



Improving Workplace Safety DuPont Commitment

Magdalena Aleksandrowicz
Business Development Manager Poland
Vilnius, 27 April 2006



The miracles of science™

DuPont Safety Resources

Agenda

1. Background
2. Why Safety?
3. How do we do it?
4. Our Commitment



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

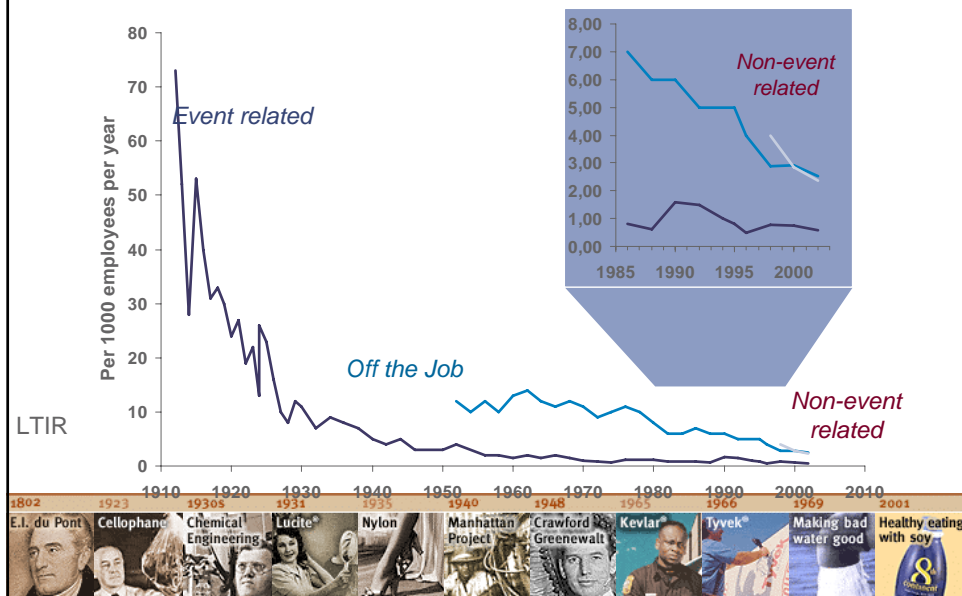
The Roots of the DuPont Safety Culture



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

DuPont's Safety Performance - an indicator for a corporate culture, which drives for ZERO FAILURES



Our History

Powder mill operation began in 1802.

First safety rules established in 1811.

Safety is a line management responsibility.

- No employee may enter a new or rebuilt mill until a member of top management has personally operated it.

–E. I. du Pont

Safety statistics began in 1912.

Belief that all injuries are preventable developed in the 1940s.

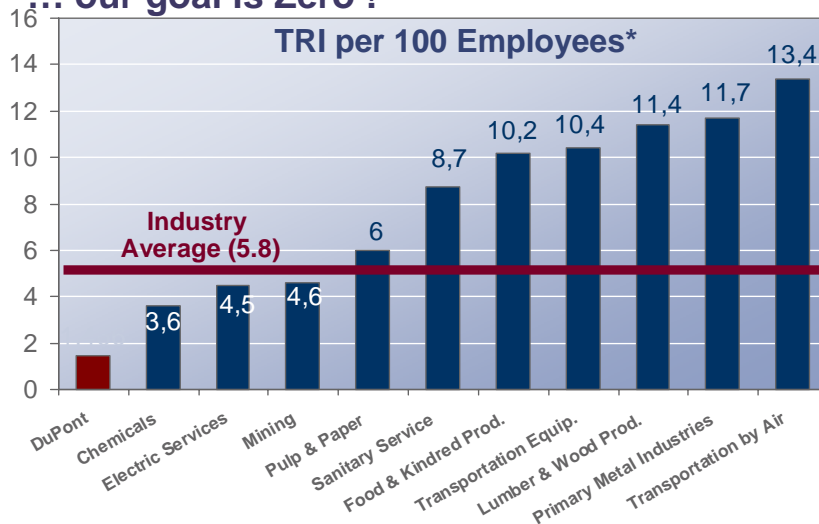
Off-the-job safety program began in the 1950s.

