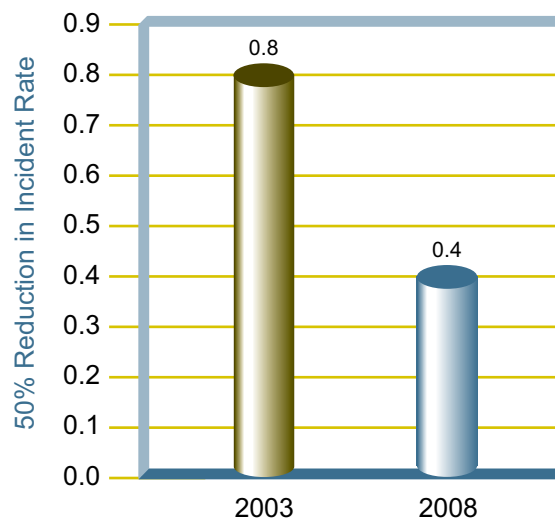


Eli Lilly

Eli Lilly Reaches Goal of Reducing Ergonomic Injuries

Eli Lilly is a global pharmaceutical company and one of the world's largest corporations with revenue of nearly \$20 billion in 2008. Founded in 1876 and headquartered in Indianapolis, Indiana, the company employs over 40,000 people worldwide. The company has developed and introduced such drugs as Cymbalta®, Cialis®, Zyprexa® and Humalog®.

50% Reduction in Serious Ergonomic Injuries



Humantech assisted Eli Lilly in developing and deploying a global ergonomics process resulting in a 50% reduction of ergonomic injuries and an estimated cost savings of \$2 million per year.

Eli Lilly

The Challenge

In 2004, Lilly recognized that over 40% of all its work-related injuries were due to ergonomic issues, resulting in more than 850 lost work days and an annual financial impact of \$3-4 million. According to Dave Davis, Lilly's Global Ergonomic Program Coordinator, "We realized that if we were going to reduce our overall injury rate, we were going to have to strategically focus on ergonomic risk reduction." He added, "Ergonomics affects everyone, whether working in a manufacturing, R&D, sales or administrative role."

The Solution

To confront their ergonomic issues, Lilly's senior management developed an aggressive goal to reduce the incidence of serious ergonomic injuries by 50% by the year 2008. Towards this goal, the corporate health and safety staff initiated the Ergo Answers program. This comprehensive approach, aligned with Lilly's corporate tagline, Answers that Matter,

“Ergonomics affects everyone, whether working in a manufacturing, R&D, sales or administrative role.”

focused on eight key program elements (see graphic) and provided a framework around which each Lilly site was to build their own local program.

With no certified professional ergonomists on staff, Lilly partnered with Humantech to develop and deliver employee training, create a design review process and standards, and conduct RAPID™ Team Events. The company standardized on Humantech's RPM™ software as a tool for managing ergonomic risk data across sites.



Another key element of success was the establishment of Lilly's Ergo Answers Fund. Explains Davis, "The concept was to provide a pool of money (both capital and operating expense) specifically targeted at ergonomic solutions. We made it a 50/50 matching program in order to ensure the sites gave consideration to their highest priorities." Originally set to end after four years, the program was so successful that it was extended. Over 350 projects have been funded worldwide.

The Results

By June 2008, Eli Lilly had met its global ergonomic goal of reducing serious ergonomic injuries by 50%. They now incur approximately 150 fewer serious ergonomic injuries per year resulting in a more productive workforce and an estimated cost savings of \$2 million per year. Ergonomic improvements have been a significant factor in driving down Lilly's overall injury rate by approximately 20%.

About Humantech

For 30 years, global companies have relied on Humantech for workplace improvements. By combining the science of ergonomics and our unique 30-Inch View®—where people, work, and environment intersect—we deliver practical solutions that impact safety, quality, and productivity. At Humantech, we believe people make productivity happen. The 30-Inch View is a registered service mark of Humantech, Inc., 2008.