



# CLEARWATER PAPER EHS COMMITTEE

2023-2024

2024 PPSA SUBMISSION

# OUR CORE VALUES

## COMMITMENT IS OUR CORNERSTONE

Safety first | Do as you say | Improve always

## COLLABORATION MAKES A STRONGER TEAM

Foster diversity | Solve problems together | Build trust

## COMMUNICATION BUILDS BRIDGES

Listen to understand | Speak with candor & respect | Include others

## COURAGE IN ACTION

Challenge the status quo | Break down barriers | Debate, decide & go

## CHARACTER MATTERS

Never stop caring | Lead with integrity | Own it

# Safety Vision

COMMITMENT

COLLABORATION

COMMUNICATION

COURAGE

CHARACTER

- We are **committed** to having courageous conversations on safety.
- We **collaborate** in identifying and eliminating safety risks.
- We **communicate** with each other openly and build trust by listening and providing feedback.
- We are **courageous** to stop work when it is unsafe.
- We demonstrate **character** by acting safely, even when no one is watching.



# SHELBY SITE

**Clearwater's newest consumer products facilities, our mills produce a variety of high-quality premium and ultra-premium bathroom tissue, household paper towels, and napkins using state-of-the-art technology.**

- Plant size: 400 acres, 2.4 million square feet
- 3 Facilities on Shelby Campus
- 100 inbound/outbound trucks per day
- 2 Paper Machines
- 11 Converting Lines
- 600 employees across 4 crews



# Previous EHS Committee Format and Challenges





## Old EHS Committee Format

- Meetings were held in a **conference room** environment
- **Set members**, 1 member from each department
- Each crew met **monthly for 1 hour**
- Committee members would **discuss** any safety issues or concerns
- Committee members would have light refreshments provided
- Minutes were not recorded, and **goals were not communicated to sites**



# What was the outcome?



- This committee was **NOT** actionable
- Committee members were **not able to make changes** in their work areas
- Communication to the site was **not happening**
- Engagement for committee was **low**
- Committee **created work** with no safety driven solutions
- No committee involvement and support from the **site leadership team**

# WHAT DID WE DO ABOUT IT?

## **Shelby EHS Committee Vision:**

Empowering paper manufacturing and converting safety through proactive collaboration, education and innovation.

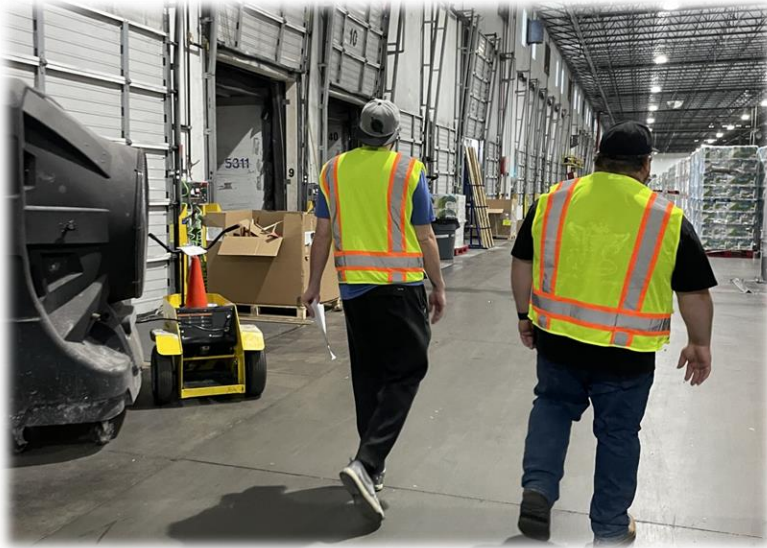
The Shelby EHS Committee is dedicated to fostering a culture of awareness, prevention, and continuous improvement to ensure the well-being of all employees, the protection of the environment, and the sustainability of our operations.



# Current EHS Committee Structure

- Committee meeting time is dedicated to **floor activities, training and safety focused conversations**
- EHS Team actively **encouraging** all employees to **participate** on EHS Committee
- Committee meets monthly and schedule is **set for the full calendar year**. Every crew has an opportunity to participate
- Members perform safety related tasks they identified in **their work areas**
- Lunch and learn session with **participation** from EHS and **Leadership Team**
- Minutes for the committee are recorded and **shared with sites and Leadership Team**





# Value of Current EHS Committee

- ✓ Committee members are engaged in solutions
- ✓ Committee members are empowered to develop their area and safety knowledge
- ✓ 20 – 30 members per meeting
- ✓ Committee drives solutions and implements positive change
- ✓ Committee is comprised of members at all levels
- ✓ Communication to site happens in real time on the operating floor

HOW DO YOU FEEL  
ABOUT THE EHS  
COMMITTEE?

