

FUTURE OF EHS SYSTEMS

Incorporating HOP Into Your Data
Management Systems &
Organizational KPIs

Gudmundur Thorsteinsson, Human and Organizational Performance Lead

“When something is
important enough,
YOU DO IT.

Even if the odds
*ARE NOT IN
YOUR FAVOR.”*

- *Elon Musk*



OUR MISSION

Accelerate the world's transition to **sustainable energy**.

THE FUTURE WE WANT



GENERATION



STORAGE



TRANSPORT

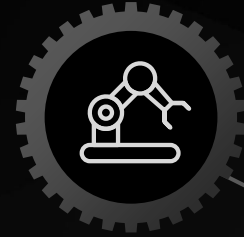


ROBOTICS

TESLA TODAY

35,499

CARS BUILT PER WEEK AVERAGE



~130,000

EMPLOYEES

3015

RETAIL & SERVICE

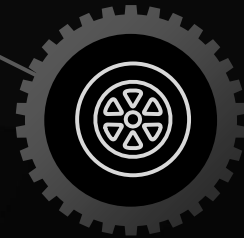
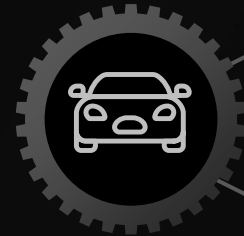


