TaylorMade Supplier Training

January 2018

Agenda

Day 2

ZT and Critical Issues & Top 10 violations Law Update CTPAT Introduction TM Audit Program Overview Highlights of Key Changes New Monthly Report (Tier 1 only) Safety Perception Survey (Tier 1 only)

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ZT Issues and Critical Issues

ZT Issues Summary:

- 1. No business license
- 2. Falsified records, e.g. business license, EHS permits/ licenses/ certifications, time records, payroll records, etc.
- 3. Debt bondage, peonage
- 4. Restricted from resigning
- 5. Restricted movement

- 6. Convict labor utilized
- 7. Child employed under 16 years old
- 8. Inhuman treatment, e.g. abuse, corporal punishment, coercion, threats, harassment, etc.
- 9. Discrimination
- Fatal accident or accidents that resulted in loss of a body part
- 11. Bribery attempt

ZT Issues and Critical Issues

> ZT Issues Consequence:

- If a Zero Tolerance issue is identified during the authorisation process, you will be rejected, with no opportunity for a second/follow-up audit or further consideration.
- You will be put into probation for 12 months.
- You should take immediate remediation.

ZT Issues and Critical Issues

Critical Issues samples:

- Assessment fully denied or partially denied
- 2. Non-disclosed subcontractor or homework.
- 3. Original documents retained
- 4. Mandatory overtime
- 5. Women special treatment
- 6. Illegal terminations
- Juveniles working in conditions which jeopardize the health, safety or morals of employees
- 8. No or missing legally required labor contracts
- No or missing time records/ payroll records
- 10. Minimum wage not paid
- 11. Late payment
- 12. Illegal charge/ deposit

- 13. Time records do not match facility hours, payroll records, or employee testimony
- 14. Working hours exceed 60 hours per week WITHOUT TM APPROVAL
- 15. Daily rest not in compliance with law or lack of 7th day of rest regularly
- 16. EHS issues posing immediate danger of severe injury, e.g. missing emergency exit, emergency exit locked or blocked, emergency pathway blocked, missing fire extinguisher, no evacuation fire drill, electrical wiring exposed, direct discharge of hazardous waste into environment ... (ETC.)

Top 10 Violations

Wages and Hours

 EXCESSIVE OVERTIME – a) more than 60 hours/week without TM approval, b) more than 36 hours/month, or c) missing rest days.

Wages and Hours

 Factory does not provide full, legally mandated social insurance.

Health and Safety

• The appropriate PPE is not provided to workers or is improperly used by workers.

Health and Safety

Missing occupational health check

Health and Safety

 Factory does not have proper floor maps to aid in an emergency.

Top 10 Violations

Health and Safety

 No machinery safe guards, regular inspections of machinery.

Health and Safety

 Poor housekeeping resulting in unsafe and unhealthy workplace.

Health and Safety

• Exit doors do not meet the required specifications in terms of either their placement, operation, or signage.

Health and Safety

 Machinery is improperly connected to power supply, and/or there are insufficient safeguards in place to prevent an electrical fire.

Environment

Missing valid environment permits and / or licenses

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Minimum Wage Updates – Since 2017

Region	Minimum wage (RMB)	Effective date
Tibet	1650	Jan. 1, 2018
Jiang Xi	1470-1680	Jan. 1, 2018
Liao Ning	1120-1620	Jan. 1, 2018
Zhe Jiang	1500-2010	Dec. 1, 2017
Hu Bei	1250-1750	Nov. 1, 2017
Shan Xi	1400-1700	Oct. 1, 2017
Ning Xia	1480-1660	Oct. 1, 2017
Ji Lin	1580-1780	Oct. 1, 2017
He Nan	1420-1720	Oct. 1, 2017
Bei Jing	2000	Sep. 1, 2017
Nei Meng Gu	1480-1760	Aug. 1, 2017

