GARDNER

SERIOUS INJURY + FATALTY (SIF) PREVENTION PROGRAM

Gardner's **Serious Injury + Fatality (SIF) Prevention Program** is an innovative approach to a zero-harm policy and blame-free safety culture. Designed to capture the challenges inherent to a construction job site and work environment, this program argues that not all safety risks are treated equally. It focuses instead on the **Stuff That Can Kill You (STCKY)**:

STCKY inspections are tailored to close the gap by focusing on the most critical high-risk activities. Assigned to specific hazard categories, these hazards are collectively referred to as the '**FATAL 8'**.



<u>Human + Organizational Performance (HOP)</u>:

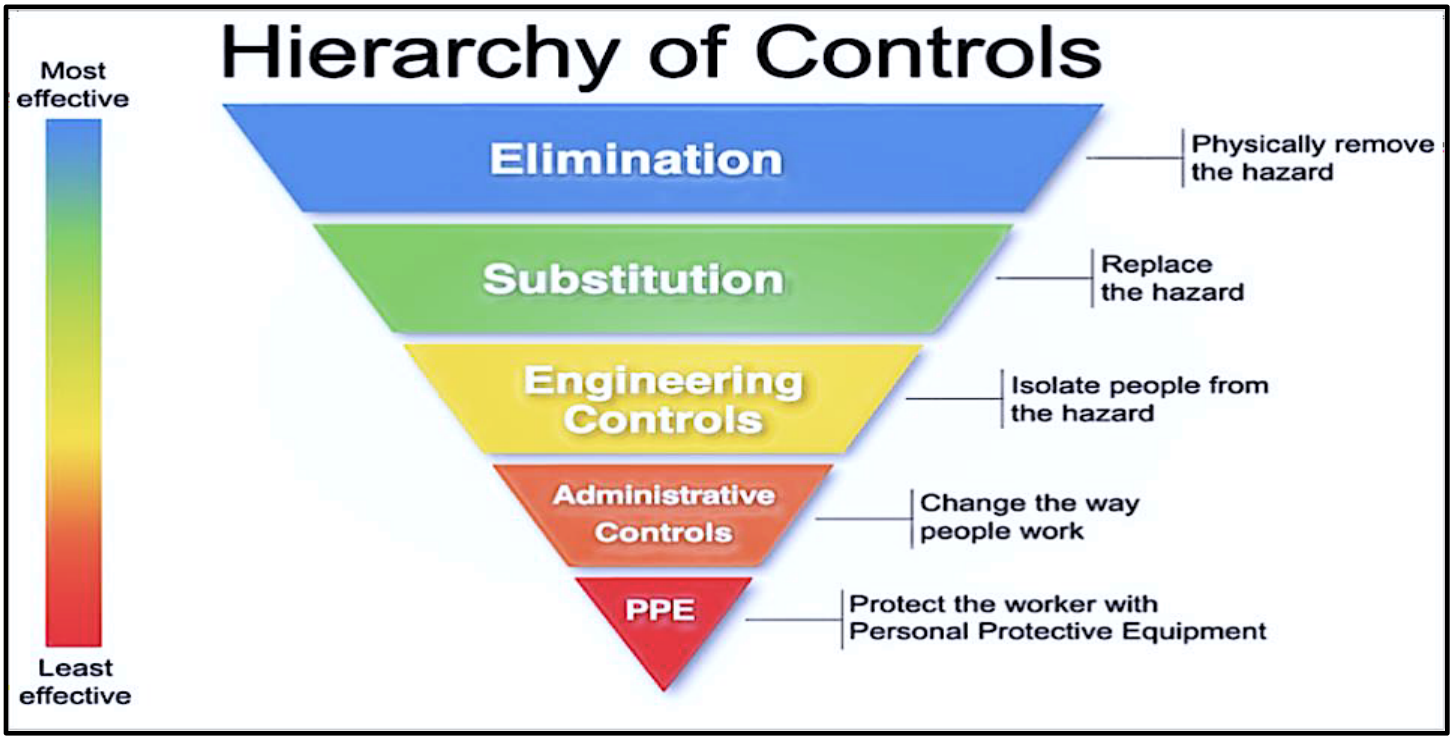
1. Humans make mistakes
2. Blame is unproductive
3. Context drives behaviors
4. Leaders set the tone in response to missteps or failures
5. Improvement happens through a willingness to learn

The goal is simple yet complex: to effect measurable change by acting on an exposure, near miss, or high-risk activity in real time - not only after an incident has already occurred.

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By design, this program is intended to aid in an understanding of how certain influences impact safe decision-making, system implementation, and the efficacy of the risk management plans implemented.

Sustained improvement requires enrollment, strong governance, and verification of direct controls + safeguards using an established hierarchy of controls:



Withstanding human error, **direct controls** prevent contact with a STCKY hazard, e.g., lockout-tagout (LOTO), while **safeguards** target exposure, e.g., controlled access zone, hot work permit, etc.

Though compliance - regardless of severity - remains a key pursuit, this targeted concentration on precursors to the most dangerous, fatal exposures is not only a better way of measuring success, but also a simplified way of ensuring workers are protected from hazards, even when no one gets hurt.

By focusing on culture, process, + technology, Gardner is committed to the advancement of this program by:

- Nurturing a '**Safe. Every. Day.**' mental model in the **behaviors, attitudes, + mindsets** of all employees
- Equipping employees with **competence-based training**
- Empowering every employee with '**Stop Work Authority**'
- Fostering a **'Blame-Free' culture** identifying systemic causes of error vs individual punishment
    - Actively report all health + safety incidents, including near misses
    - Ask 'How' not 'Why' when investigating an incident
    - Focus on (SIF) potential vs outcome alone
    - Seek specific, actionable, + practical preventive measures
- Enhancing process + procedure in ways that create flow through challenge, collaboration, knowledge sharing, + continuous learning

Reframing our assumptions about risk + safety, Gardner is unified in our pursuit of operational excellence - prioritizing real-time data + forward looking perspectives to prevent serious, life-altering injuries.

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