50,000+

SUPERCHARGER STATIONS

1.80 MILLION

CARS DELIVERED IN 2023



100 BILLION+

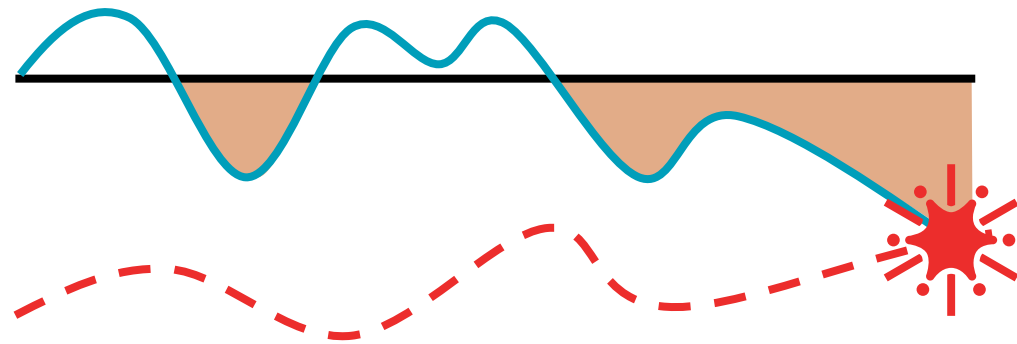
MILES DRIVEN

HOP INTEGRATION POINTS

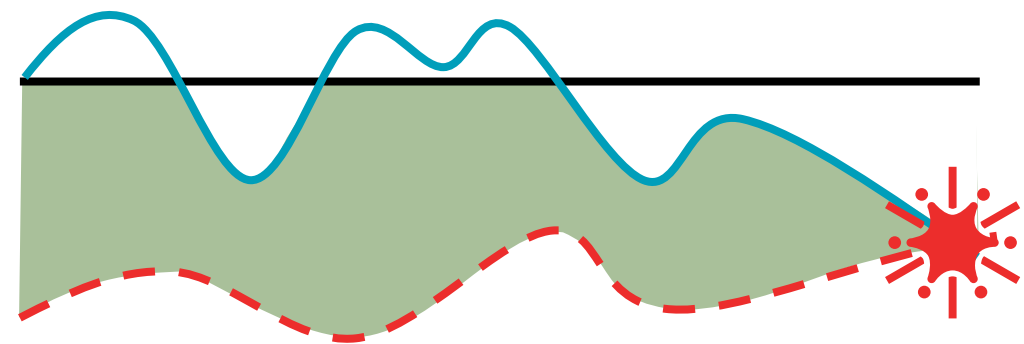


HOP HELPS US ENSURE SAFEGUARDS ARE BASED ON THE BLUE LINE

TRADITIONAL SAFETY
MANAGEMENT



HUMAN & ORGANIZATIONAL
PERFORMANCE

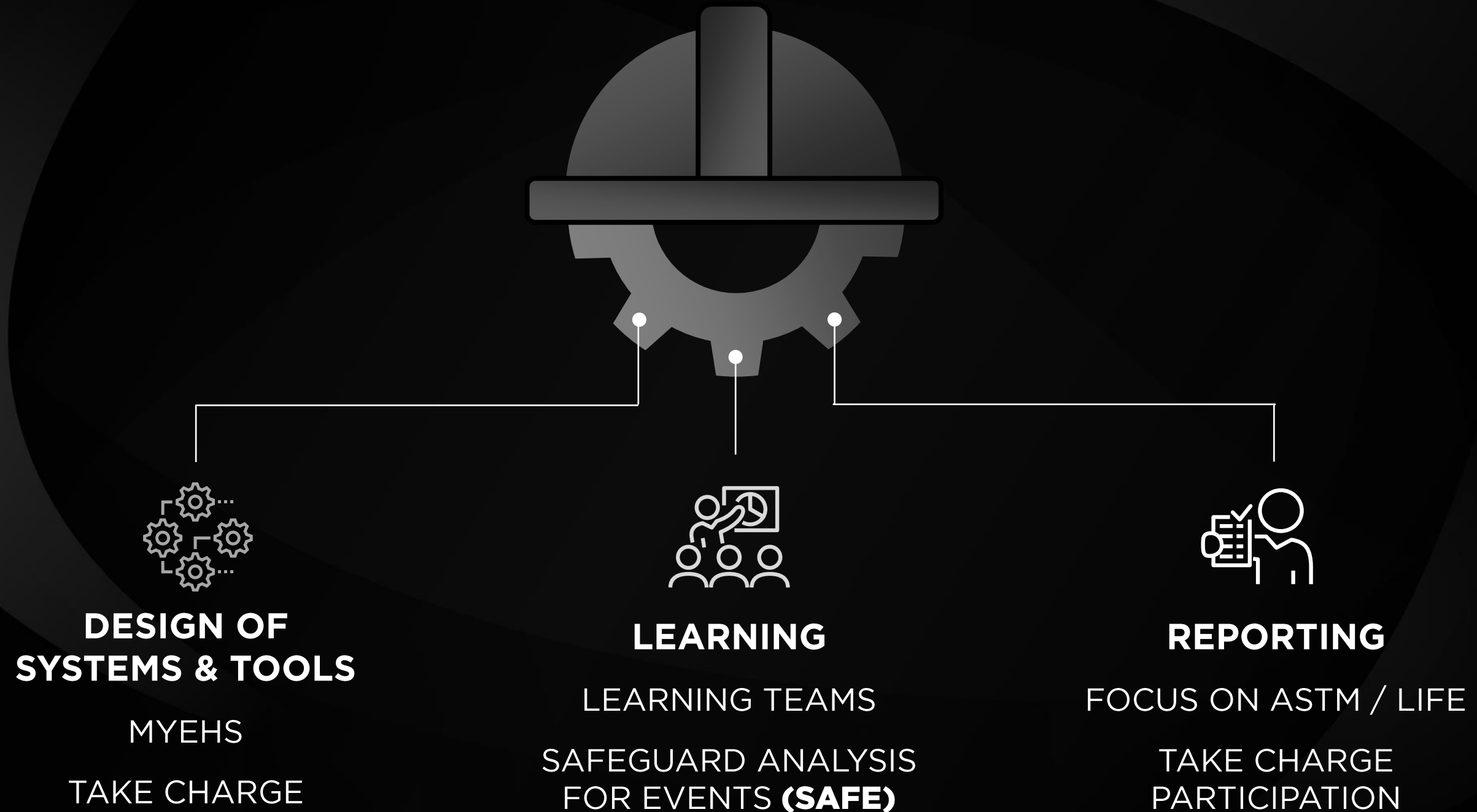


WORK AS PLANNED

WORK IN PRACTICE

HAZARD

HOP MINDSET IS EMBEDDED FROM DESIGN TO REPORTING



MYEHS - ONE STOP SHOP FOR EHS&S

MyEHS integrates EHS&S information into one Tesla system. System deployment also enabled HOP aligned language in how we manage events.

Resource Hub en-US

Take Charge

Identify hazards or suggest improvement opportunities

SUBMIT A TAKE CHARGE

VIEW SUBMISSIONS

Events

Report Injury/Illness, Near Miss, Auto Event, Environmental, General Liability, etc.

REPORT AN EVENT

VIEW MY EVENTS

Actions

Assign a task to yourself or a teammate

CREATE AN ACTION

MANAGE ACTIONS

Inspections

Schedule and manage inspections

SCHEDULE AN INSPECTION

VIEW MY ASSIGNMENTS

Pandemic Tracking

Report a pandemic case for COVID-19

REPORT A CASE

EHS&S Partners

Look up your EHS&S or Workplace Health representative

FIND A REPRESENTATIVE

Severity Matrix - Session

Actual Severity

Moderate

Potential Severity

Not L.I.F.E.

General Clinic Data & RTW Time Tracker Classification Learning Claim

Operational Learning - Session

Learning Template

Not yet determined

Learning Team Summary Template

Safeguard Analysis for Events (SAFE) Template

Not yet determined

Attachments

Document Name

No Files

Actions

FOCUS ON ASTM 2920 - WHY CHANGE IS NECESSARY

Environment Social Governance is moving companies to report non-financial indicators on the 10k

NEXT STEPS

Move from **OSHA** lagging indicators as a global metric and towards **ASTM** as the global metric for safety success