Region	Minimum wage (RMB)	Effective date
Fu Jian	1280-1700	Jul. 1, 2017
Jiang Su	1520-1890	Jul. 1, 2017
Hu Nan	1130-1580	Jul. 1, 2017
Gui Zhou	1470-1680	Jul. 1, 2017
Tian Jin	2050	Jul. 1, 2017
Shenzhen	2130	Jun. 1, 2017
Gan Su	1470-1620	Jun. 1, 2017
Shan Dong	1470-1810	Jun. 1, 2017
Qing Hai	1500	May 1, 2017
Shan Xi (陕西)	1380-1680	May 1, 2017
Shanghai	2300	Apr. 1, 2017

Industry Updates

- ☐ China shutdown of thousands of factories in unprecedented pollution crackdown
 - China's Ministry of Environment sent inspectors to 30 provinces and reprimanded, fined, or charged officials in more than 80,000 factories.
- ☐ Customs Border Patrol (CBP) initiative regarding Nationality of Workers in Supply Chain
 - Importers need to act immediately to ensure no producers in their supply chain in any foreign country are employing North Korean nationals as forced laborers. Goods made with North Korean labor are banned effective September 21, 2017.

Rules For The Administration Of Employment Of Foreigners In China

Effective from: May 1, 2017

Key Change: Change "Employment Visa" into "Z-Visa"



Code for Design of Dormitory Building

Effective from: June 1, 2017



Key Change:

- Replace Code for Design of Dormitory Building (JGJ36-2005)
- Modify and add the glossaries;
- More detailed requirements on base and outdoor environment, add safety metrics;
- Add and adjust classification of living room and occupied areas;
- Adjust standards on equipment providing in auxiliary rooms;
- Add articles of fire prevention and safety evacuation.

Self-monitoring Technology Guidelines for Pollution Sources – General Rule

Effective from: June 1, 2017

New Rule:

Provide guideline and standard on the self-monitoring



Provisional regulations of Pollution discharge permit-

Effective from: December 23, 2016

Catalog of Pollution Discharge Permit for Stationary Source

- Effective from: July 28, 2017

New Regulations:

- a. Specify which enterprises should apply for pollution discharge permit, when they should obtain the permit, and the different management of the permit issuance and monitoring.
- b. The enterprises out of the Catalog are not required to apply for the permit.



Regulations on the Administration of Construction Project Environmental Protection (1998), Amendment (2017)

Effective from: October 2017

Key Change:

- The management of EIA register form will be changed from "Approval" to "Register". The acceptance of environment protecting facilities will be organized by facility themselves.
- Simplify the EIA process
- Specified the EIA approval standard
- Reinforce the management of the middle and end stage the project
- Increase the penalty
- Strengthen the public of Environment information. The facility will be charged RMB 50,000 to 200,000 if they do not public the acceptance report of environment protecting.





Law of the People's Republic of China on the Prevention and Control of Water Pollution (2008), Amendment (2017)

Effective from: January 1, 2018

Key Change:

- Cancel the approval for the acceptance of environment protecting facilities, currently the acceptance will be organized by the facility itself, this regulation had been mentioned in the new Regulations on the Administration of Construction Project Environmental Protection.
- The annual wastewater pollution register will be merged into the management of pollution discharge permit.
- Increase the penalty for discharge wastewater without permit.
- Emphasize the monitoring of wastewater, the facility shall be responsible for the accuracy of the monitoring data.
- The unit which discharge the wastewater into centralized treatment plant shall take pre-treatment and ensure the wastewater meets the standard.

PRC Law on Prevention and Control of Occupational Diseases (2002) Amendment (2017)

Effective from: Nov 5, 2017

Key Change:

 The Medical service unit with "Practicing License of Medical Institution" are eligible to provide the Occupational health check since the law is effective, previously only the unit which is approved by the provincial bureau of health can provide this service.



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What is C-TPAT?

- **C** Customs
- **T** Trade
- **P** Partnership
- A Against
- T Terrorism

What is C-TPAT?