“Goal is Zero” established in 1990’s

Safety Role Is to Protect Organisation From These Threats



**Our rates are one of the lowest in the world
... our goal is Zero !**



* U.S. Bureau of Labor Statistics, 2009 Data



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Zero in human terms



Each day 16 people would not die in a work-related accident.

Each year over 5 million people would not be hurt or made ill in private industry.

Families and communities would prosper.

- No physical pain, no deep emotional anguish for the worker's family, no negative talk about your company in the community.

And those are just a few of the immeasurable social benefits.



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

National cost of injuries is mostly hidden



THE TIP OF THE ICEBERG

Direct Costs of Injuries

- Medical costs
- Wage indemnity
- Claims administration fees

THE BULK OF THE ICEBERG

Additional Costs of Injuries

- Damaged equipment & goods
- Lost production and quality
- Process Interruptions/Yield Losses
- Replacement Labor / Overtime
- Litigation
- Damage to Customer Relations & Public Image



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Safety is good for and unites all stakeholders

Employees

- Morale
- Shortage of labor-retaining/replacing workers
- Productivity
- Overtime
- Relationship
- "Me" / "My Family"

Stockholders

- Reducing costs
- EPS
- Bottom line impact

Safety

Customers

- Operating discipline
- Quality
- On time delivery
- Down time

Public / Community

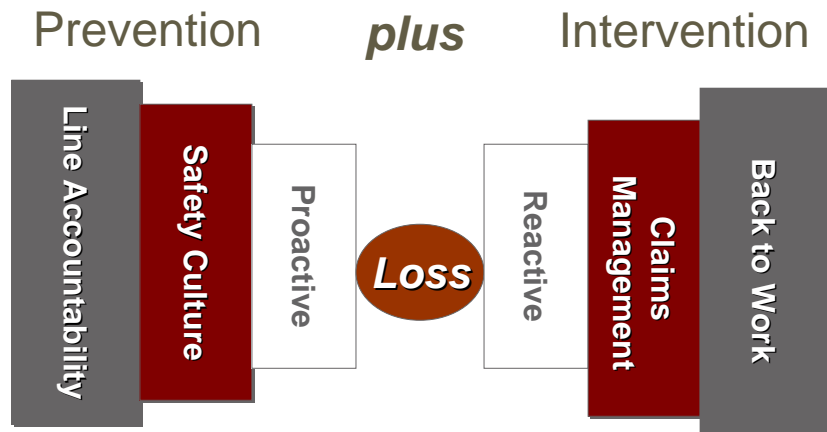
- Freedom to Operate
- Don't want to be viewed as unsafe
- Need to draw labor force from local community



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

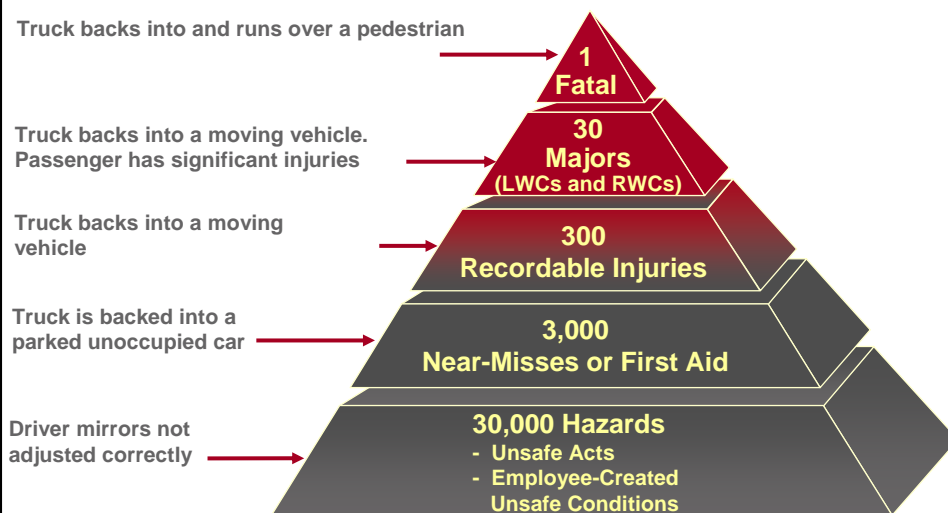
In order to effectively manage ALL these costs, companies must focus on both the prevention and intervention sides of the equation.



