

A photograph of safety equipment on a wooden workbench. In the foreground, a pair of bright orange work gloves is laid out. Behind them, a pair of clear safety glasses with black frames is visible. To the right, a yellow hard hat with a black chin strap is positioned. The background is a blurred industrial or construction site.

## The Safety Solution For Every Business.

*One size doesn't fit all and it shouldn't.*

examinetics

## Introduction:

Safety is essential for every business. One incident can cost you money, productivity, and reputation. Yet, despite its importance, many companies struggle to develop and implement a proactive safety program that consistently prevents incidents and ensures compliance. Why? Because the support each organization needs to maintain a strong safety program varies greatly based on its size, structure, and resources.

This whitepaper provides a structured look at safety best practices across three types of organizations: small, mid-size, and large. We examine the specific risks each faces, the challenges that hold them back, and how to find practical scalable solutions with measurable outcomes.

### Section Focus



Small  
Businesses  
Pages: 3 - 6



Mid-Size  
Businesses  
Pages: 7 - 9



Large  
Businesses  
Pages: 10 - 11

### THE MOST COMMON OSHA VIOLATION

Can Cost Up To  
**\$16,550**  
per violation

*According To:  
osha.gov*

# Common Pitfalls in Safety & How to Avoid Them

## Why Even Well-Intentioned Safety Programs Fall Short

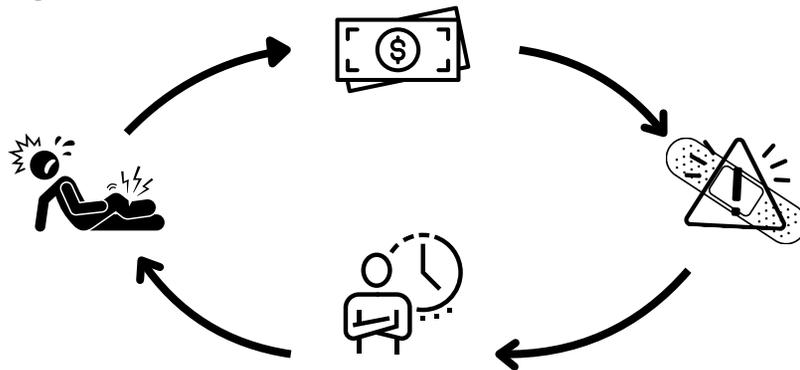
Many companies take safety seriously. They provide safety training, respond to incidents, and have written policies. But good intentions alone won't prevent injuries, citations, or rising workers' compensation rates.

### *Reactive Safety Comes at a Cost*

Waiting until something goes wrong leads to:

- Recordable incidents that could have been prevented
- Rush fixes that don't address root causes
- Costly OSHA citations
- Higher insurance premiums and missed potential opportunities to bid on new projects
- EHS, HR, and operations leaders who are constantly in "firefighting" mode

A reactive approach creates a cycle of short-term fixes and long-term risk.



Most gaps in safety performance are not caused by a lack of care; they're caused by being reactive rather than proactive, and a lack of structure, consistency, and follow-through.

## The Myth of “Doing Enough



Many organizations believe their safety programs are working until an inspection, audit, or incident reveals otherwise. Common warning signs include:

- ⚠️ Exposure risks that haven't been formally assessed or documented
- ⚠️ Incomplete or outdated written programs
- ⚠️ Inconsistent training delivery or recordkeeping
- ⚠️ Near-misses that go unreported or uninvestigated
- ⚠️ Safety responsibilities spread across multiple roles with no clear ownership