- A voluntary U.S. Government/private sector program to increase the security of global supply chains
- Partners are required to implement minimum security measures both in their own companies and with their suppliers and transportation providers
- Currently only US importers, sea and land
 carriers customs brokers consolidators

What is C-TPAT?

- It is believed that global supply chains could be the next means used for a terrorist attack
- A terrorist attack at a port causing a temporary shutdown could cost U.S. economy \$58 billion dollars
- C-TPAT is increasing pressure on participant importers and enforcing compliance of C-TPAT Standards

> Security Audit Process/Element

- Opening Meeting
- Walkthrough
- Management Interview
- Document Review
- Closing Meeting

Note: The auditor can proceed in any order he or she chooses, as long as they begin with the opening meeting and finish with the closing meeting

C-TPAT Audit Components

- Business Partner Requirements
- Container Security
- Physical Access Controls
- Physical Security
- Personnel Security
- Procedural Security
- Information Technology Security
- Security Training and Threat Awareness

> Audit Scope

 The policies and procedures in place for screening potential business partners, particularly those that handle cargo, in order to ensure they meet C-TPAT standards.

• The grounds, buildings, and parking areas are assessed to ensure security measures are in place, and vulnerability for potential breaches. The manner in which cargo is secured and segregated is also assessed.

• Policies and practices regarding visitors, subcontractors, packages. etc. are examined. Restriction to entry points and hazardous materials are also assessed thoroughly.

 Procedures regarding seals, alerts, loading verification, interaction with law enforcement agencies, etc. are examined.

Business Partner Requirements



Physical Security



 Areas of examination include hiring practices,

documentation, and

background checks.

Access

Controls

Procedural Security



• Assess the integrity of the container/ conveyance, as well as the handling and application of high security seals.

Education and Container Training Security

procedures, both proactive and reactive, is examined. Internal auditing practices are also assessed.

• The training of employees

regarding security

Awareness





• Determines the degree to which the supplier protects its system and information from unauthorized use and outside intrusion.

Information **Technology**



> Common Issues

- Lack of secure or restricted <u>packing and</u> <u>loading</u> sections
- No employee identification badges
- No visitor access log, badge and/or I.D. verification
- Facility video surveillance recordings are not maintained for 30 days
- The facility is not equipped with an antiintrusion alarm system.

> Physical Security - Parking area











> Access Control - Employees Identification Badge

Good Examples:







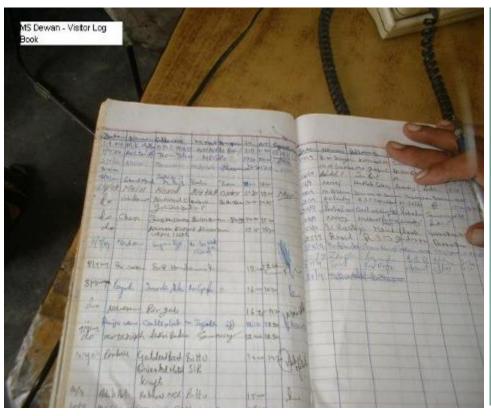




> Access Control - Visitor access log

Good Examples:







Business Partner Requirements

XX 有限公司 反恐风险评估程序

Good Examples:

- 1、目的:
 - 1.1 为确保本司及本司供应商(供应链)的 C-TPAR 反恐管理体系持续正常运行,且流程和程序符合 C-TPAR 反恐管理的相关要求,特制订本程序
 - 1.2 验证本司及本司供应商的反恐管理体系是否充分、有效、适宜,是否符合 C-TPAP 要求及客户要求
- 2、适用范围:

本程序适用于本司及所有与本厂有业务往来的供应商

3、定义:

为确保本司及本司供应商的 C-TPAT 反恐管理活动的流程和程序是否达到了相关要求,所作出的系统的、独立的检查和风险评估。

- 4、职责权限
 - 4.1 采购、船务等部门对供应商反恐管理活动方面进行评估
 - 4.2 安全主任对本司反恐管理活动方面进行评估
 - 4.3 安全主任负责主导整个评估内容及过程并编写风险评估总结报告

