



Total Safety Culture and Total Safety Culture Road Map

We have been using these two terms around the Enterprise for the past couple of years, but what exactly is a **Total Safety Culture** and what does it mean? What is the **Total Safety Culture Road Map** and how is it used?

A Total Safety Culture means that we believe all accidents can be prevented and all activities can be performed without risk or harm to our people and our facilities. A total safety culture comes from proactively managing safety, not just tracking or monitoring it.

So what does a Total Safety Culture look like? It starts with “Behaviors” and getting involved by speaking up and taking action to correct a potential hazard or to warn others when we see it. By working together, all EB Employees feel empowered and have a sense of duty to identify unsafe conditions, at risk behaviors and intervene to correct them.

Total Safety Culture means 200% accountability or peer to peer accountability. Every one of us is responsible for our own safety and that of our co-worker, every day and every shift. A Total Safety Culture requires people to do the right thing for safety. We can’t worry about stopping production or missing schedule if taking action is the safe thing to do.

Total Safety Culture has to be part of our everyday lives. You can see it in the care that everyone here takes to work safely, in the PPE we wear, in the ways that we have re-engineered work to make the job safer and eliminate risk and in the trust that our employees have in each other.

Creating a Total Safety Culture is a continuous and growing effort and you are never done. We need to be constantly diligent and self-aware as work conditions change, new or inexperienced people are put to work, new projects or evolutions are executed, new work areas or facilities are utilized for the first time, etc.

That brings us to the Total Safety Culture Road Map. It provides the path and building blocks for continuous improvement in safety. The Road Map is comprised of 6

key elements:

- 1) Management Involvement
- 2) Employee Involvement
- 3) Training and Education
- 4) Design Strategy
- 5) Housekeeping/5S
- 6) Personal Protective Equipment

Within each of these elements, a strategy is defined to accomplish the behaviors and activities that drive Total Safety Culture and total commitment to safety. We start with initial efforts (Level 1), progressing until our behaviors and activities become habit (Level 5).

Over the upcoming weeks, you’re going to see and hear some of our EB colleagues and Leaders talk about how this total commitment to safety has changed their attitudes and work behaviors. We will also report out on our progress to the Total Safety Culture Road Map in upcoming WIB articles. I encourage you to take time every day to consider your own attitudes about safety and work behaviors.

Total Safety Culture Only Works If We All Work Together.

Al Spadafora
Director—Radiological Services



Balancing work and caregiving has been especially challenging during the on-going pandemic. Arrangements made for children or dependent adults for care can change at any moment. Electric Boat recognizes the need to support our population that are parents and caregivers. The Benefits office wants to remind you about the Backup Care benefit, offered by our LifeCare vendor, that is available to all employees. Read below to learn more about Backup Care, for when your regular care falls through.

Backup Care is recommended to individuals who care for children or aging loved ones.

[You are entitled to up to five visits of company subsidized care every year.](#)

When your regular care plans are disrupted and you need to find temporary care for your children or aging loved ones, LifeCare can help find and pay for reliable care, even at the last minute.

When Would I Need Back-up Care?

- Your regular caregiver is ill, on vacation, or has a sudden emergency or daycare closing.
- Your regular child care arrangements break down and you need time to find a new arrangement.
- Your child's school or center is closed for a holiday, vacation, teacher training, inclement weather or emergency.

For a full brochure, please email benefits@gdeb.com or call 860-433-4201.

To access this benefit, register with <http://member.lifecare.com>, registration code: GDEB. You can also call 1-877-374-8924.

*If caregiving feels overwhelming or you are experiencing prolonged periods of stress that is negatively affecting your ability to live a normal life, Electric Boat offers **eight free counseling sessions** per person, per year through the Employee Assistance Program. Call Optum at 866-743-6551 or the EB Family Wellness Center 860-629-8272.*

Kevin Graney Update on 2021 Performance Against Goals

Hi everyone; this is Kevin. Today is Thursday, January 13th.

Today I'll share with you how our team performed against our goals for 2021. Our annual incentive program is designed to recognize your individual effort that advances our mission and provides opportunities for all employees to share in our success. We all know shipbuilding is a team effort, and our incentive targets touch all parts of our business. Over the last year, we've modified the incentive program for each functional organization to better connect you and every other employee's daily work to what is important to Electric Boat. By setting goals more relevant to your work, it is my intent that you now better understand your role and how you can contribute to EB's success.

