Table S1: Interview and focus group guide main questions.

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| **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)* |