

SUSTAINABILITY REPORT 2017



samson
THE STRONGEST NAME IN ROPE

ABOUT SAMSON

Samson, the worldwide leader in the development and manufacture of high-performance ropes, is a well-recognized manufacturer headquartered in Ferndale, Washington. Our competitive advantage is our people and our technology. We strive to consistently provide our customers with an exceptional experience while delivering exceptional products. Samson has been in business since 1878 and has had operations in Whatcom County for over 60 years. We have over 200 employees employed in Ferndale, WA an additional 100 in our Louisiana plant and 20 in various sales locations. In addition to being one of the largest employers in Whatcom County, Samson is recognized as a leading local business in technology, manufacturing, and community engagement.

OUR CORE VALUES

- Passion and Pride
- Integrity
- Teamwork
- Health and Safety



SAMSON HEADQUARTERS:

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SAMSON SUSTAINABILITY REPORT OVERVIEW

PROCESS

With a grant from the Whatcom Community Foundation via local community partner Sustainable Connections, we were able to dedicate resources to completing Samson's first sustainability report. Our reporting process followed the B-Lab B-Impact survey as our baseline, with a focus on only the 2017 calendar year. Our Employee Engagement Manager met with department heads and internal champions to capture our current state. After establishing the baseline, we identified our strengths and opportunities for improvement, outlining specific goals for 2018 and beyond.

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Employee
Participation in
Wellness Program

EMPLOYEES

WE BELIEVE OUR EMPLOYEES ARE
OUR MOST VALUABLE ASSET



COMPENSATION

- 100% of employees were paid above minimum wage
- 100% of employees were paid above the living wage
- 100% of eligible employees received profit-share bonus (eligible after 1 year employment)

25+

Paid days off for
all employees



INTERNAL DEVELOPMENT

- 100% of hourly production employees participated in skill-based training program to advance core job responsibilities
- 58 employees advanced levels in skills-based program
- 28% of positions were filled with internal candidates
- 12 employees were internally promoted
- 4 employees received secondary education through tuition reimbursement
- 100% employees participated in bi-annual review process, including guidance for career development and achievable goals

10 years

Average tenure of
employees in 2017



 2018 Goal: Offer life-skills training for personal development



EMPLOYEES, CONT'D

WE BELIEVE OUR EMPLOYEES ARE
OUR MOST VALUABLE ASSET



HEALTHCARE PLAN

- Optional wellness plan reduced employee cost by 75% on average
- Samson paid 85-95% of medical healthcare premiums for wellness participants and their families
- Samson front-loaded 2/3 of employee deductibles into their HSA savings accounts
- Domestic partner/same-sex partner spousal benefits

97%

Employee
Participation in
Wellness Program



SUPPLEMENTARY BENEFITS OFFERED

- Dental and vision coverage
- Life insurance coverage for employees and family members
- Short-term and long-term disability
- Counseling services through Employee Assistance Program, including household members
- Financial wellness through FinFit, including access to low-interest loans returned via payroll deduction

RETIREMENT

- Full match up to 6% in 401k retirement program

45



Employees utilized
free counseling
sessions with EAP



SAFETY

WE ARE COMMITTED TO THE SAFETY OF ALL OF OUR OPERATIONS



OVERVIEW

- 1 full-time safety officer on site at each facility
- Monthly safety trainings conducted for all employees
- Safety committee comprised of cross-functional team
- Monthly safety audits, including corrective action.

PEOPLE-BASED SAFETY PROGRAM

- All new-hires received training on program
- Empowers all employees to identify and shut down an unsafe process through Acting, Coaching, Thinking, and Seeing.



0 Recordable incidents in Lafayette, LA facility

1 Time loss incident in Ferndale, WA facility

“People-Based Safety approach is all about caring – actively caring. We cannot pass up opportunities to demonstrate how we care for the well-being of our co-workers.”

