



# Absolute ZERO

## CONSOL Energy's Approach to Safety

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# CONSOL ENERGY'S CORE VALUES



- SAFETY
- COMPLIANCE
- CONTINUOUS IMPROVEMENT
- PRODUCTION
- COST

# Safety - Our #1 Value!

- We are Committed to Working Injury-Free
- Our Absolute ZERO Safety Standard Sets Zero Accidents as the Only Acceptable Result



**One fatality or one serious incident is one too many.**

# CONSOL Occupational Safety and Health Policy Statement



CONSOL Energy operates within the established process that Absolute ZERO is the expected norm relative to Occupational Safety and Health. Management's expectation regarding this philosophy is that all employees, contractors and visitors on CONSOL Energy property shall conduct themselves in a manner to work injury and incident free.

The Board of Directors, Executive Team, and Management of CONSOL Energy have established Safety as our top value. To support this value we have [authorized](#) all employees, contractors or visitors that are on CONSOL Energy property to stop the normal course of operation if the individual feels that their safety or the safety of others is being compromised. Through this [empowerment](#) it is expected that everyone exhibit [active caring for others](#) by speaking up and / or taking action when he or she sees a situation that may cause harm to themselves, others or property.

Compliance with all applicable Federal, State and local regulations is paramount in our business endeavors second only to safety. This commitment is applicable to all facets of compliance. It is also expected that there is conformance with all CONSOL Energy Occupational Safety and Health requirements.

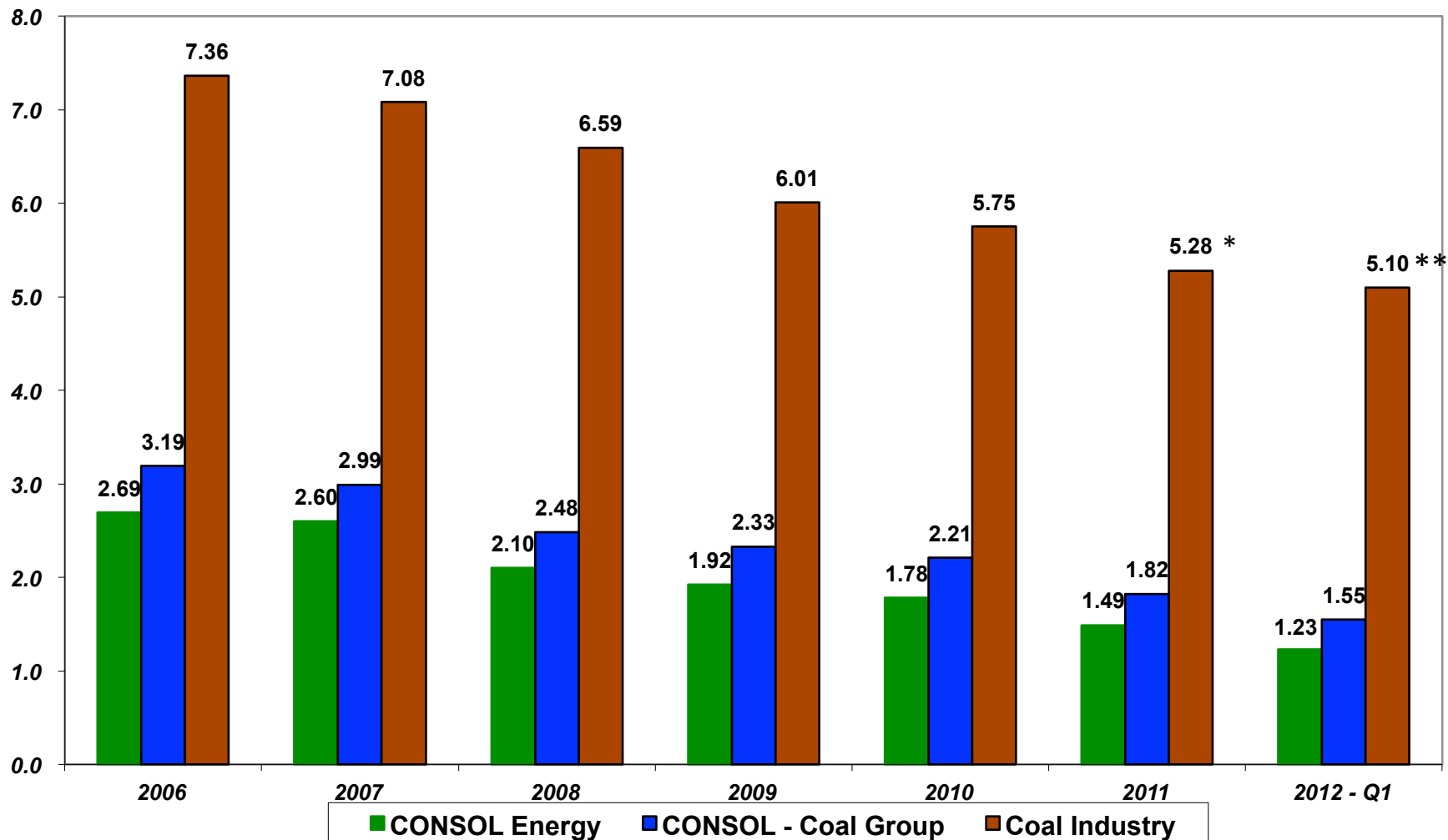
The Board commits funding, support and oversight to each business unit to allow the management teams to accomplish these Safety and Compliance standards. These values and [commitments](#) are incorporated into both short and long term planning.

