



# Employee Engagement

Ichaya Dhungel

Raleigh, NC



Eaton is a leading power management company

We help the world use electrical, fluid and mechanical power more **reliably, efficiently, safely** and **sustainably...**



**Our vision** is to improve the quality of life and the environment through the use of power management technologies and services



# Raleigh Area Plants:

- **Headquarters- Raleigh, NC**
  - Raleigh Plant Operations (RPO)
  - Capital Plant Operations (CPO)
  - Youngsville Plant Operations (YPO)
  - Forum (headquarters)
- 3-phase and 1-phase Interruptible Power System (UPS) design, manufacturing and testing.
- Deliver high quality, reliable backup power for everything from network closets to server rooms to enterprise and data centers.

# Recognition & Learning Organization



- ✓ Eaton Safety Chairman Award
- ✓ Positive Safety Performance
- ✓ NCDOL Gold Award (RAP)
- ✓ Environmental Steward Award
- ✓ Excelling EHS Performance (Corporate MESH)
- ✓ Plant Kaizen program generated 628 Kaizen



# WHY is it important to engage employees in sustainability?

## Eaton's Vision

To improve the **quality of life** and the **environment** through the use of power management **technologies** and **services**.

- We develop our employees
- We delight our customers
- We deliver for our shareholders
- We support our communities



**Goals:** Achieving our **aspirational** goals is as important as meeting our financial performance goals

- Be the preferred supplier to customers and channel partners
- Make work exciting, engaging and meaningful for our employees
- Make our communities stronger
- Ensure the safety, health and wellness of our employees
- Be a model of inclusion and diversity in our industry
- Be active stewards of the environment

Our **Personal Stewardship of the Environment** is integral to the vision for Eaton, the brand promise, our aspirational goals, and leadership attributes

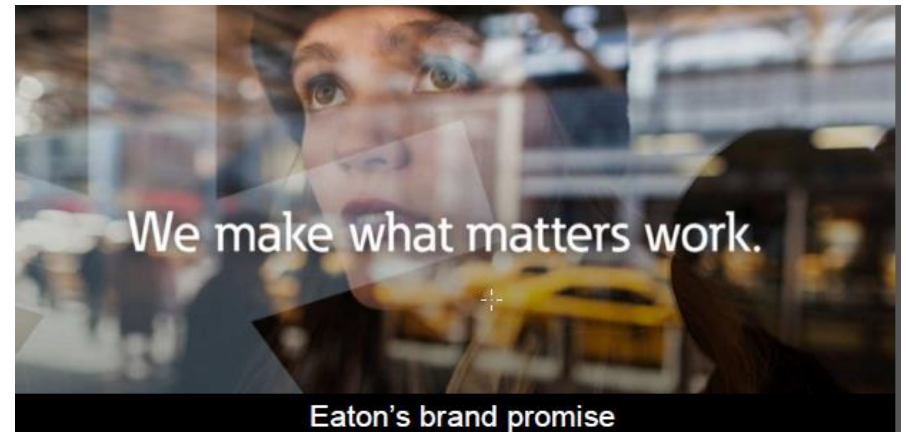
## Our Leadership Attributes Represent our culture and values

- We are **ethical**
- We are **passionate**
- We are **accountable**
- We are **efficient**
- We are **transparent**
- We **learn**



We make what matters work.

Eaton's brand promise



# Achieving our aspirational goal: being Active Stewards of the Environment

# Eaton's sustainability strategy

- Increase and communicate the sustainability benefits of our **products**
- Reduce our environmental **footprint**
- Engage our **employees** in sustainability
- Transparency: **report** on our goals and accomplishments

**Reducing our environmental footprint is an important part of Eaton's sustainability**



# HOW can we engage employees in sustainability?

# AWARENESS: Reduce footprint AND increase handprint to achieve “net positive”



## Reducing our footprint

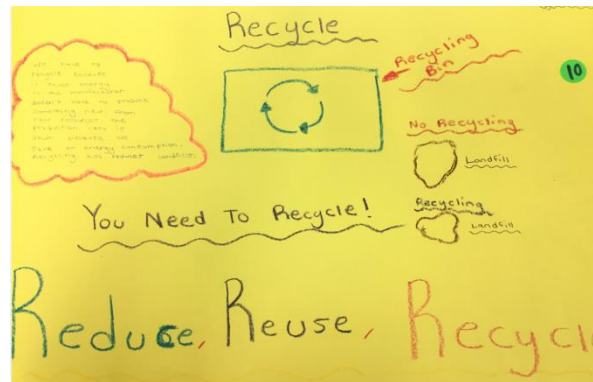
We must make every effort we can to reduce our footprint; but, we can never reduce entirely to zero or neutral, because it requires resources to manufacture products.

