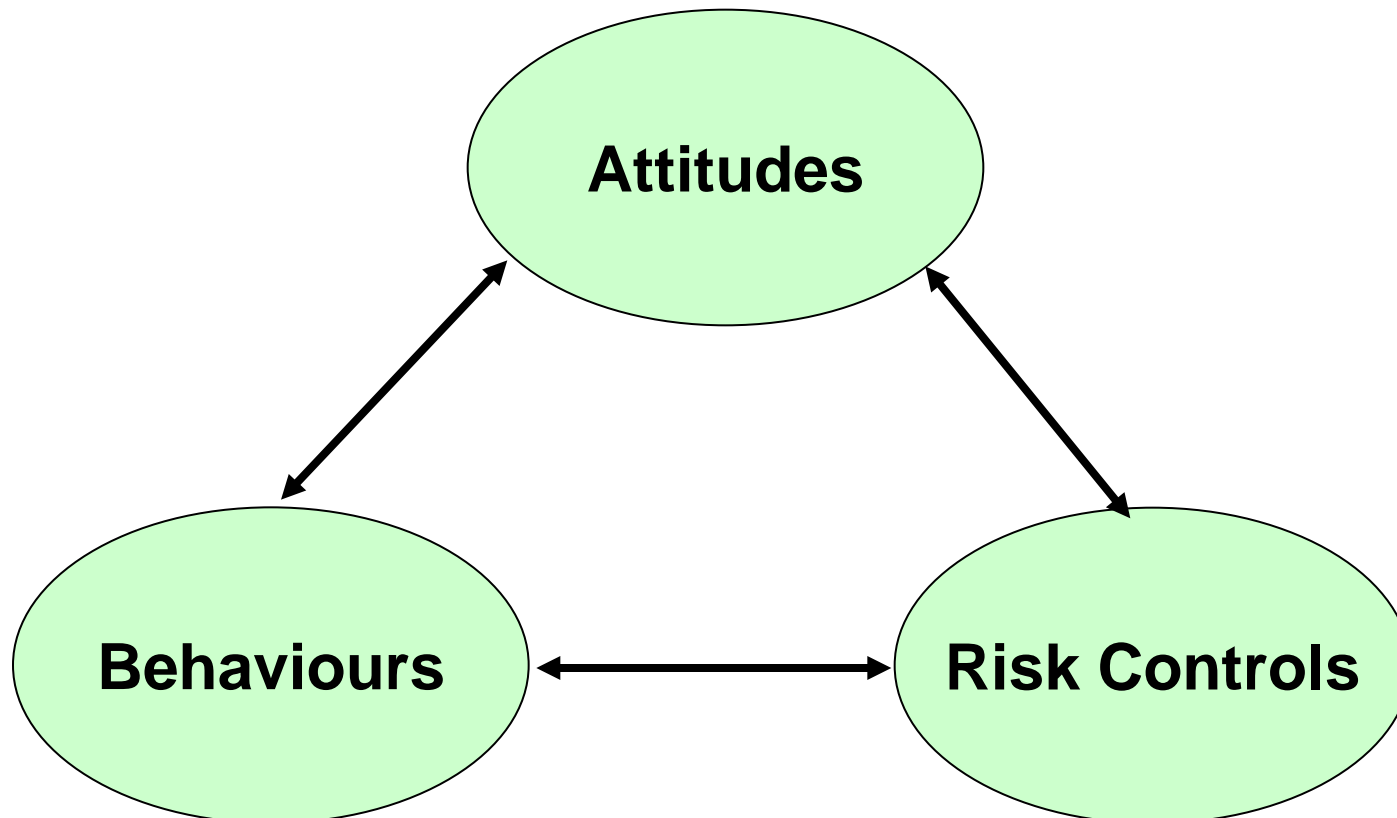


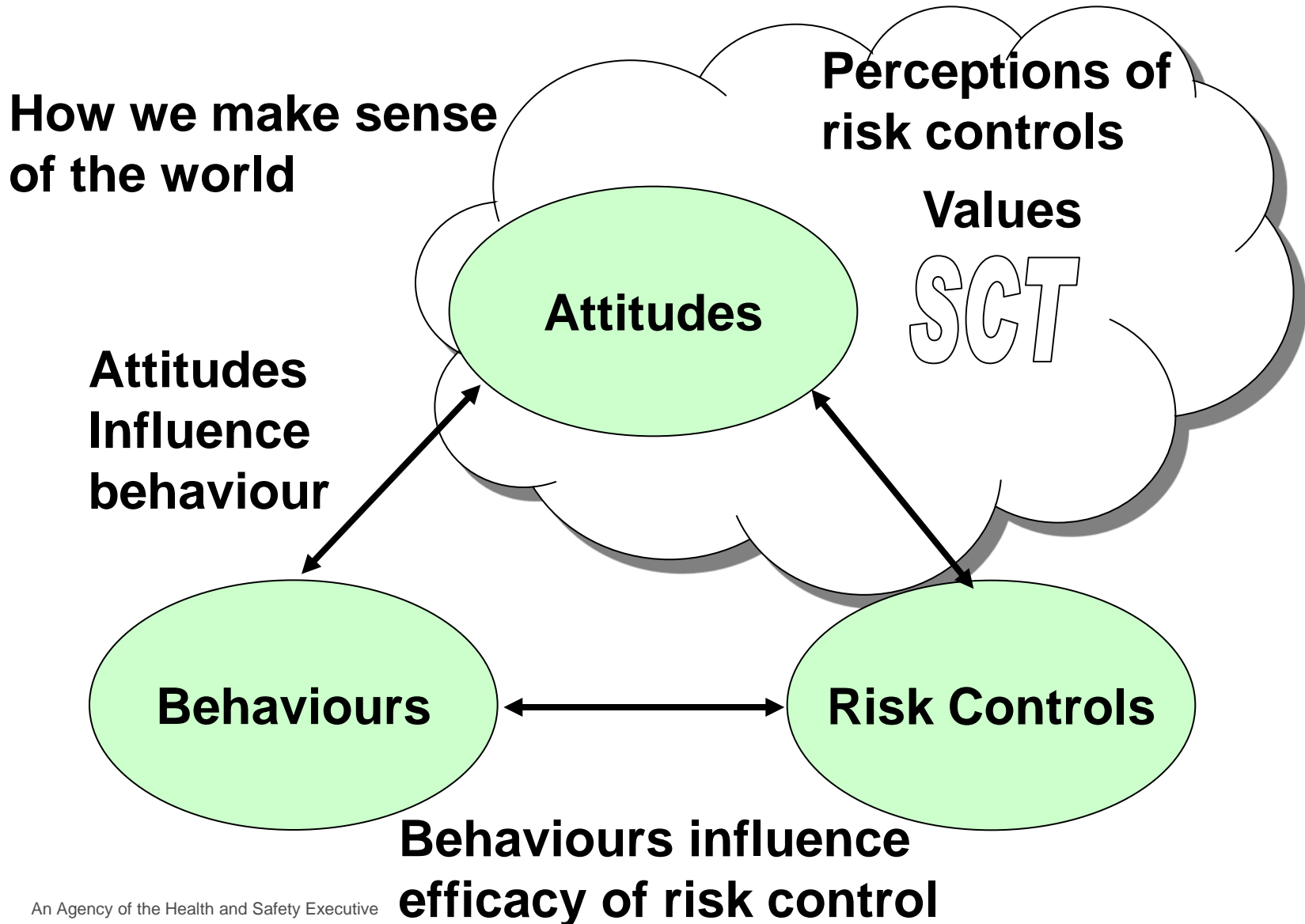
What we're talking about

- What safety culture is
- What the safety climate tool is
- How it can be used to improve performance
- How Vale have used the tool to improve behavioural safety

What is Safety culture?



What is Safety culture?