TRADITIONAL LAGGING INDICATORS

DO

- ✓ Track these indicators
- ✓ Control how they are shared internally



TRIR



LTIR



DART

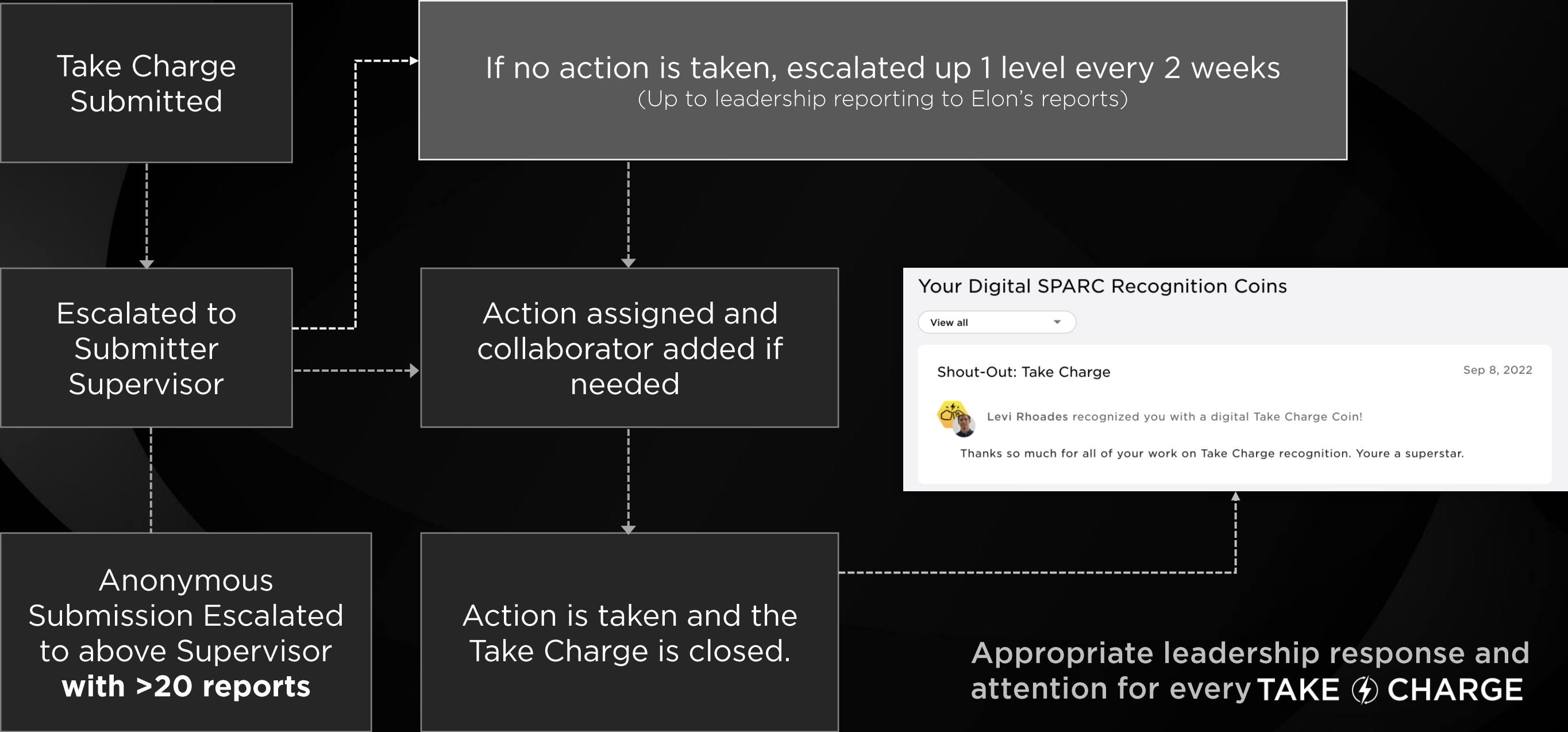
DON'T

- ✗ Set targets for them
- ✗ Include on executive dashboards
- ✗ Include in external reports

OUR FOCUS TELLS THE WORLD WHAT WE PRIORITIZE.

TAKE ⚡ CHARGE

PROCESS: CUSTOM BUILT TOOL





TOOL: USER EXPERIENCE

TAKE CHARGE ANALYTICS DASHBOARD

TAKE CHARGE MANAGEMENT PAGE

TESLA

BACK

TCH-23

Details

Take Charge credited to?

