

case study

Mindful Safety Culture Program transforms safety culture and delivers significant saving.



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The Situation

An international mining contractor wanted to create a safety culture at one of their operations that delivered both high-level safety performance and excellent productivity.

With no established or unified safety system in place, poor decision-making was leading to easy-to-avoid injuries and procedural breaches. Coupled with this was a negative leadership culture and disharmony within the workforce that had led to a lack of trust and engagement. The contractor knew they needed a practical and progressive approach to managing safety culture.



The Solution

Aframes Safety implemented our **Mindful Safety Culture Program**, using our innovative methodology that combines traditional safety skills and structures with thinking strategies.

An initial **Safety Culture Review** gave a snapshot of their existing culture and helped us develop a roadmap and risk-based action plan. **Mindful Safety Culture Workshops** were held with the entire workforce. These focused on mindfulness-based, high-performance thinking strategies to enable workers to identify character traits that embody the 'best version of the workforce'.

To ensure the leadership group was aligned and invested in the cultural change efforts, we also held **Mindful Safety Culture Leadership Workshops** in combination with monthly one-on-one coaching. Leaders were empowered to coach and embed the strategies with their crews, becoming champions of the program.

Through our platform for a continuous improvement drive, leaders and workers were able to increase safety standards and accountability to achieve the mine's safety and productivity goals.

The Results within 12 months

- > 64% decline in TRIFR from 24-8.5
- > 52% increase in site production
- > 60% decline in the number of incidents involving unsafe acts
- > Recordable injuries decline from weekly incident to 100+ days reportable injury free within six months
- > Improved safety culture metrics (NOSACQ)
- > Improved trust and morale between the workforce, leadership team and the client
- > Improved worker engagement and reporting culture
- > Improved leadership maturity and alignment

The program gave the leaders a clear implementation plan to embed the safety culture and mindset we wanted onsite. We saw a significant reduction in overall injuries.

Project Manager



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