

## OSHA SHARP Certified: Pushing the Envelope in Workplace Safety Excellence

Company: Diamond Envelope Corporation

Location: Aurora, Illinois

NAICS Code: 333232

Number of Employees: 90 onsite/91 nationwide



Diamond Envelope Corporation was founded in 1984, and is a woman-owned, family-operated business located in Aurora, Illinois. For 40 years, the company has provided packaging and direct mail marketing products to numerous clients. Safety has always been a core value, not just a priority. In 2024, Diamond Envelope achieved a major milestone by earning SHARP (Safety and Health Achievement Recognition Program) certification through OSHA's cooperative program.

Despite having safety protocols in place, Diamond Envelope aimed to elevate their safety standards to align with SHARP requirements. This goal presented a rigorous challenge and required a renewed commitment to building a workplace culture where safety is embedded in every action.

The shift began in 2008 when Susan Foley, now CEO, attended a Risk Control Workshop and learned the company had a concerning safety record. This moment prompted a reevaluation of company values, with safety moving to the forefront. Early steps included

frequent safety walk-arounds, a revitalized safety team, and launching a safety mascot, "SAFE-T," to promote awareness.

Diamond Envelope implemented a Corporate Safety Team, inclusive of executive leadership, and steadily improved performance, eventually achieving over 2,500 days without a lost-time incident. Their practices included rapid corrective action, ergonomic improvements, and participation in the Illinois On-Site Safety & Health Consultation Program.

By 2015, the SHARP process officially began, with annual visits from Illinois On-Site consultants. Balancing production demands with safety enhancements was a major challenge. Flexible scheduling and investments in safety technologies helped integrate safety into daily operations. Team members were encouraged to report hazards, ask questions and suggest improvements, fostering a collaborative approach to safety. The company also enforced strict policies, including a zero-tolerance rule for working alone in the Maintenance Department and reinforcing that safety would not be compromised, even in difficult decisions.

SHARP certification brought measurable improvements:

- Injury and illness rates dropped from 10.0 to 0.0 (Days Away, Restricted Time (DART) and Total Recordable (TRC)).
- Experience Mod rate improved to an average of 0.81 (down from 0.935).
- Increased employee engagement and ownership in safety.

After years of collaboration and improvement, Diamond Envelope received pre-SHARP status in 2023, followed by full SHARP certification on July 1, 2024. The achievement was celebrated with recognition from the city of Aurora. For Diamond Envelope, SHARP represents more than a certification, it's a validation of their commitment to every team member's safety.

Diamond Envelope continues to raise the bar. Future goals include regular audits, expanded training, and ongoing collaboration with Illinois On-Site Consultation. The team emphasizes the importance of reporting near-misses and engaging external safety professionals to gain fresh perspectives.

Achieving SHARP certification has reinforced Diamond Envelope's core values and proven that a strong safety culture is achievable and sustainable. The journey that began in 2008 remains an evolving mission. Their success stands as a model for other manufacturers. Pursuing "safety isn't just good business; it's the right thing to do."

The OSHA On-Site Consultation Program offers no-cost and confidential occupational safety and health services to small and medium-sized businesses in all 50 states, the District of Columbia, and several U.S. territories, with priority given to high hazard

worksites. Consultants from state agencies or universities work with employers to identify workplace hazards and how to fix them, provide advice for compliance with OSHA standards, train and educate workers, and assist in establishing and improving safety and health programs. On-Site Consultation services are separate from OSHA enforcement efforts. To locate the OSHA On-Site Consultation program nearest you, call 800-321-OSHA (6742) or visit <https://www.osha.gov/consultation>.