Employee

Submitted By

Supervisor

Location

Incident Location

Manufacturing Area

Assembly Line

Workstation

Take Charge Manager

Department

Collaborators

Andrew

Jocelyn

Thomas

Actions

ACT-1

Description

Paint raised portion

Created On

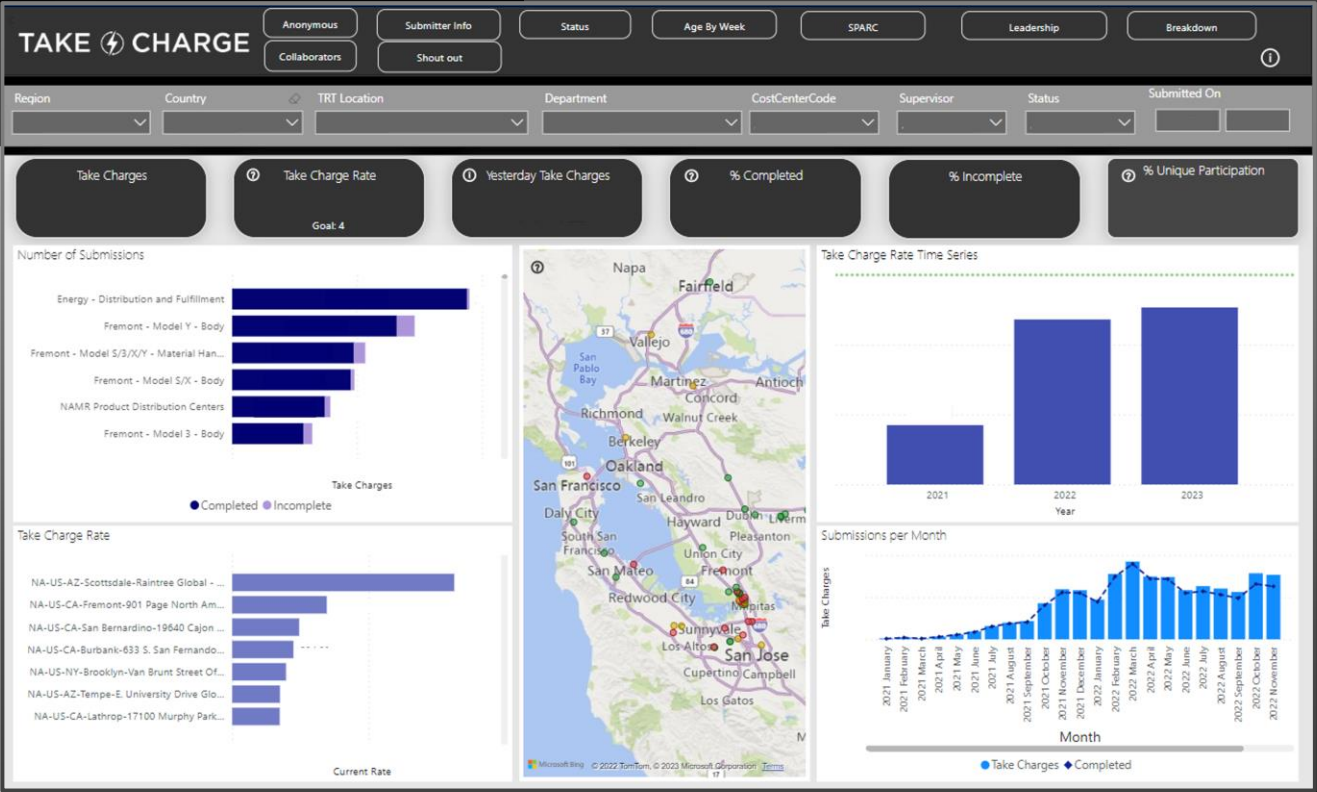
1/18/2023

Due Date

06/30/2023

Priority

Low



Your Digital SPARC Recognition Coins

View all

Shout-Out: Take Charge

Sep 8, 2022



Levi Rhoades recognized you with a digital Take Charge Coin!

Thanks so much for all of your work on Take Charge recognition. You're a superstar.

SHOUT-OUT IN INSIDE TESLA

DATA SHOWN FOR DEMONSTRATION

TAKE ⚡ CHARGE ADOPTION

GLOBAL SCOPE: Take Charge is used across all business units and world regions where Tesla operates.



