



Montgomery Plant

Safety Engagement
GM Melvin Yates June 2017



At WestRock, our values are the foundation for **winning together.**

Montgomery Alabama Westrock Team



WestRock – Values



A little history on my Journey with Safety

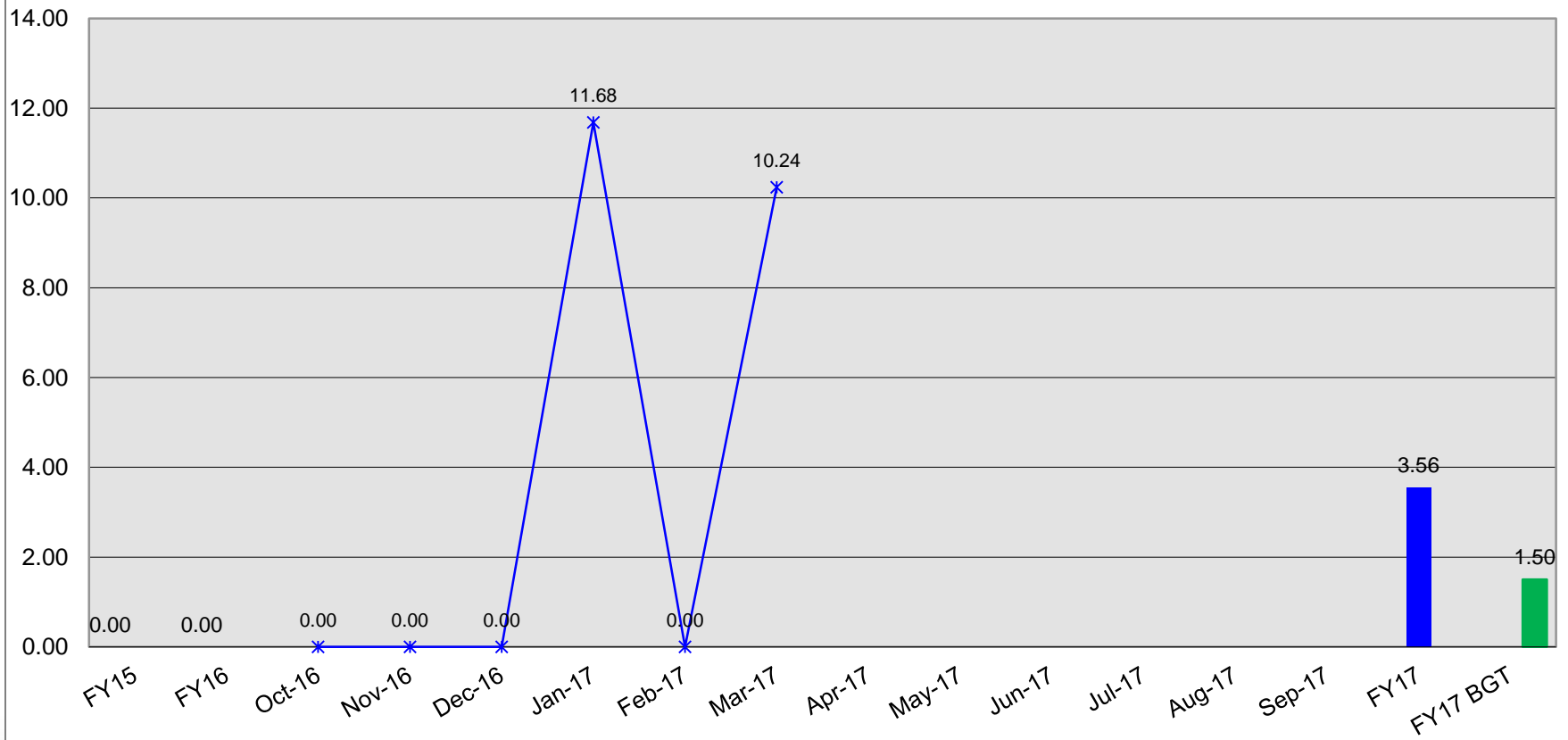
- 1984 Joined US Air Force (1984 – 1991)
- 1992 Worked with Family Business (couldn't stand Aunt Darlene)
- 1993 Got in box business with Georgia Pacific (baler operator)
- 1994 January 24th promoted to clamp truck driver (major accident in the plant)
- 1998 Promoted to Plant Superintendent (accident free two years)
- 2001 Promoted to Plant Manager (another major accident)
- 2009 Regional Manufacturing Manager for Rocktenn
- 2012 Plant Manager Montgomery September 1st (Oct 24 major accident)
- 2015 Promoted January 11th to GM (Alabama Beat Clemson)
- 2016 Oct 22nd achieved 4 years Zero TWCCs and Recordables
- 2016 December attended OSHA 30hour course and ask to speak at this Conference (nervous but proud and excited)
- 2017 January 6th on Friday morning at 8:30am 1532 days accident free came to end.

Engagement Montgomery Plant

- Each employee performs 2 Safety audits a month.
- An employee who has a documented positive safety coaching can count as an audit.
- All employees perform a STEP card for upset conditions.
- Every quarter we celebrate employee engagement
- Employees pass the Safety coin every week to a team member who displayed commendable safety behavior. Their picture is taken and displayed on the board.
- Employees take part in monthly safety training, and weekly safety tool box meetings
- Employees are encouraged to visit the Safety team meetings and bring any comments or issues to the meeting

Montgomery Container – Safety- 4 years accident free before January 6th

Montgomery Safety TWCC



Keys to Leadership and culture changes

- You must walk the walk (you cant talk your way out of what you behave your way into)
- Leadership must know the expectations of everyone and enforce with coaching and with real concern for the employees
- Everyone must understand we will never look the other way and address issues (14 people were put on last chance agreements)
- Leadership at the top must have an open door policy and a real vision for the plant to believe in to drive change
- Relentless pursuit of perfection (watch out for unintended messages that production is more important than safety)