

# The STERIS Way: Working Today for a Safer Tomorrow

STERIS®



## Awards

- Ohio Bureau of Workers' Compensation Self-Insured Department Audit Excellence Award to STERIS for its management of the STERIS Ohio Self Insured Workers' Compensation Program, placing it in the top 10% of the 1,200 self insured companies in the state of Ohio.
- The Finnish Industrial Safety Board Mechanical-Industrial Award, placing the STERIS facility as one of the safest in Finland.
- The Quebec Province LaChance-Morin Award for Occupational Safety at the Quebec City, Quebec, Canada manufacturing facility

STERIS Corporation's mission is to provide a healthier today and safer tomorrow through knowledgeable people and innovative infection prevention, decontamination and health science technologies, products and services. The company has approximately 5,000 dedicated employees around the world working together to supply a broad array of solutions through a combination of equipment, consumables and services to healthcare, pharmaceutical, industrial and government customers.

## Challenge

In 2002, STERIS embarked upon another important mission. Following several acquisitions and record internal growth, the company experienced unprecedented safety issues at nearly all of its locations. The existing safety culture varied by location, each site reacting in its own way to safety and emergency situations as they arose. In fiscal year 2003, with 5.70 recordable cases\*, an average Days Away from Work rate just short of 3.0, and 128 open Worker's Compensation cases exceeding \$3 million in compensation costs, a significantly improved and sustainable health and safety environment became a company-wide priority.

Despite the excessive claims and lost work days, employees were not easily convinced that improvements in safety practices were needed. But even in an environment of internal competition for budget dollars and other resources, STERIS management committed to changing its safety culture.

## Solution

In fiscal 2004, STERIS launched its World-Class Safety Excellence (WCSE) initiative and made becoming incident-free a corporate goal. The cornerstone of the initiative remains rooted in the belief that accidents result from unsafe acts or conditions, both of which are preventable. The road to success was not easy; employees had to be convinced of the need for change and uniform compliance at all company locations.

Safety committees were formed as STERIS outlined its core safety principles using OSHA standard Recordable Incidents and Days Away as primary indicators for goal-setting across each U.S. company location. For locations

\* All rates based on 100 full-time employees (FTE) working one year. 100 FTEs equals 200,000 work hours. STERIS Corporation applies U.S. Occupational Safety and Health Administration recordkeeping practices worldwide.



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outside the United States, STERIS elected to implement OHSAS 18001, an international specification that defines the requirements for an Occupational Health and Safety System based on legal compliance. OHSAS 18001 provides a compatible framework

for continual improvement in health and safety performance, ensuring a system based on prevention, not merely detection.

STERIS adopted the DuPont™ STOP™ program and implemented routine safety observations, using safety scorecards that became a published record of achievement monthly and annually via the Internet. Employees realized the need for improvements, and all locations committed to learning, implementing and living safety practices above and beyond prior comfort zones.



STERIS and DuPont worked together to develop and institute supervisor and management safety training programs at site locations. Over the six-year partnership (2003–2009),

DuPont trained all STERIS safety professionals and oversaw the creation of central safety committees for 52 company sites. Employee response in using the STOP™ program as a means of structuring the company's safety culture was ultimately positive, beginning with the orientation of new employees and continuing with periodic refresher programs.

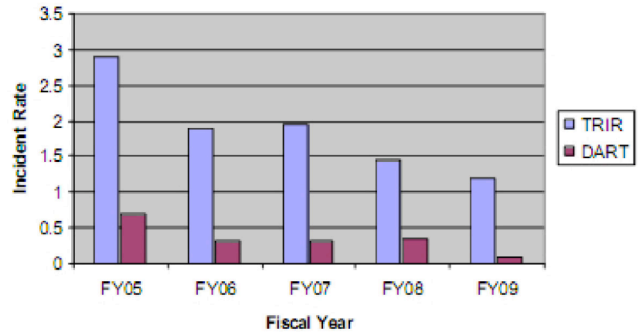
### Results

A targeted assessment during 2006 showed improvement across the 12 safety elements outlined in the STOP™ program. Since then, STERIS has continued to use the STOP™ DVDs and printed materials as part of its new hire orientation. This process instills safety as one of the company's core values rather than as a priority. While priorities often change, core values are meant to remain. Employee commitment to safety is visible in the safety metrics that are maintained and reported monthly and annually.



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### STERIS Corporation Lagging Indicator Metrics



TRIR: Total Recordable Injury Rate  
DART: Days Away, Restricted, or Transfer Rate

As a result of this commitment, STERIS has saved millions of dollars on Workers' Compensation claims. The number of Days Away cases dropped from 128 in FY2003 (at a cost of over \$3 million) to only 14 cases in FY2009 (at a dramatically reduced cost of \$352,000). Reporting on fiscal 2009 year-end performance, Walt Rosebrough, President and CEO, thanked all STERIS employees for achieving excellence in a 1.29 OSHA recordable incident rate (compared with the average OSHA rate of 3.2 recordable incidents for their industry, a difference of nearly 2.0). Continuous improvement and safety diligence also resulted in a decline from 2.9 days away from work to 0.26 days away, far below the OSHA average of 1.12 days away in other companies doing the same work. The improvement in these metrics underscores the fact that the company's world class safety excellence commitment applies both on the job and off.

STERIS is proud to have six locations that have achieved the STAR Level of OSHA's Voluntary Protection Program. Other locations are in various stages of completing their applications.

Today, World Class Safety Excellence is the strategy behind all Health, Safety & Environment initiatives at STERIS. WCSE is interwoven in all employee activities as they work together—efficiently and effectively—to reduce or eliminate incidents in support of the company's safety vision: **STERIS Safety: Everyone, Everywhere, Everyday... The STERIS Way.**

Call us today at  
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or visit us at  
[www.safety.dupont.com](http://www.safety.dupont.com)