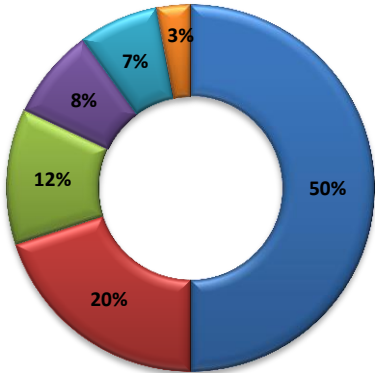


Safety Groups Program 2014

Survey Results

Survey Respondent Profile

- 649 surveys were conducted (Sept 11 to Nov 3, 2014) with 2013 Safety Groups members; this includes 297 from Safety Groups Program (SGP) & 352 from Safety Groups Advantage Program (SGAP).

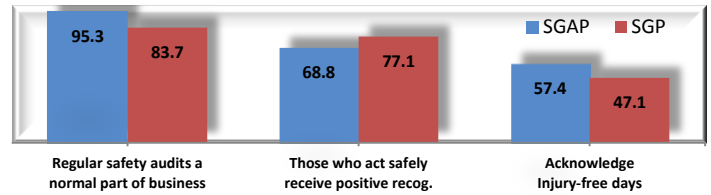


- 44% of companies interviewed employ less than 100 workers, and a further 30% say their firm employs between 100 and 300.

- H&S Manager/Coordinator
- Human Resources
- Office Manager
- Operations Manager
- Pres/VP/CEO
- Owner/Franchisee

- 1 out of 2 respondents describe their role as health and safety-related and 20% work in an HR capacity.

Workplace Safety Culture



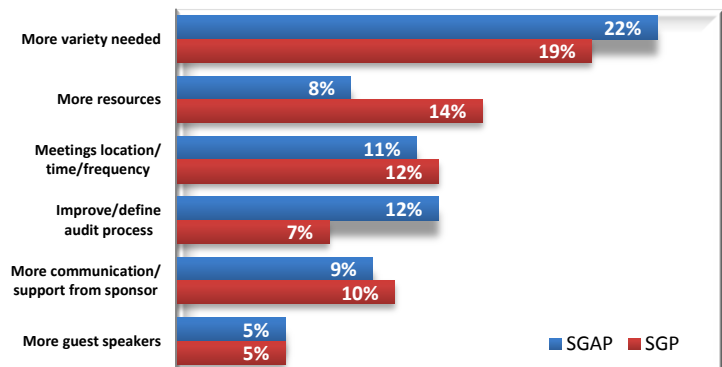
- More than 97% of respondents say that everyone in their company has the information and tools required to work safely.
- SGAP members provide higher ratings for *conducting regular safety audits* and *acknowledging injury-free working days* than do SGP employers.
- However, SGP employers say their company provides positive feedback to workers for acting safely more often than the SGAP group.

What Employers Value Most:



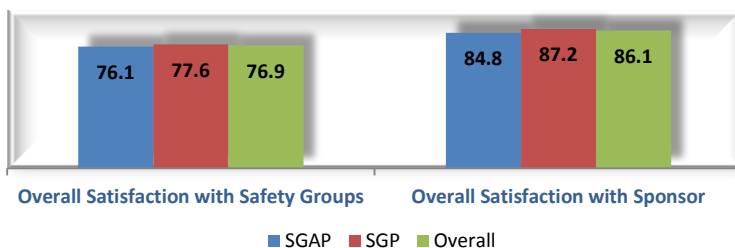
"Just the ability to interact with all the other companies; It's invaluable. It's amazing. It's great; the opportunity to sit in the same room with competitors or trades in the workplace and share experiences and day-to-day stuff. We feed off each other. They give us ideas and we give them our ideas. It's a great resource for information."

Suggestions for Improvement:



"The work was the same from one year to the next. It's the same last year and this year; it's an excellent exercise to do but it's the same thing and I'm not sure I want to do it again next year if it will be the same thing again."

Overall Satisfaction



- Both groups rate overall satisfaction higher for the sponsor than for the program (86% versus 77%). Comments suggest lower ratings may be due, in part, to a perception that the program content is repetitive.
- The overall satisfaction index rating is 4.3 out of 5.¹

"Some of the information seems repetitive. They should add more substance to the general presentation about things happening in the industry for example."

Impact of Incentive

- While SGP employers are more likely to continue participating with no financial incentive, almost half of all respondents say they would likely opt out if a rebate was not offered.
- The most often cited reasons for opting out include:
 - ✓ The financial incentive covers costs involved to participate in the program (24%), and
 - ✓ The incentive is the main influence in keeping the firm compliant

"The whole advantage is to use the rebate money for our health and safety. If there is no incentive to benefit to train and supervise, my time and resources can be used for other things."