- Dave Johnson, *Industrial Safety and Hygiene News*

ANNUAL SAFETY FAIR

- Both manufacturing facilities held their annual safety fairs, bringing in outside speakers for live employee training on various safety and health topics.
- Ferndale, WA facility held *Safety Month*. 2017 topics included: ladder safety, internet safety, fire extinguisher training, and the long-term health effects of nutrition.
- Lafayette, LA facility held *Safety Day*. 2017 topics included: stretching and exercise, CPR/First Aid, recycling, fire prevention.



COMMUNITY

TO BUILD STRONGER, HEALTHIER SELF-SUPPORTING COMMUNITIES FOR THE FUTURE



UNITED WAY PARTNERSHIP

- Title sponsor of United Way of Whatcom County's 2017 campaign
- Raised \$70k through workplace campaigns for Whatcom and Acadiana counties, including Samson contribution.
- Donated 240 hours of employee time through Loaned Executive program

\$70k
raised in workplace campaigns for United Way

OTHER MAJOR COMMUNITY SPONSORSHIPS

- Boys & Girls Clubs of Whatcom County
- Sustainable Connections
- Whatcom Center for Early Learning
- Mt. Baker Theatre Educational Series
- Ferndale Food Bank
- Arthritis Foundation Jingle Bell Run
- Susan G. Komen Race for the Cure

2,700



equivalent lbs. food donated to local food bank

WORKPLACE CSA (COMMUNITY SUPPORTED AGRICULTURE)

- 33 employees participated in our workplace CSA Program, a local organic food delivery program supplied directly from local farms
- Samson subsidized 25% of overall cost to employees
- Employee portion was paid via payroll deduction over 20 weeks, to ease cost

2018 Goal: Increase charitable giving as % of profit

2018 Goal: Formal employee volunteer program



ENVIRONMENT

COMMITTED TO REDUCING OUR IMPACT

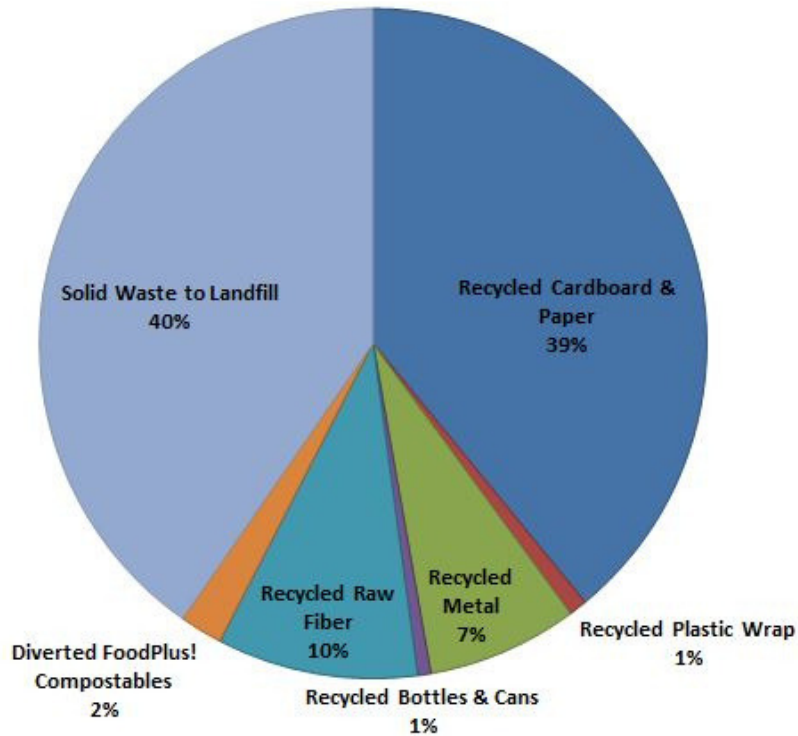
*Please note this page includes data from our Ferndale, WA facility only.



2017 EFFORTS

- Diverted 60% solid waste from landfill via recycling channels, translating to 270 tons.
- Conducted an energy audit for Ferndale facility, identifying opportunities for 2018 efficiency improvements. Savings would include a 17% reduction in utilities.
- Replaced outdated HVAC units with Energy-Star certified units.

