EMPLOYEE HEALTH AND SAFETY

An Active Health and Safety Management System
All eight cement manufacturing plants along with the Portland, Ore., limestone plant and Houston and Rivergate Terminals participate in the company’s health and safety management system to ensure a safe work environment. The system includes audits, compliance management, injury prevention and training.

Ash Grove Employee Safety Programs

Ongoing Safety Training
• Each facility develops and implements a Health and Safety Plan with the intent to reduce and prevent injuries on and off the job and more fully engage frontline supervisors as well as employees in health and safety processes.
• Pre-Job Hazard Assessments conducted prior to the start of any job involves a checklist of hazards employees might encounter as well as steps to mitigate or eliminate those hazards.
• All facilities hold weekly safety meetings by department as well as monthly plant-wide safety meetings.

Safety Training Observation Program (STOP)
• STOP is the behavior-based safety process that is one of the cornerstones of Ash Grove’s overall health and safety program. Employees, salaried and hourly alike, observe others working and give them positive feedback to reinforce safe behaviors and guidance feedback to reduce the chance of an injury. Ash Grove’s motto is, “There is no observation without conversation.”

Safety In Motion (SIM)
• An ergonomics program, SIM’s High Five Techniques emphasize the prevention of soft tissue injuries by teaching employees how to better use leverage and body positioning to reduce strain on muscles, ligaments, tendons and joints.

The Health Bridge (THB)
• A nurse case management firm, The Health Bridge, helps direct the treatment of an employee’s illness or injury.
• In addition to The Health Bridge, Ash Grove consulted an occupational therapist to evaluate company work processes and develop 22 “Bridge Assignments” for recuperating employees. The OUR (Optimum Utilization of Resources) System returns the employee to meaningful work sooner in a transitional duty assignment while staying within doctor-assigned restrictions.

Ash Grove Contractor and Driver Safety Programs
• Working with BROWZ, a leader in compliance management solutions, the company began implementation of its Contractor Prequalification Program in 2010. Browz helps identify companies with safe work records and companies that have appropriate kinds and levels of insurance.
• Ash Grove implements the Smith System Defensive Driving Program for its Ready Mix and over-the-road truck drivers. Nearly 300 drivers have completed the program in the last three years. The five keys in the Smith System are:
  1. Aim High in Steering – avoid collisions by seeing, evaluating and acting upon all information available.
  2. Get the Big Picture – fewer mistakes are made when you have the complete traffic picture.
  4. Leave Yourself an Out – all that separates drivers from a collision is space. Use it to your advantage.
  5. Make Sure They Can See You – seek eye contact and use your warning devices at the same time.
EMPLOYEE HEALTH AND SAFETY, continued

Company Awards and Recognitions

Ash Grove Safety Leadership Award
• With Gold, Silver and Bronze levels, the award measures performance on nine safety metrics annually.

Recent Gold winners: Chanute, Kan.; Foreman, Ark.; Inkom, Idaho; Leamington, Utah; Midlothian, Texas; Montana City, Montana; Rivergate, Ore.; Seattle, Wash.; Houston Terminal, Houston, Texas; Portland Terminal, Portland, Ore.

Recent Bronze winners: Durkee, Ore., and Louisville, Neb.

L.T. Sunderland Safety Excellence Award
• Awarded annually to only one of the eligible facilities, this prestigious award recognizes overall safety and excellence.

Award recipients:

2009 – Midlothian, Texas
2008 – Leamington, Utah
2007 – Leamington, Utah

Business, Community and Industry Recognition
Over the years, Ash Grove facilities have received numerous safety-related awards by community, business and industry groups. For 2011:

AWB Safety Award
• The Association of Washington Business (AWB) honored Ash Grove’s Seattle, Wash., plant with a Better Workplace Award, Workplace Safety category for companies with 26-100 employees, which recognizes companies that have set the bar for workplace safety, job training and advancement, and for innovative benefit and compensation programs.

Mine Safety & Health Administration (MSHA) and the Holmes Safety Association, Sentinels of Safety awards
• The Ash Grove Cement Montana City, Mont., plant was recognized in MSHA’s large quarry category for its outstanding safety record. The Sentinels of Safety program is designed to recognize outstanding safety records, stimulate greater interest in safety and encourage development of more effective accident prevention programs among the nation’s mineral extractive industries.

Portland Cement Association (PCA) Innovations in Safety awards
• This award recognizes ideas that are unique and easily adaptable which improve the health, safety and wellbeing of employees.

2011 Ash Grove Winners – Durkee, Ore., and Inkom, Idaho
2010 Ash Grove Winners – Inkom, Idaho, and Midlothian, Texas
2008 Ash Grove Winners – Durkee, Ore.; Leamington, Utah; Louisville, Neb.; and Midlothian, Texas

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