

**AECOM**

# **Safety for Life - “Culture of Caring”**

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**AECOM**



AECOM Safety for Life Program  
Projects - Engagement of Teams  
Example of Leadership in Action

# AECOM EMIA



- 19,000 employees
- +/- 4,000 projects
- In 50+ countries
- Wide range of projects
- Several thousand contractors

# AECOM SHE APPROACH

VISION

## Lead Our Industry in Safety

### AECOM's Vision for SH&E

"Safety for our employees and partners is a core value for AECOM. Our 95,000 employees around the world work in a variety of environments. And each of us shares a common responsibility — whether we work at a project site or in an office — to do our part to ensure a safe workplace, to protect property and to protect and preserve the environment."



Our goal is to lead our industry in SH&E by committing to zero incidents in the workplace.

## Commitment to Excellence

### AECOM's 9 Life-Preserving Principles



## Communicating our Vision

### AECOM Elevator Speech

Why You Should Make SH&E Your Business

- We care about our employees, contractor employees and members of the public
- Insurance costs can undermine our financial performance
- Noncompliance with global safety standards create a poor work environment and damage our reputation
- Meeting Prequalification criteria established by our clients
- SH&E performance is a discriminator and wins us work
- We want to be the best

## Everyone Home Safely, Everyday

### Culture of Caring



LEADERSHIP

## Value for Safety

### Executive and Senior Management Commitment



## Accountability and Responsibility

### Executive and Senior Management Commitment



## Execution

## Project Excellence

### Project Safety Review

TOOLS

## Safety for Life

### Safety for Life Overview



## Focus on Leading Indicators

### AECOM Incident Prevention Model



## Making use of Technology



## Data Management

### AECOM What is IndustrySafe?

- IndustrySafe is an easy to use web-based application that allows employees to notify, record, track, and analyze all safety information. The software enables all employees to enter incident and injury information directly via a simple web-based interface.
- With this tool, it enables AECOM to collect relevant data and analyze trends to help prevent similar incidents and provide a safe work environment for everyone.



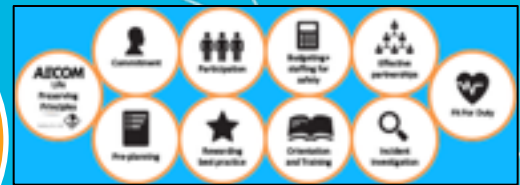
**“Safety for Life”** is AECOM’s comprehensive internal program that integrates high standards; innovative tools and techniques; and a collaborative, caring culture into the work we do every day





**Safety, Health & Environment Management Standards**

**Life Preserving Principles**



**Project Safety Reviews**

**START Training**



**Culture Of Caring**



**LifeGuard**



**Incident Prevention Model**



**Safety in Design**



**Core Value Metrics**

# AECOM Project or Site

Go-No-Go

Safety, Health & Environment Management Standards

Develop Project/Site SHE Plan

Low Risk – C3  
Basic SHE Plan

Medium/High Risk –  
C2 to C0

Construction SHE Plan  
Template/EM Templates

AECOM SHE  
Procedures

Emergency Plans

Risk Assessment (Job Safety Analysis)

Identify activities

Assess related hazards

Identify who might be harmed

Evaluate the risks & rate

Define control measures

Review (change to tasks or  
activities min. monthly)

Safety in Design

Contractor Risk Assessments  
and Method Statements

Permit To Work-High Risk  
Activities in place & Method  
Statements

Task Hazard Assessment THA (Daily)

4Sight- Last Minute Assessment

# Contractors

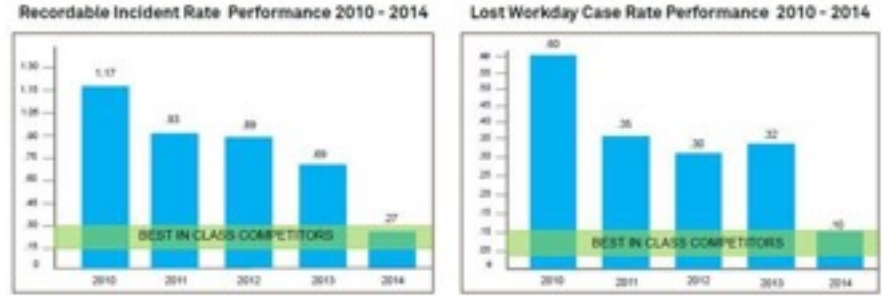
- Contractors are part of our **workforce** – there to give greater capability to **our team**.
- Contract types vary and can affect workplace safety – direct contract or some variation.
- Since relationship is based on a contract there is a natural tension that can affect workplace safety.