The goals we set for 2021 were ambitious, and we were successful against some really challenging headwinds. Your willingness and ability to meet, head-on, the challenges and the opportunities of 2021 is really greatly appreciated. We focused on teamwork and focused on our internal customers, especially our Operations teams, and I think our efforts are helping us achieve a better understanding of our business and with that, better results.

Our 2021 incentive program has three components: Safety, Key Milestones by Functional Organization and Hours Worked. Safety always is, and will continue to be, our number-one priority. Our safety goal for 2021 was to achieve a lost work injury rate of 2.75 or less, and our Operations teams delivered and achieved a new historic low of 2.71, so congratulations to the Operations team.

A Total Safety mindset is growing as a part of our everyday culture—you can see it in the effort we make to provide a safe and secure work environment, in the PPE we wear every day, and in the ways we have re-engineered work to enable more safety. I am particularly pleased with how our people are engaging with each other on safety. Your safety performance is helping to build some momentum and trust, and there is no question we can be safer still. You are in charge of your own safety and the safety of those around you. If you see something that isn't safe, speak up. Ask yourself, am I working as safely as I can? Is there a way to be even safer? Am I looking for ways to improve safety and avoid injuries—for everyone? Too often, we see accidents occur when people behave as though they are immune to injury; that the rules simply don't apply. None of us are immune, and all of the rules do apply, and we will continue to work to establish a Total Safety Culture at Electric Boat in 2022.

I'm pleased also to let you know that each of our organizations reached their key event milestones. For details on these milestones, please see our Employee Incentive Plan, which we'll link to in the podcast transcript. I also highlighted Electric Boat's 2021 accomplishments in our year-end video, in case you missed it.

Our Finance team is finalizing the incentive program's cash award and more details will be forthcoming. We will soon be releasing our 2022 goals for the organization, and I can tell you, we've got a lot of work to do. In the coming weeks, you will hear from your leadership with specifics on your goals for this year.

Thank you again for all your efforts in 2021, and for bringing a renewed commitment to our mission in 2022. What you do matters—to your loved ones, our organization, and our country. And thanks for what you do.

We'll talk again soon.

Kevin



Warm up at the Fairwater Store with EB Logo Jackets, Carharrrt jackets, sweatshirts, and more!



- Tons of boots!
- Carhartt & Timberland apparel
- Custom Order Jackets, Rainwear, Boots, etc.

Hours of Operation

Bldg 88: 8am to 4pm

Bldg 104: 8am to 4pm

New London: 7am to 2pm (M-W)

7am to 1:30pm (Th)



EB Weekly Safety Briefing
01/16/22 – 01/22/22



Hot Work:
Any operation involving an open flame, heat, or sparks.

When performing **HOT WORK** An ounce of prevention is worth a pound of cure!

THE LAW REQUIRES YOU TO REMOVE, COVER or SHIELD ALL COMBUSTIBLES WITHIN 35' OF HOT WORK

NOTE TO SUPERVISORS: Do your utmost to make any safety presentation relevant to your crew.

GENERAL DYNAMICS
Electric Boat

Policy Statement # 13: Electric Boat Corporation has established Occupational Health and Safety as the Company's Number One Priority.

Keep all flammable and combustible material away from all hot work!

Please submit vaccination cards to ProofOfCovidVaccination@gdeb.com

DIRECTORY

When calling from an outside line, remember to dial 433 and the last four digits of the numbers below.

EMERGENCY	3-3333
Ambulance.....	3-3344
Fire Department.....	3-3617
EEO Officer.....	3-4167
Benefits.....	3-4201
Employment.....	3-7386
Environmental.....	3-2791
Ethics Hotline.....	1-800-433-8442
Payroll.....	3-3702
Safety.....	3-2811
Security.....	3-5530
Van Tran.....	3-7603
Timekeeping.....	3-6604
Training.....	3-0591
Yard Hospital.....	3-3470
Rad Con.....	3-5019

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No Current Traffic/Parking Announcements