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

It goes beyond just focusing on injuries, but includes understanding and tracking the leading indicators

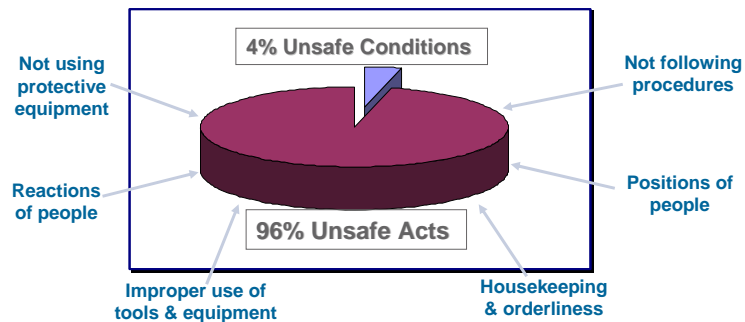


DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

OUR INJURY EXPERIENCE

**Most Injuries Are Caused By Unsafe Acts And Behaviours
(Including Management Behaviour),
Not Conditions And Equipment.**



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Methodology works across most types of businesses

Aerospace

Allied Signal
Boeing Commercial
Airplane Group
NASA
Raytheon

Airlines

United
American Eagle

Automotive

General Motors
Ford Brazil

Chemicals

PQ Corporation

Education

University of Washington

Energy

Diamond Offshore
Exxon
Helmerich & Payne Drilling
Nabors Drilling
PCK Raffinerie GmbH
PEMEX
TOSCO Refineries

Food

Bestfoods

Forest Products/Paper

Fraser Papers
Georgia Pacific
Smurfit-Stone

Metals Manufacturing

ALCOA
BHP Steel

Mining/Non-Metallic

Materials
Rogers-Corbin

Retail

Wawa, Inc.

Transportation

Amtrak
Burlington Northern Santa Fe RR
Los Angeles County MTA
New York MTA
Railtrack UK
Swiss Rail
Yellow Transportation

Utilities

Commonwealth Edison
Michigan Consolidated Gas

U.S. Government

Department of Energy
Lawrence Livermore National Labs
National Park Service
U.S. Army

Waste Industry

Republic

DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.



Some case histories with proven results...

Oil & Gas Drilling Company

- 5 million man-hours without a lost time incident
- 2.5 million man-hours without an OSHA recordable incident
- 60% reduction in LWC & TRI rate
- \$10 million annual cost saving

Construction Industry Contractor

- Worked together for last 20+ years
- 2001 OSHA TRI rate .41
- Award winning performance
- Developed loss ratio improved from \$1.72 per \$100 in payroll to \$.98 per \$100 in payroll in one year

Major Transit Authority

- 50% reduction in injuries over five years
- Significant elevation of employee pride
- Corollary benefits
 - Focus on chronic injury repeaters
 - Fraud reduction process

Convenience Store Chain

- Significant (>25%) reduction in employee injuries during first year of engagement
- Significant reduction in customer incidents and injuries during first year of engagement