Take Charge Submissions Globally

44

Countries

1616

Locations

2,714

Shoutouts

70,100+

Submitters

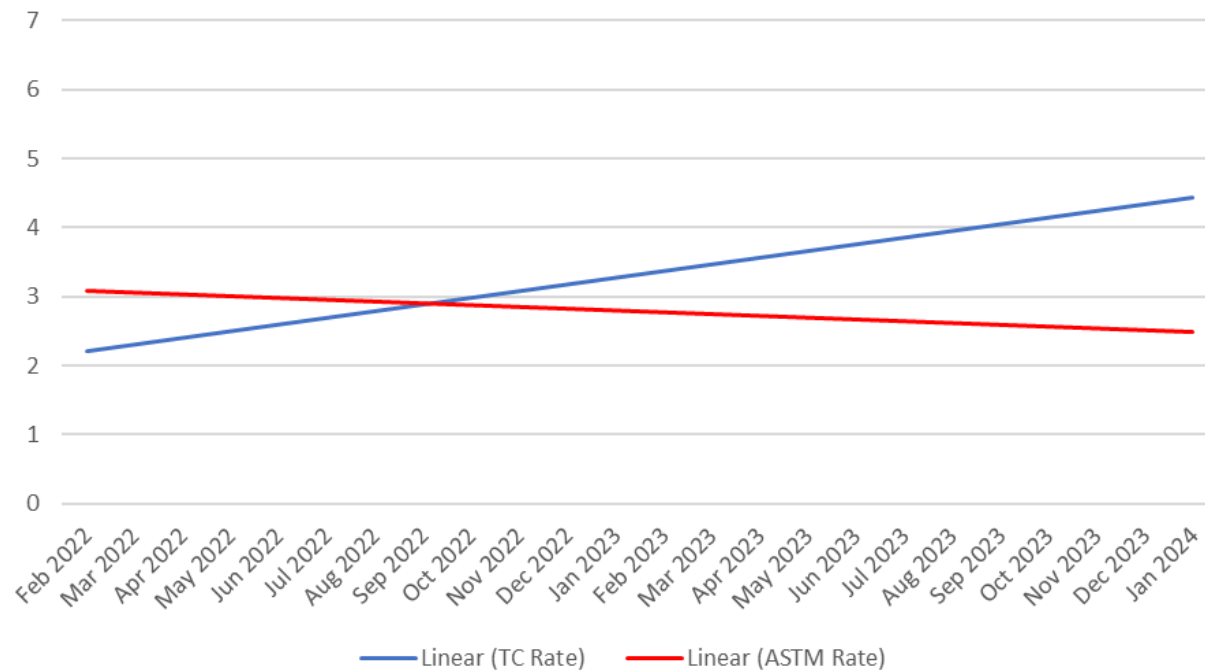
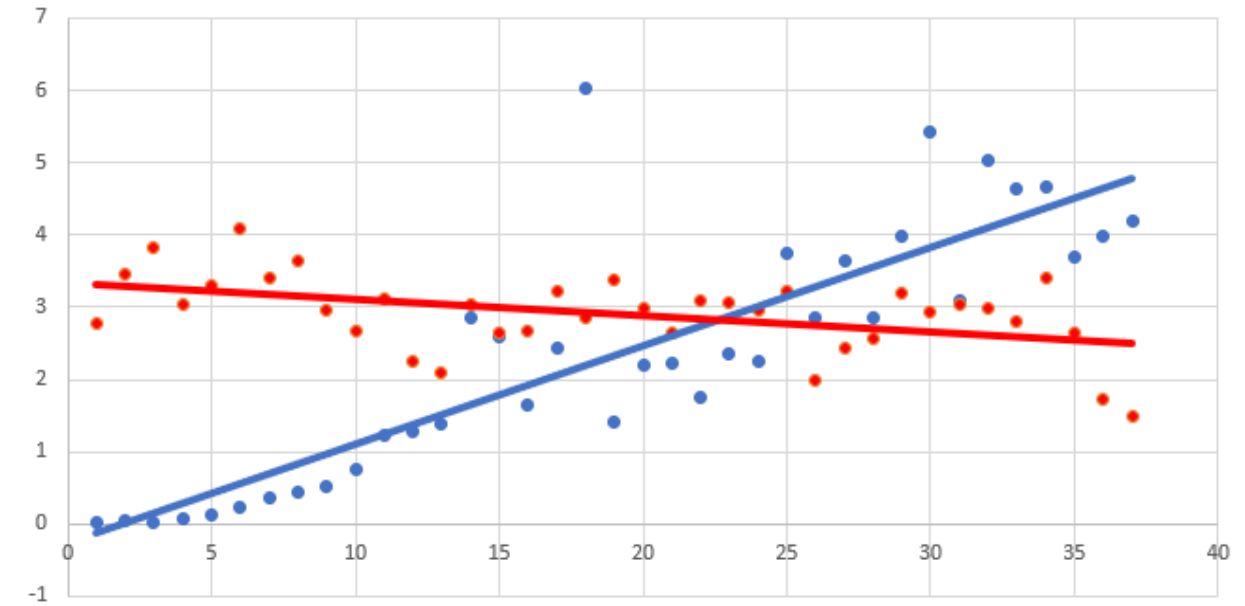
1,136,000+

Submissions (Jan. 2024)