Business Partner Requirements

Good Examples:

- 5、风险评估小组由以下人员组成:
 - 5.1 供应商风险评估小组组长由安全主任担任;风险评估小组成员由采购部、船务部等相关人员担任。
 - 5.2 本司风险评估小组组长由安全主任担任。
- 6、风险评估小组职责:
 - 6.1 评估小组组长职责:
 - 6.1.1 代表评估小组对评估实施管理;
 - 6.1.2 确定评估范围及重点;
 - 6.1.3 确认评估结果;
 - 6.1.4 确认纠正措施、实施计划及处理结果;
 - 6.1.5 汇总评估结果,作出评估总结报告。
 - 6.2 评估小组成员职责:
 - 6.2.1 根据评估组长选定的流程、程序的范围进行风险评估;
 - 6.2.2 风险评估前要重新评估与流程、程序范围有关的资料及前次评估记录;
 - 6.2.3 有效地评估所有应评估的范围:

> Physical Security - Grounds







> Physical Security - Cargo Storage

Good Example:





> Access Controls - Shipping, loading, Cargo and storage

•Good Example:













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TM Audit Program Overview

Audit Types Audit Duration Audit Scope Audit Payment Audit Process Audit Tool/Document CAP follow up procedure

> Audit Types

Social Audit		СТРАТ
•	Initial Audit (new factories in High Risk Regions or as determined by TM)	Where TM required a CTPAT, it will be a combine audit.
•	Follow Up audit (Factories with Critical or High Risk issues)	
•	Annual Audit	

Note: All audits are announced and must take place when the factory is fully Operational with workers present

> Audit Duration

In-Scope Employees No.	Man-day
<= 500	2
> 500	3

> Audit Scope

- All area within the facility compound and or under same business license/management, including but not limited to production buildings, warehouse, dormitory and canteen.
- If Taylormade goods are produced in a separate buildings without exchange of workers, management, mixture of production work floor etc. Then audit scope might just focus on that specific production building. But the information should be provided to TM/UL before the audit.

> Audit Payment

Country	Fees per Auditor-Day
China	USD 575
Vietnam	USD 650
Taiwan	USD 700

Note: All fees do not include travel expenses.



Audit Process/Procedure

- Opening Meeting Discuss assessment process and answer questions. Production, Human Resource and General Manager should attend.
- Health & Safety Walkthrough Escorted tour of production facility, warehouse, chemical storage houses, canteen and dormitories (as applicable).
- Document Review Review of documentation including personnel files, Facility policies and procedures, Payroll documents, General health & safety documents.
- Employee Interview- Workers directly employed by the factory and contracted workers involved in any production or related processes
- Closing Meeting Auditors communicate assessment findings, discuss corrective action plans.

- Audit Program Tools/Documents
- Summary of Finding Report (SOF)- Factories would receive a copy of SOF after the audit



 Supplier Responsibility Welcome Kit (WK)-Suppliers should sign the WK by the end of Feb. 2018



Post Audit CAP Follow Up Procedure

□ Overview: This procedure is put in place to help TaylorMade, Inc. drive workplace improvements throughout their supply chain operations:

- Once audit report is finalized, a copy of the Report and CAP will be sent to the TaylorMade, Inc. contact person, within 10 business days from the audit date.
- 2) TaylorMade contact person will review the report, make final result and communicate with the factories officially, within 15 business days after the audit date.
- 3) Once the report is approved by TaylorMade, the CAP review process starts.

Post Audit CAP Follow Up Procedure

- 5) Vendor and/or factory will be required to provide a response to the CAP within 10 business days of when the CAP was received, they will need to send pictures and documentation addressing the concerns.
- 6) In case the vendor and/or factory fail to respond within 10 business days, ULRS will follow up with the vendor and/or factory the next available business day via email. If no response is received within 10 business, ULRS will continue to send reminders every week.

