

While we typically think of an experience modification rate (EMR) as a data-driven calculation used to determine an insurance premium for construction companies, it takes a very high-touch, personal approach to successfully keep that score low. A lower EMR results in tangible business-related benefits, including cost savings, competitive bidding advantages, fewer workers' compensation or negligence cases and improved financial stability. But behind those quantitative business results must be a strong culture of safety with a straightforward goal: Come to work to support your family, but get home safely to them too. With that goal in mind, a strong safety-first culture contributes to overall employee morale, attracts top talent, and improves worker productivity.

While eliminating jobsite injuries is virtually impossible, many strategies can be implemented to establish a culture of safety and help lower your EMR.

Building a Safety-First Culture

At the core of all successful safety programs is a commitment from the company leadership. That commitment starts with leadership taking an active, onsite role rather than solely monitoring safety processes from an office somewhere. The



About the Author

Dan Barry is the vice president of operations for [Schimenti Construction](#). In his role at Schimenti, Barry provides essential leadership to the company's field team of over 100 individuals. Barry has evolved through the ranks of Schimenti, serving as both a superintendent and general superintendent, and has a wealth of knowledge and expertise in various sectors, including retail, corporate and commercial, hospitality and entertainment, and industrial.

About the Article

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