**Appendix A**

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| **Table A.1** Confirmatory factor analysis results  |  |
| **Factor** | **Item** | **Estimate** | **S.E.** | **P-Value** | **Inter-item reliability (α)** |
| SP | V1 | 0.686 | 0.051 | P < 0.01 | 0.828 |
|  | V4 | 0.809 | 0.033 | P < 0.01 |  |
|  | V5 | 0.873 | 0.029 | P < 0.01 |  |
| SC | V2 | 0.851 | 0.027 | P < 0.01 | 0.840 |
|  | V3 | 0.848 | 0.031 | P < 0.01 |  |
|  | V6 | 0.714 | 0.042 | P < 0.01 |  |
| TMP | V7 | 0.716 | 0.045 | P < 0.01 | 0.844 |
|  | V14 | 0.715 | 0.038 | P < 0.01 |  |
|  | V15 | 0.860 | 0.024 | P < 0.01 |  |
|  | V16 | 0.814 | 0.028 | P < 0.01 |  |
| TME | V9 | 0.755 | 0.034 | P < 0.01 | 0.812 |
|  | V10 | 0.817 | 0.036 | P < 0.01 |  |
|  | V12 | 0.772 | 0.036 | P < 0.01 |  |
| TMJ | V8 | 0.784 | 0.039 | P < 0.01 | 0.717 |
|  | V13 | 0.727 | 0.056 | P < 0.01 |  |
| SUPP | V17 | 0.704 | 0.074 | P < 0.01 | 0.846 |
|  | V19 | 0.823 | 0.043 | P < 0.01 |  |
|  | V20 | 0.752 | 0.078 | P < 0.01 |  |
|  | V21 | 0.759 | 0.094 | P < 0.01 |  |
|  | V28 | 0.274 | 0.113 | P < 0.01 |  |
| SUPE | V24 | 0.882 | 0.031 | P < 0.01 | 0.801 |
|  | V25 | 0.805 | 0.035 | P < 0.01 |  |
|  | V26 | 0.574 | 0.060 | P < 0.01 |  |
|  | V28 | 0.503 | 0.098 | P < 0.01 |  |
| SUPJ | V18 | 0.653 | 0.076 | P < 0.01 | 0.679 |
|  | V23 | 0.779 | 0.062 | P < 0.01 |  |
| CSC | V29 | 0.808 | 0.034 | P < 0.01 | 0.850 |
|  | V30 | 0.731 | 0.037 | P < 0.01 |  |
|  | V33 | 0.702 | 0.081 | P < 0.01 |  |
|  | V34 | 0.683 | 0.064 | P < 0.01 |  |
| TMSC | TMP | 0.927 | 0.032 | P < 0.01 |  |
|  | TME | 0.979 | 0.023 | P < 0.01 |  |
|  | TMJ | 0.920 | 0.039 | P < 0.01 |  |
| SSC | SUPP | 0.625 | 0.075 | P < 0.01 |  |
|  | SUPE | 0.974 | 0.034 | P < 0.01 |  |
|  | SUPJ | 0.946 | 0.054 | P < 0.01 |  |
| *Note.* TMSC: Higher order top management, TMP: Top management safety commitment; TME: Top management safety empowerment; TMJ: Top management safety justice; SSC: Higher order supervisor, SUP: Supervisor safety commitment; SUPE: Supervisor safety empowerment; SUPJ: Supervisor safety justice; CSC: Co-worker safety commitment, SP: Safety participation, SC: Safety compliance |