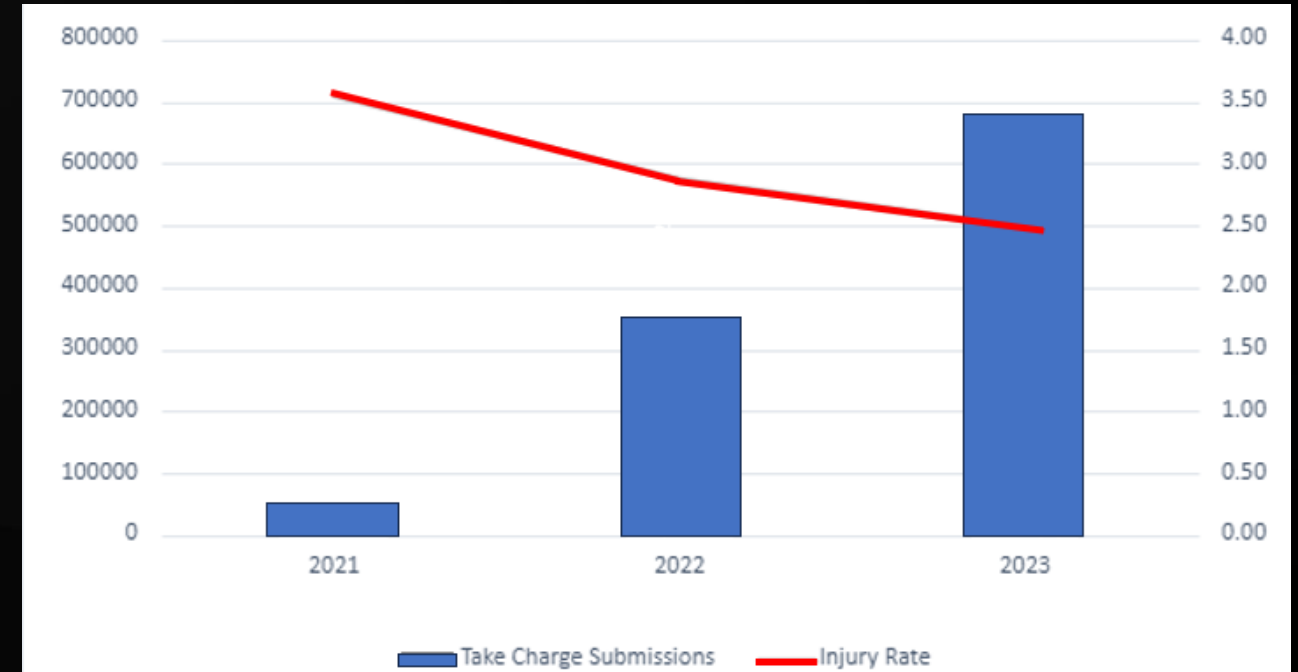
GLOBAL OPERATIONAL PERFORMANCE IMPACT

ASTM RATE

TAKE CHARGE RATE

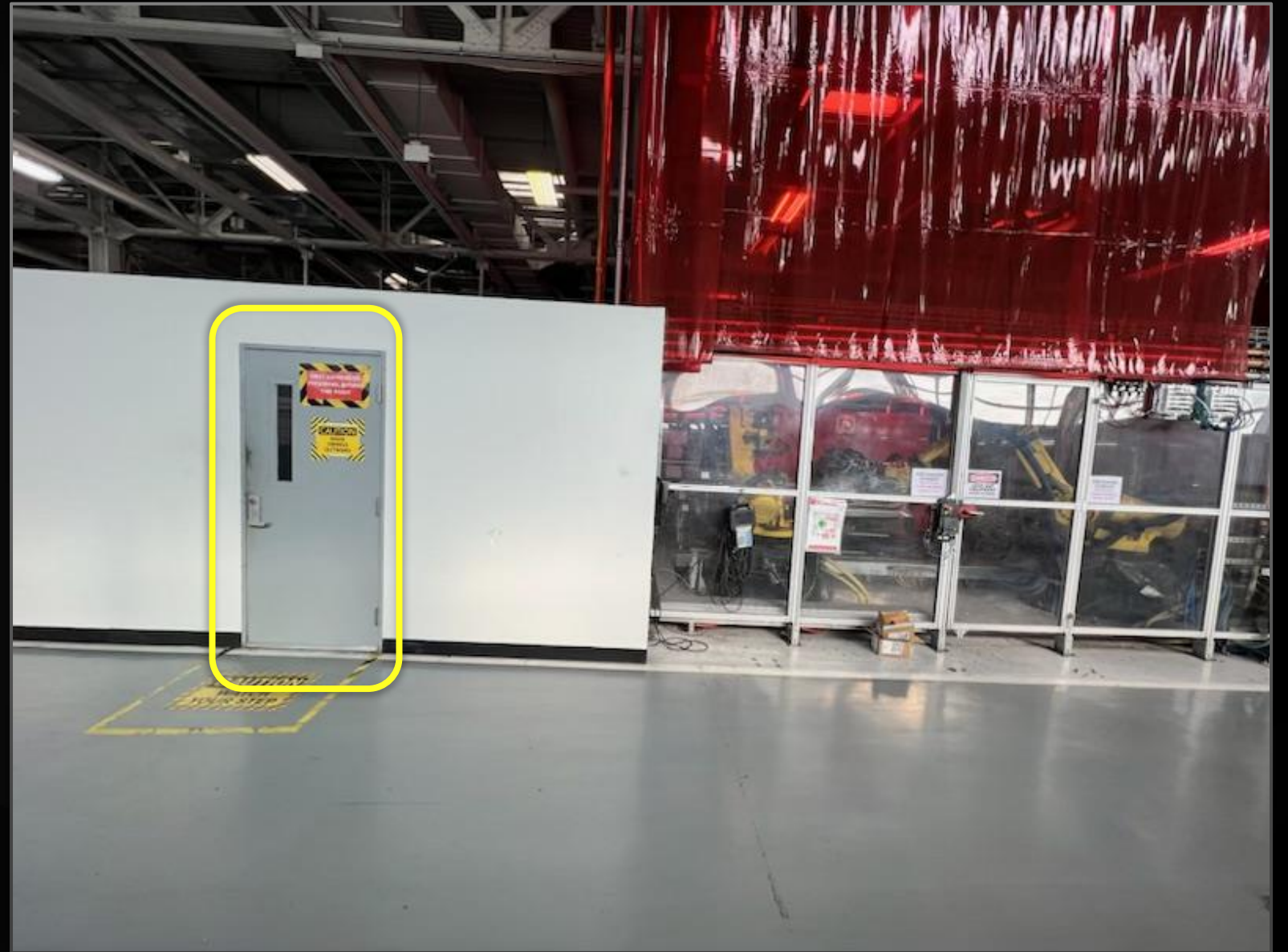


ASTM TREND VS TAKE CHARGE TREND



INJURY RATE VS TAKE CHARGE
SUBMISSIONS

TAKE CHARGE IMPROVEMENT: EXAMPLE



WHY IT WORKS: KEY PARTNERSHIPS

TAKE ⚡ CHARGE aligns with HOP principles

**Engagement from
leadership and
workers**

Blame Stops
Improvement

**Aligned with core
operational values**

Learning & Improving
are Essential

**Systemic escalations
to ensure action**

Response Matters



**Spend more time preventing/eliminating the
next issue and *less reacting to the last issue***

TESLA'S KEY PRINCIPLES OF HUMAN & ORGANIZATIONAL PERFORMANCE



ERROR IS NORMAL



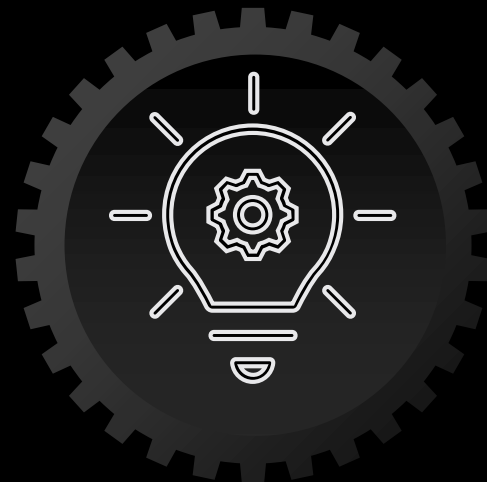
BLAME STOPS IMPROVEMENT



RESPONSE MATTERS



CONTEXT DRIVES BEHAVIOR



LEARNING & IMPROVING ARE ESSENTIAL



SAFEGUARDS SAVE LIVES



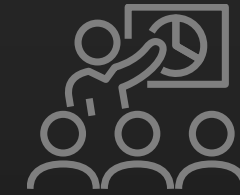
EVENT LEARNING – TWO APPROACHES



**SAFE
Tool**

Safeguard **A**nalysis **F**or **E**vents

1. What safeguards existed and worked?
2. What safeguards existed and did not work?
3. What safeguards did not exist but could have worked?



**Learning
Team**

Can be conducted on successful work!

Deeper learning of events

Led by certified Learning Team Facilitator

Includes 5-7 people closest to the work

Conducted in two 90-min sessions



ESSENTIAL SAFEGUARD INTEGRATION POINT: LEADERSHIP ENGAGEMENT & ASSURANCE PROGRAM (LEAP)

Telstra #StaySafe 1:40 pm 21%

What is the worst-case outcome for the task?

Engage with the worker and ask them to explain the most probable worst-case outcome for the task they are completing.

What protections/safeguards do you have in place to prevent that from occurring?

Can the worker(s) explain/show/demonstrate what protections/safeguards are in place to protect them, others, or the environment?

