The safety culture ladder is a way of showing where a BU or site fits into a framework that describes how safety culture develops in an organisation. It ranges from “pathological” (people don’t want to know about safety; messengers are punished; responsibility is shirked, failure is punished or concealed, and new ideas are discouraged) at the bottom of the ladder to “generative” (actively seeking information, messengers are trained and rewarded, responsibility is shared, failures lead to far reaching reforms and improvements, and new ideas are welcomed) at the top of the ladder.