It is the [expectation](#) of CONSOL Energy to continually build the Occupational Safety and Health system by continual improvement gained through self review, auditing and benchmarking with other safety leaders. Done on a continual basis, a formalized audit process is conducted annually and provided to the Absolute ZERO Advisory Board for its review to determine whether or not Occupational Safety and Health objectives and performance measures are being met.

It is the responsibility of senior leadership to ensure that this policy is communicated, understood and implemented throughout CONSOL Energy. [All employees are responsible](#) for understanding the impact of this policy on their day to day work practices and are expected to apply and support the principles stated above.

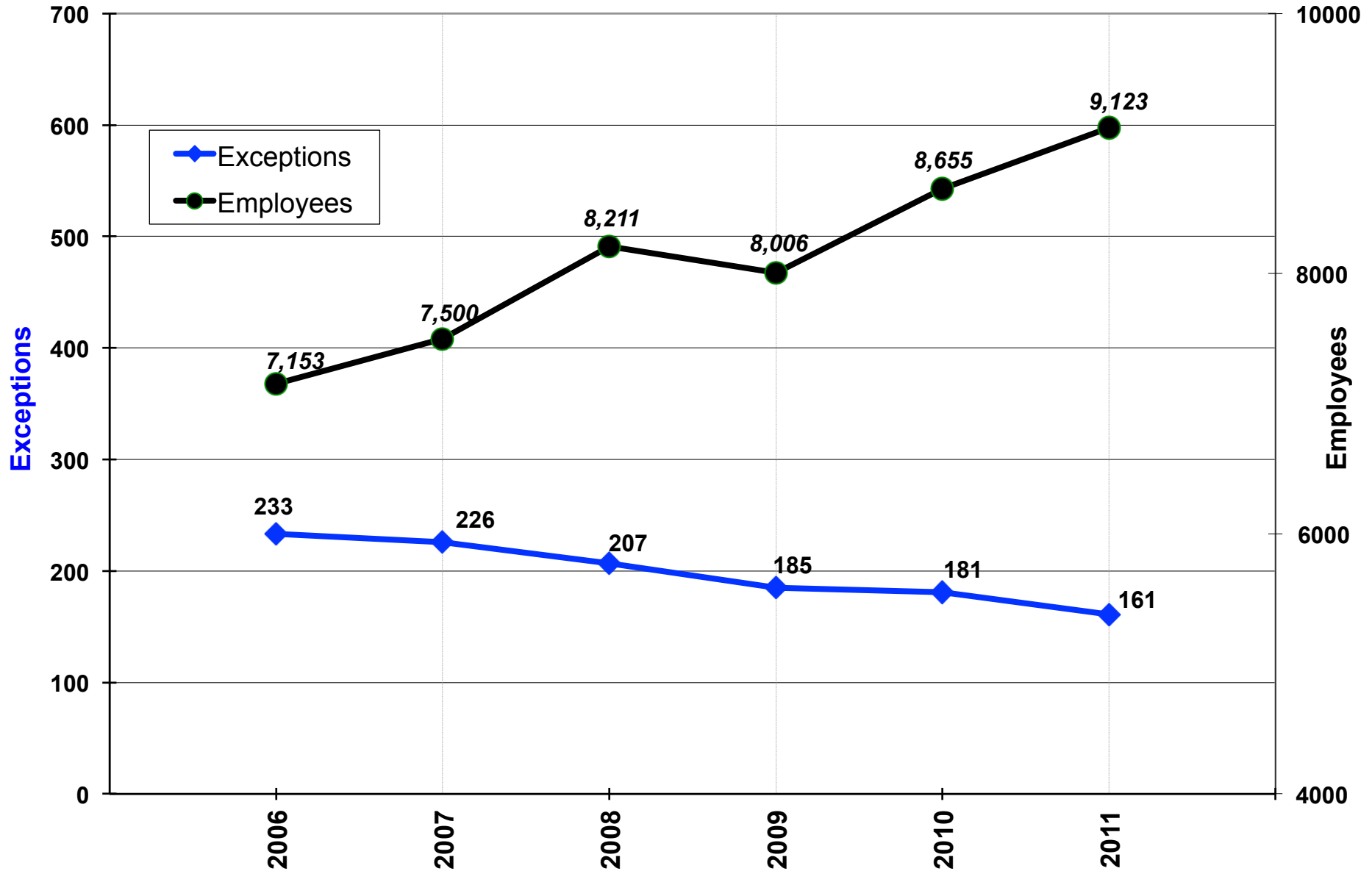
***CONSOL's Policy Statement is the Foundation of COSH.***

