



KAEFER

When it counts, count on us.



**ENERGY & MINING
PREMIER'S AWARDS**

KAEFER HAND SAFETY CAMPAIGN

South Australia in Safe Hands



Section A - Elevator Pitch

Hand injuries remain a significant issue for worksites, however it can sometimes be hard not to take our hands for granted. Yet the instant our ability to use our hands is taken from us, we become acutely aware of how much we need them. This is what KAEFER Integrated Services (KAEFER) team members experienced as part of our “SAFE Hands” campaign.

SAFE Hands is a multi-faceted campaign targeted at raising awareness and reducing incidents of hand injuries. The flagship initiative was “Helping Hands”, where teams worked collaboratively to build prosthetic hands while being unable to use their dominant hand. This exposed team members to what life would be like with a severe hand injury.

SAFE Hands was a major success for our South Australian operations, with hand-related incidents reduced by **100%** over the campaign and further social benefits provided through donating prosthetic hands to individuals in developing countries.



Section B - Criteria 1: Demonstrated Outcomes

As part of ongoing reviews of our safety data, KAEFER's HSE team noticed that hand and finger injuries were the leading cause of injuries (at approx. 21%) in our operations from 2018-2022 (March). As a result of this, the SAFE Hands campaign was inspired as an extension of KAEFER's holistic SMART Choices HSEQ program (in particular the SAFE Choices pillar). SAFE Choices is about ensuring our employees stay as safe as possible when at work or home. Similarly, the SAFE Hands campaign was designed to educate and empower our employees to make the safest possible choices when using their hands.

The program included a communication campaign, pre-starts, toolbox talks, as well as a range of interactive activities with the aim of raising awareness and reducing hand and finger-related incidents. The campaign was rolled out nationally throughout the month of April 2022, resulting in strong positive outcomes in terms of reduced incidents, improved safety processes, increased awareness and additional social benefits through the "Helping Hands" prosthetic hand building activity.

Safety Benefits

The program achieved demonstrable success across our South Australian operations in terms of its stated aim to reduce hand injuries. During the month-long campaign, there were **0** hand or finger injuries (a **100%** reduction as compared with the same period in 2021 for our South Australian operations).

KAEFER also undertook a review of gloves used across each of our sites to ascertain suitability for respective tasks, as well as compliance with KAEFER standards and procedures. Following this review an updated, evidence-based glove matrix was rolled out across our sites to ensure the most suitable gloves are chosen and used for each work task.



Further benefits were provided through the program by increasing awareness of hand safety as a result of the pre-starts, toolbox talks and various interactive activities held across sites, workshops and offices. This education and awareness extended from KAEFER employees and subcontractors through to client representatives.

Social Benefits

The "Helping Hands" prosthetic hand build was an interactive activity included as part of the campaign where teams worked collaboratively in groups of three to build prosthetic hands while being unable to use their dominant hand. Inspired by one of our HSE Superintendents at our Olympic Dam operations, this activity was held on our sites in South Australia, as well as collaboratively with client BHP as part of their Surface Leaders Forum.



Helping Hands activity at BHP Surface Leaders Forum

Following completion of the activity, the **12** completed prosthetic hands were donated to several individuals from developing countries who had either lost or been born without a limb. This included young children in India who had suffered accidents through to adults who had waited their whole lives for support in living without a hand. Donations were facilitated through Australian social enterprise "Helping Hands".



Broader Application

Following the success of the initial campaign, KAEFER again made hand safety our key focus for the month of April in 2023. We intend to hold SAFE Hands as an annual national campaign going forward during the month of April.

Section B – Criteria 2: Demonstrated Application

Despite the prevalence of hand injuries in our industry, it can sometimes be hard not to take our hands for granted given how often we use them in work and everyday life. With an aim of reducing hand and finger injuries, the SAFE Hands campaign focused on maximising awareness of critical risks for these injuries as well as the consequences of injuries for individuals, their families and friends. To achieve these goals the program included a range of initiatives as summarised below.

Kick-off Presentation

An initial kick-off presentation was given to our operations by Group HSEQ National Manager, Brett Johnston. The online presentation outlined the purpose of the campaign and introduced the activities that would be held during the month.

Communication Campaign

A series of posters were displayed across sites (in crib rooms), offices and workshops, highlighting the risks and consequences of hand injuries to our people as well as client representatives and other contractors present on our worksites.



