CRAFT BREWERS CONFERENCE
& BrewExpo America®

BA BREWERS ASSOCIATION

#CraftBrewersCon

Achieving Great Safety & Sustainability on a Shoestring Budget

September 10

11:15 AM-12:15 PM MT

MATT STINCHFIELD

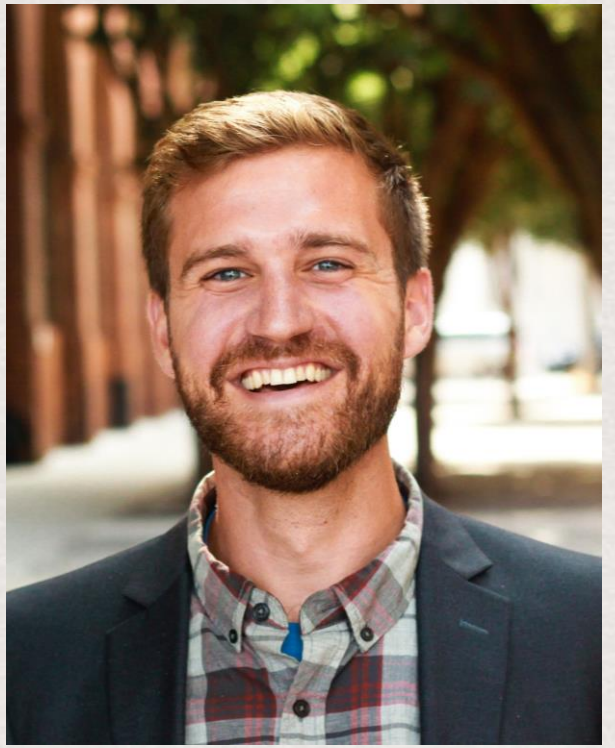
Safety Ambassador

BREWERS ASSOCIATION

MATT GACIOCH

Sustainability Ambassador

BREWERS ASSOCIATION



Agenda

AGENDA

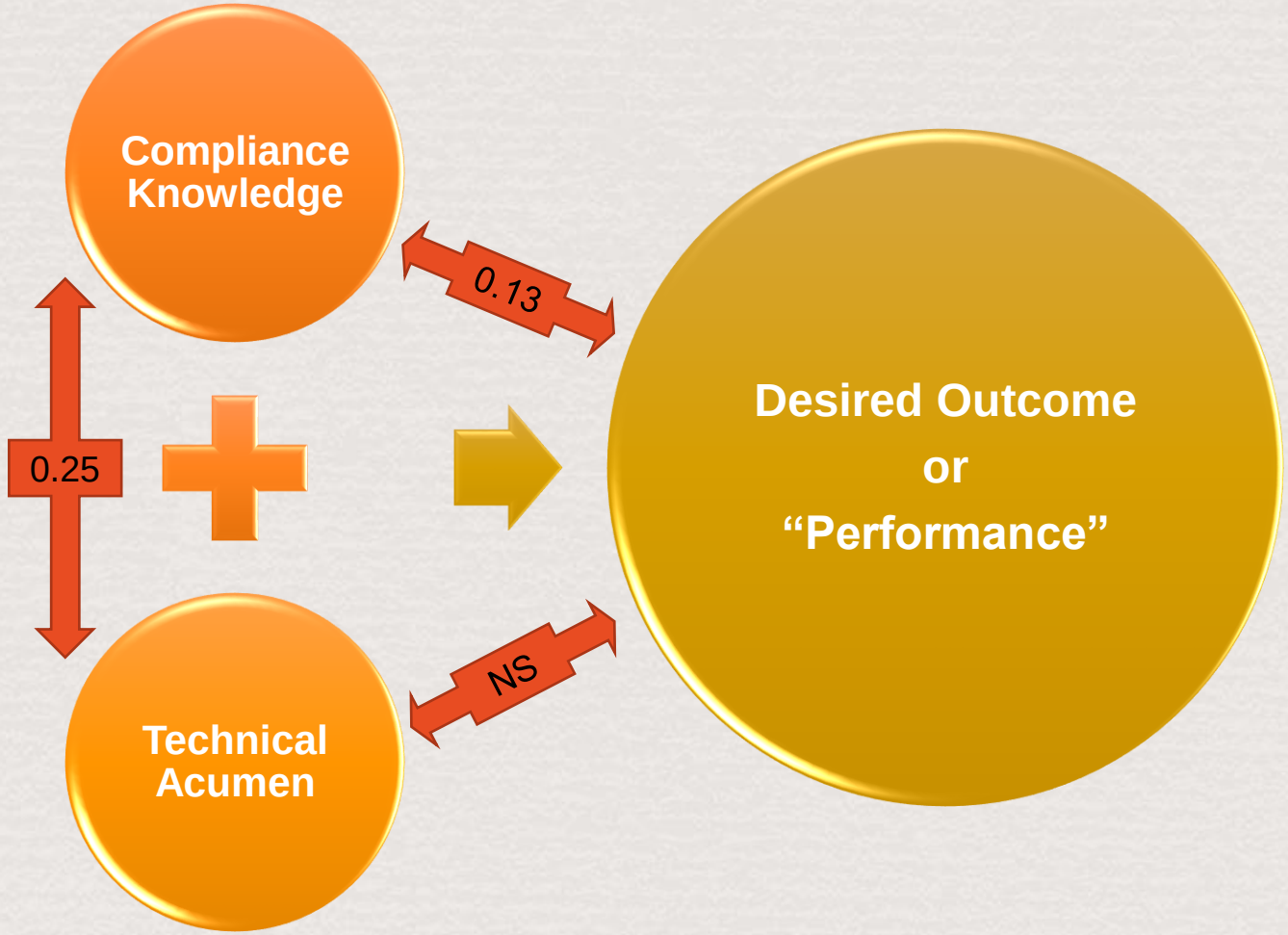
SaSu: SAFETY AND SUSTAINABILITY

- Significance of SaSu Company Culture and Business Success
- Culture Chat
  - Paradigm Shift
  - 5 Key Drivers