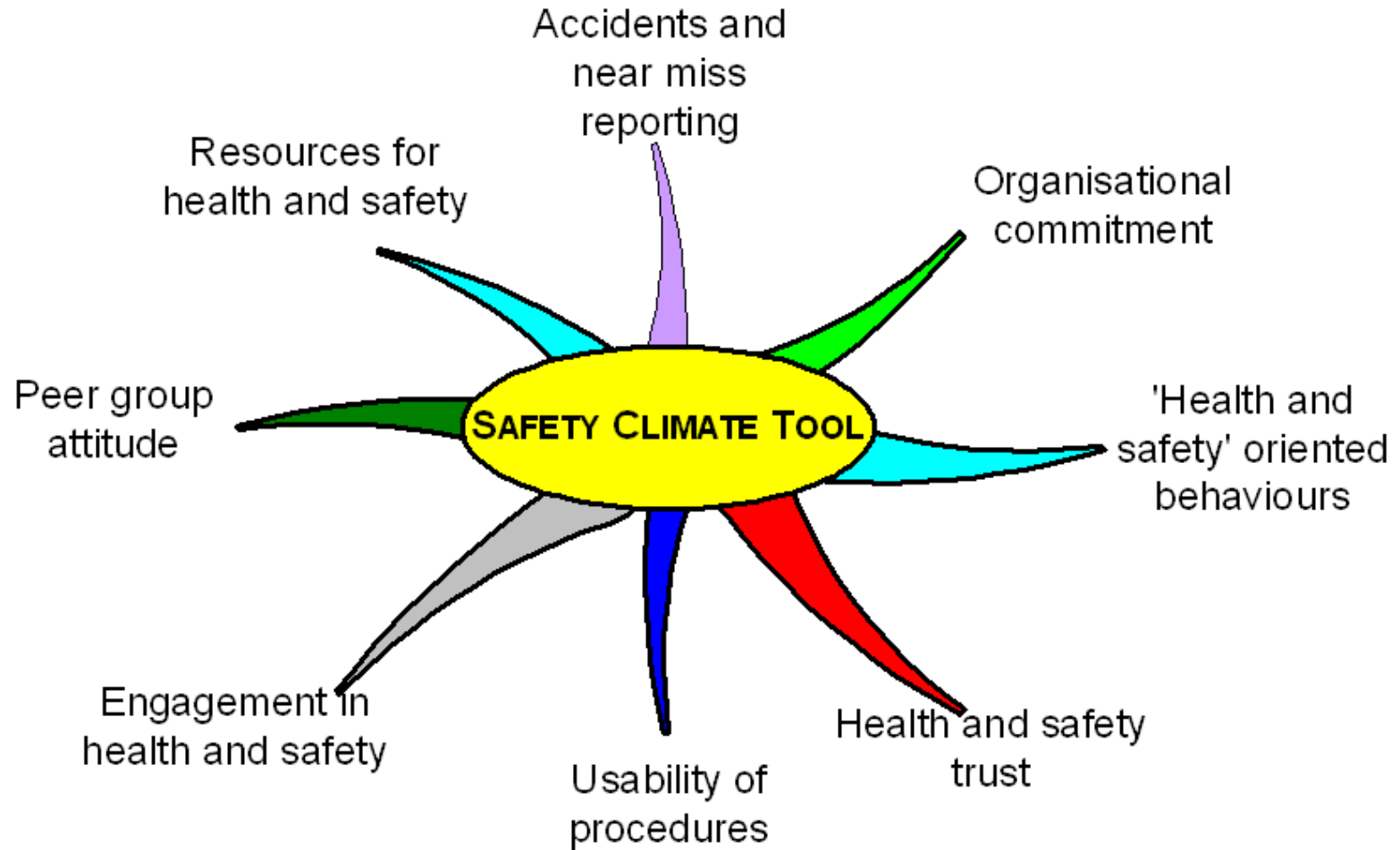


HSL work on Safety Climate



- HSL have been revising the HSE's original Climate Survey Tool (CST) after approaches from multi-national companies in 2006.
- Update process was carried out on the HSE's benchmarking data for the original tool:
 - Statistical analysis to reduce the number of items and create new meaningful factors.
 - A review of the statements was carried out for face validity and plain English.

The HSL Safety Climate Tool

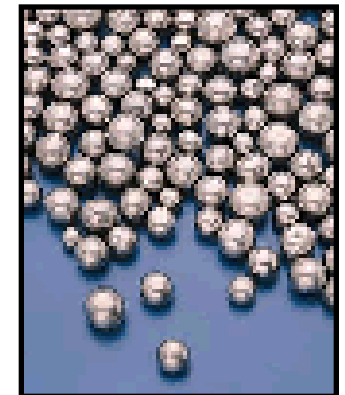
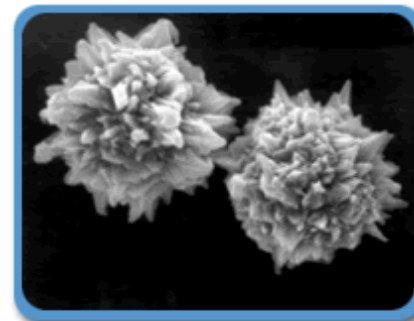




