

ACTIVE CULTURE

A CULTURE OF HEALTH, PERFORMANCE & SAFETY

**APGA 2026 SAFETY
AWARD SUBMISSION**





BUSINESS

Spiecapag provides full life-cycle support to the pipeline industry, from project conception through engineering, procurement, construction, commissioning, operation and maintenance. Our expertise covers onshore pipeline construction and related infrastructure including pumping and compression stations, metering and regulation facilities, storage complexes and loading-unloading facilities.

Serving the energy, resources and utilities sectors, Spiecapag has established a reputation for delivering high-quality, cost-effective and sustainable infrastructure solutions in some of the most challenging environments in the world.

Since constructing its first high-pressure pipeline in the Paris region in the 1920s, Spiecapag has delivered more than 60,000 km of onshore pipelines and associated infrastructure across more than 60 countries on every continent. With over 100 years of experience, the company has developed significant expertise in executing technically complex projects in environmentally sensitive areas including deserts, arctic regions, mountainous terrain and tropical rainforests.

Spiecapag is a multicultural, multinational and multilingual organisation with the capability to mobilise personnel and equipment rapidly around the globe. This global experience enables the company to deliver projects safely and effectively in diverse environments.

Quality and safety are fundamental priorities across all Spiecapag operations. The company is committed to continuously improving safety performance and strengthening safety culture across its workforce. As a proud member of APGA, Spiecapag values the association's role in advancing safety, collaboration and innovation across the pipeline industry.

ACTIVE CULTURE

EXECUTIVE SUMMARY

ActiveCulture is an innovative and proactive health and wellbeing initiative developed by Spiecapag to address emerging psychosocial and health risks in the workplace. Recognising the increasing impact of mental health challenges, sedentary lifestyles, and undetected chronic disease risks - particularly among employees under 45 - the program introduces a preventative, behaviour-based approach to health and safety.

Rather than relying solely on traditional psychosocial controls, ActiveCulture complements existing risk frameworks by empowering employees to improve their physical and mental wellbeing through movement, nutrition, and social connection. The initiative combines education, access, and voluntary participation to drive sustained behavioural change.

Delivered at minimal cost and fully integrated into daily operations, ActiveCulture has achieved measurable safety and cultural outcomes, including a significant reduction in absenteeism (2.92% to 0.37%), increased engagement (eNPS +32 to +54), and widespread participation in wellbeing initiatives.

ActiveCulture demonstrates how organisations can effectively manage evolving safety risks by shifting from reactive controls to proactive prevention, delivering sustainable, scalable, and industry-transferable outcomes.

CONTACT DETAILS

Company: Spiecapag Australia
Primary Contact Person: Phil Woodhouse
Position: General Manager, Health, Safety & Plant
Email: phil.woodhouse@spiecapag.com
Phone: 0459 865 683

Secondary Contact Person: Jason Paterson
Position: Business Strategy & Growth Manager
Email: jason.paterson@spiecapag.com
Phone: 0499 499 301

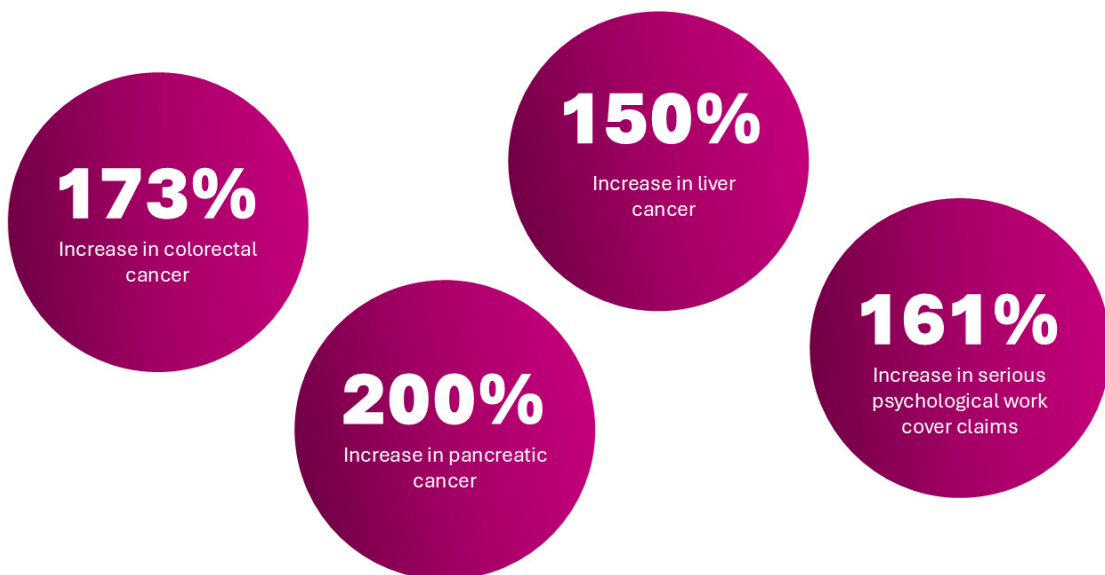
BASIS FOR CONSIDERATION

This submission is entered under the '**Effective management of an on-going or emerging safety risk**' category.

