

2023

Workplace Safety Report

Ansell
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Executive Summary

Manufacturing and distribution floors look a lot different than they did even a decade ago. Today's workers interact with and alongside artificial intelligence systems, state-of-the-art robotics and advanced data analytics software that measures and reports on every detail of the operation.

Yet the processes and tools that keep those human workers safe remain conspicuously outdated. Traditional ergonomic and job site assessments are time consuming and difficult to personalize. Hazard identification and reporting is often still a sluggish, paper-based procedure that can't keep pace with the rest of the digitized operation.

Workers, understandably, are frustrated by the lack of progress. As the rest of the workplace modernizes, employees increasingly expect similar technological investments in their own safety.

More than 94 percent of manufacturing, warehousing and distribution workers surveyed said it's "very important" that their employer prioritizes their physical safety and more than three quarters said they're more likely to join or stay with an employer who does so. Such investments send a clear signal that a company prioritizes the wellbeing of its workforce and can be a key component to attracting and retaining employees. As the retirement rate accelerates and the Great Resignation gains momentum, businesses can't afford to send the wrong signals.

For today's floor worker, a valuable safety program begins with personalized instruction. In the era of Google and Amazon, we've all become accustomed to the use of technology and data to deliver

personalized experiences. For example, nine out of 10 manufacturing, warehousing and distribution workers are interested in wearing connected technology that identifies unsafe physical movements and makes customized recommendations to reduce workplace risks.

Further, such technology can, for example, identify excessive and repetitive wrist movements that often lead to painful and debilitating musculoskeletal disorders. Preventing these MSD injuries—which **account for nearly one third of all worker compensation costs in the US**—keeps workers on the floor and saves employers money.

Modern technology also allows for real-time communication between floor workers and safety staff. Close to half of respondents said their employer could improve how quickly they react to safety hazards like damaged equipment or spills. By providing the right technology, companies empower frontline workers to take an active role in their own safety. This not only decreases response times and cuts injury rates but builds trust within the workforce.

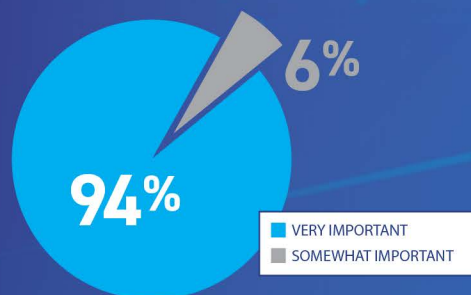
Amid the technological arms race, businesses can't take their human workers for granted. **Hiring skilled talent is the top labor challenge for 62 percent of manufacturers and distributors** and **Deloitte estimates that more than two million American manufacturing jobs will be unfilled by 2030**. As the competition for talent increases, businesses need to meet the changing expectations of the workforce. Increasingly, that means investing in a modern safety program.

Safety is Key to Recruitment and Retention

Workers are unequivocal in the importance of safety on the job: 94 percent of respondents said it is important that their employer prioritizes their physical safety. Regardless of specific industry or position, industrial workers expect their company to protect them.

The importance of physical safety

Employees say it's very important that their employer prioritizes physical safety in the workplace



This has major significance for businesses looking to recruit talent in an increasingly competitive market. With the shortage of industrial workers projected to worsen over the next decade, companies that invest in their safety programs now will find themselves at an advantage in the years to come. Indeed, more than three quarters of workers said they are more likely to take and hold a job with an employer who clearly prioritizes their physical safety.



Workforce safety and retention

3 out of 4 workers are more likely to join or stay with an employer who clearly prioritizes their physical safety

Digging Deeper

Nearly half (48%) of respondents across all industries also said they were more likely to stay with an employer who provides the opportunity to work with cutting-edge technology. That's especially true for veteran workers who may not have the same technological and digital savvy as their younger colleagues: 51 percent of respondents who have more than 10 years of experience prioritize the chance to work with advanced tech.

For businesses competing for limited talent—especially veteran talent—workplace technology can serve as a key recruitment tool.

