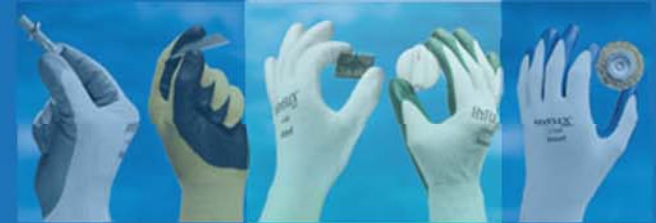


Ansell

Balanced Assessments in Laboratories and Research Institutions

**Tim Patee- Critical Environment &
Chemical Resistant Markets
Specialist- Ansell Healthcare**



Balanced Assessments

- Pain-Points

- Strategy

- Model



- Disciplines

- Process Flow

- Next Steps

Common 'Pain-Points'

1. Compliance to ongoing regulatory changes
 - Efforts to maintain/reduce cost of operations while implementing change
 - Balance implementation with Technician needs
2. Cost reduction and profit improvement
 - Mandate to show x% improvement in lab efficiency/productivity
3. Variables in the process
 - Can reduce efficiency
 - Potential for injury
4. Provide resources at bench level to....
 - Comply with established policies regarding safety
 - Implement ongoing improvement initiatives
 - Measure effectiveness

Assessment Strategy

1. Establish rationale for conducting assessment

- Regulatory Compliance (OSHA, EU, etc..)
- Cost Reduction-Profit/Productivity Improvement
- Safety
- New Lab Set Up