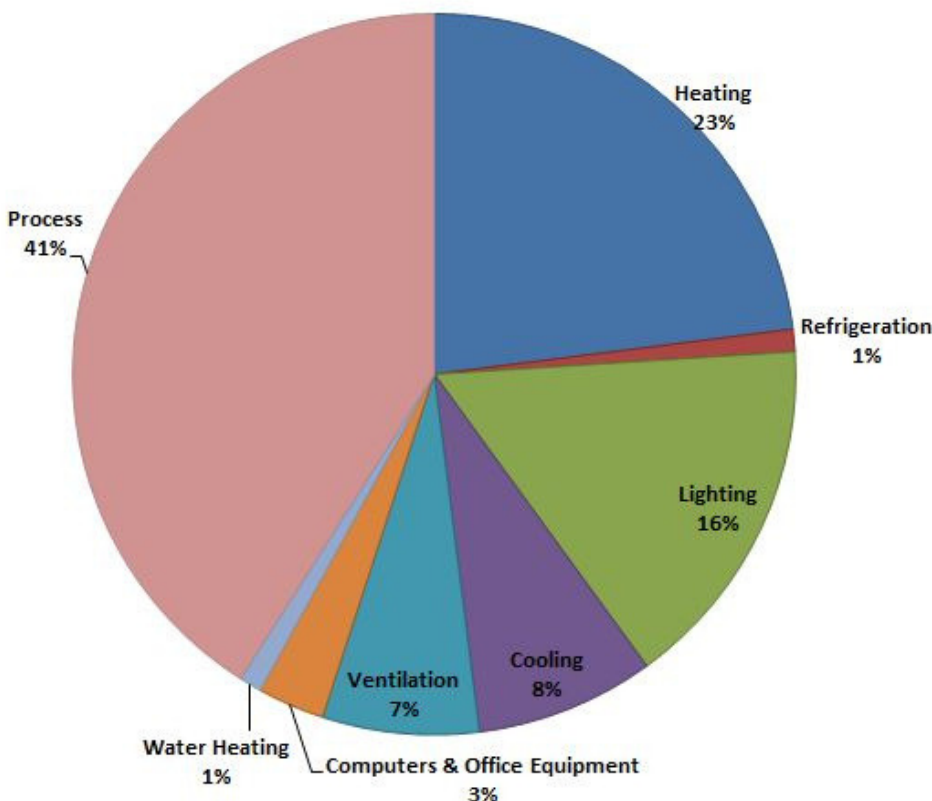
SOLID WASTE STREAM



60%
solid waste
recycled



ENERGY USE BREAKDOWN



9 tons
food waste
diverted from
landfill



🔗 2018 Goal: Create an energy conservation plan

🔗 2018 Goal: Begin tracking solid waste stream in Lafayette

CONTINUOUS IMPROVEMENT

WE PROVIDE A CULTURE WHERE OUR EMPLOYEES ARE ENGAGED IN CONTINUOUS IMPROVEMENT



QUALITY

"We deliver the highest quality products and service through continuous improvement and collaboration with our customers, employees, and suppliers."

- Upgraded our Quality organization and capabilities resulting in establishment of Certified Quality Technicians at both sites and a Six Sigma process improvement capability at both sites
- Successfully transitioned Quality Management System (QMS) from ISO-9001:2008 to ISO-9001:2015
- Incorporated an improved non-conformance system resulting in a 10% decrease in customer non-conformance reports.

100 ✓
internal catches mitigated at point of error



LEAN

- 1 full-time Lean Champion on staff, dedicated to Lean process improvement
- Cross-functional Kaizen Governing Committee at each manufacturing location met on a monthly basis to review and evaluate Lean progress
- 2017 results include:
 - Eliminated all hazardous lifts in maintenance by installing lift assists.
 - Reduced job remake requests by 27% through increased awareness, employee training and error proofing measures.
 - Reduced employee travel by 64% in supply restock process by implementing a consumables VMI program.

20 
cross-functional kaizen events held between both facilities