## Increasing our handprint

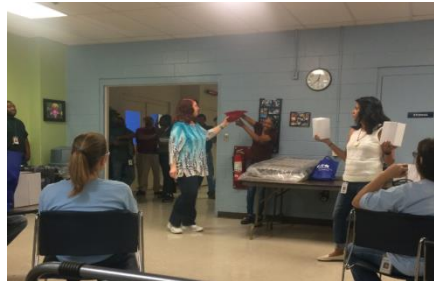
The key to achieving what’s called “net positive” is increasing the benefits of our products and power solutions to the point where the impact of our products outweighs the impact of our operational footprint.



# ENGAGE- World Environment Month (Kids Drawing Competition)



# ENGAGE- EHS Week Activities



**Who's depending on YOU?**

For their sake and yours, don't risk it. Choose **ZERO**

For their sake and yours, don't risk it. Choose **ZERO**



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# Additional ways to achieve positive consequences through our handprint....

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- Reducing our operations footprint and our customer footprint are important parts of increasing our handprint, but there are more ways
- Completely positive actions or “**actions for good**” that have nothing to do with footprint reduction are like A+ credit. They include actions such as
  - **Teaching** about sustainability in the community
  - **Planting** trees and community gardens
  - **Volunteering** time and talent for community good
- Host a bike to work day, Dumpster drive, Complete water-or energy saving projects, Adopt a Highway program, Recycling campaign, Drawing contest

# World Environment Month page on JOE

- JOE > EHS > Sustainability Channel > World Environment Month

**Eaton's Intranet** Home Search

World Environment Month

**EATON**  
Powering Business Worldwide

**EATON'S WORLD ENVIRONMENT MONTH**

- Action in Our Communities
- 2014 World Environment Month
- 2012 World Environment Week
- 2011 World Environment Week
- 2010 World Environment Week

### Eaton's World Environment Month

Employees around the world bring Eaton's values of caring for our communities and the environment to life by working to improve their local environment. Our global activities often focus on the United Nations-sponsored World Environment Day program in June, as well as Earth Day in April. This year, Eaton is stepping up our participation in World Environment Day by making the entire month of June **World Environment Month** to spark education, awareness, and action around environmental protection. This site is devoted to recognizing how Eaton employees are engaging in meaningful activities that capture the spirit of doing business right and caring for the environment. [Go to the Action in Our Communities page](#) to see the stories.

Last Updated Date: 5/28/2014

#### Resource List

##### Share Your Story

Share ideas and activities for your location by [filling out a simple online form](#), or send your story and high resolution / large size images directly to [Sustainability@eaton.com](mailto:Sustainability@eaton.com) in Corporate EHS.

##### Poster Templates

Create a customized poster/flier for your location by downloading several [ready-to-use templates](#) formatted in MSWord. You can also use the Publication Builder tool, Eaton's online tool for creating brand-compliant print materials. Contact [Anne Monroe](#) for access to Publication Builder.

##### Local Media Release Template

# REINFORCEMENT- Awareness and Accountability

- **Please ensure waste is going to the correct collection bin**



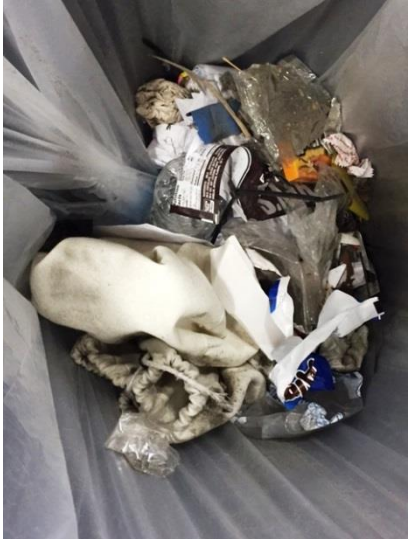
**WM** WASTE MANAGEMENT  
THINK GREEN!  
SOME MATERIALS MAY NOT BE RECYCLABLE DUE TO MARKET CONDITIONS.  
Restrictions apply.

<b>Metal Cans</b> Steel, tin & aluminum soda, vegetable, fruit & tuna cans	<b>Plastic Bottles &amp; Containers</b>	<b>Paper</b> Brown paper bags, non-confidential office paper, newspaper
<b>Paper Cardboard, Dairy &amp; Juice Containers</b>	<b>Flattened Cardboard &amp; Paperboard</b>	<b>Junk Mail &amp; Magazines</b>

**DO NOT INCLUDE:** Food waste, plastic bags, or polystyrene foam cups & containers

Single-Stream Recycling<sup>1</sup>

*Pay attention to what you are placing into comingled recycling. Absolutely no food wastes or dirty containers*



*White paper, ESD bags, soft plastic and plastic bottles found in WTE*

*Plastic straps found in wood recycling*



# Awareness and Educational Information

**INDIVIDUAL ACTIONS TO REDUCE PLASTIC WASTE**

**Recycle your plastics.**

Separate your trash to recycle plastics in your community and in public areas.

