



ThyssenKrupp Nirosta GmbH

# Improving Corporate Safety Culture

Employee Training

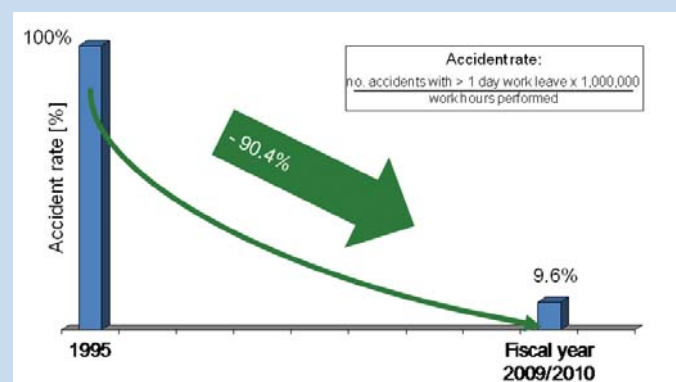
Safety

## Challenge

Every accident is one too many! Every accident is preventable!

Our corporate goal was to reduce the number of work-behaviour based accidents in order to:

- Reduce personal harm and suffering.
- Increase awareness that the company cares for the welfare of its employees.
- Enhance motivation and work satisfaction.
- Reduce inactive periods (medical leave, machine downtime).
- Improve operator ergonomics.
- Improve our corporate image among the general public.
- Improve corporate performance.



## Action

Seminars and workshops for executives, supervisors and employees were held to:

- Establish a uniform knowledge of safety values and standards at all levels of the organisation.
- Analyse accidents and close-call experiences from the past in order to prevent their recurrence.
- Identify and analyse risky behaviour, with the aim of improving personal behaviour.
- Enhance awareness and concern, using both the rational and emotional approach.
- Offer safety training and definition of key measures in small groups.

## Outcome

The action has resulted in a significant reduction in behaviour-based accidents. The rate of accidents has decreased by more than 90% between 1995 and the 2009/2010 fiscal year.