

**Additional file 2.** Interview participant characteristics

	<b>Gender</b>	<b>Age</b>	<b>Department</b>		<b>Gender</b>	<b>Age</b>	<b>Department</b>
Supervisors [s]				OIMs [o]			
1	Male	40	Offshore	<b>13</b>	Male	53	Offshore
2	Female	51	Health	<b>14</b>	Male	42	Offshore
3	Female	43	HSE	<b>15</b>	Male	59	Offshore
4	Female	35	Health	<b>16</b>	Male	36	Offshore
5	Male	58	Health	<b>17</b>	Male	56	Offshore
6	Male	54	HR				
7	Female	43	HSE	Workers [wSSI]			
8	Male	48	Operations	<b>18</b>	Male	n/a	Offshore
9	Male	58	HSE	<b>19</b>	Male	n/a	Offshore
10	Male	53	HSE				
11	Male	53	Operations				
12	Female	27	HR				

<sup>a</sup> HSE (Health Safety and Environment); HR (Human Resources)