# Expectations

Our primary objective is to keep people safe. All on the **team** need to be aligned.

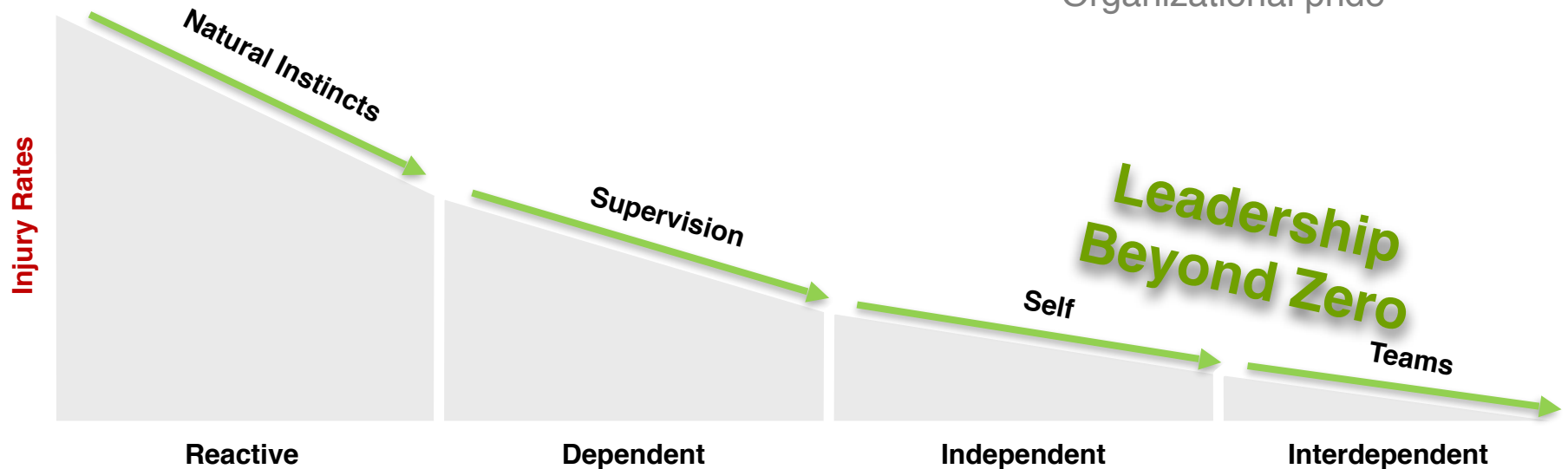


- We have expectations of our employees concerning safe working.
- Our contractors must understand those same expectations and commit to them.
- Contract terms must be specific – either in our contracts or the contracts of our clients.

