

Report on **SAFETY**

DU PONT'S LONG RECORD

For more than a century, Du Pont has worked at
safe working.

The Du Pont powder mills on the banks of Brandywine Creek near Wilmington, Del., were almost 16 years old in 1818 when a series of explosions left them in ruins. When the smoke cleared, 36 men were left dead in the wreckage.

The Du Pont Company's pre-occupation with safety dates from these explosions, as well as earlier ones, underscoring as they did the hazards of the manufacture of black powder. Over the years safety measures multiplied, keeping pace with the growth of the company, and today Du Pont's safety performance is the best in industry. For the past three years, Du Pont's rate of major, or lost-time, injuries has been one fortieth that of industry overall. And its Kingston, N.C., textile fiber plant holds the world's industrial safety record, with more than 64 million employee hours worked (at press time) without a major injury.

This performance is the result of a rigid adherence to the rules of safe industrial procedure. Ned K. Walters, head of the Safety and Fire Protection Di-

vision, offers this sketch of safety philosophy at Du Pont today:

"Four basic requirements are crucial to a safe operation," he says. "The first is a commitment on the part of management to do what it means money."

The second is the development of a safe design and that means standards. Du Pont is one of the few companies in industry that spends an enormous amount of time and money developing in-house standards for systems that can work safely.

The third, Walters continues, is the training of personnel in safety practices, using a variety of methods, including manuals and models and classrooms and blackboards — as well as constant on-the-job training. And, lastly, frequent audits are necessary to ensure that facilities are maintained in safe working order.

If Du Pont finds that safe manufacture is not feasible or is impractical, it is not hesitant to "drop" products. But such instances are exceptional. Du Pont's philosophy is rooted in the idea that a scientific understanding of all of a product's properties and hazards will allow for the design of a safe manufacturing system.

Crucial to this determination is the industrial hygiene survey. The intent of a modern industrial hygiene survey, taken in its widest sense, is to identify possible or actual human exposure to danger in the workplace so that the hazard can be brought under control. Du Pont, like other large corporations, makes use of teams composed of analytical chemists, physicists, engineers, toxicologists, and industrial physicians — so multidisciplinary is the field of industrial hygiene.

For 40 years the Haskell Laboratory (see p. 16) has been studying potential hazards presented by products made or used at Du Pont sites. But the sites themselves continually review the operating procedures for the chemicals they

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EMPLOYEE OCCUPATIONAL HEALTH COMMUNICATIONS

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1. INTRODUCTION

Safety procedures and environmental controls to protect the safety and health of employees are a Du Pont tradition. Over the years, a combination of management and individual responsibility has been the foundation for safe working performance by Du Pont employees that is unmatched in industry. A vital element of this successful safety and occupational health program is a policy of informing employees of the hazards they may encounter in the workplace. However, communications and programs in occupational health matters have acquired a dimension in recent years different from that related to the traumatic hazards of chemical burns, acute poisoning and other effects which are immediate and readily determined. There is an increased realization that low level, long-term exposure to some chemicals can cause serious illnesses which are not easily predicted by conventional laboratory testing and whose onset may be delayed for years. Departmental and site communications and programs have been evolving to accommodate these expanded considerations. This guideline provides the basis for incorporating these related programs into a uniform company-wide format.

The following guidelines provide an orderly procedure to assure that employees are kept informed of pertinent developments.

2. ORGANIZATION RESPONSIBILITIES

Each site should document the procedures and organizational responsibilities for implementation of occupational health communications. They should be reviewed and updated annually. Elements should include:

- A procedure for receiving new information. Sources of new information can include corporate and departmental communications and government standards.

Various nonbinding but authoritative guidelines, advisories and alerts may be received directly or through the media.

- A procedure for establishing the relevance and significance of information received using management channels to initiate appropriate review by Haskell Laboratory and the Medical Division.

A procedure for review and coordination of proposed communications using management channels to obtain appropriate labor relations and legal consultation. It is important that management include in its communications to employees pertinent information from authoritative outside sources.

3. EMPLOYEE COMMUNICATION AND TRAINING

Procedures should be established which assure that relevant health hazard information is communicated to all affected employees, including new employees before initial assignment and employees transferred to new assignments. This information should include but not be limited to:

- Chemical name.
- Work procedures, site and government standards.
- Potential health effects from exposures.
- Relevance of medical examinations.
- Protective control measures used.
- New relevant information.
- Employee responsibility for adhering to procedures, use of protective equipment, etc.
- Exposure monitoring programs.

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CLASSIFYING AND REPORTING OCCUPATIONAL INJURIES AND ILLNESSES

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- Recordkeeping Requirements Under the Occupational Safety and Health Act of 1970 (Includes OSHA Log 200) Attached

Report forms may be obtained by sending a Stationery & Forms Requisition (Form G-352) to the General Services Department, Wilmington, Delaware.