CONTEXT

Spiecapag identified an emerging, industry-wide safety risk driven by the growing impact of psychosocial and health factors within the workforce. Increasing levels of stress, disengagement, and social disconnection were observed alongside a decline in physical health linked to sedentary work environments.

At the same time, a rising incidence of chronic disease risks - including cancers and metabolic conditions - was noted, particularly among employees under 45. These risks were compounded by limited early detection opportunities and low awareness of preventive health behaviours, reducing the likelihood of timely intervention.



Existing control measures, such as Employee Assistance Programs and compliance-based psychosocial frameworks, were found to be largely reactive in nature, primarily addressing symptoms rather than underlying causes. This highlighted a critical gap in current safety management approaches.

In response, Spiecapag recognised the need for a proactive, preventive, and employee-centred approach to managing these evolving risks, focusing on early intervention, behavioural change, and overall workforce wellbeing.

ACTIVE CULTURE

AN INNOVATIVE APPROACH AND LOW COST INITIATIVES

ActiveCulture emphasises preventive and behavioural controls rather than relying solely on administrative measures. These controls are practical, accessible, and embedded into everyday work life, including:

- Encouraging regular physical activity
- Promoting gut health and improved nutrition
- Supporting preventive health screening
- Strengthening social connection across teams

Rather than prescribing behaviour, the initiative focuses on creating awareness, access and encouragement, allowing employees to voluntarily participate in initiatives that support healthier lifestyles.

Each initiative was intentionally designed to be simple, inclusive and low cost, integrating seamlessly into daily work practices.

Key Initiative Components

Physical Activity & Movement

- Establishment of a weekly Run Club, with participation increasing from 6 to 11 employees per session - achieving over 1,000 km and burning more than 100,000 calories.
- Participation in community events such as the Brisbane Marathon Festival, with entry fees subsidised when multiple employees participate.

- A Sporting Sponsorship Program supporting employee sporting teams outside the workplace.

Preventive Health & Nutrition

- Introduction of gut-health-focused food options in the workplace, including fermented drinks and products, nuts, and yoghurt.
- Delivery of educational campaigns linking gut health to mental wellbeing and overall health.
- Provision of prepaid and anonymous bowel cancer screening kits for employees under 45 to promote early detection and preventative care.

Social Connection & Culture

- Implementation of “Brewed Perspective”, a structured small-group engagement initiative fostering meaningful discussions.

ActiveCulture has been supported by strong leadership commitment across the organisation. Senior leaders actively participate in initiatives such as the weekly Run Club and community events including the Brisbane Marathon Festival. This visible engagement reinforces that wellbeing is a shared priority, not just a stated value.

ActiveCulture is now embedded into ongoing business practices, with continued leadership support, annual planning, and sustained investment to ensure long-term impact.



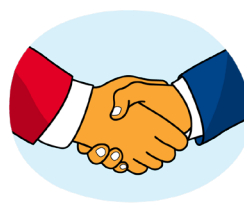
**INCREASING
PHYSICAL
MOVEMENT**



**IMPROVE
GUT HEALTH
AWARENESS**



**EMPOWERING
EMPLOYEES TO
TAKE OWNERSHIP
OF THEIR
WELLBEING**



**STRENGTHENING
SOCIAL
CONNECTION**



**ENCOURAGING
PREVENTIVE HEALTH
AWARENESS**

DEMONSTRATED EFFECTIVENESS

Over the past year and a half, ActiveCulture has delivered clear, measurable improvements across workforce wellbeing and organisational culture.

- Absenteeism decreased significantly from 2.92% to 0.37% within 12 months.
- Employee Net Promoter Score rose from +32 to +54, substantially exceeding the industry average of +18.

Engagement levels were equally strong, with:

- 80% of employees participating in at least one initiative.
- 60% of employees reporting increased physical activity.
- More than 70% making gut-friendly dietary changes.

The Run Club alone demonstrated sustained momentum, nearly doubling participation and achieving 50 sessions within its first year.

Qualitatively, the initiative has strengthened workplace culture, with 85% of employees reporting improvements and 80% recognising a positive impact on their work environment.