2. Identify stakeholders across all internal functions

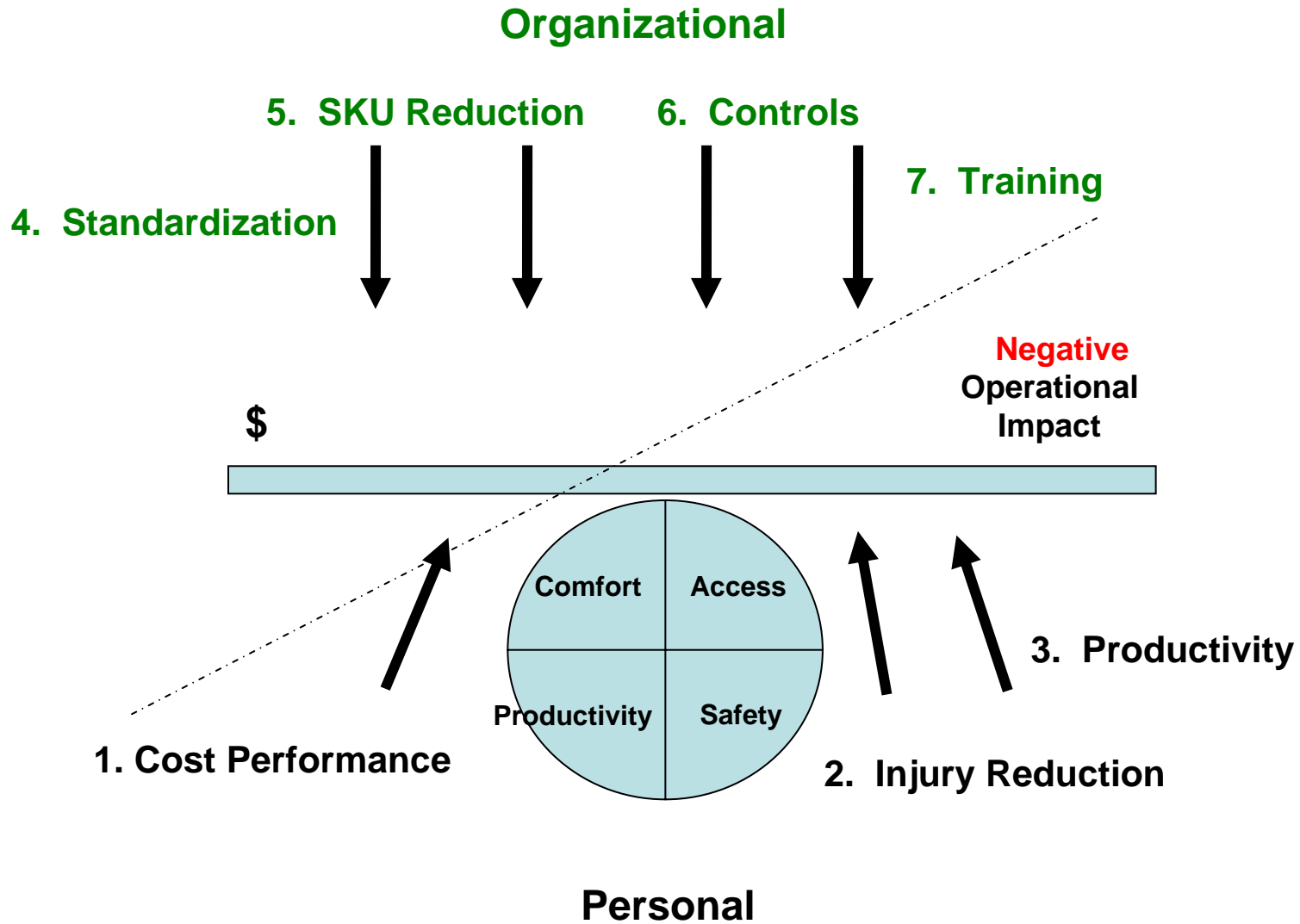
- Associated KPI's

3. Define cross-function synergies & create cohesion

- Acquisition vs. Ownership
- Safety vs. Acquisition
- Risk vs. Benefit



Assessment Model



3 Personal Disciplines

1. Cost Performance

- Practices that maximize product performance to meet the requirements of the job
- Calculate acquisition cost by department (or by budget center)
- Calculate volume by department (or by budget center) to monitor usage
- Calculate annual/seasonal spend on a man-hour basis

2. Injury Prevention

- Practices that reduce the risk and cost of injuries
- Monthly tracking of baseline of current injury levels by department
- Monthly tracking of baseline of indirect costs by department:
 - lost time
 - lost productivity
- Monthly tracking of baseline of direct costs by department
 - insurance costs
 - medical treatment

3. Productivity

- Practices that improve output through better PPC selection and utilization
- Assess applications to determine glove/apparel for fit, comfort, safety, longevity
- In jobs where gloves must be removed, analyze both the process and the glove to determine +/- impact on productivity
- Establish and analyze protocols for donning and removing glove/apparel to minimize downtime

4 Organizational Disciplines

4. SKU Reduction

- Practices that minimize SKUs in order to improve working capital
- Semi Annual assessment of PPE SKU's
- Safety and Stores team conduct evaluations and eliminate redundant items
- Senior level manager/designee approval for purchase and use of new items and suppliers

5. Standardization

- Practices to ensure the optimal product selection across like-jobs
- Determine, by application, the optimal PPE and institute across all like-applications
- Institute a dedicated management team that re-assesses applications (when changed) to validate "optimal" PPE is in use
- Quarterly departmental reviews of PPE compliance by supervisor to eliminate glove corruption