  - Drivers are No-Cost, Low-Cost
- Define Safety
- Define Sustainability
- SaSu Commonalities
- Checklists: Many Free, Low-Cost, Low-Tech Suggestions
  - Breweries
  - Brewpubs/Taprooms
- Additional Resources

Surprising Facts About Culture

Linear Model – A Culture of The One

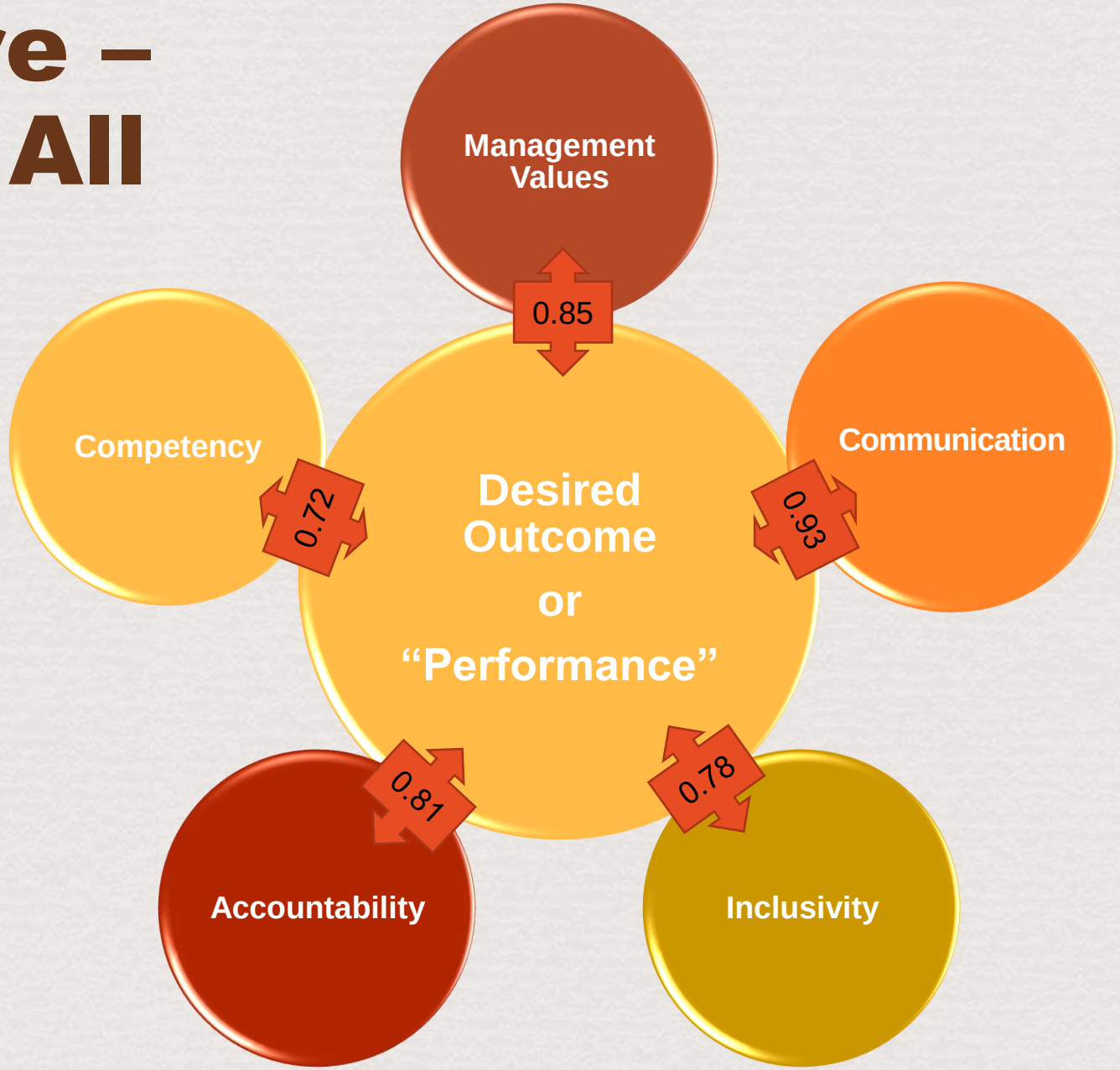
- Culture of Individuals
- Individuals can act differently from each other, from company
- System Cons
  - Key Person-based
  - Selective advancement
  - Gamesmanship
  - Not inclusive, limits participation
  - Not resilient to personnel changes



