

Our continued commitment to safety excellence.



Safety at Cintas



Safety at Cintas

Cintas is committed to maintaining a safe working environment where every employee-partner can maximize their contribution to our collective success.



Today, Cintas' safety initiatives and processes are guided by the Executive Safety Council.



**Rick Gerlach, Ph.D.**  
Cintas' Director of Safety and Health.



**Dan Braun**  
Cintas' Senior Vice President of Value Improvement Initiatives-Operations.

**The Cintas Executive Safety Council**  
Chaired by Cintas CEO Scott Farmer, members include top Cintas executives and three nationally recognized safety experts serving as advisors:

**John L. Henshaw, left** 30-year safety engineer and former Assistant Secretary of Labor for Occupational Safety and Health

**Dr. Richard Fulwiler, center** retired Director of Worldwide Health and Safety for Procter & Gamble

**Michael S. Deak, right** former Corporate Director Safety and Health for DuPont



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# Safety,

a longstanding commitment.

Since the company's early beginnings, Cintas Corporation has been dedicated to the safety and well-being of its employee-partners. Today, safety excellence and continuous safety improvement remain a top priority and a longstanding commitment engrained in the company's rich corporate culture.

- For the past 40 years, each Cintas facility has maintained an employee-driven Safety & Improvement Committee. Chaired by the facility's General Manager, each committee is comprised of frontline employee-partners from key production, service and office areas as well as senior plant managers who meet monthly to review workplace safety procedures and guidelines at the facility and make recommendations as needed.
- Cintas celebrates an annual, company-wide "Partner Safety Day" to celebrate our commitment to safety and help keep safe workplace habits top-of-mind throughout all operations.
- Cintas regularly develops company-specific safety training videos. This makes the training more impactful and meaningful to our employee-partners and improves the overall learning experience.

*At Cintas, our Safety Vision is to:*

- *Ensure every Cintas location is injury-free*
- *Ensure every Cintas partner is engaged in continuously improving safety*
- *Establish Cintas as a widely recognized world leader in safety and health performance*





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### Safety in Our People

We believe every Cintas employee-partner personally owns and should be continuously engaged in maintaining an injury-free workplace.

- Cintas currently employs more than 50 corporate safety team employee-partners who are responsible for supporting safety performance improvement at our operating locations. The corporate safety team includes Regional Safety and Health Coordinators and Specialists.

- Our management and frontline employee-partners attend over 200,000 hours of classroom safety training conducted at their facilities every year. In addition, our corporate safety team partners attend professional safety development courses to deepen their knowledge of occupational safety and health and apply this information to further strengthen our corporate safety programs.
- Over 3,400 management team and hourly employee-partners have attended an OSHA ten-hour course specifically designed to focus on improving safety performance at Cintas.

*Since January 2008 the company-wide Total Recordable Incident Rate has declined more than 33 percent.*

### Safety in Our Facilities

Cintas has over 420 facilities across North America and continues to be an innovator in modern facility design and technology, which contributes to improved workplace safety. New Cintas facilities are bright, air-conditioned, high-tech operating centers with a number of innovative features to enhance the safety and comfort of our employee-partners.

#### The Wash Alley Safety System

In 2008 and under the guidance of the Executive Safety Council, Cintas began installing state of the art safety enhancements at all of its automated and semi-automated industrial laundry facilities. The expertly-engineered Wash Alley Safety System (WASS) shuts off all hazardous motion upon entering the area where washers and dryers operate and prevents unauthorized access.

In all automated wash alleys, access to the area is controlled using a system of interlocked gates and a captive key device linked to a safety computer. When the interlocked access gate is opened, all automatic equipment movement, including the automated shuttle, is stopped in a "safe" mode which

can only be reset with a mechanical device captive key system. The safety computer will not permit the wash area operator to restart the system until all safety control devices are in the designated safe position. Similar safety systems are used in semi-automated wash alleys to ensure operator safety.

Our wash alley safety program is reinforced weekly with mandatory re-training that includes wash alley partners re-reading and re-signing documentation on washroom safety standards. Only designated partners who have been trained in wash alley safety procedures are permitted to enter the wash alley area.