Collectively, these results demonstrate that ActiveCulture is driving meaningful, sustained improvements in both employee wellbeing and organisational performance.

The effectiveness of ActiveCulture will continue to be monitored through participation rates, employee engagement surveys and absenteeism data.

HEALTH & ACTIVITY

60%

of employees
increased their
physical activity

70%

made gut-friendly
changes to their
diet

65%

reported greater
awareness of
gut health

70%

are keen to
participate in
Bowel Screening

CULTURE & ENGAGEMENT

85%

said workplace culture
improved

+54 eNPS

employee net promoter
score, up from +32

60%

said Brewed Perspective
strengthened connections

PRODUCTIVITY

Absenteeism dropped dramatically

2.92% to 0.37%

in just 12 months

Employees also reported improved happiness, motivation, and workplace relationships — all above industry averages

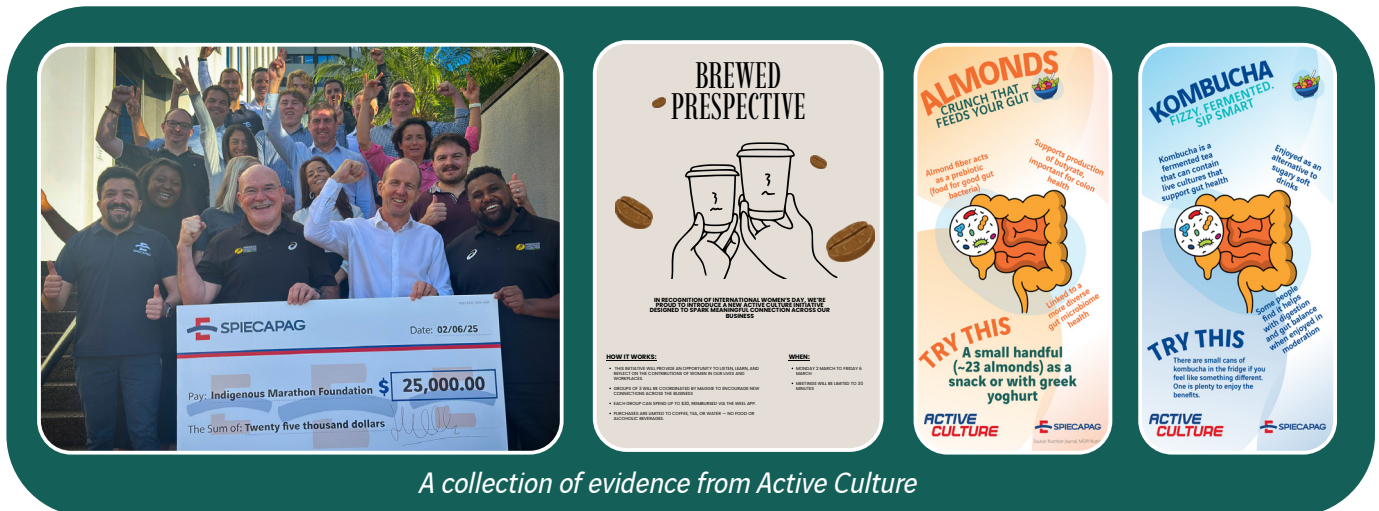
RETURN ON INVESTMENT

For an office workforce of approximately 60–70 employees, the financial investment is modest:

- Snack enhancements: \$1.69 per employee per week.
- Screening kits: \$45 each.
- Registration fees to community sport events: \$3,500 annually.

- Sporting sponsorship: capped at \$5,000 annually.

Despite the low cost, the return has been substantial - reflected in improved engagement, reduced absenteeism, and stronger cultural cohesion.



A collection of evidence from Active Culture

SCALABILITY, TRANSFERABILITY & INDUSTRY VALUE

The initiative demonstrates that emerging health risks can be effectively managed through preventive, behavioural, and cultural controls, offering a scalable model for the pipeline and construction industries.

One of ActiveCulture's greatest strengths is its simplicity and transferable value.

The initiative is not reliant on complex infrastructure or large budgets; many components are low-cost or free.

Its modular design allows easy adoption across organisations who can adopt individual elements - such as physical activity, nutritional education, preventive health campaigns, or structured social connection - or implement the model holistically.

It can be implemented easily with minimal training to both office and field environments, including remote/FIFO environment.

Improving safety and wellbeing is a shared industry responsibility. Spiecapag is proud to lead by example and demonstrate that innovation in health culture can be both practical and measurable.

By sharing this initiative with the APGA community, Spiecapag hopes to encourage other organisations to explore practical approaches that strengthen workforce wellbeing, culture and safety performance.

