

Employee Demographics

* 1. What is your job role?

- Management (Company Manager, Supervisor, Foreman, etc.)
- Non-Management

* 2. What company are you employed by?

- Company A
- Company B
- Company C
- Company D
- Company E

Psychological Safety

* 3. If I make a mistake, it is often held against me.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 4. Employees at my company are able to bring up problems and tough issues.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 5. People at my company sometimes reject others for being different.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 6. It is difficult to ask other employees for help.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 7. No one at my company would deliberately act in a way that undermines my efforts.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 8. When working with my fellow employees, my unique skills and talents are valued and utilized.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 9. I am not afraid to speak up when I have an idea for improving something.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 10. I am not afraid to speak up with I feel something is ethically, morally, and/or legally wrong.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 11. It is easier to speak up with creative ideas than to speak up about errors.

- | | |
|--|---|
| <input type="radio"/> Strongly agree | <input type="radio"/> Disagree |
| <input type="radio"/> Agree | <input type="radio"/> Strongly disagree |
| <input type="radio"/> Neither agree nor disagree | |

* 12. If you do not speak up in certain situations, why not? *(check all that apply)*

- | | |
|---|---|
| <input type="checkbox"/> Speaking up brings career consequences (e.g., being fired, transferred, or any other form of retaliation) | <input type="checkbox"/> I don't want to look or feel "stupid" |
| <input type="checkbox"/> Fear of insulting/offending someone higher up in the company by implying that the current systems or processes are problematic | <input type="checkbox"/> I feel a sense of futility (in other words, "it won't matter anyway; why bother?") |
| <input type="checkbox"/> I don't feel comfortable speaking up unless I have solid data. | <input type="checkbox"/> Fear of damaging a relationship |
| <input type="checkbox"/> I feel intimidated when my supervisor or company management is present | <input type="checkbox"/> N/A |

Workplace Culture

* 13. My immediate supervisor demonstrates their commitment to safety by leading by example.

- Agree
- Neither agree nor disagree
- Disagree

* 14. If I bring up an EHS concern to company management, I feel that my concern is made a high priority.

- Agree
- Neither agree nor disagree
- Disagree

* 15. When I bring up an EHS concern or suggestion to company management, they always keep me updated on the current status of it.

- Agree
- Neither agree nor disagree
- Disagree

* 16. When I bring up an EHS concern or suggestion to company management, it is usually addressed in a timely manner.

- Strongly Agree
- Disagree
- Agree
- Strongly disagree
- Neither agree nor disagree

* 17. On average, how often do you interact (via face-to-face conversation, phone call, text, email, etc.) with your company's EHS Dept.?

- Every day
- Once a month
- A few times a week
- Less than once a month
- About once a week
- I have never interacted with my company's EHS Dept.
- A few times a month

* 18. Overall, how do you view your company's EHS Dept. in regards to having the appropriate knowledge, technical skills, and experience to do their job properly?

Far above average

Below average

Above average

Far below average

Average

* 19. If I was committing an unsafe act that could result in me becoming injured/ill, I expect my coworkers to speak up and say something to me.

Agree

Neither agree nor disagree

Disagree

* 20. I will openly listen to suggestions on how to remain safe at work, even if it's coming from someone I don't like or work well with.

Agree

Neither agree nor disagree

Disagree

Policies, Procedures, & Safety Committees

* 21. Does your company have a Safety Committee?

- Yes
- No
- Unsure/Don't Know

* 22. My company's Safety Committee helps make my workplace safer.

- Agree
- Neither agree nor disagree
- Disagree
- My company does not have a Safety Committee
- I'm not sure if my company has a Safety Committee

* 23. I am made aware of my company's Safety Committee activities.

- Agree
- Neither agree nor disagree
- Disagree
- My company does not have a Safety Committee
- I'm not sure if my company has a Safety Committee

* 24. My company's EHS policies are effective at providing a safe workplace.

- Agree
- Neither agree nor disagree
- Disagree

* 25. EHS-related decisions at my company are made by qualified people.

- Agree
- Neither agree nor disagree
- Disagree

* 26. My company's EHS programs address the risks I encounter on a day-to-day basis.

- Agree
- Neither agree nor disagree
- Disagree

* 27. I know how to access my company's EHS policies and procedures.

- Agree
- Neither agree nor disagree
- Disagree

Training, Competency, and Knowledge

* 28. Upon hire, did you complete a New Hire Safety Orientation?

- Yes
- No

* 29. If you completed a New Hire Safety Orientation, how would you rate the quality of it?

- High quality
- Neither high nor low quality
- Low quality
- N/A

* 30. If you completed a New Hire Safety Orientation, how would you rate the length of it?