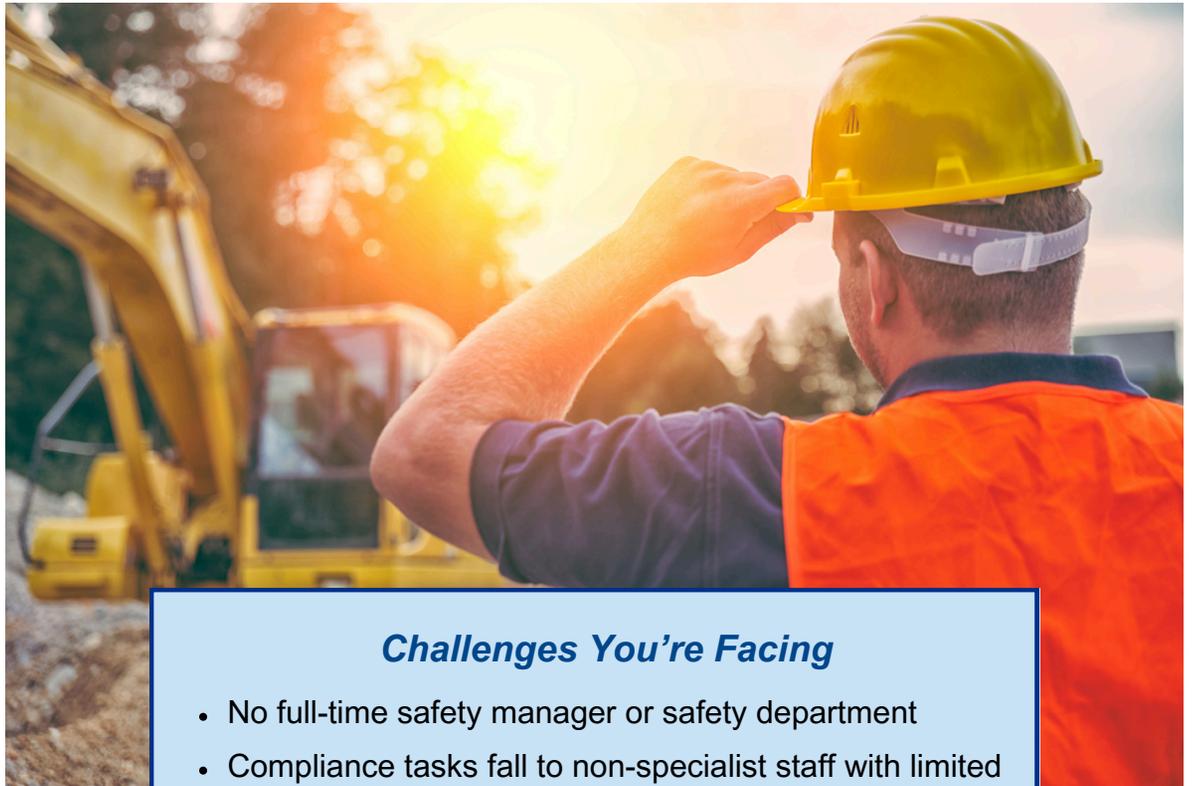
These gaps might not be visible day to day, but they show up when it matters most during audits, injury claims, or contract reviews.

# Safety Without the Headcount

Supporting Small Businesses with Smart, Scalable Safety Solutions



For small businesses, safety is essential, but often under-resourced. With fewer than 100 employees, many companies don't have a dedicated safety manager. Instead, critical compliance responsibilities are handled by HR, Operations, or whoever happens to be assigned safety duties. The result is a patchwork of outdated policies, incomplete training, and high exposure to regulatory peril and financial risk.



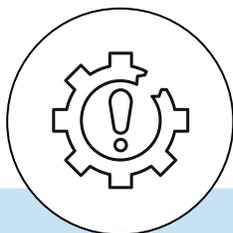
## *Challenges You're Facing*

- No full-time safety manager or safety department
- Compliance tasks fall to non-specialist staff with limited knowledge of regulations
- Safety programs and employee training are often outdated or incomplete

## What's at Risk



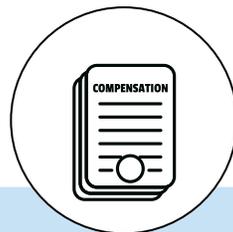
Incomplete incident reports and documentation gaps



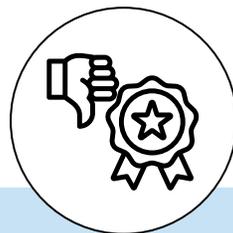
Operational disruptions following workplace incidents or inspections



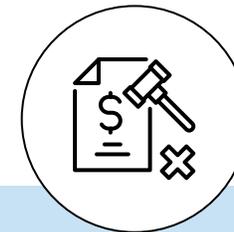
Higher accident rates and insurance premiums



Employee injuries that lead to workers' compensation claims and other medical expenses



Damage to your reputation and client trust from safety violations



Regulatory fines due to missed or undocumented OSHA requirements



Opportunity cost of HR or operations teams trying to juggle compliance on top of core duties

# How Examinetics Supports Small Businesses

## Outsourced Safety Consulting

### ***Fractional Safety Consulting***

Our experienced safety consultants provide on-site support on a part-time basis, delivering expert guidance without the cost of a full-time hire. This helps fill the gap when there's no dedicated safety manager and eases the burden on HR or operations teams already stretched thin.

