



# Transformation Toward **Safety Excellence**

PPSA Annual Meeting

Presented by Matt Peerboom

Western Regional Vice President

June 8, 2015

# Topics

- Who is KapStone
- Personal experience
- The foundation for our success
- A focus on engagement
- Building the future—*taking safety to the next level*



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- Personal experience
- The foundation for our success
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A performance-oriented approach rooted in  
**FOCUS and ENGAGEMENT**

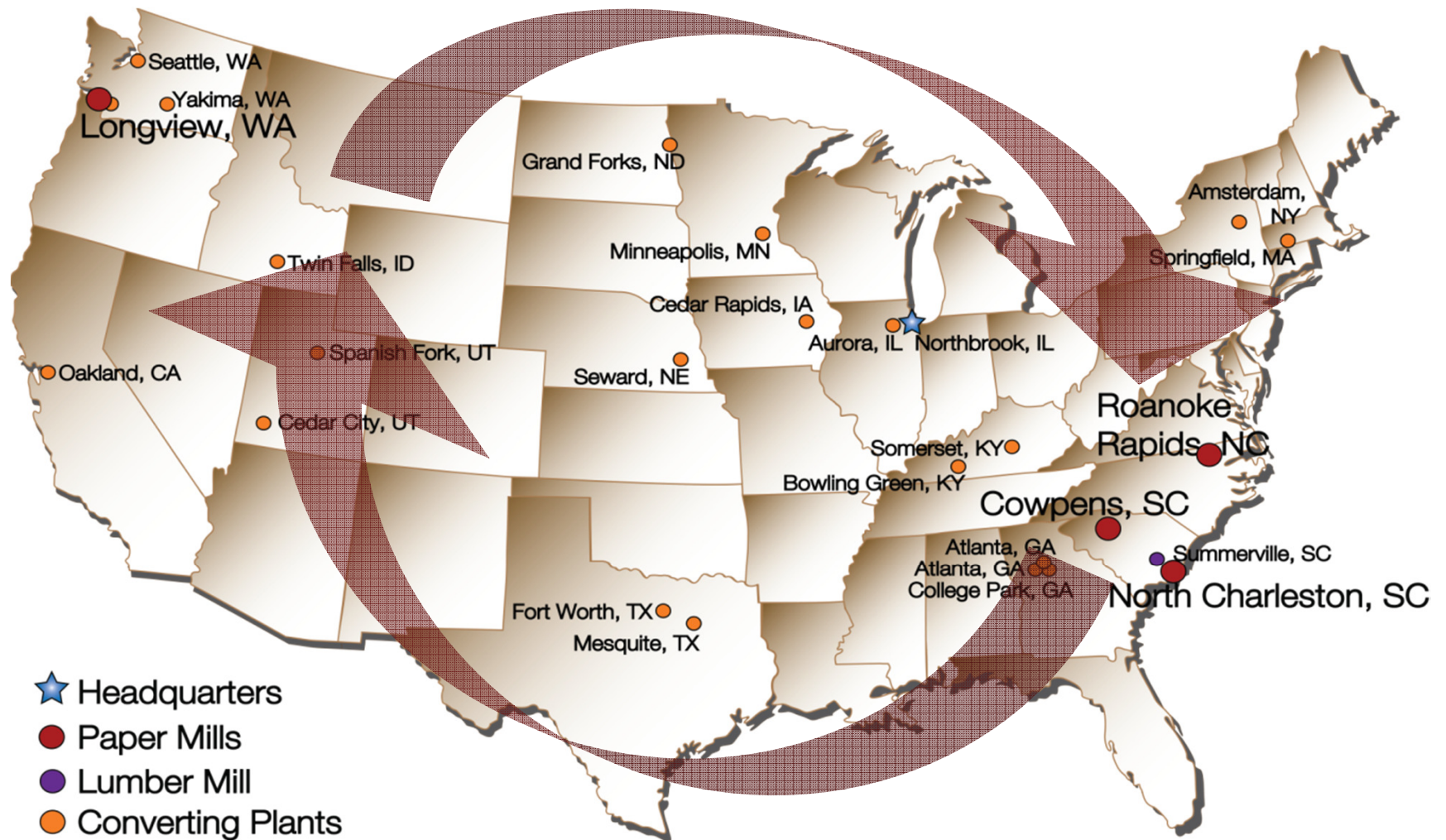


# We specialize in kraft paper & packaging products





# We've got the U.S. covered



**We ship to over 30 countries**

**80% domestic  
20% export**

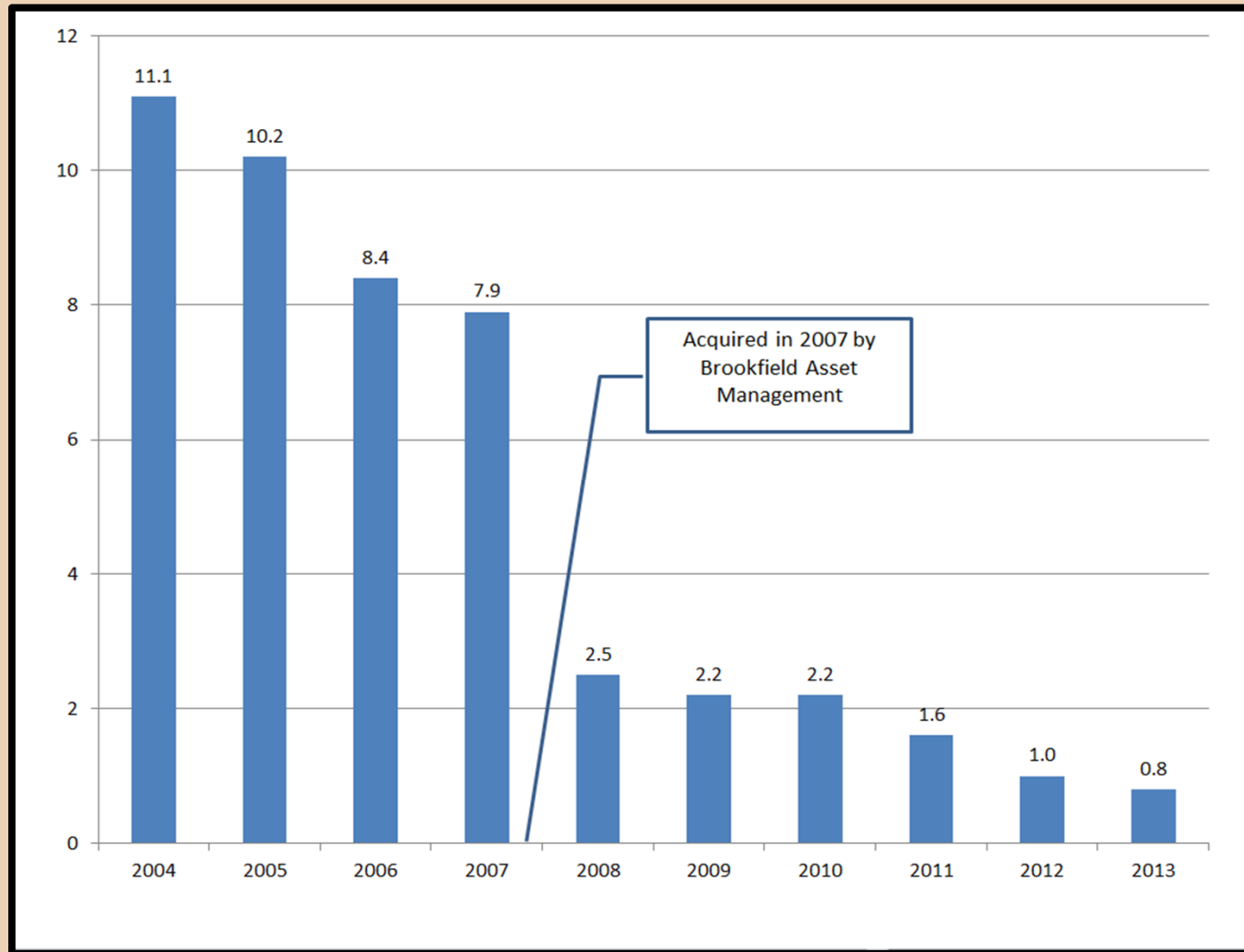




**Our true assets are our people**



# Longview Incident Recordable Rate





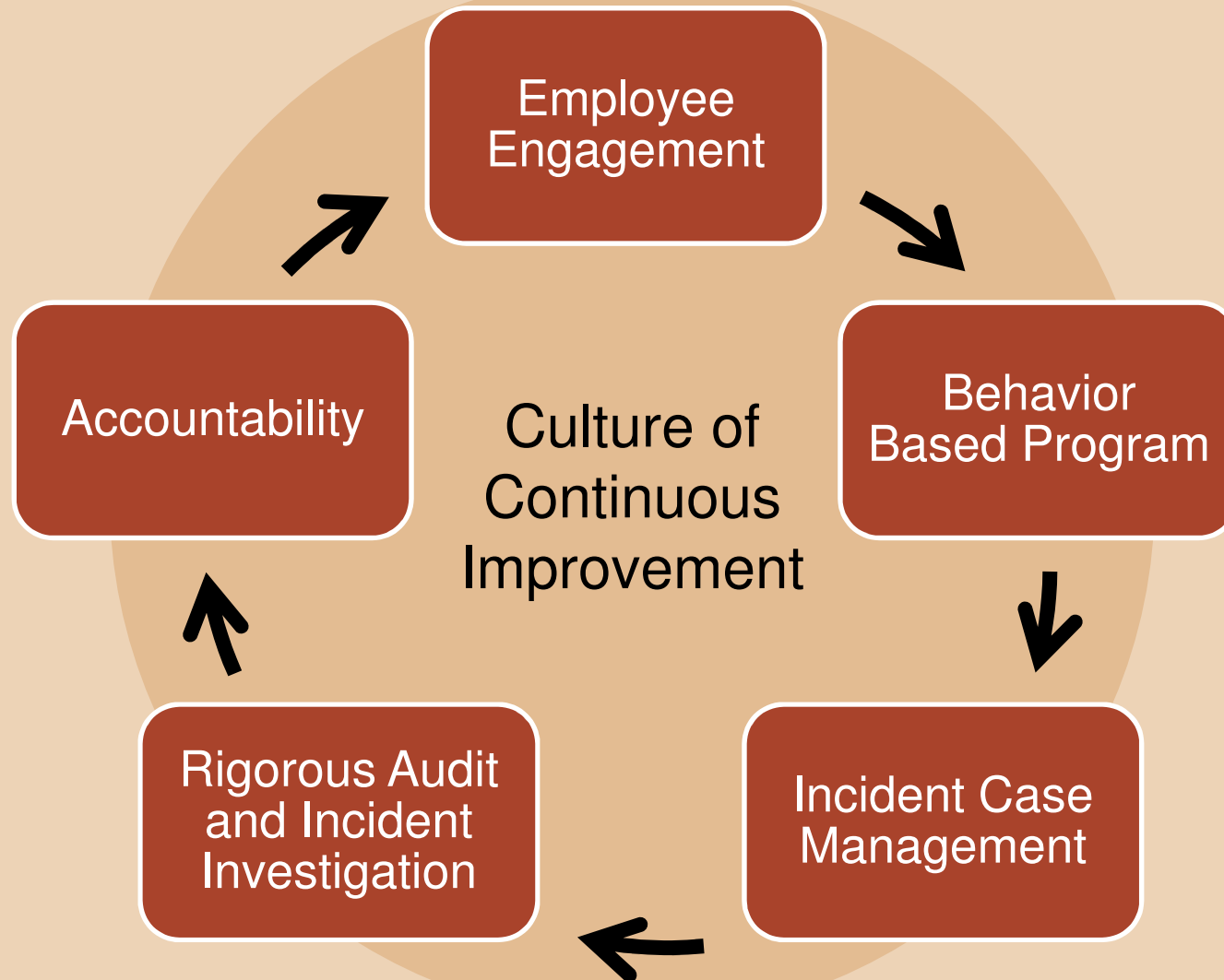
# The Longview Experience

## Key steps in building a culture of safety

1. Established a vision and built alignment.