CONVERTING  
OPERATOR:

JON  
PROCTOR





# Sample of Committee Activities

- Participate in Pre-Job Inspection workshops
- Complete wellness seminars with Early Intervention Specialists
- Initiate and lead safety projects
- Annual review of safety program elements
- Implement hazard identification tools
- Volunteer opportunities for health, safety and wellness events



## Monthly EHS Committee Meeting Agenda:

**Duration:** 8:00 AM - 2:00 PM

1. **8:00 AM - 8:30 AM: Wellness Seminar**
  - Certified Early Intervention Specialist leads the wellness seminar.
  - Employees participate in the seminar focusing on the month's wellness topic.
  
2. **8:30 AM - 12:00 PM: Safety Tasks**
  - Employees sign up for safety tasks to complete with a partner or in small groups.
  - Assigned safety tasks may include:
    - Equipment inspections
    - Safety audits
    - Hazard identification walkthroughs
    - Emergency response drills
  - Committee members oversee and assist with safety tasks as needed.
  
3. **12:00 PM - 1:00 PM: Lunch and Feedback**
  - Lunch provided for all attendees.
  - Mill leadership invited to join for lunch.
  - Informal discussion and feedback session:
    - Mill leadership obtains feedback or thoughts from committee members regarding safety initiatives and workplace concerns.
    - Opportunity for open dialogue and collaboration.
  
4. **1:00 PM - 2:00 PM: Safety Initiative Discussion**
  - Committee reconvenes to discuss a safety initiative:
    - Safety spotlight on a specific safety topic or best practice.
    - Workshop on a relevant safety issue or training session.
  - Committee members share insights, experiences, and ideas related to the safety initiative.
  - Action items and next steps for implementing the safety initiative are then identified.

**Note:** The agenda allows for a balanced mix of wellness, hands-on safety tasks, networking opportunities with mill leadership, and focused discussions on safety initiatives, ensuring productive use of the 6-hour meeting duration.

WHAT IS THE  
BENEFIT OF  
ATTENDING THE EHS  
COMMITTEE?

EQUIPMENT  
TECHNICIAN:

SCOTT  
YORK





WHAT HAVE YOU  
LEARNED FROM THE  
EHS COMMITTEE?

DISTRIBUTION  
LEAD:

MARION  
MAYES



# Site Communication and Engagement

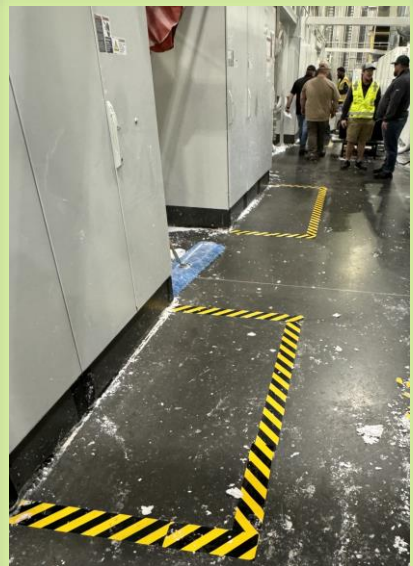




# February EHS COMMITTEE

The goal of the committee is to complete safety-related tasks throughout our areas to provide a safer work environment for our sites every month. If you need assistance with projects the committee can assist with just reach out to Carley or Deanna.

This EHS committee tackled several tasks between both sites. Here are some pictures showing a few things they completed, some of these tasks include: putting out sit to stand stools, walking working surface audits, and replacing no pedestrian stickers in LGV areas, re-taping MCC cabinets, and air hose audits. Our team has been working hard to get these tasks complete in a safe manner.





# MAY EHS COMMITTEE

The goal of the committee is to complete safety-related tasks throughout our areas to provide a safer work environment for our sites every month. If you need assistance with projects the committee can assist with just reach out to Carley or Deanna.

The EHS committee has been actively addressing various tasks across both sites. Here are some images illustrating their accomplishments, which include: the establishment of 5S hydration boards, conducting walking working surface audits, replacing grip tape around platforms and stair areas, and conducting air hose audits. Additionally, during the lunch and learn session, the committee successfully completed a PJI workshop. Our team has dedicated considerable effort to completing these tasks safely and effectively.



HOW HAS THE EHS  
COMMITTEE  
IMPACTED YOU?

CONVERTING  
OPERATOR:

JASMINE  
BROWN



HOW HAS THE EHS  
COMMITTEE  
IMPACTED YOU?

CONVERTING  
LINE LEAD:

JACKIE  
BADGER





## Cultural Impacts from EHS Committee

- Integrated collaboration between operations, EHS team and committee members
- Fostered a culture of safety champions across our business
- Created an environment where safety is owned and prioritized by everyone, not just leadership
- Critical aspect of our journey to improve our overall safety performance including improvements in both leading and lagging indicators



HOW HAS THE EHS  
COMMITTEE  
IMPACTED OUR SITE?

PLANT  
MANAGER:  
CHRIS KELM