# Safety Culture Development

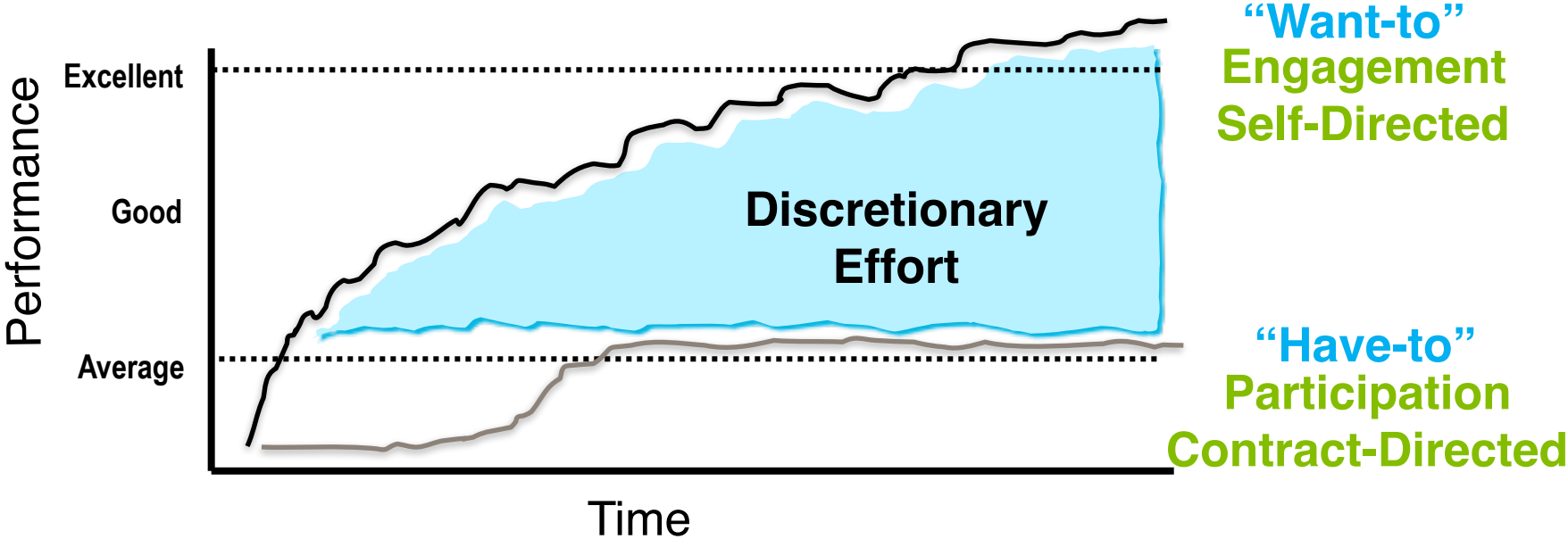
We have all been on this journey with our employees – why would it be any different for our contractors?

- Help others to conform
- Others' keeper
- program contributor
- Demonstrate care for others
- Organizational pride