IN CONCLUSION

ActiveCulture represents a shift in safety leadership - from managing incidents to preventing them through improved human health and wellbeing.

By addressing psychosocial and emerging health risks at their source, Spiecapag has created a sustainable, measurable, and highly transferable model for safety improvement.

This initiative not only reduces risk but builds a healthier, more engaged, and more resilient workforce - delivering lasting value for both individuals and the organisation.

ADDITIONAL BENEFITS

In addition to improving wellbeing and engagement, ActiveCulture has delivered several broader organisational benefits.

The weekly run club has become a focal point for connection and community. Open to all, the run club also provides an opportunity to build relationships with nearby commercial partners, who frequently join our sessions.

As the run club continues to grow, so too does participation in events such as the Brisbane Marathon Festival - now a highlight of our social and community engagement calendar. As part of this event, Spiecapag team members raise funds for the Indigenous Marathon Foundation and have been recognised as the Best Fundraising Team for the third consecutive year.

This momentum has created a snowball effect beyond the workplace, with an increasing number of employees independently participating in external running events, joining local sports clubs and signing up to gyms - embedding healthier lifestyles well beyond the program itself.

Overall, the program has strengthened Spiecapag's reputation as an employer that genuinely invests in the wellbeing of its workforce and is committed to being an active contributor to the broader community.

Through initiatives like these, we aim not only to support our people, but also to play a meaningful role in promoting positive, lasting change beyond our organisation.



[Learn more about ActiveCulture in action, click here to watch our short explainer video.](#)



“ When i joined (the Run Club), I struggled to complete even a 2km run. Within a few months, I was able to comfortably complete 5km runs! The wellbeing initiative have had a tangible impact on my personal health and mindset.”



“ I joined the Run Club in July 2025... My overall fitness and VO2 max have risen, sleep cycle is more regular... and I reduced cigarette consumption by 60%!”



“ These initiatives have had a noticeable impact on my personal experience and have reinforced that at Spiecapag we come together not just for work, but to grow and become better together.”



APPENDIX

ACTIVECULTURE EDUCATIONAL MATERIAL

TV DISPLAY & KITCHEN PLACEMATS

**ACTIVE
CULTURE**



ActiveCulture is a workplace wellbeing initiative designed to support health, energy and mental clarity, using simple, science-based information.

It's not a program to follow, a diet to start, or a set of rules to adopt. Instead, ActiveCulture is about sharing ideas, starting conversations, and giving people the space to explore what works for them.

You'll see this initiative show up through movement, food, learning and connection. Take what resonates, leave what doesn't, and follow your own curiosity.

Small changes. Better understanding. Long-term wellbeing.





**ACTIVE
CULTURE**



GUT HEALTH AND YOUR BRAIN.



Turns out your gut and brain are having a constant two-way chat called the gut-brain axis.

Research shows, people with mood disorders often have different gut microbiome patterns compared to those without.

Probiotic interventions may help ease symptoms of depression and anxiety.

Gut microbes produce metabolites and neurotransmitter-related signals that can influence stress, sleep and emotional balance.

So while your "gut feeling" is real, it's also biochemically real.

WHAT TO GO DEEPER?



Interactions between enteric microbiota, central and enteric nervous systems

Sources: PubMed

**ACTIVE
CULTURE**



WHAT IS GUT HEALTH, ANYWAY?



Your gut isn't just where food goes to break down, it's a bustling ecosystem of bacteria, yeasts, fungi and viruses that help shape your digestion, immunity, metabolism, mood and more.

A diverse and balanced microbiome helps your body:

- absorb nutrients and produce beneficial compounds
- keep inflammatory signals in check
- support immune responses
- potentially influence brain signals through the gut-brain axis.

Scientists are finding that the gut microbiome may play a role in conditions ranging from metabolic diseases to some cancers and mental health outcomes, and that keeping it happy matters more than ever.

WHAT TO GO DEEPER?



Diary of a CEO Podcast: Mental Disorder: This is the first sign of dementia

Sources: HealthDirect, PubMed, Karger Publishers

**ACTIVE
CULTURE**



AGEING, CHRONIC DISEASE & THE MICROBIOME



Healthy ageing isn't just about birthdays, it's about the little biological helpers in your gut.

Science shows that, older adults often have less diverse gut microbes, which can link with inflammation and age-related decline.

Microbiome signals play roles in metabolism, immune function and

chronic disease pathways like heart disease, diabetes and neurodegeneration.

Diet and lifestyle can partially help rebalance your microbial community to support a healthier later life.

So future you might thank the microbes for every extra serving of veggies.



WHAT TO GO DEEPER?