Is that protection/safeguard enough when something goes wrong, or can we do more?

Purpose:

LEAP is a program designed to verify and validate our work process and identify improvements

Used to validate our mantra;
safeguards and capacity

Not a numbers game

General Guidelines:

Open-ended conversation prompts

Focuses on including positive aspects, as well as opportunities for improvements

ESSENTIAL SAFEGUARD INTEGRATION POINT: LEADERSHIP ENGAGEMENT & ASSURANCE PROGRAM (LEAP)

The screenshot shows a mobile app interface titled "LEAP". The status bar at the top indicates "Telstra #StaySafe", "1:40 pm", and "21%" battery. The app header has a back arrow, the title "LEAP", and a menu icon. The main content area contains four sections, each with a text prompt and a dropdown menu:

- Text: "Workers are wearing applicable arc flash and shock hazard PPE that is tested/inspected and rated for the task *"
Dropdown: "In place, known and effective" with a downward arrow.
- Text: "Insulated tools are used for the task *"
Dropdown: "In place, known and effective" with a downward arrow.
- Text: "Workers are grounded using insulated mats *"
Dropdown: "In place, known but not effective" with a downward arrow.
- Text: "Provide details of what was not know, in place, or verified as effective in 25 words or less. *"
Input field: A large, empty text box.

At the bottom, there is a text prompt: "Spotter is present to remove workers from immediate area if they" followed by a navigation bar with icons for back, forward, share, bookmark, and copy.

Critical Tasks:

Selecting **Essential Safeguard Verification** will prompt list of Essential Safeguards required to be in place

Questions are more targeted:

Were the Essential Safeguards were known by the workers?

Were the Essential Safeguards in place?

Were the workers able to demonstrate validating the effectiveness of the Essential Safeguard?

