# THE MATURITY MODEL

The maturity curve was established to assist in providing insight into an organization's health and safety journey.

Additionally, it helps create a baseline for where a company currently resides, and some necessary steps for moving to the next. We often talk about what a company is doing from a health and safety perspective but lack providing actual steps for improving.

By creating an introspective view of people, programs and processes, we're able to look at the five stages along this cultural journey and provide tangible steps for improving from one level to the next. The end result? Safe operations embedded into the fabric of your business, keeping employees and contractors healthy and safe.

Let's get started on our journey!

STAGE

#### **NEGLIGENCE**

Organization has no EHS accountability or a basic policy in place.

STAGE OF THE STAGE

## **REACTIVE**

An organization has an EHS policy but typically reacts when an incident occurs rather than implementing preventative measures.



ASSUME
RESPONSIBILITY FOR
PROVIDING A DETAILED,
COMPREHENSIBLE
EHS POLICY



UNDERSTAND
THAT AN INCIDENT
MANAGEMENT
PROCESS NEEDS TO BE
DEVELOPED



SWITCH YOUR
APPROACH TO
INCIDENTS FROM
REACTIVE TO
PROACTIVE



REALIZE THAT EHS
REGULATIONS MUST
BE FOLLOWED



UNDERSTAND THAT
WHEN AN INCIDENT
OCCURS, STEPS MUST
BE TAKEN TO RECTIFY
THE ISSUE



ESTABLISH
A COMPLIANCE
DRIVEN MINDSET BY
FOLLOWING UPDATES
FROM REGULATORY
BODIES



IMPLEMENT A
THOROUGH EHS
PROGRAM

STAGE PAGE

# **PROACTIVE**

Organization sees compliance as a baseline for EHS policy, but puts preventative measures in place.

STAGE C23

## **COMPLIANT**

Organization has a clear understanding of regulations/areas that need EHS attention and a dedicated team to roll the program out.

UNDERSTAND THAT
ONGOING IMPROVEMENT
AND PROACTIVE
ACTIONS ARE KEY
TO ACHIEVING EHS
EXCELLENCE



MAKE EHS A VALUE TO ALL
EMPLOYEES MY MAKING
LEARNING PART OF THEIR
DAY-TO-DAY



PROACTIVELY
TRACK EHS BY
CREATING AND
REPORTING ON
METRICS AND
TRENDS



SET THE
"BASELINE" FOR EHS
BY COMPLYING WITH
REGULATIONS



CREATE A
COLLECTIVE CARING
MINDSET, THROUGH
LEADERSHIP, ACROSS
ALL TEAMS



HIRE A
DEDICATED EHS
PROFESSIONAL



ADD A
STANDARDIZED,
INVESTIGATIVE
APPROACH
TO INCIDENT
MANAGEMENT



# **ACHIEVING EXCELLENCE**

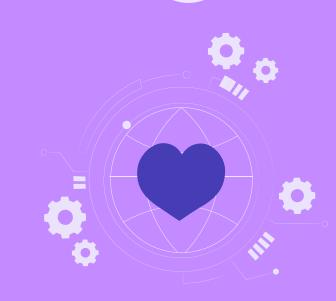
Organization understands that EHS is not an endgame, but a continuous journey.



EMBED EHS LEARNING
AT THE HEART OF
ALL TASKS



CONTINUOUSLY INTEGRATION
OF EHS ASPECTS INTO
DAILY OPERATIONS



HAVE THE
DETERMINATION TO
IMPROVE BY TRYING
NEW THINGS, EVEN IF
THAT SOMETIMES MEANS
FAILING SAFELY