Post Audit CAP Follow Up Procedure

- 7) Once the fully filled recap is received from the vendor and/or factory along with the required documents and pictures, ULRS will review the information and provide comments to the vendor and/or factory. Process is described as follows. (The intention of this process is NOT intended to replace a regular assessment).
 - ❖ There can be a total of 3 email clarifications and requests for additional information.
 - Depending on the severity of the concerns, the CAP might reach the approval stage at any point between the 1st, 2nd or 3rd emails.
 - In cases where any of the non-compliance violations cannot be verified through desktop review, a re-audit will be necessary to check on the pending items.

Post Audit CAP Follow Up Procedure

☐ How It Works:

8) Once the CAP reaches the final stage, TaylorMade, Inc. will determine the re-assessment day based on the following grading of individual findings.

Intermediate
 6 Months from previous assessment

High Risk
 3-6 Months from previous assessment

Critical
 3 months from previous assessment

Zero Tolerance Immediately

Post Audit CAP Follow Up Procedure

- 9) The final grade received at the time of the assessment will remain the same. In case a grade change is required, TaylorMade, Inc. will send an email to ULRS and information will be reviewed by TaylorMade, Inc. and ULRS and determine if the grade change needs to happen.
- 10) In cases where **Zero Tolerance** issues are found, TaylorMade, Inc. will determine the next steps. ULRS will contact TaylorMade immediately in cases where ZT issues are found, using the Alert Notification form.

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> New Designation (TaylorMade) V.S. Old Designation (Adidas)

TaylorMade	Adidas	
Best in Class (new)	N/A	
Approved	SEA Accepted	
Conditionally Approved	SEA Accepted Subject to Conditions	
Under Remediation	SEA Rejected with Second Audit	
Approved-At Risk	SEA Accepted- Risk of Enforcement	
Rejected	SEA Rejected	
Terminated	SEA Terminated	
Approved- Under Enforcement	SEA Accepted- Warning Letter 1	
Low Priority	SEA Low Priority	
Under Review	Under Review New SEA Ready	

See next slides for definitions

> New Factory Designation

Best in Class (new):

Applies to **new** and **existing** factories that exceed compliance with minimum standards and have only low risk findings or no findings. No audit costs by the supplier and annual supplier Best in Class Awards.

Approved:

New or **Existing** factory with no ZT or Critical Issues; only High Risk and Intermediate Risk findings where the factory shows commitment to remediation are permitted.

Conditionally Approved:

Applies to **New** suppliers or **Existing suppliers' new locations** that do not have ZT findings or Critical HSE findings but are pending sufficient documentation. Authorization is granted for 3 months. 2nd audit results in Approved or Rejected status.

New Factory Designation

Under Remediation:

Applies to a **new factory** that has been rejected by TM because Critical issues exist. However, as the factory has demonstrated the commitment and management systems to comply, and is actively participating in remediation, a second opportunity to qualify has been provided.

Approved-At Risk:

Existing supplier with Critical issues and/or significant/repetitive high risk issues exist where management commitment and systems demonstrate that the factory could not remediate these issues in a sustainable manner. Enforcement action from Compliance Committee will be considered if commitment from management is not clear.

New Factory Designation

Rejected:

Applies to a **New** factory proposed by the business but rejected by TM because Zero Tolerance issues were discovered, or because critical issues were discovered and management commitment and systems demonstrate that the factory would or could not remediate these issues in a sustainable manner. Can Reapply in 12 months

Terminated:

Applies to an **Existing** supplier who has been terminated because Zero Tolerance or Critical issues were discovered and the supplier would not remediate these issues in a sustainable manner. Once a supplier has been terminated, it is permanently disqualified from production

> New Factory Designation

Approved- Under Enforcement:

Existing supplier with ZT issues or repetitive Critical Issues where management commitment and systems demonstrate that the factory can remediate these issues in a sustainable manner **and** Executive Compliance Committee has reviewed and issued a written Letter of Expectations. Should the supplier not remediate within the set timelines and according to the expectations, Termination could be considered after 3-6 months of review.

