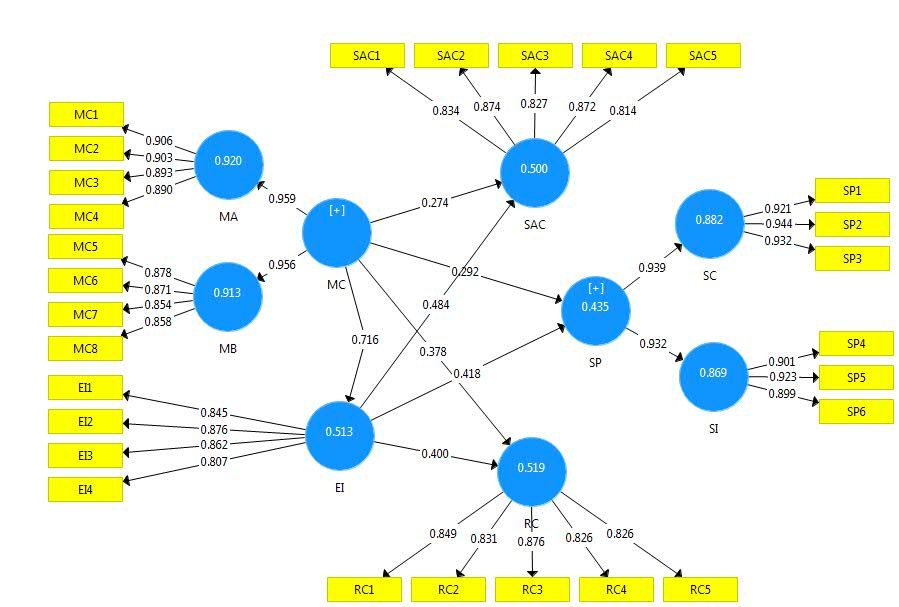
**Appendix 1: Model output of research**

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Note: EI = employees’ involvement; MA = managers’ attitude; MB = managers’ behaviour; MC = managers’ commitment; RC = reporting culture; SAC = safety awareness and competency; SI = safety involvement; SC = safety compliance; SP = safety performance.