Source: E. Embry, 2021

Effective Culture – A Culture of All

- Culture of the Organization
- Successful cultural drivers
  - Unify operations, people
  - Begin inside, grow outside
- System Pros
  - Applies to all aspects, e.g., marketing, social action, safety, sustainability, human resources, profitability, diversity/equity/inclusion
- System Cons
  - You have to want to do this



Source: E. Embry, 2021

Cultural Drivers are Low-Cost to No-Cost

When Everyone:

- Communicates
- Is Trained (Competency)
- Is Accountable for Their Actions and Contributions
- Is Included in Development and Decision-Making, and
- Is Lead by Owner's SaSu Values

A Healthy Safety and Sustainability Culture Will Grow!

Safety Overview

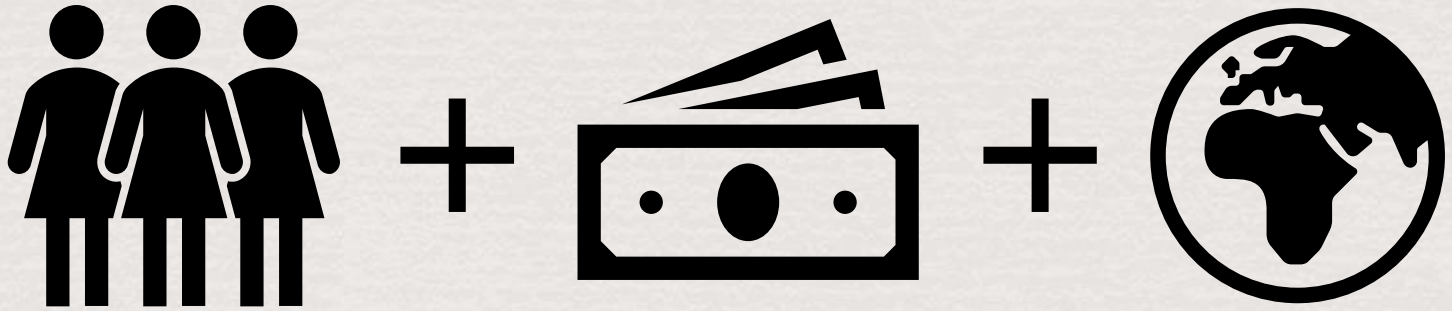
Defining Safety

US Department of Defense

Freedom from those conditions that can cause death, injury, occupational illness or damage to or loss of equipment or property, or damage to environment.

