

Membership Guidelines

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**Leadership
commitment to
world-class EHS**

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**Integration of
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**Strong
performing
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**Willingness
to share
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continuous
improvement
process**

As the environmental, health and safety (EHS) Center of Excellence, the Campbell Institute at the National Safety Council collaborates with world-class performers in EHS across industry sectors and regions of the world. In order to ensure that the Institute continues to engage organizations with a record of and dedication to EHS excellence, a set of guidelines has been created to define Institute membership. These guidelines are intended to enable those organizations considering Campbell Institute membership to self-assess their progress on the Journey to Safety Excellence® and gauge where they stand on the elements of the application. Strengths in some areas may offset weaknesses in others. Each prospective applicant organization is viewed in its entirety, and a specific area of weakness does not automatically preclude a successful application. Some guidelines request data that is not typically made publicly available. In these cases, applicants are asked to carefully consider and provide such information voluntarily to the extent possible without breaching confidentiality agreements.

Campbell Institute
membership
applications are
held confidential.



1. Leadership commitment to world-class EHS

Campbell Institute members drive EHS excellence at all levels of their organizations, including the C-suite. Prospective applicants will have:

- C-suite commitment to achieve and sustain world-class EHS excellence
- An executive-level EHS leader with extensive experience and knowledge to champion this effort
- Visible methods of demonstrating the value of EHS performance to the entire organization
- Strong, forward-thinking strategies and goals to continue improvement and sustain EHS excellence
- Motivation to benchmark, network and share best practices
- Robust line management responsibility and accountability for EHS

4. Willingness to share successes and lessons learned

Campbell Institute members share best practices, successes and lessons learned with one another and the world at large. Prospective applicants will have:

- Demonstrated formal and informal recognition of EHS best practices, programs and performance both internally and externally
- A willingness to share organizational best practices, policies and procedures through the Campbell Institute Library
- A willingness to actively participate in Campbell Institute research projects to advance the state of the science of EHS
- A willingness to actively participate in Campbell Institute subcommittees and/or workgroups

2. Integration of EHS and business management

Campbell Institute members integrate EHS and business processes in a seamless fashion. Prospective applicants will have:

- C-suite level commitment to an organizational structure promoting the integration of EHS with business operations
- A process for making EHS decisions on par with business decisions
- A process that considers EHS risk in an integrated fashion with business decisions
- EHS accountability goals at the executive and management level
- An integrated organization structure for EHS

5. Strong environmental performance and understanding of sustainability

In addition to safety and health, Campbell Institute members excel in environmental performance; they embrace sustainability as a competitive advantage. Prospective applicants will have:

- Leading environmental performance (measured by indicators including the management and reduction of toxins, emissions, energy, waste and water use) and the ability to convey the business benefits for these actions
- A minimal amount of regulatory body violations, as well as a recent history free of major violations
- An understanding of sustainability that includes a balanced, holistic approach to the integration of environmental, health and safety elements
- A transparent process for internal and external stakeholders to convey the benefits of the sustainability efforts that are passed on to them
- Programs to improve the health and wellness of employees as well as the people and communities in which they operate

3. Strong performing EHS metrics

Campbell Institute members outperform the majority of their peers in traditional safety metrics and use leading indicators to drive performance. Prospective applicants will demonstrate:

- Performance in one or more traditional safety metrics (OSHA Recordable Incident Rate/DART rate or similar international metrics) substantially better than industry average for at least three consecutive years
- A minimal amount of regulatory body violations, as well as a history free of willful violations
- A number of leading indicators used as key performance indicators (KPIs) to measure EHS and business quality and performance
- Leading indicators that encompass employee engagement measures, process management measures and/or system-based measures
- Active benchmarking efforts with peer organizations

6. Robust continuous improvement process

Campbell Institute members understand that EHS excellence is a journey rather than a destination and embrace robust continuous improvement in EHS. Prospective applicants will have:

- A process for continuous improvement integrated into business decision-making
- An understanding of how to use leading indicators to generate the changes necessary for continuous improvement
- An effective process in which lessons learned from EHS violations, incidents, injuries or fatalities are used to correct and prevent future events from occurring
- Continuous improvement in key EHS indicators/KPIs over a three-year period

Campbell Institute
1121 Spring Lake Drive
Itasca, IL 60143
+1-630-775-2063
thecampbellinstitute.org
campbellinstitute@nsc.org

thecampbellinstitute.org/membership