# Bituminous Coal Industry vs. CONSOL Incident Rates 2006 – 2012 Q1



\* 2011 MSHA Bituminous Underground Industry = Preliminary \*\* 2012 MSHA Bituminous Underground Industry = Q1 Preliminary

# CONSOL Exceptions vs. Active Employment



# Making Change Happen

- **Recognize Need to Change**
- **Cultural Survey**
- **Acceptance of Results**
- **Safety Trumps Everything ...**
- **Safety has No Rank**
- **Long Term Commitment**

# Tools for Change

## Initiative Teams and Projects

- Training
- Incentives
- Best Practices
- Decoupling
- ACE
- Health & Wellness
- Communications
- Task Risk Assessments
- Strategic Risk Analysis
- COSH – OHSAS 18001
- Coaching





# Employee Involvement

- **Absolute ZERO Mentor**
- **Peer Review Teams**
- **Athletic Trainers**
- **Initiative Teams**
- **Training Academy / Center**
- **Compliance Staff**

# WHY



**Take Two Before You DO!**



- P**re-Ops done?
- R**ed Zone Identified?
- O**bserve Surroundings?
- A**ppropriate Tools?
- C**omplete Lock, Tag, & Try?
- T**raining Complete?
- I**dentify Stored Energy?
- V**erify Body Positioning?
- E**nsure Task is communicated to all?

WHAT'S YOUR PLAN?



# INTERVENTION PREVENTION





 **CONSOL ENERGY**

 **CONSOL ENERGY**  
AMERICA'S ENERGY STARTS HERE.

**I AM  
EMPOWERED**



## "I Am Empowered"

Empowerment gives me the authority to stop, do what is right, educate others, and correct situations.

I pledge to demonstrate my personal commitment to safety through my behavior, my actions and my endorsement of empowerment.

The reward for this commitment is found in the positive impact that this action has on my life, the lives of my coworkers, and my family.