### ***EHS Risk Manager***

EHS Risk Manager helps you build a safety program with structure and clarity. We provide ongoing support from our safety consultants who visit your site regularly and manage everything with easy-to-use technology.

It begins with an initial assessment to identify gaps in your current practices. From there, we organize your written programs, training records, and compliance actions in one convenient location (EHS Portal). Every plan is customized to your hazards and exposures. You gain visibility, consistency, and confidence without the complexity of managing it all yourself.

Lastly, we regularly work with you as a safety partner to assist you in the implementation of the safety program. Our expertise and your operation knowledge combine for seamless continuous execution of the safety plan.



### ***EHS Portal***

Our web-based process provides a centralized location to store safety records, training logs, incident reports, and written programs. With everything in one place, you gain visibility and control while eliminating the risk of lost documentation or spreadsheet sprawl.

## Outcomes You Can Expect



### **Avoid OSHA fines and citations**

With documented and compliant programs, clear procedures, and current training records



### **Reduce accidents and injuries**

A proactive safety program identifies and eliminates risks before they cause incidents.



### **Lower your MOD and workers' comp premiums**

Early intervention and smarter incident management reduce insurance claims and costs.



### **Leverage technology for efficient program implementation**

Centralized data and digital tools streamline training, reporting, and incident management.



### **Free up time for your core business**

So your internal team can focus on what they do best, without getting bogged down in compliance details.



### **Boost your RFP readiness and credibility**

With safety documentation and training programs that prove your reliability to partners and clients.



### **Increase employee confidence and engagement**

When safety is taken seriously, morale and trust improve, strengthening culture and productivity.



### **Lay a scalable foundation for growth**

With systems and protocols that grow with your business, you're ready to expand without compromising safety.

# Filling the Gaps in a Growing Safety Program

## Support for Mid-Size Organizations Balancing Risk & Scale

As your company grows, so do your safety responsibilities. Mid-size businesses often have a safety manager or small EHS team in place, but the demands of maintaining compliance, managing risk and control measures, conducting investigations, providing training, and standardizing practices across your company can quickly exceed internal capacity.

Safety systems may have started strong but become fragmented as operations expand. The result is inconsistent or lapsed practices, increased exposure, and greater pressure from corporate leadership, insurers, and regulatory bodies.

### ***Challenges You're Facing:***

- Limited EHS staff managing a high volume of tasks
- Variation in safety practices across multiple facilities
- Backlogs in training, audit completion, and corrective actions



### ***What's at Risk***

- Compliance gaps and repeat injuries from lapsed assessments or inconsistent site practices
- Missed or outdated OSHA training that could trigger violations and penalties
- Unmonitored exposure to physical, chemical, or biological hazards
- Rising incident rates that affects insurance rates and contract eligibility for new projects

## Trusted EHS Support to Amplify Your Safety Program

We serve as an extension of your safety team, adding capacity where it's needed most. Our consultant's step in to support key projects, audits, training rollouts, and more, on an as-needed basis.

### **Safety Assessments and Audits**

*We conduct structured evaluations of your facilities, programs, and practices to identify safety compliance gaps and operational risks. Our findings inform targeted improvements that strengthen performance across every location.*

### **Industrial Hygiene Monitoring**

*We conduct air and noise sampling and exposure assessments tailored to your work environments. Our industrial hygienists turn raw data into actionable insights that help protect your workforce and demonstrate compliance.*

### **Written Programs**

*We develop OSHA-compliant safety programs customized to your operations, workforce, and risk profile. From hazard communication to lockout/tagout, your written procedures are clear, current, and ready for implementation.*

### **Safety Training**

*We build site-specific training materials and a plan, deliver the content through your preferred method, and track completions in one system. You gain confidence that your team is current, and your records are audit-ready.*

### **Process Safety Management**

*Businesses with processes involving hazardous chemicals fall under OSHA Process Safety Management (PSM) standards. We have the expertise to help you develop & implement the OSHA-required elements of the PSM Program.*

## Outcomes You Can Expect



### **Increased focus for your safety team**

With Examinetics managing tactical execution, your internal EHS team can lead strategically.