MDPI: Gut microbiota, an ally in the mechanisms and the interventions of healthy aging

Sources: MDPI

**ACTIVE
CULTURE**



WHY THIS MATTERS, A QUICK LOOK AT THE DATA



A balanced gut microbiome helps reduce chronic low-grade inflammation, a key driver of many age-related diseases.



Differences in gut community structure have been observed in people with depression compared to those without.



Short-chain fatty acids from healthy microbes help maintain gut lining integrity and support metabolic health.



Diet and lifestyle are powerful influencers of your microbial neighbours, so your day-to-day choices matter.



WHAT TO GO DEEPER?



Karger: Gut microbiome, profound implications for diet and disease

Sources: Karger, PubMed

**ACTIVE
CULTURE**



BOWEL SCREENING KITS NOW AVAILABLE



TEST IN YOUR OWN TIME.

As part of ActiveCulture, bowel screening kits are available to employees under 50 years old.

HOW IT WORKS.

Take one kit. Follow the instructions provided. Complete the test privately, and send it by post.

PRIVATE & CONFIDENTIAL.

No names recorded. No results shared with Spiecapag. Only total kits taken are tracked.

TABLETOP SIGNAGE

ACTIVE CULTURE

ActiveCulture is a wellbeing initiative designed to support everyday health, energy and mental clarity at work. It recognises that small habits, movement, food choices, recovery and connection, can have a meaningful impact over time.

This initiative isn't about rules, targets or telling people what to do. Instead, it's about starting conversations, sharing simple information, and creating opportunities for people to explore what works best for them.

You'll see ActiveCulture show up in small ways, like shared food, movement opportunities and easy-to-digest facts. Take what's useful, ignore what's not, and follow your own curiosity.

The information shared through ActiveCulture is general in nature and intended for awareness and education only. It is not medical or nutritional advice.

Everyone's body and health needs are different. If you're considering changes to your diet, activity or lifestyle, especially if you have existing health conditions, please consult your doctor or a qualified health professional.

Always read food labels and ingredient information to ensure products are suitable for you.

WALNUTS

GOOD FOR YOUR BRAIN, AND YOUR GUT

Shown to increase beneficial gut bacteria

Supports gut health through fiber and polyphenols

Helps reduce gut-related inflammation

TRY THIS
¼ cup on salads, oats or greek yoghurt

ACTIVE CULTURE

SPIECAPAG

Source: Journal of Nutrition, MDPI Nutrients

ALMONDS

CRUNCH THAT FEEDS YOUR GUT

Almond fiber acts as a prebiotic (food for good gut bacteria)

Supports production of butyrate, important for colon health

Linked to a more diverse gut microbiome health

TRY THIS
A small handful (~23 almonds) as a snack or with greek yoghurt

ACTIVE CULTURE

SPIECAPAG

Source: Nutrition Journal, MDPI Nutrients

KIMCHI

SPICE UP YOUR LUNCH, YOUR GUT WILL THANK YOU

Fermented food rich in live probiotics that support a healthy gut microbiome

Helps digestion and gut balance through beneficial bacteria

TRY THIS
Add 2-3 tablespoons to rice bowls, wraps or salads

ACTIVE CULTURE

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Source: WebMD, Harvard TH Chan School of Public Health

SAUERKRAUT

SIMPLE. TANGY. GUT FRIENDLY

Naturally fermented and full of gut-supporting probiotics

High in fiber, which feeds good gut bacteria

Supports digestion and gut lining

TRY THIS
Spoon 2 tablespoons onto sandwiches or alongside meals

ACTIVE CULTURE

SPIECAPAG

Source: Verywell Health, Cleveland Clin

KOMBUCHA

FIZZY. FERMENTED. SIP SMART

Kombucha is a fermented tea that can contain live cultures that support gut health

Enjoyed as an alternative to sugary soft drinks

Some people find it helps with digestion and gut balance when enjoyed in moderation

TRY THIS
There are small cans of kombucha in the fridge if you feel like something different. One is plenty to enjoy the benefits.

ACTIVE CULTURE

SPIECAPAG

GREEK YOGHURT

GOOD FOR YOUR GUT. GREAT AS A SNACK

Greek yoghurt contains live cultures that help support a healthy gut microbiome

High in protein, which helps keep you fuller for longer energy

Provides nutrients like calcium that support overall health

TRY THIS
There are small yoghurt pots in the fridge if you fancy a snack. Why not pimp it up with a handful of almonds or walnuts for extra crunch, fiber and gut-loving goodness?

ACTIVE CULTURE

SPIECAPAG

Source: Journal of Nutrition, MDPI Nutrients