

## CASE STUDY

# HECLA SAFETY



Hecla is continuously improving its safety performance by implementing and conducting risk reduction programs and training through first, second, and third generation safety approaches. All three approaches build upon one another and work together in order to achieve the best safety performance.

**First generation** safety is focused on compliance, identifying hazards and people’s knowledge regarding risk. Hazards could include ground falls, poor ventilation, noise, fire hazards and large equipment. Processes, rules, and procedures are introduced to eliminate hazards and to stay in compliance. We educate workers about the hazards through workplace inductions and training included in our safety management systems, risk management, and the hierarchy of controls to mitigate risk. For example, Hecla has developed a procedure for scaling the back and ribs in order to reduce risk and prevent ground falls.



### Culture of Safety

In 2012, we instituted our [Safety and Health Management System](#), and since that time, we became certified under the National Mining Association’s [CORESafety program](#), have had no mine employee fatalities, and have steadily reduced our All-Injury Frequency Rate (AIFR) year after year by 80%.

**Second generation** safety is focused on making conscious decisions that keep safety “front of mind.” To help in this effort, Hecla has developed and introduced safety leadership programs, safety observation and inspection processes, recognition of at-risk behaviors, and behavioral safety programs. We have also developed and implemented Take 5, a risk assessment process, which allows employees to analyze the risk prior to beginning a task or to observe other employees while they perform tasks to help them identify non-conformance, risks, or to acknowledge good safety practices.

**Third generation** safety is focused on subconscious thinking processes based on neuroscience and how the brain functions in relationship to risk, and whether employees are feeling rushed, frustrated, fatigued or complacent. During this stage, workers develop good personal safety habits, and modify existing habits to safer ones. This is accomplished through training the workers to understand how and why people respond behaviorally with our conscious or subconscious mind to given situations. Employees are taught to self-adjust depending upon their current state of mind. For example, if an employee is feeling fatigued, they will learn to take a break before brain fog or complacency sets in and an undesirable event occurs.

### Our SAFETY: Take It Home campaign contest showcased how Hecla’s employees promoted safety protocols from work with their families at home.

First and second-generation safety approaches are the tools used to form good safety skills and habits. The third-generation safety neuroscience approach gives us the knowledge and understanding of how our conscious and subconscious mind reacts to given situations and why it is important to form safe skills and habits. Hecla’s emphasis on all three safety generation approaches has allowed us to develop and sustain a culture of continuous improvement in safety performance that has led to a decrease in our AIFR eight years in the row.