Hand safety-themed posters were placed across sites

Toolbox Talks

Weekly toolbox talks were held across sites, with a new topic related to hand safety presented each week. Topics also included associated areas of risk such as manual handling and line-of-fire. These sessions also included a number of interactive activities:

- > Simple hand exercises for work crews targeted at strengthening and relaxing hands before, during and after carrying out daily tasks.
- > Various “one-handed” activities to highlight the difficulty in undertaking everyday tasks if an individual was to injure or even lose a hand. Activities included tying shoelaces, buttoning up a shirt and dealing a pack of cards.

Pre-start Quizzes

Quiz questions were asked at pre-starts related to hand/finger injuries. These were designed to create discussion and awareness of these incidents and their associated risks for our work crews.

Helping Hands Prosthetic Hand Build

Teams worked collaboratively in groups of three to build prosthetic hands while being unable to use their dominant hand. This created a team-building environment, while also exposing participants to the difficulties of living life with a severe hand injury.



Helping Hands was conducted across sites and offices

Hands-On Painted Banners

Employees on several sites engaged in activity where they left a painted imprint of their hand (with colours aligned to KAEFER’s SMART Choices pillars) on blank banners or on the sides of vehicles. Employees then signed their name and make a comment on their commitment to hand safety and SMART Choices, with the banners displayed on site for the month.



Paper Plane Challenge

Employees were asked to write down 5 reasons hand safety was important to them on a piece of paper. Participants were then tasked with making a paper plane with only one hand and seeing whose could fly the furthest. Posters were produced of the winners and their reasons for committing to hand safety, further emphasising the importance of the campaign from a personal perspective.

Glove Matrix

KAEFER undertook a comprehensive review of gloves used on sites. This led to an updated, evidence-based glove matrix being implemented to ensure the most suitable gloves are chosen and used for each work task.

Section B – Criteria 3: Ongoing Commitment

Hand and finger injuries are a major issue impacting work sites across Australia - **38%** of all work-related hospitalisations in Australia are due to wrist and hand injuries, with the majority of these (**24%**) involving fingers or thumbs (source: Safe Work Australia). Across KAEFER’s industries of operation, hand injuries account for a significant proportion of serious incidents, with hand impact and crush injuries being the most common (**56%**).

KAEFER’s HSE management had also identified this issue as a major risk our employees faced in our work - hand and finger injuries were the leading cause of injuries (at approx. **21%**) in our operations from 2018-2022 (March). Recognising this, KAEFER sought to develop a targeted campaign to mitigate this risk.

To receive buy-in from senior KAEFER management, initial planning involved discussions between Senior HSEQ Managers and Operations Managers regarding proposed strategies and execution methods for the campaign. Once the content and activities had been agreed upon, this was followed by an introductory presentation for Senior Management and Operations Managers focused on the rollout of the campaign.

The campaign began with an introductory presentation from our Group HSEQ National Manager, summarising the program and the activities involved. Following this, HSE representatives and supervisors were responsible for rolling out the campaign across sites, workshops and offices. HSE representatives and supervisors were provided with toolbox “packs” to deliver weekly toolbox presentations, with different areas of hand safety focus each week. Sites, offices and workshops were also provided with a series of posters highlighting the risks and consequences of hand injuries to assist in raising awareness during the campaign.

To emphasise the importance of the campaign, senior managers were directly involved in several of the interactive activities throughout the month. Group HSEQ National Manager, Brett Johnston, and HSEQ Manager – Australia (Operations), Roy Abraham, spearheaded the campaign, attending toolboxes and site activities in Western Australia and South Australia respectively. Managing Director, Victor Bogos, and Chief Operating Officer, Trent Northover, also participated in several of the interactive activities on sites in South Australia.

The SAFE Hands campaign was also embraced from a client perspective, with BHP Olympic Dam agreeing to host one of the “Helping Hands” prosthetic build activities as part of their Surface Leaders Forum in Adelaide. This session was facilitated by Roy Abraham as well as KAEFER’s Olympic Dam Contract Manager, Scott Salmon. The session provided an interactive platform to emphasise the importance of hand safety for KAEFER, BHP and other contractors working at the Olympic Dam Mine.

Following the success of the initial campaign, KAEFER’s senior management has committed to implementing SAFE Hands as an annual safety campaign during the month of April. The program saw ongoing success when it was held again throughout April 2023, with **0** recordable injuries occurring during the month.





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