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How to Build a Workplace Safety Program Your Team Can Trust

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June 2026 marks the **30th anniversary of National Safety Month**, a milestone worth celebrating. But for companies operating in high hazard industries, workplace safety is not a once a year conversation. It is a year round commitment that requires planning, expertise, and follow through.

At **Berkley Industrial Comp**, safety is at the core of everything we do. Our Risk Management team works directly with our policyholders to build safety programs designed to protect employees and reduce risk in some of the most demanding work environments in the country.

Why Checklists Are Not Enough

A checklist can confirm that a hard hat is on or a harness is buckled. But it cannot identify a gap in training. It cannot spot a pattern of near misses that points to a larger issue. And it cannot create the kind of safety culture that prevents injuries before they happen.

Strong safety programs go deeper. They are built around the specific risks of each operation and supported by professionals who understand the work being done.

What a Strong Safety Program Looks Like

There is no one size fits all approach to workplace safety, especially in high hazard industries. A solid safety program should be tailored, practical, and continuously evolving. Key elements include:

- **Thorough hazard identification** that accounts for the real conditions on each job site
- **Written safety procedures** that are clear, actionable, and accessible to every employee
- **Consistent training** that goes beyond orientation and keeps safety top of mind throughout the year
- **Regulatory awareness** including preparation for **OSHA**, **MSHA**, and **DOT** inspections
- **Near miss reporting and incident tracking** to identify trends and address risks before they lead to injuries
- **Leadership engagement** because a safety program is only as strong as the commitment behind it



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Tools and Resources at No Additional Cost

Every Berkley Industrial Comp policyholder has access to the **Risk Management Center**, a free resource that provides ongoing safety education and training materials. From toolbox talks and online courses to industry specific content, the Risk Management Center gives businesses the tools they need to reinforce safety every day, not just during training week.

It is one more way we go beyond the policy to support the people behind it.

Safety Is a Culture, Not a Task

The companies that get safety right are the ones that treat it as a core value, not a compliance requirement. That means investing in people, building accountability at every level, and creating an environment where employees feel empowered to speak up when something does not look right.

Thirty years of National Safety Month reminds us how far workplace safety has come. But it also reminds us that there is always more work to do. Every safety program can be stronger. Every team can be better prepared. And every employee deserves to go home safe at the end of the day.

At Berkley Industrial Comp, that is the standard we hold ourselves to. And it is the standard we help our policyholders achieve.

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