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**MSCI 2024 Safety Innovation   
and Culture Improvement Awards**

Safety starts with the culture of an organization and is an ongoing journey that never ends. It takes perseverance, employee buy-in from the top down and bottom up, as well as continuous improvement from the entire organization to ensure that every metals industry employee arrives home from work exactly as they left. The MSCI Safety Innovation and Culture Improvement Award will recognize and acknowledge metals organizations that seek new and innovative approaches in their efforts to drive safety improvement towards a zero-harm environment.

In the interest of engagement and driving recognition of our members’ efforts, MSCI is pleased to announce expansion of the award program. Beginning in 2021, members may submit award nominations in either or both of the following two distinct categories.

**Safety Innovation Award:**

Across the industry, the best and brightest are engaging their minds around how to make each process or work practice safer. Has your workplace developed a best practice? How about a new gadget that keeps your employees out of harms way? Or, maybe you have implemented a tool, process, or device that has dramatically reduced occupational risk or exposure. We want to hear about it, and we want you to have a platform to share it with the industry so we can all benefit. Entries to this award can be from Management, Supervisory, or even better yet, Front-Line Workers. Drive deeper engagement with your teams by getting them the recognition they deserve when they think outside the box and improve the working environment.

**Culture Improvement Award:**

We would all say, “we want to improve our safety culture.” However, if you have tried it, you know it is much easier to say than to accomplish. It takes hard work, dedication, and a consistent commitment to effort over the long haul. Have you had success with your culture? Maybe you have implemented a new initiative that has really engaged your team. Or, have you participated in something extraordinary to educate your team and can now demonstrate results? We would love to hear about it.

**Member Type and Size Differentiation:**

One of the great strengths of MSCI is the diversity of its’ membership. Across three distinct categories (Mills, Service Centers, and Affiliates), our members span from Enterprise Level Organizations to Small/Medium Sized Businesses and Local, Family Held Specialty Service Centers with single locations. Every one of these businesses has a vital role to play in today’s metals supply chain and is as valuable as the next. Because of the high value of safety to our industry’s most valuable asset, the Front-Line Workers, MSCI wants to engage every member, no matter the size, in the Safety Innovation and Culture Improvement Awards program.

Mills, Service Centers, and Affiliates are grouped together for judging.

The **Culture Improvement Award** will be judged in the following size categories:

* <150 Full-Time Employees
* 151-1,000 Full-Time Employees
* 1,001 and above Full-Time Employees

Clarification: A low number of submissions in any size category will be combined with another, based upon recommendations from our judges.

The **Safety Innovation Award** will be judged in one group, no matter the size of the organization.

Awards will be presented during MSCI’s 2025 Safety Summit, scheduled for October 9-10, 2025. To qualify, please submit the application and supporting documents by **Monday, July 14, 2025, to Briana Dee at** [**bdee@msci.org**](mailto:bdee@msci.org).

\*Companies may resubmit prior initiatives that have been further developed.   
  
\*Entries for both the Innovation and Cultural award cannot be a project that was IMPLEMENTED prior to May 2023.

**Qualification Requirements:**

To maintain the integrity and prestige of this award program, the following minimum qualification requirements must be met.

* Fatal workplace injuries\* –
  + A workplace fatality within the last 18-months (November 1, 2023 – today) = Disqualification for This Years Safety Award.
  + A workplace fatality within the last 36-months (May 1, 2022 – present)

= Only submissions tied to the prevention of recurrence of similar fatality events will be accepted.

*\* There are exceptions to the above that do not result in a disqualification, such as onsite fatalities classified as natural causes or suicide.*

* OSHA, Ministry of Labour, or equivalent Citation History –The applicant must not have had the equivalent of an OSHA Willful Citation for a condition at any of its plant locations in the prior 12-months (May 1, 2024 – present).

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**MSCI 2024 Safety Innovation   
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**Prequalifying Questions:**

Which award are you submitting for?

\_\_\_\_ Safety Innovation

\_\_\_\_ Culture Improvement

Are you submitting on behalf of the entire company? Yes: No:

Total number of company employees: \_\_\_\_\_\_\_\_

Are you submitting on behalf of a single facility? Yes: No:

Total number of employees at this facility: \_\_\_\_\_\_\_  
  
The following questions are to be answered on behalf of your entire company (the parent company and any of its subsidiaries), not solely the single facility if you are submitting an application on behalf of a single facility.