MIL-STD-882C ¶3.2.13

Defining Safety



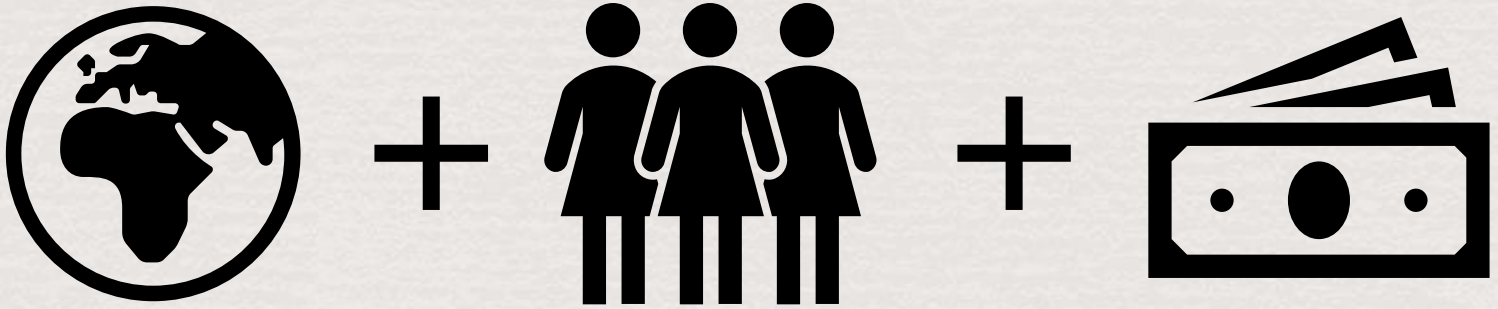
Sustainability Overview

Defining Sustainability

Brundtland Commission

Meeting the needs of the present without compromising the ability of future generations to meet their own needs

Defining Sustainability



SaSu on a Shoestring

Helpful Checklists

Sustainability Suggestions

BREWERIES

Sustainability

Energy

- ❑ Shut off equipment when not in use
- ❑ Light sensors/turn off lights
- ❑ Maintenance planning (filters, insulation, exhaust fans, condenser coils)
- ❑ Check for compressed air system leaks

Water/Wastewater

- ❑ Build leak detection process
- ❑ Recapture clean process water for reuse
- ❑ Side stream yeast slurry
- ❑ Analyze CIP step-by-step

Sustainability

Solid Waste

- ❑ Spent grain to farmers, bakers, or compost on-site
- ❑ Reuse yeast when possible
- ❑ Creative solutions for hard-to-recycle items
- ❑ Find local glass recycler

Inputs

- ❑ Check CO_2 system for leaks
- ❑ Source locally when possible
- ❑ Understand sustainability practices of suppliers (choosing comparable price with better practices)

Sustainability Suggestions

BREWPUBS / TAPROOMS

Sustainability

Energy

- ❑ Shut off/unplug equipment when not in use
- ❑ Replace lights with LED
- ❑ Better seal walk-ins
- ❑ Keep heat sources physically from refrigeration
- ❑ Run fully-loaded washers
- ❑ Replace tech w/ Energy Star

Water/Wastewater

- ❑ Add aerators to faucets
- ❑ High efficiency pre-rinse spray valve to dishwashing
- ❑ Dual flush toilets
- ❑ Replace worn spray valves
- ❑ Track ice usage to prevent a lot left at end of day

Sustainability

Solid Waste

- ❑ Buy in bulk when possible to reduce packaging
- ❑ Track usage to cut down on food waste
- ❑ Reduce contamination in baskets (both FOH & BOH)
- ❑ Minimize single use anything

Inputs

- ❑ Balance draught system (saves beer & CO_2)
- ❑ Source locally when possible to cut down on transportation emissions

Safety Suggestions

BREWERIES

Safety

Systemic Conditions

- Housekeeping
  - ❑ Stow hoses, tools, clutter
  - ❑ Maintain walking surfaces
- Emergency Planning
  - ❑ Access/egress, security
  - ❑ Fire prevention plan
  - ❑ Electrical panel access
  - ❑ Power loss, natural events
  - ❑ First aid, shower, eyewash
  - ❑ Chemical spill preparedness

Systemic Conditions

- Personal Protective Equip.
  - ❑ Define work clothing reqmts.
  - ❑ Provide PPE
  - ❑ Normalize PPE use
- Brewery Environment
  - ❑ Noise control & policies
  - ❑ Dust control
  - ❑ Adequate lighting
  - ❑ Comfort provisions

