

Health, Safety & Environmental

Demonstrates a proactive commitment to HSE policies, practices, and principles, and to being aware of conditions that affect employee health, safety, and that impact the environment. [CLICK HERE FOR SPECIFIC GUIDANCE ON RATING EMPLOYEES ON THIS PERFORMANCE FACTOR.](#)

Rating Definitions

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| Not applicable | (Do not use. All employees should be rated on this factor) |
| (1) Does Not Yet Meet | Performance consistently falls below the "Meets Expectations" criteria. |
| (2) Partially Meets | Performance occasionally falls below the "Meets Expectations" criteria. |
| (3) Meets Expectations | <ul style="list-style-type: none"> • Makes the safety and well-being of co-workers, clients, suppliers and the communities where we work a top priority. • Displays knowledge of all related HSE or security regulations. • Understands how to use and operate safety and occupational health equipment and environmental controls. • Confronts others about HSE or security violations. • Follows HSE and security procedures on the job. • Stays alert to and reports unsafe or unhealthy work conditions and conditions that could impact the environment. • Takes action to correct unsafe or unhealthy work habits/conditions and those that could impact the environment. • Promotes sustainable development principles in the workplace and in the communities in which we work and live. |
| (4) Exceeds | <ul style="list-style-type: none"> • Facilitates HSE training. • Creates and presents HSE Topics. • Contributes to articles on News Online. • Participates on HSE task forces, committees, or related focus groups. • Contributes HSE knowledge to Knowledge OnLine. • Displays leadership in improving practices and processes to mitigate HSE risks. • For managers: openly addresses employee HSE concerns and encourages employees to surface issues. • For managers: highlights actions by employees that demonstrate commitment to HSE and commends them. |
| (5) Far Exceeds | Surpasses the behaviors listed for an "Exceeds" rating. Is widely considered to be a "benchmark" or role model for behaviors demonstrating support for HSE. Helps other employees to demonstrate HSE behavior. |