- Too short
- About the right length
- Too long
- N/A

* 31. If you completed a New Hire Safety Orientation, how long did it take you to complete?

- <1 hour
- 1-2 hours
- 2-4 hours
- >4 hours
- N/A

* 32. If you completed a New Hire Safety Orientation since 2018, how would you rate the difficulty?

- Easy
- Average
- Difficult
- N/A

* 33. Upon starting with the company, I was properly trained before being assigned to a job/task.

- Agree
- Neither agree nor disagree
- Disagree

* 34. How often do you participate in documented company safety training (*excluding toolbox talks*)?

- Daily
- Weekly
- Monthly
- Quarterly
- Annually
- Other (please specify)

* 35. How many EHS-related trainings (excluding toolbox talks) did you complete in 2019?

- | | |
|----------------------------|-------------------------------|
| <input type="radio"/> 0 | <input type="radio"/> 11-15 |
| <input type="radio"/> 1-5 | <input type="radio"/> 16-20 |
| <input type="radio"/> 6-10 | <input type="radio"/> Over 20 |

* 36. My company's EHS Dept. makes safety information and training opportunities readily available to me.

- Agree
- Neither agree nor disagree
- Disagree

* 37. The safety training I have received addresses the risks I face in my workplace

- Agree
- Neither agree nor disagree
- Disagree

* 38. I feel that the provided company safety training has helped me perform my job safely.

- Agree
- Neither agree nor disagree
- Disagree

* 39. My coworkers have the qualifications, skill, and knowledge to perform their jobs safely.

- Agree
- Neither agree nor disagree
- Disagree

* 40. Overall, how would you rate the quality and effectiveness of the company safety training you have completed?

- Excellent
- Good
- Fair
- Poor

* 41. Overall, how satisfied are you with your company's training program?

- Very satisfied
- Satisfied
- Neither satisfied nor dissatisfied
- Dissatisfied
- Very dissatisfied

* 42. What additional training topics would you like to see covered in the upcoming year?
(If you do not have an answer, put "N/A")

* 43. How can we improve our company's EHS training?

(If you do not have an answer, put "N/A")

Planning & Implementation

* 44. My company takes environmental, health, and safety-related concerns into consideration when planning activities or projects.

- Agree
- Neither agree nor disagree
- Disagree

* 45. My company has the personal protective equipment (PPE) I need to do my job safely.

- Agree
- Neither agree nor disagree
- Disagree

* 46. My company uses job safety analyses (JSAs) on all jobs.

- True
- False

Management Support

* 47. In general, my company's Managers/Supervisors/Foremen care about my safety.

- Agree
- Neither agree nor disagree
- Disagree

* 48. My immediate supervisor cares about my safety.

- Agree
- Neither agree nor disagree
- Disagree

* 49. In general, my company's Managers/Supervisors/Foremen follow EHS policies and procedures.

- Agree
- Neither agree nor disagree
- Disagree

* 50. My immediate supervisor follows EHS policies and procedures.

- Agree
- Neither agree nor disagree
- Disagree

* 51. In general, my company's Managers/Supervisors/Foremen apply the same safety rules to everyone.

- Agree
- Neither agree nor disagree
- Disagree

* 52. My immediate supervisor applies the same safety rules to everyone.

- Agree
- Neither agree nor disagree
- Disagree

* 53. How much attention do company Managers/Supervisors/Foremen pay to safety issues?

- Too much
- About right
- Too little

* 54. How much attention does your immediate supervisor pay to safety issues?

- Too much
- About right
- Too little

* 55. In general, how much do you trust your company's Managers/Supervisors/Foremen to make ethical decisions?

- A great deal
- A lot
- A moderate amount
- A little
- None at all

* 56. How much do you trust your immediate supervisor to make ethical decisions?

- A great deal
- A lot
- A moderate amount
- A little
- None at all

Manager and Supervisor Communication

* 57. I am encouraged to participate in workplace safety programs.

- Agree
- Neither agree nor disagree
- Disagree

* 58. Best practices and lessons learned are shared across departments in my company.

- Agree
- Neither agree nor disagree
- Disagree

* 59. Company Managers/Supervisors/Foremen communicate with workers on safety issues.

- Agree
- Neither agree nor disagree
- Disagree

* 60. My immediate supervisor encourages me to work safely.