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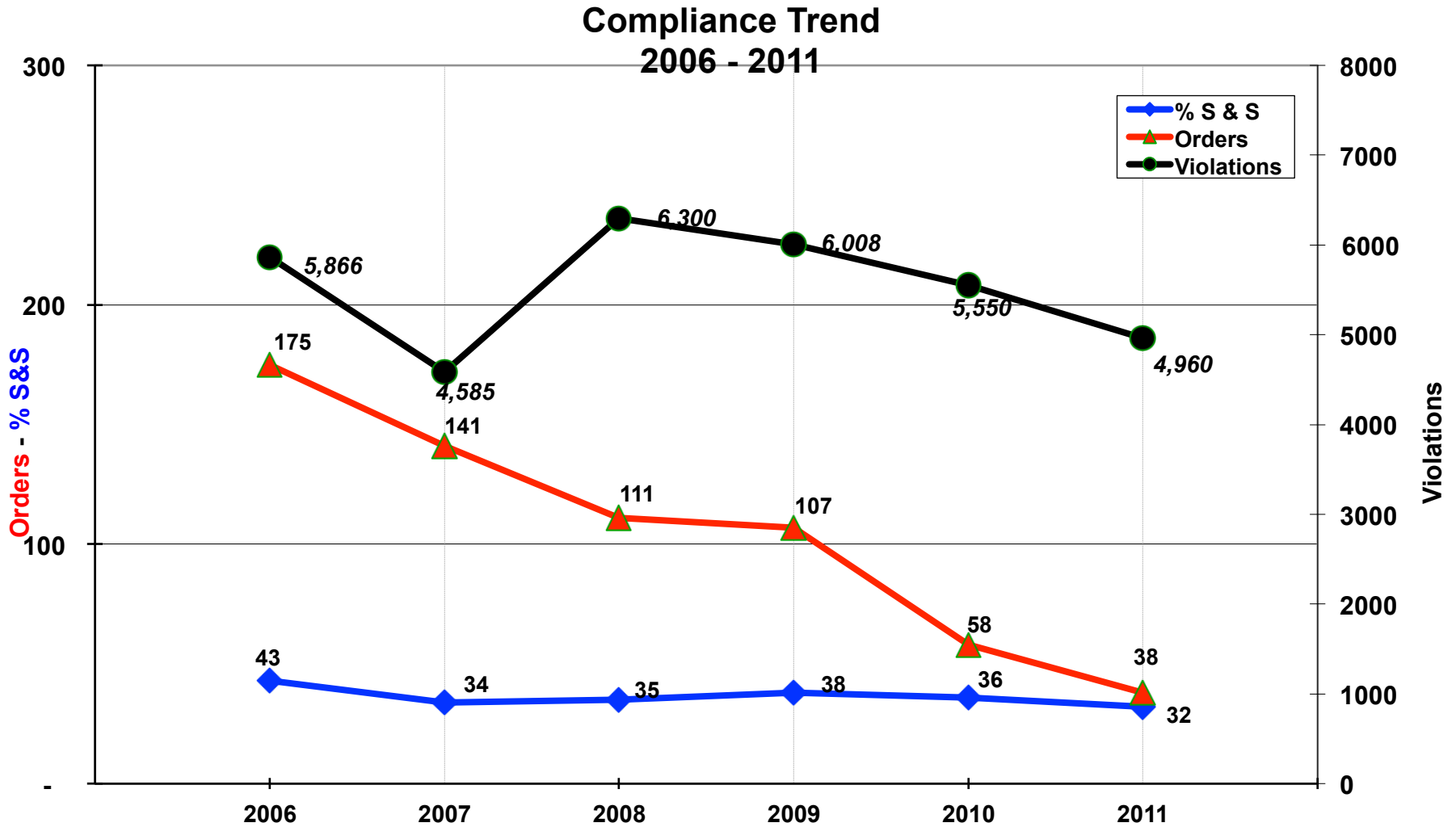


# Compliance - Our #2 Value!



- **Compliance Initiative**
- **OCE**
- **Violation Reduction Plans**
- **Hands-on Compliance Classes**

# MSHA Compliance 2006 - 2011



# For Continuous Improvement in Safety & Compliance

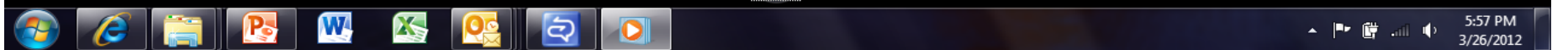


# Employee - Nick Barnes Video

**DON'T LET IT HAPPEN TO YOU**

**ON AUGUST 23, 2011, A MAN, AT THE AGE OF 48 FELL TO HIS DEATH,  
WHILE CONTRACTING FOR A PAINTING COMPANY.**

00:22





**At CONSOL Energy**

**Absolute ZERO is more than just a catch phrase or fancy logo.**

**It's a commitment; personal belief; and a way of life.**



# Questions?