

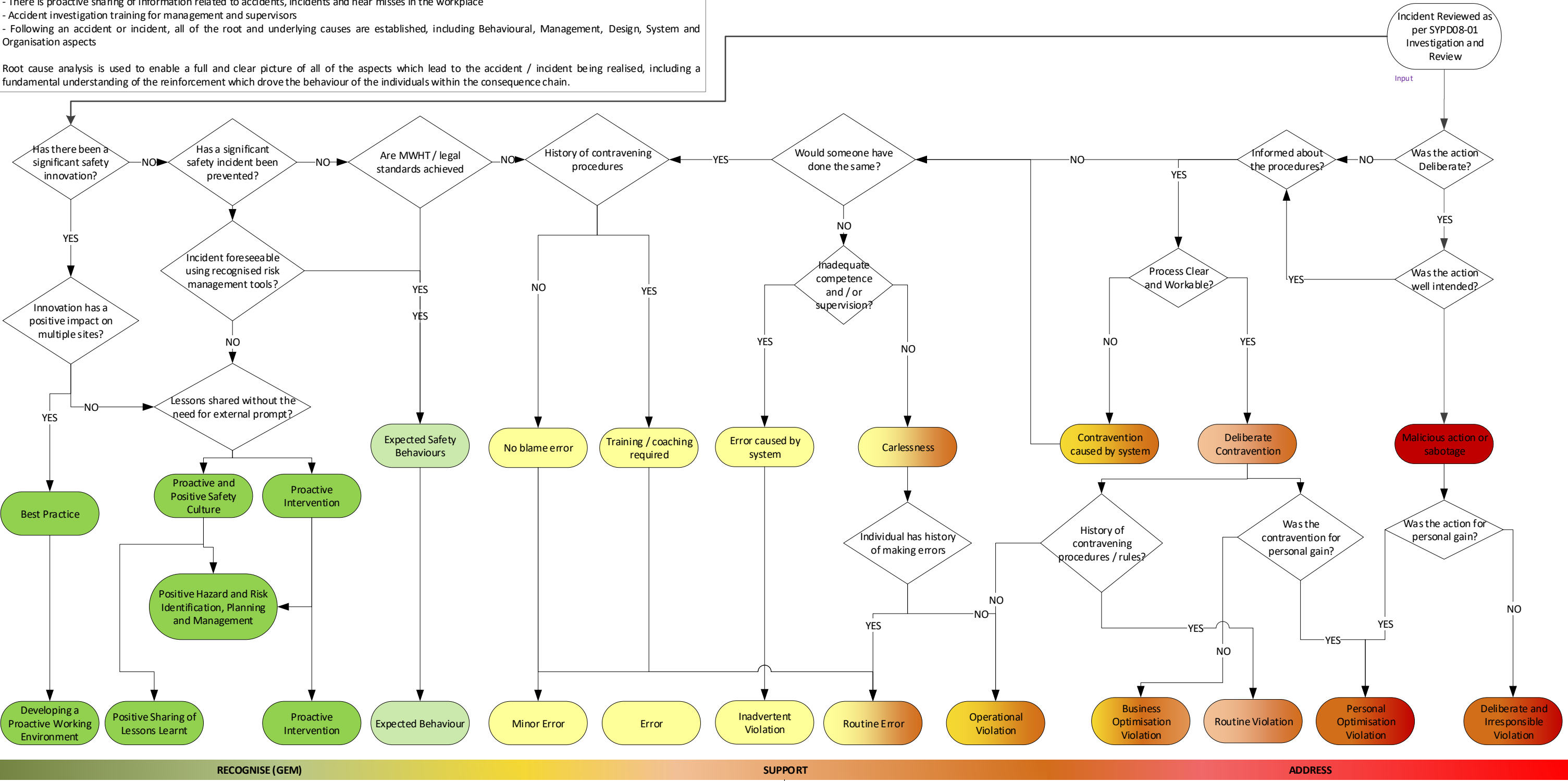
Scope:

MWH Treatment recognises that the existence of a just and fair culture is fundamental to **advancing and strengthening its safety culture**. A just and fair culture can be described **“as an atmosphere of trust in which people are encouraged for providing essential information to improve the safety of the workplace, but in which they are also clear about where the line must be drawn between acceptable and unacceptable behaviour”**.

The key indicators of a just and fair culture are:

- Open and clear rewarding of positive actions, behaviours and safety culture
- There is proactive sharing of information related to accidents, incidents and near misses in the workplace
- Accident investigation training for management and supervisors
- Following an accident or incident, all of the root and underlying causes are established, including Behavioural, Management, Design, System and Organisation aspects

Root cause analysis is used to enable a full and clear picture of all of the aspects which lead to the accident / incident being realised, including a fundamental understanding of the reinforcement which drove the behaviour of the individuals within the consequence chain.



		Associated Regulations:	NOTES
REVISION 1 JULY 2020		OHSAS 18001:2007	Note 1 All Responsibilities are that of the SHEQ Director to determine the consequence. General Note This process is subject to revision. The current revision is available on IFS and Company Intranet. This copy is uncontrolled if printed. Company Procedures are the property of MWH Treatment and are confidential. They must not be copied or lent to a third party without prior permission from a SHEQ Manager or Director.
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