Table S1: Interview and focus group guide main questions.

|  |  |
| --- | --- |
| **Interview Guide**  | **Focus Group Guide** |
| 1. Can you tell me about the company’s heat stress program? (*Knowledge*)
2. How do you think the heat stress program influences the workers’ safety when working outside? (*Knowledge*)
3. If a worker is working from 5:00 a.m. to 3:00 p.m., what can they do to avoid heat-related injuries and illnesses? (*Knowledge*)
4. What are some issues workers experience when working under high temperatures outside? *(Experience)*
5. How do you think the heat stress program impacts the workers’ well-being if they get injured or sick due to exposure to extremely high temperatures while working? *(opinion)*
6. How do you know if the program is effective?  *(opinion)*
 | 1. What are the things you do to ensure you perform your job safely in a hot environment? *(knowledge)*
2. What are the things the company is doing to help you perform your job safely in a hot environment? *(knowledge)*
3. When working in a hot environment, what are the things you think make it difficult/easy for you to do your job task safely? *(experience)*
4. Can you tell me how you feel working in a hot environment with these factors (i.e., the things that make it easy/difficult for you to do your job safely? *(feeling)*
5. How do you think these things (i.e., the above-stated factors) will impact your health if you do/don’t work safely in a hot environment? *(opinion)*
 |