

## HSSE "Message"

### HOW TO DEVELOP A POSITIVE SAFETY CULTURE?

The concept of **Safety Culture** is encapsulated by the mindsets, attitudes, and behaviors of employees, supervisors, managers, and stakeholders toward safety in the workplace. A positive safety culture in the workplace is absolutely a vital part of a successful and effective health and safety program.

Six tips to establish and maintain a strong and positive safety culture in your workplace:

1. Communicate more often about the importance of having and providing safety culture and share best safe practices and expectations.
2. Reduce workplace stress. Common causes include long hours, heavy workload, job insecurity and conflicts, stress can lead to depression, sleeping difficulties and problems with concentration.
3. Assure every employee is attaining proper safety training, well trained employees will embrace safety culture more readily because they are aware of hazards and the effect that they can have on maintaining

workplace safety. Review key messages from safety training sessions often to reinforce learning.

4. Lead by example by following all safety policies and encouraging employees to do the same. If management commits to safety, employees will follow suit. Employee buy-in is crucial to a positive safety culture, they won't buy-in to safety if they don't see policies and procedures being followed by their superiors. Safety is more than talking the talk; its walking the walk.
5. Building and maintaining safety culture starts from the ground up. Another way to build strong employee buy-in is to involve them in the process, ask them what they would like the reporting process to look like, or get their feedback on current communication methods.
6. Employees who report safety hazards or concerns should be recognized, a positive safety culture will be much easier to build and maintain when employees feel comfortable reporting concerns and believe that the reporting process is positive.

# HR TRANSMISSION



الشركة الكويتية للنفط الخليج (ك.س.ج)  
KUWAIT GULF OIL COMPANY (K.S.C)

"Our way of staying in touch"

September 2019



## How to Ease Back Into Work After Vacation :

- Give yourself a couple days to adjust to your daily life. Many times people come back from vacation, they wind up feeling like they need a vacation from their vacation. Avoid this exhaustion by giving yourself a few days to relax at home before you get back to work.
- Don't throw yourself in full-force, or double-time. This can be a shock, and cause you to become overly stressed. If you fry yourself working too hard, you'll hurt the quality of your work. The quality and quantity of leisure time post-vacation can help lessen the decline in health and well-being benefits from your vacation.
- Eat well and sleep well. Try to make sure that the night before the big first day back, you've had a nice healthy dinner, and got everything you need ready for the morning, including a decent breakfast in the house. try to get to bed at a reasonable time and read something to help you relax and drift off.
- Though your first day can be rough, you will still be experiencing the positive benefits of your vacation on your first day off. These will rapidly decline back down to baseline by the end of the week. Use the boost in the middle of the week, so that you can take it easy on Friday, leave a little early, or even come in just a half day.
- Make sure you contact all the necessary people right away. Find out what you missed while you were away. Get the news from people. Socializing can be a great way to get work done, without taxing yourself too much. It will also help ensure that you do not miss out on anything important.

## KPC & SUBSIDIARIES VALUES

- **Integrity:** Acting in a trustworthy manner with the highest standards of ethics, respect and honesty
- **One Team:** Caring for the interests of KPC and ensuring alignment to achieve corporate and State goals.
- **Commitment to HSSE:** Respecting the environment and ensuring safety, security and the promotion of a healthy workplace wherever KPC operates.
- **Innovation:** Developing and embracing new ideas, methods and approaches to solving challenges that create value.
- **Partnership:** Building and sustaining relationships that support growth and enhance operational excellence.
- **Caring for People:** Creating a culture where people develop and grow, and are positively motivated to contribute to the success of others.
- **Pride:** Creating employee satisfaction on an individual level and promoting a sense of loyalty and belonging to KPC.
- **Excellence:** Encouraging strong performance, continuous improvement and a customer focus.



## Humor of the Month

Four men are in the hospital waiting room because their wives are having babies. A nurse approaches the first guy and says, "Congratulations! You're the father of twins." "That's odd," answers the man. "I work for the Twin Towers!" A nurse then yells the second man, "Congratulations! You're the father of triplets!" "That's weird," answers the second man. "I work for the 3M company!" A nurse goes up to the third man saying, "Congratulations! You're the father of quadruplets." "That's strange," he answers. "I work for the Four Seasons hotel!" The last man begins groaning and banging his head against the wall. "What's wrong?" the others ask. "I work for 7 Up!"