Safety

Situational Hazards

- Kettle boilovers and dry hopping volcanos
  - ❑ Brew length per system design
  - ❑ Control foam
  - ❑ Regular PRV/PVRV cleaning
  - ❑ Proper ladder/lift use
- Pressure
  - ❑ Secondary regulators
  - ❑ Professional fittings

Describe Hazards, Processes

- Team effort to systematize
  - ❑ Hazard assessments
  - ❑ Maintain SDSs
  - ❑ Write SOPs
  - ❑ Record injuries
  - ❑ Maintain training
- Safety Team/Committee
  - ❑ Represent all departments
  - ❑ Include all levels of workforce
  - ❑ Create measurable goals and forward-looking KPIs

Safety Suggestions

BREWPUBS / TAPROOMS

Safety

Systemic Conditions

- Housekeeping
  - ❑ Manage clutter, sharps
  - ❑ Maintain walking surfaces
- Emergency Planning
  - ❑ Access/egress, security
  - ❑ First aid and customer safety
  - ❑ Actions to be taken
    - ❑ Fire, power outage
    - ❑ Adverse weather
    - ❑ Violent event

Systemic Conditions

- Psychosocial Environment
  - ❑ Intrapersonal: stress, anxiety, depression
  - ❑ Workplace hostility, discrimination
  - ❑ Substance use policies and boundary conditions
- PPE and Sanitation
  - ❑ Define work clothing reqmts.
  - ❑ Provide PPE, if appropriate

Safety

Situational Hazards

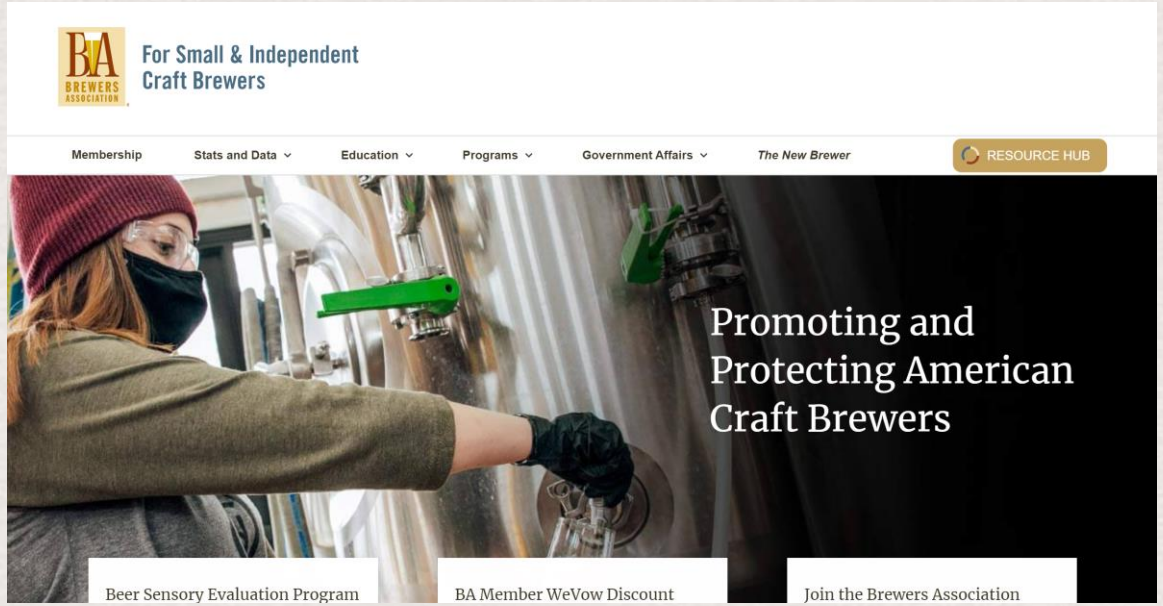
- Spills and Biocontamination
  - ❑ Procedures and supplies
  - ❑ Disease control
    - ❑ Food contact surfaces
    - ❑ Food-borne illness control
    - ❑ Restroom messes
    - ❑ Transmissible disease control
    - ❑ Bodily fluids
- Lacerations
  - ❑ Safe work practices to avoid cuts
  - ❑ First aid
  - ❑ Wound management

Training

- Orientation
  - ❑ Basic safety
  - ❑ HazCom awareness
  - ❑ Safe chemical use
  - ❑ TIPS, incident reporting, role-playing, manager assistance
- Ongoing
  - ❑ Safety content in shift mtgs., toolbox talks
  - ❑ Reward/recognition for safe action

Wrapping Up

BA Resources



BrewersAssociation.org

- Presentations
- Guidance
- Manuals
- Benchmarking
- Videos
- More!