**Purchase products made with recycled plastic.**

Plastics are often recycled to make items such as dohies, carpet, containers, books, plastic lumber, films, grocery bags, molding materials, and lawn and garden products.

**REDUCE & REUSE**

Stay hydrated by bringing along a stainless steel or other reusable water bottle.

Refill your bottle from the tap or a filtering pitcher like Brita.

Bring your own reusable bags when shopping and keep them at hand in your car.

Pack your lunch in **reusable** containers instead of plastic bags.

Wash and reuse plastic containers.

Choose food and other products that are **package-free** or packaged with as little plastic as possible.

Choose **natural** over plastic whenever possible.

Canvas, wood, bamboo, and paper are all renewable, plant-based materials that will biodegrade when thrown away.

When the only option is plastic:

Look for **high-quality**, made to last products, and choose those made from recycled plastic or made from plastic that is recyclable.

**AS EATON EMPLOYEES, WE CAN COMMIT TO PUTTING THOUSANDS FEWER PLASTIC BOTTLES AND BAGS IN THE TRASH EVERY DAY!**

**Sustainability at Eaton: Reducing Our Environmental Footprint**

Eaton is focused on sustainability, because how we get results and doing business right are part of our company's values and philosophy.

Like our customers, we value safety, reliability, efficiency and sustainability. We have a collective responsibility to be good stewards of all the resources we use. Since 2010 we've reduced our greenhouse gas emissions (indexed to sales) by 17.5%, energy consumption by 13.5%, water consumption by 19% and waste to landfill by 34%.

We've already made a big impact and we're focused on doing much more. We are committed to decreasing the environmental impact of our global operations by reducing our environmental footprint in these areas:

- Reduce greenhouse gas emissions by 2% year-over-year
- Reduce waste to landfill by 2% year-over-year
- Reduce water consumption by 5% year-over-year

Safe Reliable Efficient Sustainable

**ELECTRICITY: Use Less**

**5.28** MILLIION kWh The average annual consumption of electricity by a single Eaton manufacturing site in 2013.

**1,240,000,000 kWh** of electricity was consumed by Eaton in 2013.

12% of Eaton sites used 50% of total electricity consumed

How Eaton uses electricity ...

Our two highly efficient datacenters in Kentucky each use about: **4.9 Million kWh (annually)**

A single CNC machine, operating 24 hours daily, 5 days weekly: **350,000 kWh (annually)**

Eaton - issued laptop, used 40 hours weekly: **135 kWh (annually)**

Eaton's annual electricity usage is comparable to the amount of electricity it takes to annually power either ...

**100,000** homes in the U.S.

**253,000** homes in Germany

**820,000** homes in China

**LEARN MORE**

Eaton is actively engaged in sustainable business processes and practices as part of doing business right.

Discover how **YOU CAN HELP** by visiting [www.eaton.com/sustainability](http://www.eaton.com/sustainability).

**REDUCING PLASTIC WASTE IN OUR ENVIRONMENT**

**THE IMPACT OF PLASTIC WASTE ON OUR WORLD**

Plastic production has grown at a rapid rate.

**1.5 million tons** of plastic in 1950

**322 million tons** of plastic in 2015

Of the **8.3 billion metric tons** of all plastic ever produced, **6.3 billion metric tons** of plastic have become waste.

Enough to build **95** Great Walls of China out of plastic.

Plastic takes more than **400 years** to degrade - so most of the plastic ever made still exists in some form.

**79%** of plastic waste is accumulating in landfills or in the natural environment as litter.

**8 million** metric tons of plastic enter the oceans every year.

Equal to the weight of **59,000** adult blue whales.

If present trends continue, by 2050 there will be **12 billion metric tons** of plastic in landfills.

An amount equal to **1800x** the weight of the Great Pyramid of Giza.



# Recognize employees and efforts: Sustainability Eaton Resource Group (ERG)



## Sustainability

	<a href="#">Sustainability Home</a>	<a href="#">Overview</a>	<a href="#">Environment</a>	<a href="#">Communities</a>	<a href="#">Products</a>	<a href="#">Workplace</a>
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**Navigation**

- Sustainability Home
- Sustainability ERG Site - Old
- Overview
- Environment
- Communities
- Products
- Workplace
- Success Stories
- Tools
- Discussion
- Documents

**Contact info**

- Claire Castleman



# RAP Zero Waste To Landfill Journey

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- ZWTL EHS strategic vision (2011)
- 158, 000 pounds of waste to landfill (2014)
- RAP was audited and given ZWTL (Oct , 2018)
- Focus Areas:
  - Partnership with Heritage Interactive
  - Cross functional team driving effort
  - Waste inventory and waste minimization plan
  - Educate and ensure employee engagement

# Awareness and Employee Engagement



Level Three  
Kaizens



# Key Learnings

- ✓ Educate and bring awareness
- ✓ **Engage** employees to drive ownership and accountability
- ✓ **Recognize** and celebrate milestone and success.
- ✓ It's all about the **culture!**