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

A personal example: Great safety is great business



DuPont Kinston, NC Dacron® Manufacturing Plant

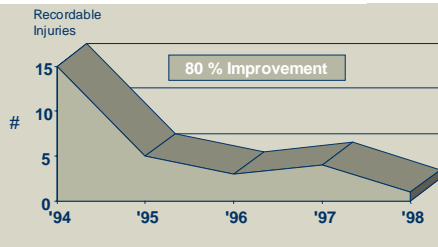


DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Kinston plant case study

KINSTON PLANT SAFETY PERFORMANCE



KINSTON PLANT ENVIRONMENTAL INCIDENTS

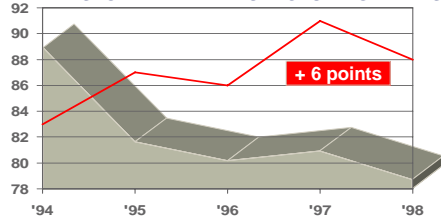


DuPont Safety Resources

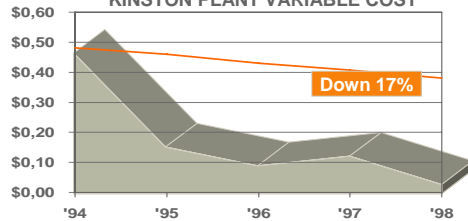
Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Kinston plant case study

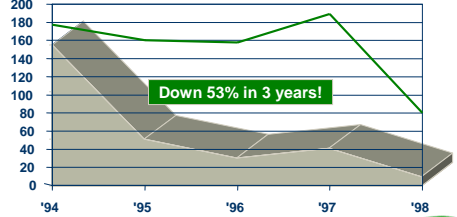
KINSTON PLANT MANUFACTURING YIELDS (%)



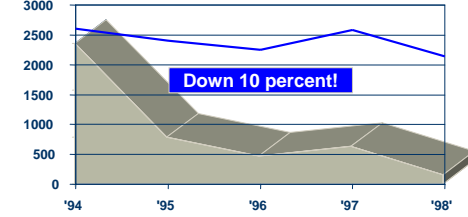
KINSTON PLANT VARIABLE COST (\$ / LB)



KINSTON PLANT CUSTOMER COMPLAINTS



KINSTON PLANT PERSONNEL ON ROLL



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Achieving safety excellence

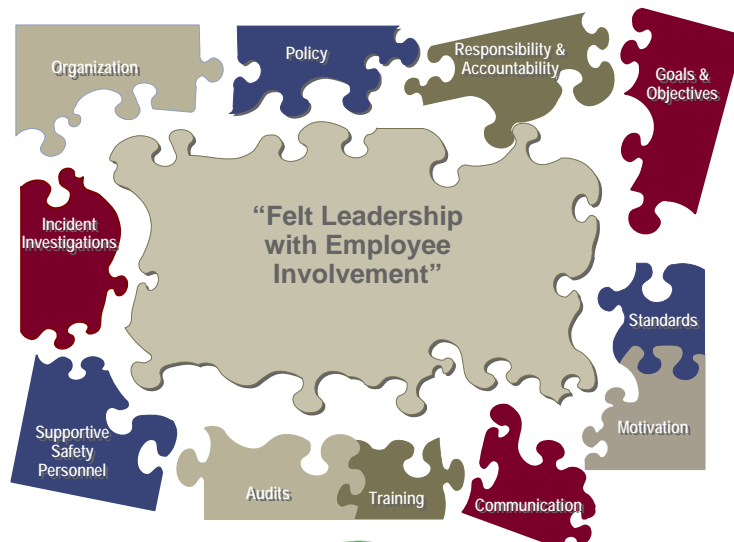
- **The Bottom Line:**
The Goal is Zero Injuries
- **Essentials for Success**
 - Active, involved leadership
 - Focus on management skill building
 - Implementation through the line organization
 - Employee buy-in and participation



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Essential elements for making safety a core value



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

And comprises these components to ensure an effective managing system...



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Shift the organization

TODAY		TOMORROW
Injuries are unavoidable	→	All injuries can be prevented
Major injuries are investigated	→	All incidents are eliminated
Accountability delegated to professionals	→	Accountability vested in the line organization
Little personal accountability for safety	→	Safety is a condition of employment
Most injuries result from design, equipment, and/or procedure failures	→	Vast majority of injuries result from actions of people; focus on mind-set and awareness
Safety training is sporadic	→	Safety training is continuous
Safety off the job is a personal matter	→	Off-the-job safety = on-the-job safety
Contractors can follow their own standards	→	Contractor safety = employee safety
Safety is perceived as a last priority	→	Management commitment to safety is clearly demonstrated