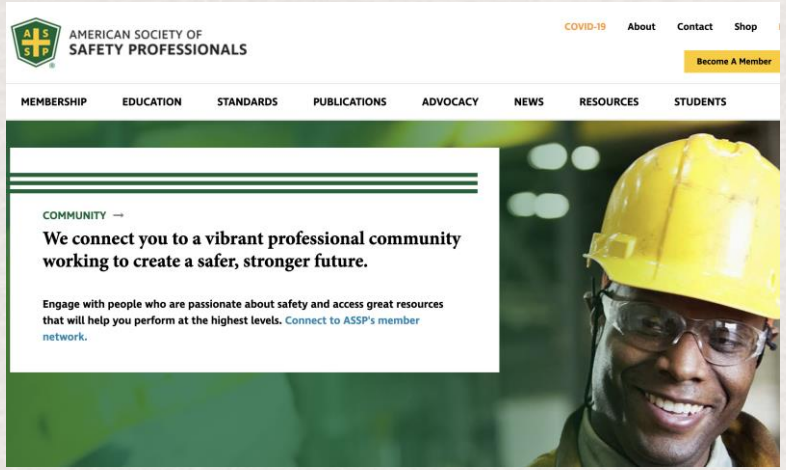
Other Industry Groups

Sustainability - Trade Groups

- National Barley Growers Association
- Hop Growers of America
- MBAA - Sustainability

Safety - Trade Groups

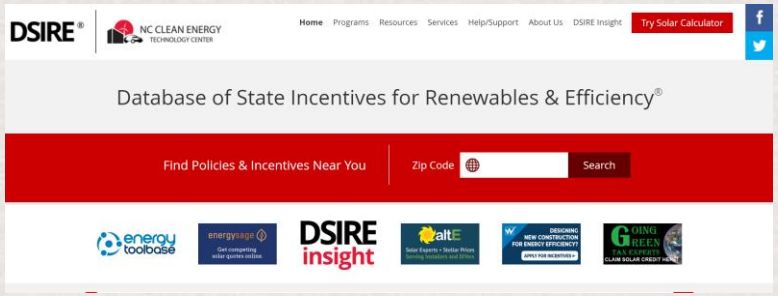
- National Safety Council
- American Society of Safety Professionals
- MBAA - Safety
- ASBC – Lab Safety

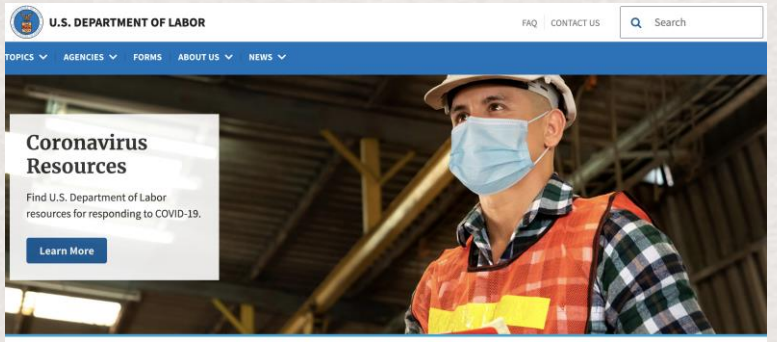


Government Resources

Sustainability – Government Resources

- Database of State Initiatives for Renewables & Efficiency (DSIRE)
- Pollution Prevention Institute (SBEAP)
- Local Utility Incentives





Safety – Government Resources

- OSHA
  - Safety and Health Programs Bulletin
  - Find Free OSHA Consultation
- NIOSH/CDC
  - Well-Being Tools
  - PPE Resources

Summary

Summary

SaSu Success Drivers

- **Communication** – Orientation, Mgmt Skills, Documentation
- **Mgmt Values** – Exemplified, Reinforced, Consistent Yet Adaptive
- **Accountability** – Monitoring, Tracking, Analysis, Benchmarking, Kaizen
- **Inclusivity** – Process Involvement (Teams, SOPs, Recognition)
- **Competency** – Training, Equipment

Low-Cost / No-Cost Checklists

Free Resources

Come Meet Us at the BA Booth!

- Today 12:30-1:30 PM
- Tomorrow 2:00-3:00 PM

THANK YOU!

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