



IMA-NA CASE STUDY #4

What Good is an Injury and Illness Prevention Program? Ask Active Minerals!

- Between 2010 and 2013, Active Minerals initiated an Injury and Illness Prevention Program.
- The Program included:
 - Senior Management Support, Leadership and Involvement
 - Safety Added as a Core Value: Safety, Integrity, Innovation, Teamwork and Execution
 - Cultivated a Culture of Safety and Learning with a Focus on Continual Improvement
 - Incorporated the Program into Semi-annual Performance Reviews
 - Aligned Environmental and Safety Goals in Corporate Planning Process
 - Developed a System to Resolve Identified Hazards and Share the Information Across the Organization
 - Placed an Emphasis on Employee Training by Expanding Education Budget by 100% Over the Previous Year
 - Improved Internal Communication
 - Implemented a New Incentive Program including Near Miss reporting
 - Installed Extensive Engineering Controls
 - Developed Consistent and Fair Disciplinary Measures for Management and Hourly Employees
 - Developed Best Practices that Incorporated Continuous Improvement and Employee Involvement
 - Provided Professional Development to Safety Staff
 - Utilized Outside Consultants to Supplement Capabilities
 - Implemented New and Improved Programs such as Energy Isolation, Confined Space Entry, Noise, Fall Prevention and Speed Limits
 - Now Implementing 5S (Five S) Organization and Standardization Program

- **RESULTS**

- **93% Reduction in Workers' Compensation Claims**
- **98% Reduction in MSHA Penalties**
- **75% Reduction in MSHA Citations**
- **Achieved 5 Zero Citation Inspections**