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Installing a safety culture drives benefits for the business and all stakeholders

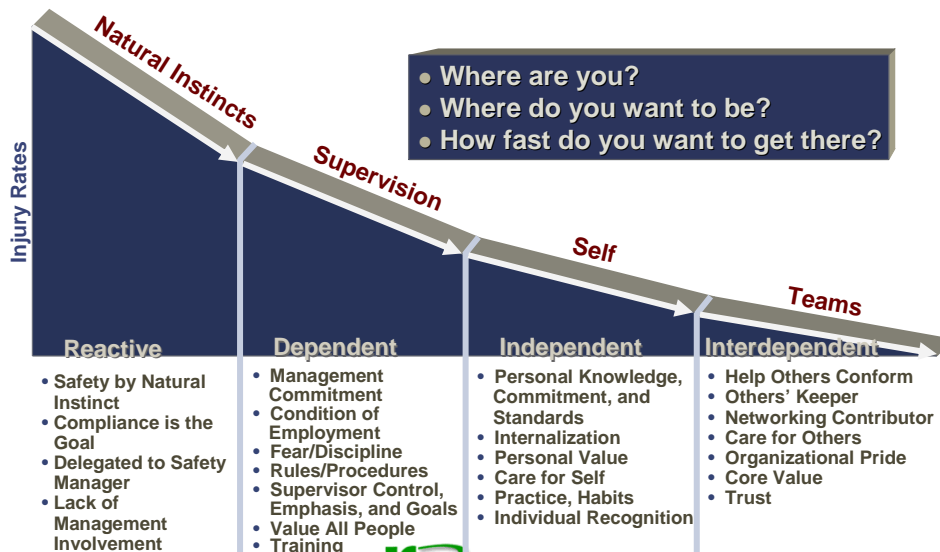
- Reduces injuries
- Reduces direct and indirect costs
- Installs a culture of operational discipline
- Improves operating results
- Unifies organization



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Journey to creating a safety culture



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Our Commitment:

2002 – we created the DuPont Safety Resources European Award



Our Commitment:

World Safety Declaration

— GLOBAL INDUSTRY COMMITMENT TO WORKPLACE SAFETY —

We:
ACKNOWLEDGE that safety is a fundamental component of quality of human life, a value to be upheld by individuals and organizations,

CONSIDER that any lack of safety in the workplace and in the home carries with it a personal and social cost to individuals, families, organizations, communities and ultimately nations and their security and standard of living,

DETERMINED to address this vulnerability at the individual level and within our larger organizations and communities,

ATTENDING to our ability to affect real-world change to achieve an attainable goal of increased safety and injury reduction,

Have agreed at the XVth World Congress on Safety and Health at Work on September 20, 2005 in Orlando, Florida:

1. "Personal safety" as a human value transcends differences of geography, political affiliation, citizenship, ethnicity, religious affiliation, occupation, age and gender. Personal safety is a universal concern that can be supported in unique organizational and interpersonal ways.
2. Individuals and organizations have the right and a moral obligation to make a commitment to the improvement of safety conditions in their lives, in their communities and in their organizations. They can improve the quality of their own lives, and the lives of those who participate in large social contexts (occupational, local, regional, national, geographic), with a commitment to improve safety.
3. The enhancement of safety in the workplace and in the home is an achievable objective that can be defined, evaluated and measured, despite differences of environment and setting.
4. The global nature of workplace and home safety calls for the broadest possible cooperation by all of industry.
5. The Organizations signing this Declaration, through their appropriate representatives, today commit to reporting their challenges, progress and successes at the XVth World Congress on Safety and Health at Work in 2008.

IN WITNESS WHEREOF the undersigned, being duly authorized to that effect, have signed this Commitment.

DONE at Orlando, Florida this twentieth day of September, two thousand and five.

Signed: _____

2005: we signed the World Safety Declaration – a global industry commitment to safety in the workplace throughout the world

DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

Aspiration: everyone returns home safely



Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.
DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.

THANK YOU



DuPont Safety Resources

Copyright © 2005 E. I. du Pont de Nemours and Company. All rights reserved.