Has your company suffered a fatal workplace injury in the last 36 months (May 1, 2022 – present)? If yes, please explain what occurred and how the process you are submitting has helped/will help prevent recurrence.

Yes: \_\_\_\_  
Explanation (add additional lines, if necessary for explanation): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  
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**Note: (A fatal workplace injury within the last 18 months** (November 1, 2023 – present) **you may not apply for the award.)**

No: \_\_\_\_

***Disclaimer: Any company with a fatality after July 14, 2025 until presenting of the award will be disqualified.***

Has your company been issued a willful violation (or equivalent) from your workplace safety regulatory body within the last 12 months (May 1, 2024 – present)? If yes, you may not apply for the award.

No: \_\_\_\_   
  
**Uses for Application After Judges Review**

Does MSCI have permission to post your company submission on MSCI’s Community forum for other MSCI members to learn? The Community forum is password protected and only accessible to MSCI members.  
  
Yes:\_\_\_\_\_  
If yes, please provide a title for your submission that would help identify what your submission is about. For example: ABC Company Improves Trucker Safety or Company Z Creates the Ultimate No-touch Hand Tool

No: \_\_\_\_\_

Does MSCI have permission to share your submission with the MSCI Safety Committee to be reviewed as a potential webinar topic or speaking session at MSCI’s Safety Conference? If selected, you or someone from your company would be the presenter.

Yes: \_\_\_\_

No: \_\_\_\_\_

**Required**

***Culture applicants*** mustprovide an overall brief overview and description of the initiative/project including; the “what” was done (specific tactics etc.); the “how” (approach used), why was the project implemented, details around participants and evidence of how it improved safety. Please make sure your submissions clearly identify the areas below. Applications can be in written form and also include relevant pictures or videos.

1. Describe the level of uniqueness and innovation in initiative/project/approach relative to what you were originally doing and/or compared to industry standards.
2. Describe the level of and provide evidence of direct employee involvement; as opposed to strictly top down leadership driven.
3. Provide evidence and/or give examples of “employee ownership”.
4. Explain the project’s/initiative’s linkage to safety KPI’s such as LTIR, TRIR, exposure and risk reduction, etc.
5. Provide evidence of a “culture based”, people centric approach going beyond traditional regulatory and rule compliance.
6. Describe any leadership and employee training undertaken to ensure sustainable implementation and stated benefits.
7. Comment on the challenges and difficulties encountered in implementation.

***Innovation applicants*** must provide a high level summary of your project/approach; the “what” (new practice, gadget, process); the “how” (implementation approach) and the “outcome” (link to KPI improvement).

1. Describe the level of innovation and uniqueness in your approach, project and /or idea. What makes it different than the already known practices, processes and approaches in your organization and/or industry.
2. Describe how innovative your approach is at involving and engaging employees.
3. Provide evidence of employee ownership and commitment to safety.
4. Explain and provide evidence of how your project/initiative improved safety, such as risk and exposure reduction, KPI improvement, etc.
5. Outline the amount and type of training for leadership and/or employees to sustain the stated improvement and/or KPI benefits.
6. Articulate the challenges and degree of difficulty in implementation of your innovation for sustainability of tactics and stated benefits.

Award recipients will be honored during an award ceremony at the Safety Summit. Each will present a summary, no longer than 15 minutes, of their submission to the MSCI member audience.

**Submissions must be received by Briana Dee at** [**bdee@msci.org**](mailto:bdee@msci.org) **on or before Monday, July 14, 2025.**

**Criteria**

1. Level of innovation and uniqueness in the improvement project and/or approach.
2. Level of employee involvement in the idea/project and/or implementation of the project versus top-down management driven and owned. Evidence of employee involvement and ownership.
3. Degree of tangible demonstration of linkage to improvement in Key Performance Indicators (KPIs), such as reduction in Risk Exposure, Lost Time Injury Rate (LTIR), Total Reported Injury Rate (TRIR), etc., and actual safety performance.
4. Evidence of employee and leadership training to ensure proper implementation and sustainability of improvement and stated benefit, such as PDCA loop, safety audits, etc.
5. Degree of difficulty in implementation.
6. For Culture Improvement Award, evidence that the approach is culture based, people centric, and goes beyond pure technical compliance.