Industry Insight

"People are choosing where they work based on the culture that they see there. Your safety program is a direct reflection of your organization's cultural values. As you build a strong safety culture, you'll have people that want to stay with your company."

Beemal Vasani

Head of Commercial Strategy and Business Development for the Americas, Ansell Inteliforz



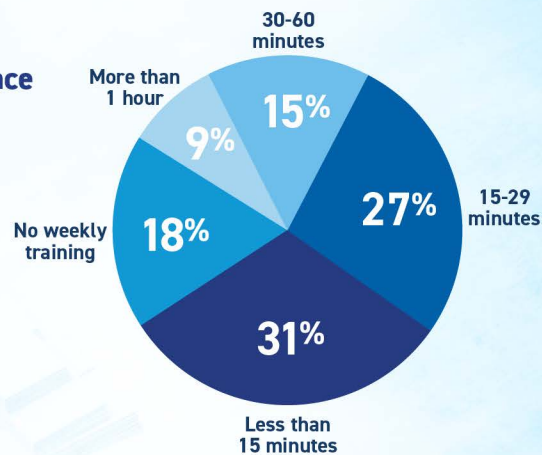
Workers Prioritize Personalized Safety Training

Nearly one third of the workers surveyed said they'd been injured on the job at some point. Of those, the majority reported they'd suffered a strain, sprain, pull or similar injury caused by their movements.

Workers understand that prevention of these injuries begins with proper training. Yet most report they're not getting enough of it. Three quarters of respondents receive less than half an hour of safety training per week and 20 percent don't receive weekly training at all. When asked how their workplace safety program can be improved, roughly half of workers said their employer should offer regular safety training and coaching on proper form.

Not enough workplace safety training

Most employees don't spend enough time per week being trained on safety



Improving training

How can your employer improve workplace safety?



Offer regular safety training



Coach proper form when handling equipment or supplies

Digging Deeper

Veteran workers are more likely to prioritize improved safety training than rookies. 54 percent of employees with two or more years of experience said their employer could improve how they coach employees on proper form, compared to 43 percent of employees employed one year or less.

The takeaway: businesses looking to recruit experienced talent can't afford to overlook the importance of safety training.

But increasing the frequency of training isn't enough. As technology-enabled personalization becomes the norm in so many facets of day-to-day life—from shopping suggestions on Amazon to data-powered fitness programs—employees have similar expectations of their workplace safety program.

Workers overwhelmingly support the use of connected technology to identify poor form and collect data that can be used to deliver customized instruction. These devices—such as technology-enabled hand wraps—have been used on work floors to reduce risky movements by nearly 40 percent in some cases.

Leveraging new technology

Employees want to use safety technology on the job

90%

Interested in personalized safety training based on data collected by connected technology

Interested in wearing connected technology that warns against risky movements

90%

Industry Insight

"For businesses looking to mitigate risk of injury to their workforce—and the costs that come along with it—investing in safety technology is no longer a luxury. It's a necessity."

Stephanie Gifford

Business Development, Ansell Inteliforz



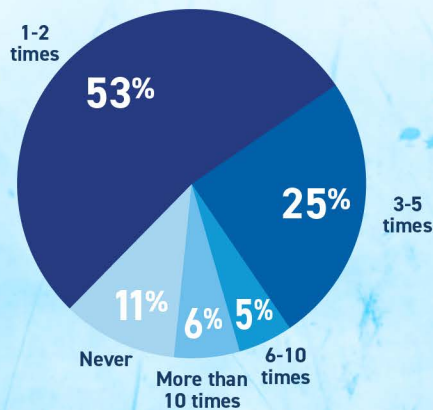
Workers Expect Better Communication and Hazard Monitoring

For years, the identification of workplace hazards has fallen exclusively on health and safety teams, who rely on sluggish paper-based systems to record and address hazards. Though nearly 90 percent of workers see something in the workplace that poses a hazard at least once a week, they often feel as though they lack the tools to quickly and effectively communicate the concern.