An extra copy of this section may be obtained from Graphic Communications Division, General Services Department, Wilmington, Delaware. Persons who obtain copies in this manner will not receive revisions or new issues. To receive this guideline and future revisions, persons must be on the mailing list as a complete guideline book holder. (See Section 2.1)

1. FOREWORD

When occupational injuries or illnesses occur (or are alleged), this Guideline will assist those who prepare the reports needed to monitor Du Pont's continuing efforts to improve safety and health performance and to comply with government regulations.

Although this revised Guideline, effective July 1, 1982, clarifies problem areas, the priorities in Du Pont's safety and health program remain the same:

Du Pont's goal continues to be the elimination of all occupational injuries and illnesses.

~~When an injury or illness does occur, however, the first concern should be that the employee is given prompt and proper medical treatment and rehabilitation.~~

~~Therefore, the injury or illness should be investigated, classified and reported in a manner consistent with Du Pont's worldwide system to provide the data needed to evaluate effectiveness of the safety activities of units, departments, and subsidiaries.~~

This system became effective for Du Pont record-keeping purposes January 1, 1977, and replaced a system based on A.N.S.I. Z16.1.

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"I think that it is becoming more and more apparent that everything which happens is the result of a previous cause . . . we have not quite reached the point of having the 'know-how' to avoid all accidents, but we are rapidly approaching that happy condition and will continue to approach it through further conscientious effort."



WHEN President of the Company, Mr. Irénée du Pont delivered an address at a safety convention of representatives from Du Pont works held at Wilmington on December 3, 1923.

Excerpts from the address, "Is Safety Worthwhile?", illustrate how far-thinking the management of the Company was at that time:

"If there is a right way and a wrong way to do a given operation and the right way involves less opportunity for a careless move on the part of an employee, by getting him to adopt the safer course, we are doing safety work. By such methods, year by year, accidents will be decreased."

"... the word 'accident' is just a convenient designation of something that happens unintentionally with more or less undesirable results. Unfortunately most people think of accidents as occurrences which can be blamed on the Almighty, and which cannot be prevented. To my mind this is a very serious error and one that is really conducive to the occurrence of these so-called 'accidents'. I think that it is becoming more and more apparent that everything which happens is the result of a previous cause—that a man cannot be injured in the sense of being involved in something which is not susceptible of human control."

"We have not quite reached the point of having the 'know-how' to avoid all accidents, but we are rapidly approaching that happy condition and will continue to approach it through further conscientious effort."

A handwritten signature in dark ink, appearing to read "Irénée du Pont". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Irénée du Pont
Honorary Chairman
Board of Directors

DUP 0500076

December, 1923

DU 001037



"... the acceptance and practice of fundamental safety principles by management and men, with the reduction of personal injuries to a minimum, inject an element of teamplay which does much to foster a spirit of friendly co-operation throughout our Company."

IN 1946, when Mr. Carpenter was President of the Company, he outlined his own views on safety in the following credo:

"I believe that employee safety is of prime importance for the following reasons:

"We in the Du Pont Company, long ago concluded that the safety of employees is of the greatest interest to management, ranking in importance with production, quality of product, and costs. We have found that maintenance of safe operating procedures in our plants is of benefit far beyond any resulting dollar savings, the human values involved being of greater importance to both employer and community. Also, the acceptance and practice of fundamental safety principles by management and men, with the reduction of personal injuries to a minimum, inject an element of teamplay which does much to foster a spirit of friendly cooperation throughout our Company."

W. S. Carpenter, Jr.

Walter S. Carpenter, Jr.
Chairman,
Board of Directors

DUP 0500077

October, 1946

DU 001038

"WE HOPE that each of you who may read this pamphlet will benefit from the personal messages which express the importance the Du Pont Company attaches to safety. The safety of the employees of the Company has always been a matter of the greatest concern to management. For 154 years the Company has been carrying on a continuous safety drive based on the conviction that no consideration, however major, can be permitted to outweigh personal injuries, however minor.

"Thus far, there is nothing to say that inherent process hazards produce more accidents. There is no evidence to support a conclusion that small plants can be operated more safely than large ones or vice versa. There is nothing to geography, nothing to employee age, race or creed. ~~It appears that success in safety is the product of an environment which emphasizes individual responsibility—exercised at all times and at all levels. The feeling for safety must permeate the organization from top to bottom. For no one man, no one group, however dedicated, can assure a good over-all performance.~~ Cooperation, mutual recognition of necessity, mutual respect, mutual confidence—these are the components of a successful safety program.

"*Personal responsibility, organized and directed through proper channels, can accomplish astonishing things. Whatever success in safety Du Pont has had has been due to this quality above all others; that safety has become the individual responsibility of everyone—not only that of the Company, not only that of management, not only that of the foremen and supervisors, but of the entire working force."

"Because safety in operations has always been a matter of critical importance, we have given our wholehearted support to all efforts to prevent injuries and accidents."

Crawford H. Greenewalt
President

DUP 0500078

September, 1956

DU 001039