Low Priority:

Applies to factories in countries **NOT** in the list of High risk countries or where an audit is **NOT** required for PO

Under Review:

Applies to **new** factories waiting to be designated as approved, low priority or assigned audit

> New Factory Designation

New Designation (TM)	Next Audit Timeline	CAPA Required	PO Permitted
Best in Class (new)	12 months	Yes	Yes
Approved	12 months	Yes	Yes
Conditionally Approved	Follow Up audit within 3 months	Yes	Yes
Under Remediation	Follow Up audit within 3 months	Yes	No
Approved-At Risk	Follow Up audit within 3 months	Yes	Yes
Rejected	Initial audit after 12 months if would like to reconsider	No	No
Terminated	N/A	No	No
Approved- Under Enforcement	Follow up audit in 3-6 months	Yes	Yes
Low Priority	As determined by TM	No	Yes
Under Review	N/A	No	No

^{***} CAPA required: yes, when there is open issues.

> Enforcement

- Suppliers are expected to demonstrate commitment to remediate any non compliance issues no matter the severity
- Where commitment to remediate is not clear, and serious non compliance issues presits (High risk, Critical, ZT) TM Executive Compliance Committee will review on a case by case basis
- Potential Enforcement action can include:
 - Breach Letters
 - Suspension of PO until full remediation is completed
 - Termination

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- > Brief:
 - ☐ At TaylorMade our 3 pillars of focus are:

Safety

People

Environment

☐ Tracking the safety and wellbeing of our employees is a first step in ensuring we are doing our part in providing safe workplaces wherever our products are manufactured.

➤ Instructions for Factory EHS/HR Department:

- Please assign EHS Manager to compile the data and ensure the monthly report is submitted to TaylorMade (mayra.alatorre@tmag.com) by the 5th of each month.
- Data collected should be reviewed by factory management (EHS/HR and Leadership) once a month.
- Employee training on injury and illness prevention should be planned annually and must comply with legal and TM requirements.
- Employees should be educated on what to do in the event of an emergency or accident. Factory Brigades should be trained on First Aid annually unless otherwise required by local requirements.
- Please reference Supplier Standards and local law for more on specific training requirements.

> Definitions:

- No of OSHA Recordable: a recordable injury or illness under OSHA is one that requires medical treatment beyond first aid, as well as one that causes death, days away from work, restricted work or transfer to another job, or loss of consciousness. You must also consider a case to meet the general recording criteria if it involves a significant injury or illness diagnosed by a physician or other licensed health care professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness.
- Days Away Incidents: When an injury or illness involves one or more days away from work, you must record the injury or illness on the Log and record the number of calendar days away from work. If the employee is out for an extended period of time, you must enter an estimate of the days that the employee will be away, and update the day count when the actual number of days is known.

> Definitions:

- Transfer/Restrict Cases: Cases where medical recommendation is to transfer employee to a different job due to an incident
- No. Lost Working Days: Number of days lost due to incident
- Total Hours Worked: Total hours worked during the month including Overtime
- OSHA (Recordable) Incidence Rate: The OSHA Recordable Incident Rate (or Incident Rate) is calculated by multiplying the number of recordable cases by 200,000, and then dividing that number by the number of labor hours at the company.

> Definitions:

- Lost Time Incidence Rate: The Lost Time Case Rate is a similar calculation, only it uses the number of cases that contained lost work days. The calculation is made by multiplying the number of incidents that were lost time cases by 200,000 and then dividing that by the employee labor hours at the company.
- DART Rate (Days Away/Restricted or Job Transfer Rate): This rate is calculated by adding up the number of incidents that had one or more Lost Days, one or more Restricted Days or that resulted in an employee transferring to a different job within the company, and multiplying that number by 200,000, then dividing that number by the number of employee labor hours at the company.