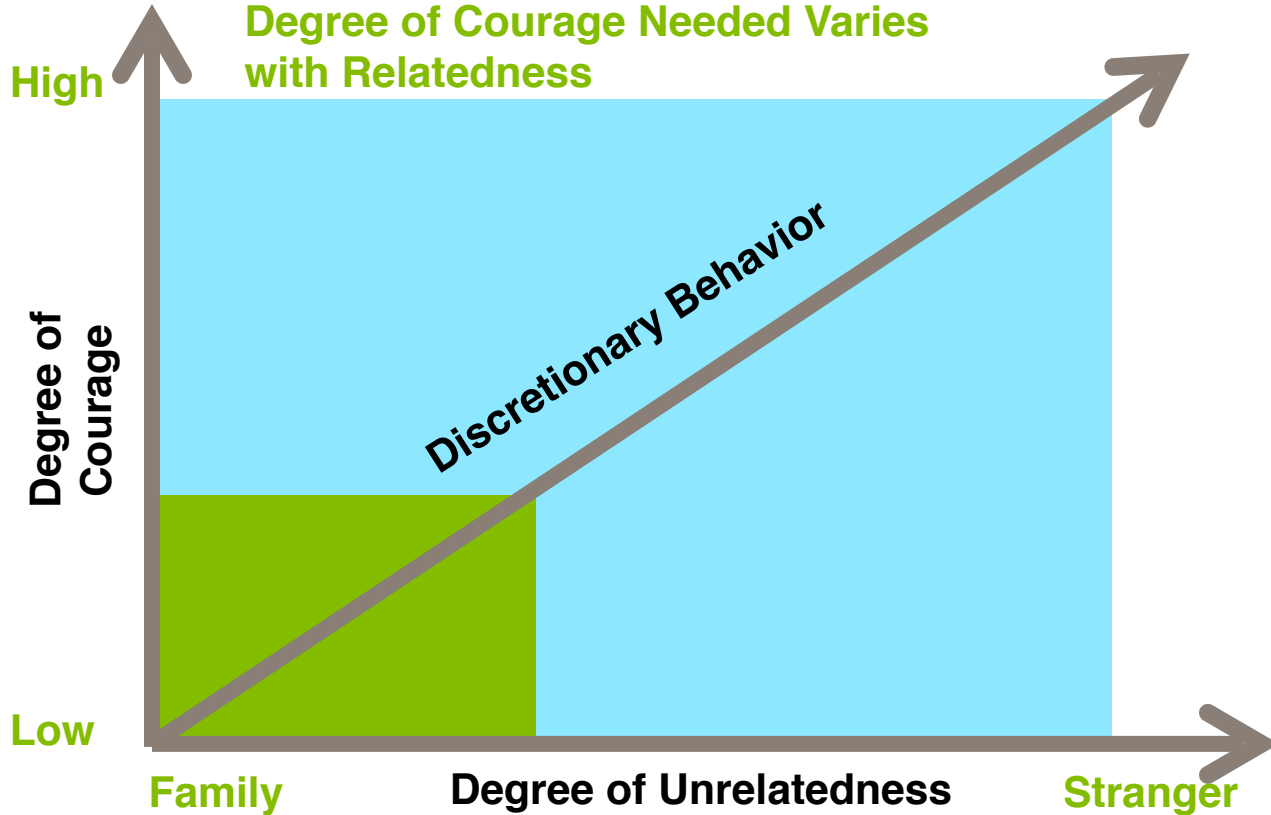
# Safety Excellence Requires Engagement

## Communicate the Expectations



# Engagement for Incident Prevention

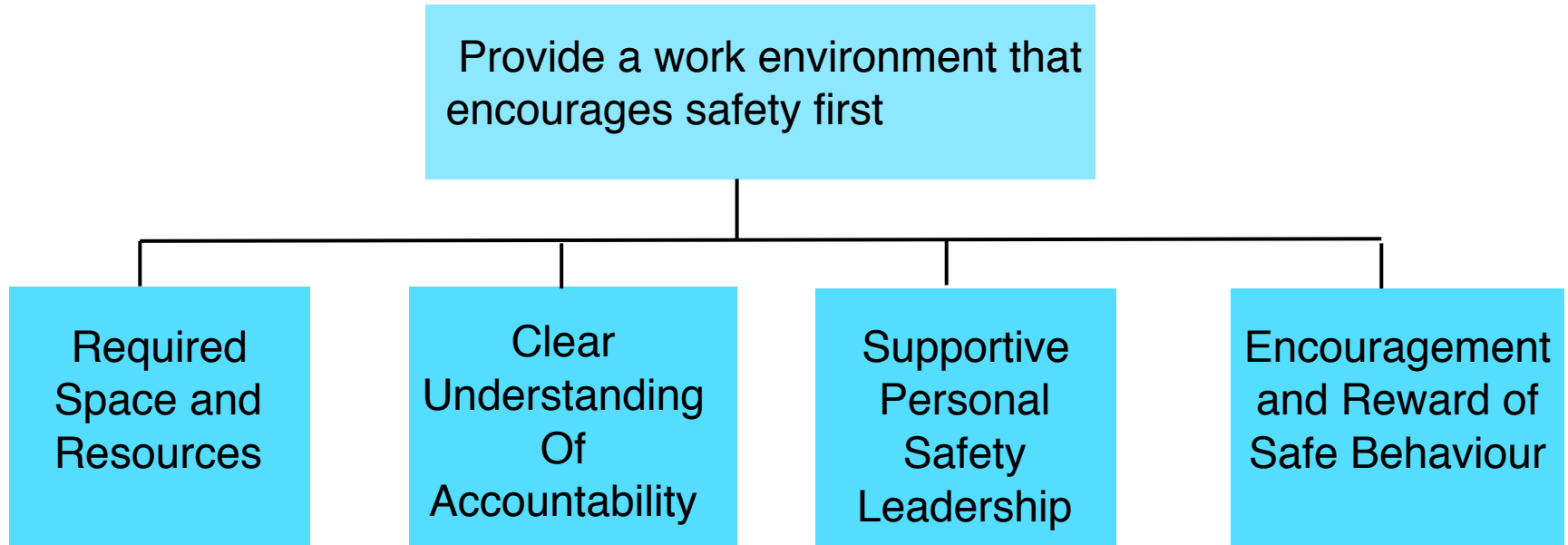
Create environment that encourages Team participation



The culture or the team affects the degree of courage needed.

# Leadership expectations

Team leaders need to demonstrate to the contractors that safety is important to them.



# Leadership expectations demonstrated

- Holding yourself just as accountable as the rest of the **team** for safety performance. No blame.
- Intercede when safety expectations are not upheld.
- Set clear and measurable objectives for the **team**.
- Collaborate on training requirements and obligations.
- Participate in critical safety processes (incident investigations and work planning)
- Show concern for all **team** injuries.
- Be visible in the workplace and show interest in the work activities.
- Positively reinforce safe behaviours on the spot.



# Leadership in action – Doha Oasis - [Video](#)



# Uncompromising safety leadership required.

1. **Accountability**
2. **Commitment**
3. **Involvement**



**THANK YOU!**