- Agree
- Neither agree nor disagree
- Disagree

Employee to Management Communication

- * 61. Employees are encouraged to share new ideas on accomplishing their work more safely.
 - Agree
 - Neither agree nor disagree
 - Disagree

- * 62. Employees are included in EHS-related decisions that directly affect their work.
 - Agree
 - Neither agree nor disagree
 - Disagree

- * 63. Employee suggestions contribute to making my workplace safer.
 - Agree
 - Neither agree nor disagree
 - Disagree

- * 64. My immediate supervisor consistently explains my EHS concerns to company management.
 - Agree
 - Neither agree nor disagree
 - Disagree

- * 65. My immediate supervisor seeks my input on EHS-related topics.
 - Agree
 - Neither agree nor disagree
 - Disagree

Employee Attitude & Perception

* 66. In my personal opinion, working safely is more important than meeting deadlines.

- Agree
- Neither agree nor disagree
- Disagree

* 67. I will not perform a work activity unless I know it is safe.

- Agree
- Neither agree nor disagree
- Disagree

* 68. My coworkers understand the safety risks in our workplace.

- Agree
- Neither agree nor disagree
- Disagree

* 69. I understand the safety risks associated with my job/role.

- Agree
- Neither agree nor disagree
- Disagree

* 70. I follow similar safety precautions at home as I do at work.

- Agree
- Neither agree nor disagree
- Disagree

* 71. My coworkers will take unnecessary risks to complete a task.

- Agree
- Neither agree nor disagree
- Disagree

* 72. I will take unnecessary risks to complete a task.

- Agree
- Neither agree nor disagree
- Disagree

* 73. If I see a coworker committing an unsafe act, I will always speak up and try to correct it.

- Agree
- Neither agree nor disagree
- Disagree

* 74. If you do not normally speak up when you see other coworkers committing unsafe acts, why not? (*Pick your top reason*)

- I feel it's not my responsibility
- I feel they should learn from their mistakes
- I'm afraid of confrontation
- I don't want to cause conflict
- I'm not sure of how to correct the issue, so I choose to not say anything.
- N/A
- Other (please specify)

Influencing Factors

* 75. What are the top three factors that influence your attitude towards workplace safety? (*pick your top three*)

- Policies and procedures
- Company training
- My coworkers
- Friends or family
- My immediate supervisor
- Company Managers/Supervisors/Foremen
- Influence from my company's EHS Dept.
- Previous injuries or illnesses
- Other (please specify)

* 76. Which of the following do you feel is the most important factor in performing your job safely? (*pick only one*)

- Following company policies and procedures
- Paying attention to details
- Basic job-related skills
- On-The-Job training
- Advise from coworkers
- Classroom training
- Advise from the company's EHS Dept.
- Other (please specify)

Workplace Priorities

* 77. I feel that EHS is a top priority at my company.

- Agree
- Neither agree nor disagree
- Disagree

* 78. I believe that workplace health and safety at my company is considered to be at least as important as production and quality.

- Agree
- Neither agree nor disagree
- Disagree

* 79. Other than EHS, what factors drive the priorities at your workplace? *(pick all that apply)*

- Productivity
- Schedule
- Quality
- Respect for People
- Cost
- Ethics
- Other (please specify)

* 80. Environmental, health, and safety is a top priority to me.

- Agree
- Neither agree nor disagree
- Disagree

Work Pressure/Fatigue Management

* 81. I often feel I have more work than I can accomplish in a day

- Agree
- Neither agree nor disagree
- Disagree

* 82. I usually get 7-9 hours of sleep each night (or day for employees who work night shift).

- Agree
- Neither agree nor disagree
- Disagree

* 83. I have worked over 14 hours in a day (during a single shift) on more than one occasion within the last year.

- Yes
- No

Reporting Behavior & Barriers

* 84. My coworkers would judge me negatively for reporting them for violating a company safety policy.

- Agree
- Neither agree nor disagree
- Disagree

* 85. I know how to report injuries/illnesses, close calls, and EHS violations.

- Agree
- Neither agree nor disagree
- Disagree

* 86. I am encouraged to report injuries/illnesses, close calls, unsafe behaviors, and EHS violations in my workplace without fear of retaliation.

- Agree
- Neither agree nor disagree
- Disagree

* 87. Accidents, incidents, and close calls are investigated quickly in order to improve workplace health and safety at my company.

- Agree
- Neither agree nor disagree
- Disagree

Responsiveness & Accountability

* 88. My immediate supervisor is held accountable for workplace safety.

- Agree
- Neither agree nor disagree
- Disagree

* 89. In general, my company's Managers/Supervisors/Foremen are held accountable for an unsafe workplace.

- Agree
- Neither agree nor disagree
- Disagree

* 90. My workplace contains EHS-related issues that I have brought up, but I have not been made aware of any plans to correct the issue(s).

- Agree
- Neither agree nor disagree
- Disagree

Comments & Suggestions

91. What comments and/or suggestions do you have for ways to improve the company's overall EHS program and improve the EHS culture within the workplace?