This failure of communication speaks to a larger concern: many workers feel as though their employers aren't doing enough to create safe workplace conditions. Unsafe warehouse layouts, infrequent equipment checks and improper equipment operation are among the top concerns that can be addressed by modern technology.

Hazards in the workplace

Employees encounter something in the workplace that poses a safety risk multiple times per week



Rather than rely exclusively on safety teams to manually inspect workplaces, some businesses are equipping front-line workers with connected devices that enable them to report safety hazards in real time. This gives safety teams real-time visibility of the entire operation and, because it's digitized, removes logistical hurdles that have traditionally created delays that put workers at risk.

Ultimately, this technology goes beyond measuring efficiency and ROI. By investing in tools that enable workers to take an active role in the safety of themselves and their colleagues, employers show they care about the people in their workforce.

That ultimately means safer, happier and more productive workers.

Industry Insight

"The E-commerce boom and resulting strain on warehouse and logistics workers has been linked to higher levels of injury as businesses rush to meet demand. As workplaces increasingly rely on automation and robotics, the relationship between worker and machine changes, requiring new safeguards."

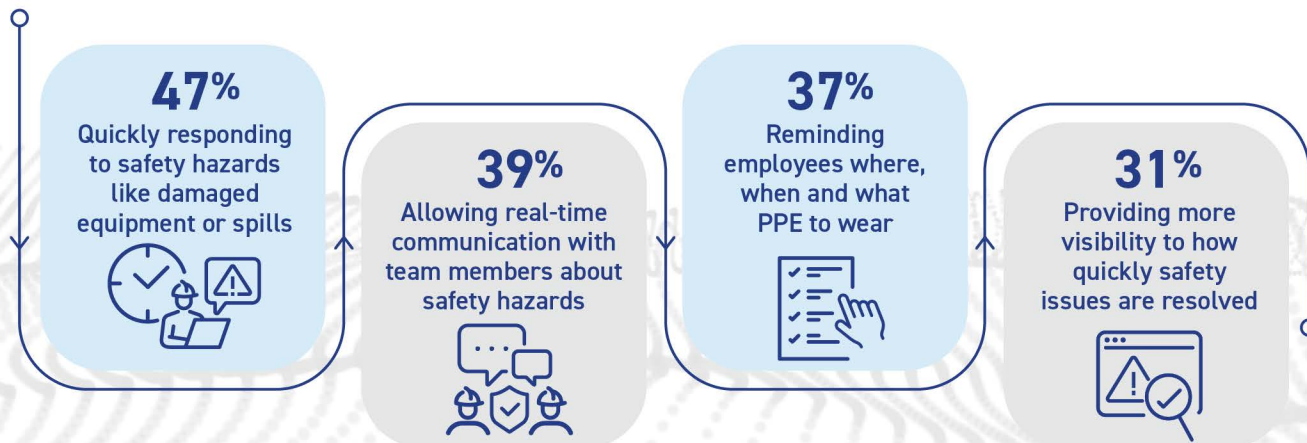
Sean Sweeney

Vice President and General Manager, Ansell Inteliforz



Improving workplace safety

What actions can your employer take to better protect you?



Methodology

For this report, Ansell surveyed over 500 people actively employed in manufacturing, warehousing, logistics or distribution and whose position requires them or their teams to wear some kind of personal protective equipment.

About Ansell

Ansell is a world leader in providing superior health and safety protection solutions that enhance human well-being. The world's need for better protection never stops, so Ansell is constantly researching, developing and investing to manufacture and distribute cutting-edge product innovation and technology, marketed under well-known brands that customers trust. Operating in two main business segments, Industrial and Healthcare, Ansell is the market leader that continues to grow, employing 14,000 people worldwide. With operations in North America, Latin America/Caribbean, EMEA and Asia Pacific, Ansell is trusted by customers in more than 100 countries around the world.

Learn more at [ansell.com](https://www.ansell.com).



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