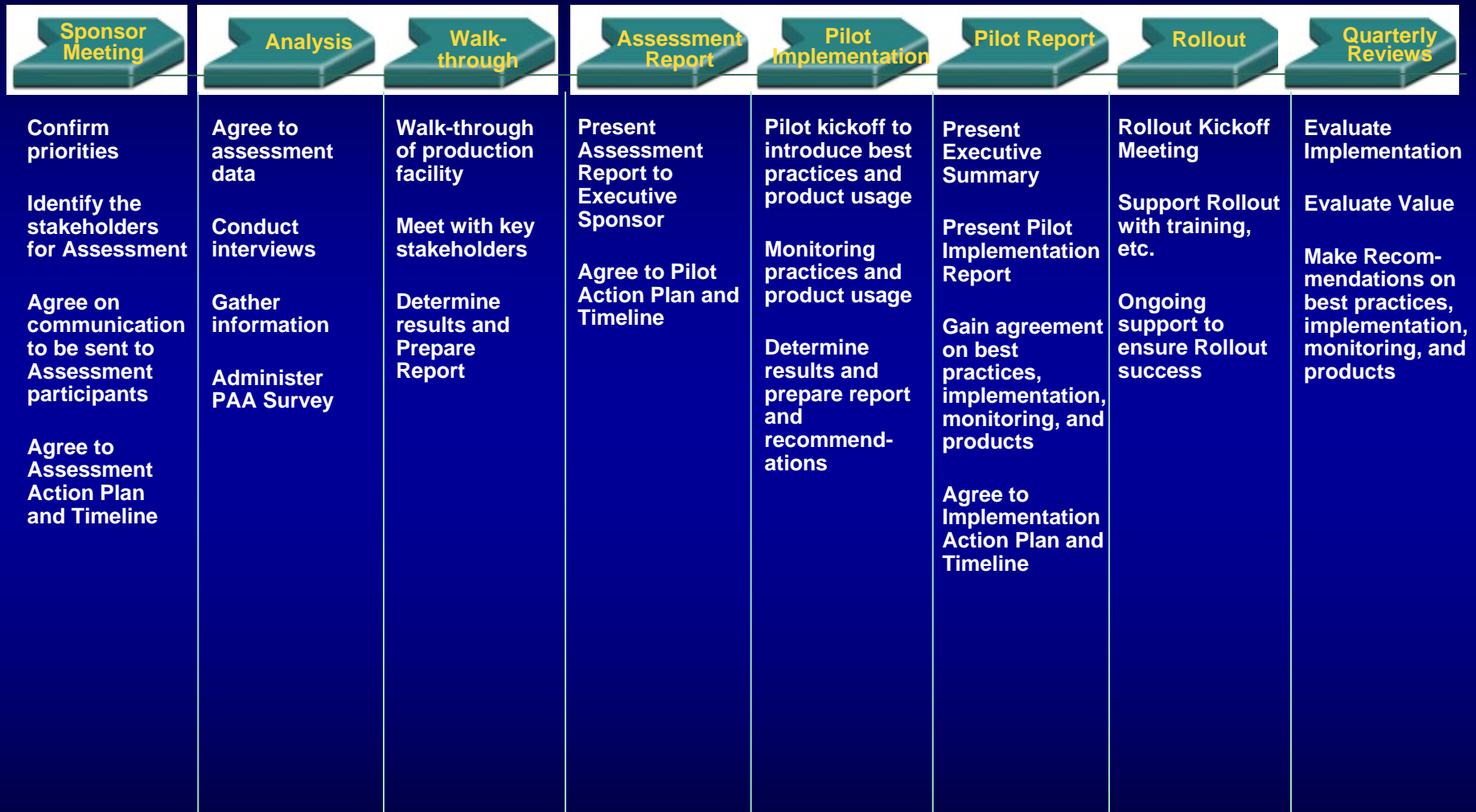
6. Training

- Practices that educate employees in proper selection, usage and disposal of products
- Conduct glove/apparel and compliance training:
 - New workers for PPE best practices
 - All workers when a change is implemented
- Training is conducted to establish awareness of new product performance prior to glove/apparel implementation
- There is a corporate mandate for regular glove/apparel training with course completion signed by Management

7. Controls

- Practices that optimize dispensing, usage, and disposal procedures
- There is an effective Control Program that recommends usage and expected life
- Conduct analysis semi-annual to isolate abnormal usage areas
- Perform semi-annual audits to determine misapplication and non-compliance

Assessment Process Flow



Next Steps

1. Identification and Introduction to key stakeholders
 - Assessment Kick-off Letter
 - ✓ Operations
 - ✓ Safety
 - ✓ Procurement
 - ✓ Union
 - ✓ Finance
2. Designate Internal Contact/Coordinator for Assessment
 - Responsible to provide documentation, arrange interviews, schedule facility walk-through
3. Identify Pilot Implementation Site
4. Agree to Timeline
 - Milestone Updates
 - Report Presentation Date

What Does it Mean?

1. Update EHS component of documentation system
 - Establish benchmark of current practice
 - Measurables for ongoing improvement/change implementation
2. Validate existing knowledge base
3. Address any unrealized opportunities for PPC
 - Respond to process/product changes
4. Provide safe and comfortable work environment

Keys to Success

- Determine Objectives
- Balance Organizational needs with Technician needs
- Include all internal job functions (when possible)



- Select area for pilot implementation and capture technician feedback for validation/adjustment prior to roll-out (compliance)
- Establish process flow, define milestone updates & measure results for ongoing improvement.