Provide details if an answer is 'no', such as "in place, known, but NOT effective"

WHY IT WORKS: CHANGE THE CONVERSATION

SAFE – Safeguard Analysis For Events & LEAP – Leadership Engagement & Assurance Process align with HOP principles

**Focuses on safeguards
instead of workforce
behaviors**

Error Is Normal
Blame Stops Improvement
Response Matters

**Learnings shared
globally**

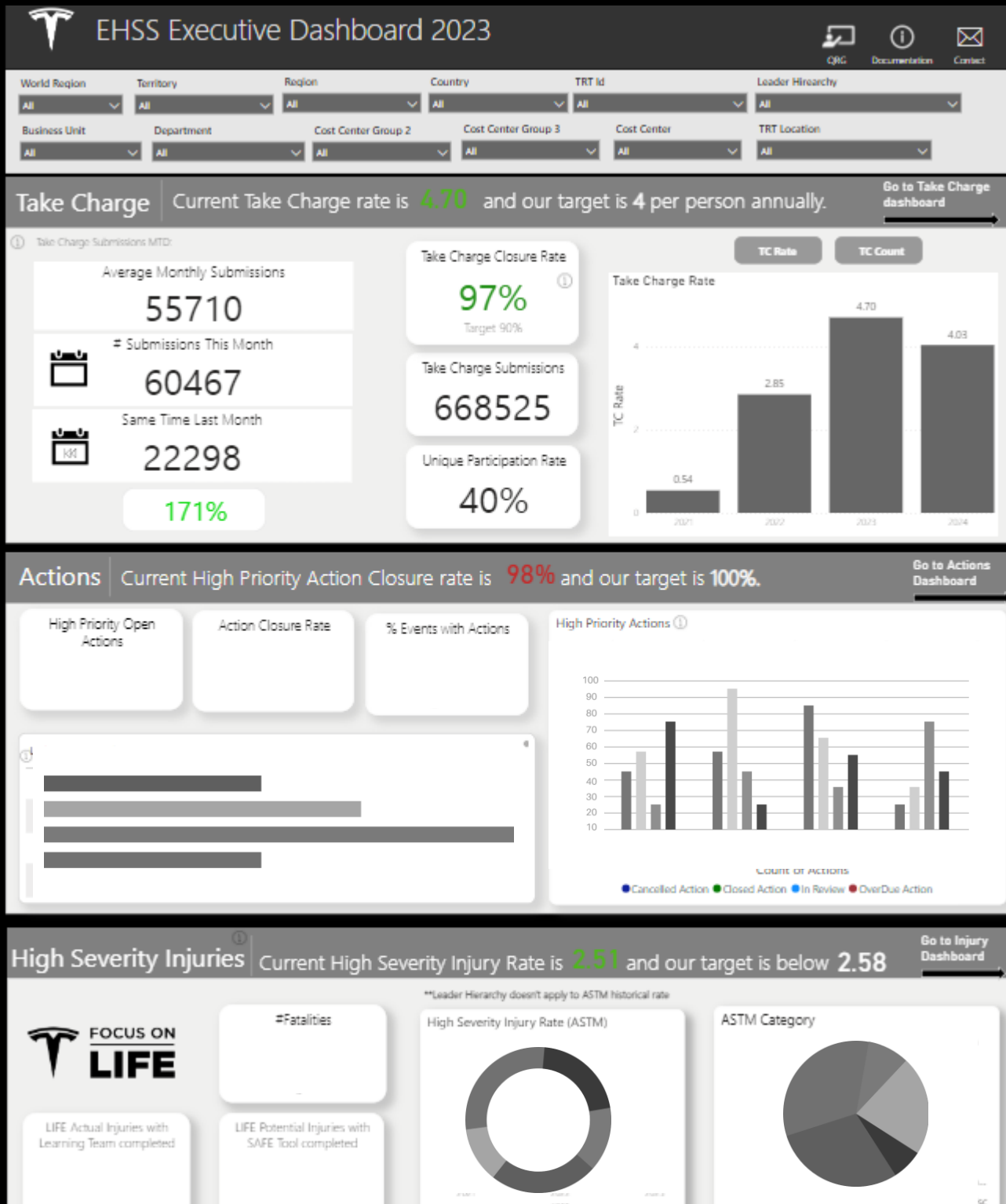
Learning & Improving are
Essential
Context Drives Behavior

**Increases capacity to
fail safely**

Safeguards Save Lives



**Do not rely on Stop Work Authority, instead
determine when it's safe to *START work*.**



Executive Dashboard

- Take Charge is displayed first
- All event related high priority actions to be closed on time.
- We focus our attention on LIFE Actual and LIFE Potential events

DATA SHOWN IS FOR DEMONSTRATION PURPOSES ONLY



KEY TAKEAWAYS

- 1** Insert HOP-minded people into your design teams so that processes naturally align as you move along in your journey
- 2** Focus on building capacity to fail safely over preventing all events
- 3** Set goals using leading metrics
- 4** Implement tools that enable learning from those closest to the work

ARE YOU READY TO **DRIVE** THE CHANGE?