2. Set clear expectations and accountability.
3. Created key strategies, with an emphasis on behavior and employee engagement.
4. Undertook a safety department resource restructuring, putting the right people in the right places.
5. Got focused on what was most important—Our People.



# Safety Program Foundation



# 3 Levels of Engagement

Each critical, but each different

## Leadership

- Vision
- Resources
- Unwavering support

## Supervision

- First line of communication and opportunity
- Relationship development
- Ownership

## Employee

- Participation
- Courage to care
- Hazard identification



# Employee Engagement

## Example: Hazard ID – The Courage to Care

KapStone Paper and Packaging, Inc.	
Please find below the latest 'Hazard ID' submission, and be a part of a KapStone Commitment to Safety	
Form Type:	Courage to Care
Date:	03/31/15
Adr Book #:	<input type="text"/>
Name:	<input type="text"/>
Incident Department / Plant:	34 - Twin Falls
Incident Location	214 - 26xx Flexo Folder Glu - FFG #6
Describe What Happened:	Observed new temp try to sneek in a tie sheet between layers last second as the stripper plate almost caught her hand.
Immediate Mitigation Action Taken:	I told her to not take a chance doing that and possibly risking an injury. Better to put in manual and put the tie sheet in at that point.
Recommendations For Prevention:	Dont rush into actions like these because were in a hurry. Take an extra second to be safe about things





# Taking Safety to the Next Level

## A top priority for KapStone

- Hired a new VP of safety, reporting directly to the COO
- Establishing a systemic approach
- Blending best practices from all levels of experience
- Implementing a safety steering structure
  - Executive oversight committee
  - Corporate Environment and Safety Steering Committee



# Building the future

## A systematic approach

### The Critical Few

- Integrated management system
- Standardized policies and procedures
- Governance
- Data management
- Learning and communications
- Culture / Engagement



# Thank You!

