

PEOPLE



WORKER SAFETY

Worker safety is a fundamental aspect of corporate sustainability, embodying a company's commitment to ethical practices, employee well-being and long-term operational viability. Ensuring a safe working environment is not only a moral obligation but also a strategic one, as it directly impacts employee health, productivity and morale. The indicator reflects the adherence to safety regulations and standards, investments in safer operations, as well as training and other efforts a company can focus on to support employee knowledge and awareness of their role in a safe workplace.

Importance to the Animal Food Industry:

- A focus on worker safety demonstrates commitment to employee training and the well-being of employees, which enhances the health, morale and productivity of employees, leading to a more efficient and retainable workforce.
- Strong worker safety programs ensure adherence to safety regulations, avoiding legal issues and financial penalties. These programs also prevent injuries and reduce expenses related to medical care, workers' compensation and lost productivity.
- A strong worker safety record enhances a company's reputation, attracting talent and customers who value responsible business practices.
- Safe working conditions lead to long-term operational stability, reduced downtime and sustainable business practices.
- Continued training efforts enhance the company's ability to handle emergencies and adapt to changing conditions.
- Emphasizing worker safety fosters a culture of continuous improvement, and a strong commitment to worker safety builds trust with stakeholders, including investors, customers and the community.

Example 1:

AgState produces animal feed, grain, fertilizer and fuel. They provide agronomic advice, solutions and services, high-quality feed and innovative risk management products for grain.

Value:

AgState has identified the key areas of on-the-job risks, which include driving in inclement weather, working with heavy machinery, activities linked to operations and delivery and office trips and falls. Focusing on worker safety allows them to reduce these risks.

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**Action:**

AgState provides consistent training, focusing on the elimination of potential hazards, and shares near-miss reports that help identify and eliminate the risks for others. Safety-related items, such as catwalks, are consistently upgraded. Worker safety is reported to the Occupational Safety and Health Administration's (OSHA) Days Away, Restricted or Transferred (DART) rating, which records the injuries or illnesses that cause employees to be away from work. AgState maintains an additional internal safety index that is rated and reviewed monthly to assess if corrective actions are finished on time. AgState also spends time training, updating and assessing the Department of Transportation score. The DOT score rates safety in the workplace in three categories: satisfactory, conditional or unsatisfactory.

**Benefit:**

AgState has been successful in improving and maintaining a safe workplace through their implemented actions.



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