Preventing Incidents and Ensuring Safe Operations
Pelican Products

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SAPPHIRE NOW
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Agenda

- Company Overview
- Effective EHSM
- Incident Management System Drivers and Objectives
- Incident Management Benefits
- Why SAP for EHS?
- Incident Management Process
- Implementation Scope and Approach
- Results and Benefits
- Lessons Learned
- Future Roadmap
Pelican

Leaders in Protective Cases & Advanced Lighting Systems

Expanding Product line:
- Watertight Protector Cases
- Rugged Shipping Containers
- Pro-Grade Flashlights
- Remote Area Lighting Systems

1300 employees worldwide
- 6 Manufacturing Facilities
- 18 Sales Offices
- 8 Advanced Case Centers

$200 Million Transaction

BUILDING OUR FUTURE TOGETHER
Pelican is dedicated to providing a **safe and healthy work environment** in which all employees actively support and participate in achieving company-wide safety initiatives. Our goal is to **continually reduce** the number and severity of occupational injuries, illnesses and potential hazards and to be recognized as a leader in **safety excellence** within our industry.

**EHS is critical**
- Ensures legal compliance
- Provides safe and secure work environment
- Protects the environment
- Motivates employees
- Minimizes hazards & risk
- Reduces costs
- Increases shareholder value
### Incident Management System Drivers and Objectives

<table>
<thead>
<tr>
<th>Drivers</th>
<th>Objectives</th>
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<td>• Acquisition; One location became eight locations in the U.S. in 2008</td>
<td>• Provide tool for incident recording, tracking and reporting</td>
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<td>• International expansion and rollout of SAP to global locations</td>
<td>• Consistency in investigation methods throughout organization</td>
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<td>• Multiple EHS philosophies</td>
<td>• Tracking of Corrective Actions - intended/unintended consequences</td>
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<td>• Increase awareness of and reduce risks/hazards</td>
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<td>• Provide real time accurate metrics and dashboards</td>
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**BUILDING OUR FUTURE TOGETHER**
Incident Management Benefits

- **End-to-End Incident Management Process**
- **Improve Compliance Reporting by automating process to provide accurate and timely reports (e.g. OSHA 300/300a).** Results were reduction of time spent compiling and analyzing data
- **Provide visibility of Corrective Actions.** Quick reporting provides timely progress reports
- **Harmonize and Standardize business processes across U.S. Pelican sites.** Allows for sharing of incidents across all sites and ability to identify risks nationally
- **Increase incident, near misses and safety observation follow up as a result of electronic tracking.** Management visibility ensures the right people are reviewing incidents, investigations and corrective actions (up to Executive Team)
- **Provide electronic means of documenting information, engaging the right people, assessing data and trends**
Why SAP for EHS?

In 2008, Pelican chose SAP as our Global operating system consolidating roughly 22 different operating systems.

SAP is the platform that ties all our business systems together and allows us to create a consistent safety culture across all entities. It also allowed for data and business process integration between Human Capital Management and Purchase Requisitions, Quality Management Workflows, Product Lifecycle Management.

SAP provided a roadmap supporting our environmental, health and safety needs.

- Incident Management
- Environmental Compliance
- Product Compliance
Project Overview – Incident Management

Sites in Scope
• U.S. Sites Only

Project Timeline
• Started: January 9, 2012
• Go Live: April 16, 2012

Project Resources
• 3 Pelican Employees
• 2 SAP Employees
• Support Staff
  • 2 Pelican Employees (Basis and BI/BW)
  • 2.5 SAP Employees (developers) part of ramp up

Traditional ASAP Methodology
Project Prep > Blueprint > Realization > Final Prep > Go live
Formalized Incident Management Process as a result of this project standardizing:

- Investigation methodologies
- Corrective Actions
- Reporting and Analysis

**Incident Management Process**

1. Start
2. Incident Occurs
3. Incidents Entered into System
4. Investigation and Corrective Action
   - Executive Notification
   - Implementation of Corrective Actions
5. Corrective Actions & Incident Closure
6. End

**Corrective Actions**

- 10 Start
- 20 Create corrective actions
- 30 Implement Corrective Action
- 40 Due date extension needed?
- 50 Complete corrective action in SAP
- 60 Verify effectiveness of corrective action
- 70 Notification to EHS or Security
- 80 Effective?
- 90 Close corrective action
- 100 Close corrective action
- 110 Unintended consequence
- 120 Create new corrective actions
- 130 Corrective action status report
- 140 Extend due date

**Roles**
- Supervisor
- EHS
- Security
- Department Manager / Team leader
Results and Benefits

Incident Reporting

- Simplified form makes it easy for users to record incidents timely and accurately.
- Allows EH&S staff to edit incident details (e.g., type of restrictions, type of injury, factors influencing incident, define investigation method, etc.); supports trending to identify priorities.
- Dashboards reduce data compilation time, providing transparency.

Investigation & Corrective Actions

- Define investigation type based on incident level, ensuring proper risk analysis.
- Define workflows to involve appropriate parties in corrective action approval.
- Track corrective actions.
- Raise expectations for completion.

Other Benefits

- EH&S staff can cover for each other.
- Leadership informed of incidents.
- Electronic recordkeeping for all US Sites (trending).
• Training and deployment with limited resources, timeline and budget

• Resource availability (Document Management System, Basis & BI/BW)

• Confidentiality of data

• Document management

• Test scripts
Expanded Health and Safety Management—Phase 1

- HazCom & Chemical Inventory Management
- Industrial Hygiene & Safety
- Occupational Health

Environmental Compliance

- Air Emissions, Water Discharge, Hazardous Waste Management
- Permit & Certificate Management
- Reporting

Product compliance

- MSDS Generation & Storage
- Global Label Management
- Substance Volume & Dangerous Goods Management
- Reach, WEEE Compliance