Clydach Refinery

Clydach Refinery

- Clydach Refinery produces around 40,000MT nickel products per year
- The refinery operates continuously 24 hours per day 365 days per year
- Our two main products are nickel pellet and powder
- Our products are sold in over 30 countries worldwide (Europe, USA and Asia)



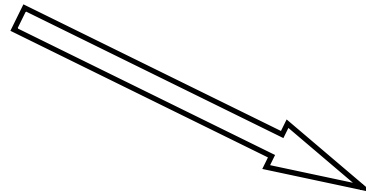
COMAH Top Tier Site



Gas plant



Produces gases required in the Refining process (H_2 , CO , CO_2 & NH_3)



Kiln plant



Pellet and Powder plant



Produces nickel carbonyl gas ($Ni(CO)_4$)

Produces nickel products by thermal decomposition of $Ni(CO)_4$ gas

People

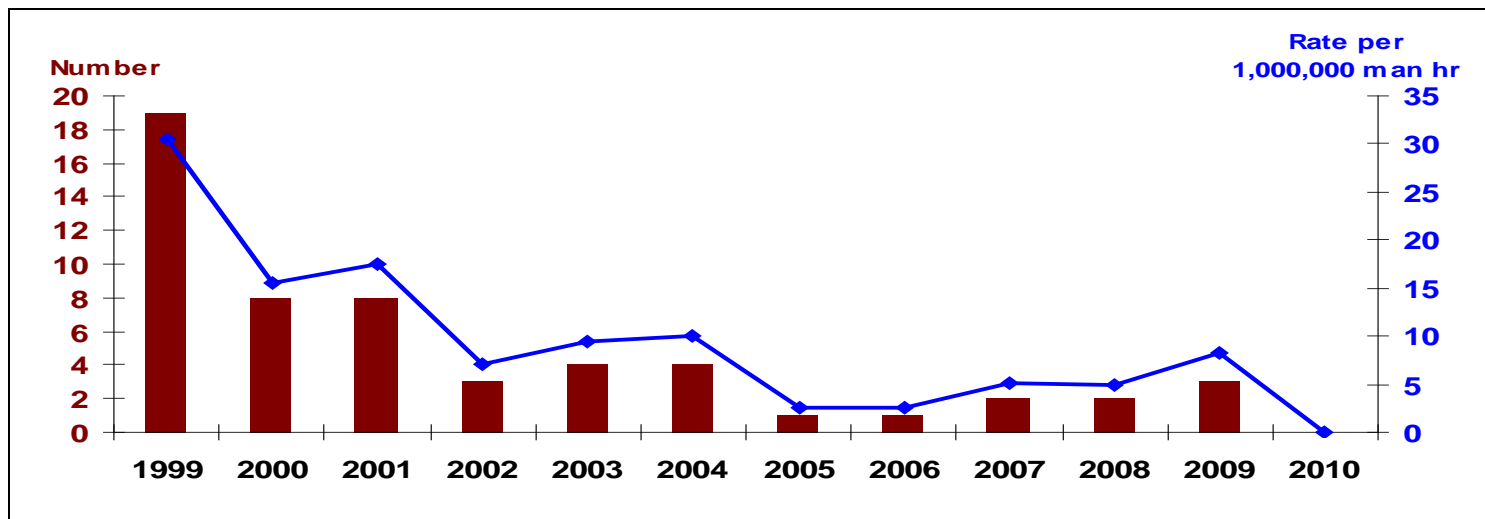
- 200 employees with excellent employee relations
- High level of involvement with local community activities
- Accredited to ISO 9001, 14001 and OHSAS 18001
- Committed to the training and development of our employees
- Accredited to Investors in People since 1994



