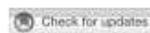


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Safety culture in the polish mining and extractive sector: trend analysis for 2019–2025

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This study analyzes occupational safety culture in the Polish hard coal mining sector, based on surveys conducted in 2019 and repeated in 2025 among managerial staff in three major mining companies. The research utilized expert diagnostics and audit questionnaires, covering seven key areas of safety culture, including leadership, risk analysis, safety briefings, and regulatory compliance. Results from 2019 revealed deficits in management participation and adherence to organizational and legal regulations, with a workforce skewed toward mid- and long-term tenure, indicating a potential generational gap. By 2025, improvements were observed across most areas, particularly in leadership, vision, and safety briefings, reflecting greater engagement and a proactive approach to occupational health and safety. Minor decreases in some areas were linked to workforce reductions and restructuring. Benchmarking against three safety culture segments indicated a shift from the Responsibility-Based Organization level in 2019 to the Responsibility-Oriented Safety Culture level in 2025, demonstrating the integration of safety as a core organizational value. The study highlights the importance of managerial leadership, employee engagement, and systemic measures in sustaining and further developing workplace safety culture in mining enterprises. The survey conducted in 2025 aimed to assess changes in employees' attitudes, behaviors, and safety awareness related to occupational health and safety.

KEYWORDS

hard coal mine, hazard assessment, mining enterprise, occupational health and safety (OHS), organizational culture, safety culture grid

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