



Health and Safety Overview

Commitment to Employee Safety

The safety of our employee-partners is a top priority at Cintas, and our safety record – which is 30 percent better than similar-sized plants in our industry – demonstrates our long-standing commitment.



Whether it's ergonomic workstations to reduce fatigue and strain in our production facilities, or safe-driving programs for our Service Sales Representatives (SSRs), Cintas continually works to improve workplace safety. This commitment is reinforced by multilingual safety materials, hazardous materials training and lockout-tagout programs across Cintas' 330 facilities.

Training



Each year, Cintas partners across North America participate in numerous health and safety training courses. In fact, each rental division plant manager, distribution center manager and logistics and manufacturing manager must complete a 10-hour Occupational Health and Safety Administration training program to direct them in ensuring that their facility is as safe as possible.

Employee Training

Additionally, Cintas now incorporates a two-day safety training course for all regional directors, general managers, plant managers, sales managers, human resources managers and other personnel to ensure management priority throughout the Company's operations.

Moreover – given research showing that 88 percent of workplace injuries are the result of unsafe actions by individuals, rather than unsafe workplace conditions – Cintas works hard to continually educate front-line employees on workplace habits that help promote job safety, like ensuring that no shortcuts are taken, that proper tools and equipment are used, and that established procedures are followed.



To underscore these programs, facilities routinely host "Safety First" days and other special functions to keep safe workplace habits top-of-mind throughout all operations.

Employee Involvement

Each Cintas production facility maintains an employee-driven Safety & Improvement Committee that meets regularly to review workplace safety procedures and guidelines. The committee involves front-line employees from key production areas with senior plant management to ensure that all critical departments are incorporated. Safety Improvement Committee members also ensure that employee recommendations and observations are incorporated in continuous improvement efforts across the facilities.



Additionally, each facility now distributes a monthly safety communication to all employees, and has a "Safety Center" as a further resource.

Laundry-Handling Procedures

Cintas continues to pioneer safety protocols for the safe handling of soiled garments, including continuous improvement to long-standing procedures. Uniforms worn by customers whose employees are exposed to potentially harmful materials, for example, are typically collected and laundered in water-soluble plastic bags. These bags are loaded directly into the washers so that worker contact with any materials on the uniforms is eliminated. Where this strategy is not feasible due to a large number of uniform wearers at a particular customer, equally-protective alternative measures are designed and implemented to protect Cintas partners from exposure to the potentially harmful materials.

For the routine handling of any soiled garments, partners are provided with and required to wear gloves that provide protection against cut, puncture and chemical hazards which may be present on the uniforms.

Corporate Priority

Cintas also maintains a stringent blood borne pathogen program. We have implemented a regimen of training, Hepatitis B inoculation and exposure prevention at all relevant facilities to ensure the safe handling of sensitive garments.

At the corporate level, Cintas further demonstrates its commitment to safe workplaces through its Corporate Risk Committee chaired by CEO Scott Farmer. Additionally, the corporate Health, Safety and Environment Department has regional HSE coordinators across North America to ensure that standardized compliance templates and training are integrated at every facility.

Additionally, internal compliance inspections are conducted at every Cintas facility **two to four times per year**.

OSHA Compliance

Cintas' goal is 100 percent compliance with all applicable safety and health standards. In 2006 two-thirds of all OSHA inspections found Cintas facilities in complete compliance with OSHA standards. Over the past two calendar years Cintas has reduced the number of citations resulting from OSHA inspections by 87 percent.

Continuous Improvement

Building on our already industry-leading safety record, Cintas seeks to continue improving worker safety across all of our operations. Our goals for FY07 include:

- Reducing workplace injuries another 15 percent, measured by reduced OSHA recordable-injury rates and workers' compensation claims rates;
- Reducing vehicle accidents by another 25 percent; and
- Improving facility scores on Cintas' health, safety and environment internal compliance scorecards to a minimum of 95 percent.

Cintas is incorporating safety in the company-wide "Six Sigma" quality program, working to methodically reduce workplace injuries throughout all operations. The Rental Division has implemented a "Safety 20 Keys" tool to facilitate and support injury reduction efforts at more than 250 locations. The Company is also working with vehicle manufacturers on improvements to truck design to further reduce potential injuries among SSRs.