Cintas continues to partner with industrial washroom suppliers to re-engineer wash alley equipment and components used throughout the industry to achieve a higher level of safety performance.

#### Three Points of Contact

Every uniform service and delivery vehicle in the Cintas fleet has been retrofitted to ensure our drivers always have three points of contact when entering or exiting their vehicles. This helps to avoid slips, trips and falls and reduces stress on the body.



Cintas facilities feature ergonomic, adjustable workstations designed to further ensure the safety of our frontline production partners who perform routine tasks as part of their day-to-day job requirements.





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### Safety in Our Practices

All injuries are preventable. That's why Cintas actively engages all employee-partners in safety improvement by implementing and sustaining effective safety management training and performance systems, and ensuring they are communicated effectively.

- Cintas has developed a Job Safety Analysis (JSA) for every task performed in the company. The individualized JSAs identify potential risks associated with each job task, the engineering controls that have been established to combat those risks and the Personal Protective Equipment (PPE) required to perform the job task safely.
- Internal safety audit scorecards are used at every Cintas facility to ensure compliance with all OSHA standards, internal Cintas safety requirements and accountability by local managers.

- Cintas requires all members of Senior Management to take the Management Safety Leadership Skills Course (MSLS). The intensive, five-hour course was developed by Dr. Richard Fulwiler, retired Director of Worldwide Health and Safety for Proctor & Gamble, and focuses on the fundamental concepts and principles of safety management.
- The Cintas Safety Observation Program (CSOP) was recently expanded beyond managers performing safety observations to frontline production partners and members of the facility's Safety and Improvement Committee observing the safe practices of their fellow employees. This peer-to-peer strategy empowers more employees at all levels to be responsible for safety.
- Cintas recently deployed a major new training initiative focused on reducing the risks of musculoskeletal injuries. The Industrial Athlete program was developed with the help of Ergonomic Prevention and Assessment Specialist Andrew Graham and is now being practiced by all service and production partners company-wide.

*Cintas' Workers' Compensation premiums are 21 percent better than the industry average.*

### Safety Best Practice Program

Part of being a world class safety organization is that all employee-partners – from our top executives to those on the frontline – are fully engaged in safety. That's why Cintas recently implemented its Safety Best Practice Program which recognizes best safety practices initiated from our field operations. Employee-partners at all levels have the opportunity to nominate and earn recognition for safety best practices implemented at their facilities. All winning best practices are then implemented across the company.

Additionally, many Cintas locations have been recognized for their outstanding commitment to safety by outside agencies.

- Chandler, AZ rental facility received Voluntary Protection Program (VPP) "Star" certification from Arizona OSHA.
- SHARP (Safety & Health Achievement Recognition Program) recognition by Oregon OSHA, the second highest honor bestowed by the agency.
- Cintas' Calgary and Edmonton facilities awarded Certificate of Recognition (COR) through Canada's Alberta Province Partnerships in Injury Reduction Program.

- More than 100 Cintas operations are actively pursuing OSHA VPP "Star" certification, OSHA Safety & Health Achievement Recognition Program (SHARP) certification, or in Canada, a Certificate of Recognition (COR) for sustained safety excellence.
- New Jersey Governor's Occupational Safety and Health Award for six consecutive years
- Workplace Safety Award from the Association of Washington Businesses
- Best Place to Work in Oklahoma by *OKCBiz Magazine* for three consecutive years
- Best Place to Work in Cincinnati by *The Business Courier*
- Top Workplace by *The San Antonio Express-News*
- Metropolitan Detroit's "101 Best and Brightest Places to Work"
- Among *FORTUNE* magazine's list of "Most Admired Companies" for eleven years
- Among Best Employers in Canada by *Report on Business Magazine*
- Top 50 Greater Toronto Area Employers by *The Toronto Star*
- Ranked 2nd on list of "Companies Wall Street Can Trust the Most" by Audit Integrity



The Industrial Athlete program includes daily "Stretch and Flex" exercises, training on proper lifting and carrying, good nutrition, and achieving work-life balance.



#### • Main Priority: Your Safety

– Is the scene safe? Begin by asking yourself...

- Are there bloodborne pathogens?
- Do you have gloves and a mask?
- Is the patient...