Health and Safety

- Clydach has an excellent safety record

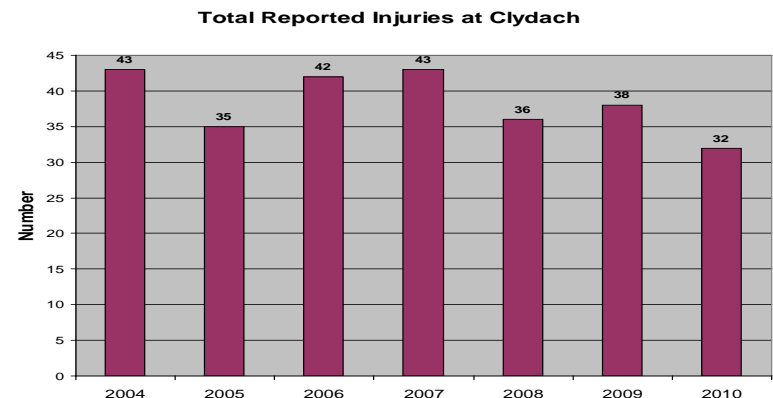
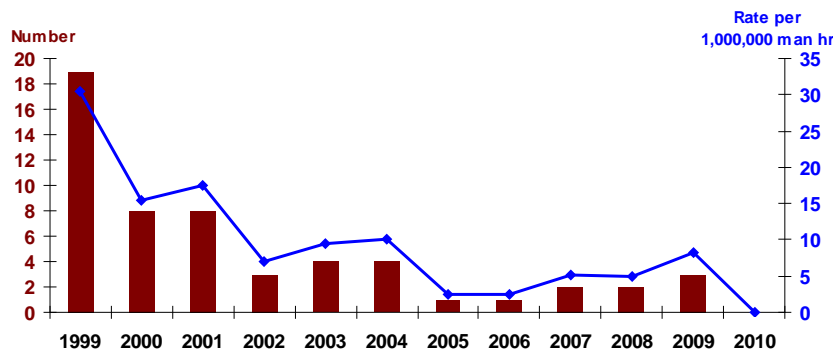
Disabling Injuries (Number and Frequency)



Journey to Zero Harm



- In 2009 it was recognised that the downward trend in lost time injuries had plateaued, and that a fresh approach was required to drive us towards zero harm.
- It was agreed to undertake a Safety Culture Assessment, to gauge the views of all the workforce regarding various aspects of safety management.
- We worked closely with HSL utilising the Safety Climate Tool and Focus groups early in Q1 2010.
- The recommendations were translated into an Action Plan with progress tracked by the Senior Management Group.



SCT Survey Conclusions

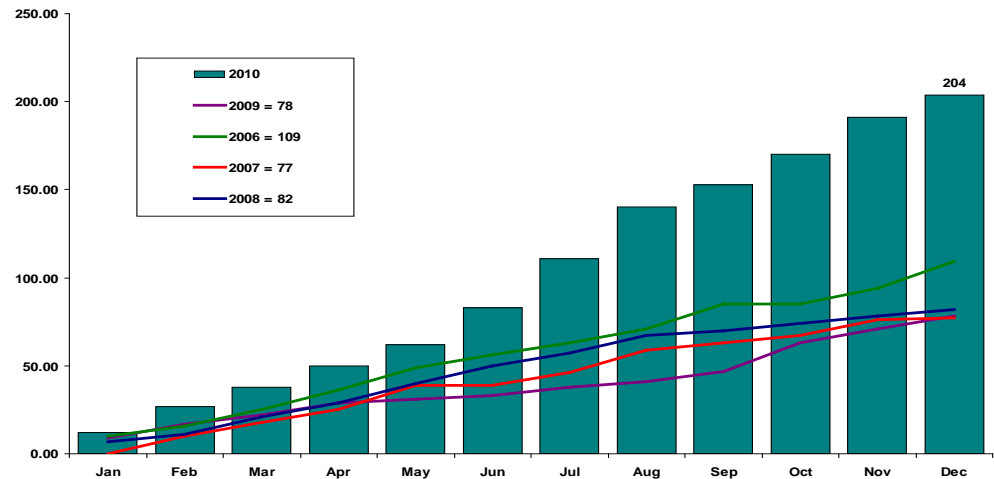


- Highest favourable responses:
 - Peer group attitude
 - Resources for Health and Safety
- Highest unfavourable responses
 - Accident and near miss reporting
 - Usability of procedures

SCT Key Recommendations



- Accident and near miss reporting
- Organisational Commitment
- Engagement in Health and Safety
- Usability of procedures
- Health and Safety trust



It helps you to understand

- How healthy you are
 - But don't be complacent...
- Differences by hierarchy
 - But what does that mean...
 - Influence on pronouncements by management, or new PPE, timetable
- Scope for improvements
 - But not what, how or why



For further info:

Visit us at HSE stand
on Q30 in Hall 2

www.hsl.gov.uk