> Explain the Monthly Report Sheet.



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Introduction:

- When Tier 1 factories receive email from TM, you will have to participate in KPS & TM Safety Survey.
- Consistent with our commitment to safety, the Annual Safety Perception Survey (the "Survey") is a new initiative beginning this year.
- The survey is to be taken by each employee at your facility/ facilities manufacturing TM product.
- The survey is designed to help better understand how to improve the efforts to provide a healthy and safe workplace.

Key information about the Survey:

- ☐ The Survey can be taken electronically on a computer, smart phone, or tablet by simply clicking on the following link:
 - http://survey d.researchnow.com/survey/selfserve/53b/1701285
- □ Available in 29 languages including traditional Chinese and Vietnamese. The language of the survey can be selected once the link is clicked.
 - After selecting the language, please hit continue and select Taylormade from the drop down menu
 - On the next page select your individual facility name from the drop down menu

Key information about the Survey:

- ☐ Consists of 30 questions and takes approximately 15-20 minutes to complete.
- ☐ Responses are kept anonymous.
- ☐ To be completed by February 16th 2018.

> Tips and best practices for deploying and taking the Survey:

- ☐ Set up a computer or a set of computers/tablets in a break room, conference room, or training room.
- ☐ Prior to taking the survey, a safety coordinator or supervisor should:
 - Give a brief background on the importance of safety and the purpose of the survey to employees
 - Encourage the employees to read the questions and answer candidly. Please note that all employees should be protected against any retaliation from sharing honest feedback in the survey. Results will not negatively impact the facility's production status.
 - Give the employees enough time and privacy to take the Survey and assure anonymity
 - The survey should be taken within working hours

> Tips and best practices for deploying and taking the Survey:

<u>Note</u>: deploying the survey in <u>paper form is NOT recommended</u>. However, if access to electronic means is limited, please contact us and we will provide copies of the survey for printing. You will then need to assign a member of your safety/HR compliance organization to enter the surveys into the system individually.

Accessing and distributing the results of the Survey:

☐TM will compile and distribute the results

	HIGHLY AGREE	SOMEWHAT AGREE	SOMEWHAT DISAGREE	HIGHLY DISAGREE
T	3	2	1	0
T	3	2	1	0
T	3	2	1	0
T	3	2	1	0
I	3	2	1	0
T	3	2	1	0
\top	^	_	4	^

Do You:		
 Show a sincere concern for your co-workers' safety & health? 		
Talk to your co-workers if you see them being unsafe?		
Report safety issues you see or experience?		
4. Understand to report all accidents, even near misses and first aids?		
Report all accidents, no matter how minor?		
6. Know the safety rules & procedures to follow for your work area?		
Always follow safety rules & procedures?		
Take the time & effort to perform your job safely?		
Set a good safety example for others to follow?		
10. Feel free to get involved in your area safety processes?		
11. Feel a safety culture is present at your facility?		

Does Your Department Supervisor:
12. Show you a sincere commitment about safety & health?
13. Support taking the time to perform your job safely?
14. Talk about safety & health in a positive manner and encourage safety issues reporting?
15. Inform you of key accidents or hazards for your work area?
16. Ask you for safety & health improvement ideas?
17. Actively listen to your safety & health issues?
18. Use your safety & health suggestions?
19. Remove barriers to help you work safely?
20. Observe you while working to suggest improvement opportunities?
21. Coach your co-workers who demonstrate unsafe work habits?
22. Set a positive example regarding safety?
23. Give you and others praise & recognition for safe performance?
24. Correct safety-related problems within a reasonable time-frame?
25. Inform you of safety improvements for your work area?
26. Provide you adequate safety & health training?

Does Facility Leadership:	
27. Show you a sincere commitment about safety & health?	
28. Get involved in with safety & health activities?	
29. Set a positive example for safety?	
30. Positively support your department leader on safety & health issues?	

The End

