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| Supplemental Digital Content Table 3. Linear Mixed Model Regression Results with Interaction Terms between Size and Leadership. N = 1,271.  |
| **Model 1: Safety Climate**  |
|  | β Estimate (95% CI) |
| Leadership commitment to safety\*† | 0.56 (0.52, 0.67) |
| Size |  |
| Micro | -0.68 (-1.60, 0.23) |
|  Small | -0.32 (-0.78, 0.14) |
|  Medium\* | -0.50 (-0.86, -0.14) |
|  Large | ref |
| Leadership x Size |  |
|  Micro | 0.12 (-0.12, 0.37) |
|  Small | 0.08 (-0.04, 0.19) |
|  Medium\* | 0.10 (0.01, 0.19) |
|  Large | ref |
| **Model 2: Participatory Safety Behaviors**  |
|  | β Estimate (95% CI) |
| Leadership commitment to safety\*† | 0.44 (0.34, 0.54) |
| Size† |  |
| Micro | -0.57 (-1.76, 0.62) |
|  Small\* | -0.60 (-1.18, -0.01) |
|  Medium | 0.27 (-0.19, 0.72) |
|  Large | ref |
| Leadership x Size† |  |
|  Micro | 0.15 (-0.17, 0.48) |
|  Small\* | 0.17 (0.02, 0.32) |
|  Medium | -0.04 (-0.16, 0.08) |
|  Large | ref |
| **Model 3: Health Climate** |
|  | β Estimate (95% CI) |
| Leadership commitment to safety\*† | 0.62 (0.54, 0.69) |
| Size |  |
| Micro | -0.64 (-1.51, 0.23) |
|  Small | -0.32 (-0.79, 0.23) |
|  Medium | -0.21 (-0.55, 0.13) |
|  Large | ref |
| Leadership x Size |  |
|  Micro | 0.19 (-0.03, 0.42) |
|  Small | 0.11 (-0.01, 0.23) |
|  Medium | 0.04 (-0.05, 0.13) |
|  Large | ref |
| **Model 4: Participatory Health Behaviors**  |
|  | β Estimate (95% CI) |
| Leadership commitment to safety\*† | 0.36 (0.24, 0.47) |
| Size |  |
| Micro | -0.53 (-1.82, 0.74) |
|  Small | -0.03 (-0.72, 0.66) |
|  Medium | -0.19 (-0.68, 0.31) |
|  Large | ref |
| Leadership x Size |  |
|  Micro | 0.23 (-0.11, 0.56) |
|  Small | 0.05 (-0.12, 0.23) |
|  Medium | 0.08 (-0.05, 0.22) |
|  Large | ref |
| All models adjusted for industry, region, age, gender, job level, and job tenure **\***Indicates p < 0.05 for linear regression model†Indicates p <0.05 for overall F-test  |