### **Consistent compliance across all locations**

You standardize your program and reduce variation that leads to risk.



### **Training confidence and audit readiness**

Your records are up to date and accessible when OSHA or corporate auditors review your program.



### **Visibility into exposure and risk**

Our platform helps you see and act on safety data across your organization



### **Fewer incidents, citations and claims**

With better investigations and clear corrective actions, you improve injury prevention.

# Enterprise-Wide Safety, Unified and Scalable

## Enabling Compliance and Visibility Across Complex Operations

Large enterprises operate at scale, but safety performance doesn't always keep up. Complex compliance requirements, multiple locations, and increasing expectations around Environmental, Social, and Governance (ESG) factors and operational transparency create immense challenges for EHS teams. Without standardized systems and coordinated support, even well-resourced organizations can struggle with consistency, audit readiness, and promote safety culture.

### ***Challenges You're Facing***

- Coordinating consistent safety efforts across multiple locations
- Managing evolving regulatory standards and meeting internal corporate mandates.
- Demonstrating compliance and risk management success to stakeholders
- Tracking and reporting safety metrics and EHS indicators, metrics, and performance across the enterprise.



### ***The Risks at Stake***

- High-impact safety incidents or regulatory penalties that damage your brand and reputation
- Fragmented safety data that slows decisions and weakens oversight.
- Missed EHS goals that lead to financial or legal repercussions

# How Outsourced Safety Consultants Help



## ***Unified Program Development and Governance***

They create a standardized safety framework tailored to your operational footprint, ensuring every location follows the same high standards and audit-ready practices.



## ***Centralized Digital Tools***

Using digital platforms, they unify training, incident tracking, and compliance data, giving you enterprise-wide visibility and control.



## ***Onsite and Remote Expertise***

Credentialed safety professionals (e.g., CSPs, CIHs) provide targeted audits, investigations, and leadership support where you need it most, without the overhead of a full-time hire.



## ***Standardized Program Rollout Across Locations***

They develop and implement a consistent set of written programs, SOPs, and safety protocols for every site, simplifying compliance and reporting.



## ***Employee Engagement and Safety Culture***

With clear communication tools and engagement strategies, they foster buy-in and accountability, building a proactive safety culture.

## Outcomes All Size Companies Can Expect

Whether you're a small business just getting started, a mid-size organization managing risk for a growing, or a large enterprise standardizing programs across multiple sites, the right EHS partnership delivers clear and measurable outcomes:

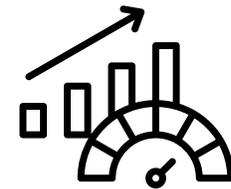
### ***Standardized compliance across all locations***

A unified framework that ensures the whole organization meets regulatory requirements and operates with consistent safety practices, reducing audit risk and enhancing credibility.



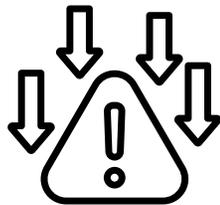
### ***Improved audit and regulatory performance***

Comprehensive, accurate records and real-time data visibility that ensure you're always ready for internal reviews and external audits.



### ***Lower MOD, TRIR, and insurance outcomes***

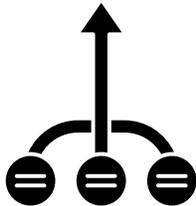
Proactive management of safety incidents and exposures results in lower risk profiles, reduced insurance premiums, and stronger eligibility for contracts and bids.





### ***Reliable safety performance reporting***

Data-driven insights aligned with stakeholder, investor, and board-level expectations, supporting operational excellence goals.



### ***Simplified, enterprise-wide safety operations***

One partner, one system, and one standard to manage safety across your footprint, freeing up your internal teams and allowing them to focus on strategic priorities.



### ***Stronger employee engagement and ownership of safety***

A safety culture built on clear communication and proactive engagement, empowering your workforce to see safety as a shared priority.

No matter where you start, the path forward is built on proactive safety practices, engaged employees, and scalable systems. That's how you turn compliance into a catalyst for performance, risk reduction, and long-term success.

***One partner, one system, and one standard to manage safety across your footprint***