

SAFETY: THE FOUNDATION OF EVERYTHING WE DO

BY VICTOR ORTEGA

As Site Manager at Covestro Baytown, I want to speak directly about what matters most in our organization: the safety and wellbeing of every person who walks through our gates. Every day, the men and women working within Covestro are not just employees; they are part of a family, and safety isn't just another corporate priority—it's the bedrock upon which we build everything else.

Our unwavering commitment to our safety culture, TowardZero – zero accidents, spills, incidents, compliance violations, reliability and quality incidents, and zero injuries – isn't just an ambitious goal—it's our moral imperative. The chemical industry, like no other, operates in an environment where risks can have far-reaching consequences. Every time I walk through our facility, whether in production areas, offices, or corridors, I'm reminded that behind every procedure, every safety protocol, and every piece of protective equipment is a friend or a colleague that matters.

The journey TowardZero isn't just about numbers—it's about our people. It's about ensuring that every colleague returns home to their loved ones in the same condition they arrived at work. It's about creating an environment where safety is so deeply embedded in our culture that it becomes as natural as breathing.

We have made significant progress. However, we cannot allow this success to lead to complacency. Even a single injury is one too many. Our mantra, "Nothing we do is worth getting hurt for," isn't just a slogan—it's a fundamental truth that guides every decision we make.

Safety leadership means being visible and engaged. That's why I regularly conduct safety walk-throughs across our site. These aren't about inspection or oversight; they are about connection and conversation. They are opportunities to listen to our team members, understand their concerns, and work together to identify and eliminate potential hazards before they become incidents.

Through programs like our Team Resource Management initiative and Operational Discipline, we're equipping our teams with the skills to recognize and respond to critical situations before they escalate. This preventive mindset is crucial in our ongoing journey toward zero incidents.

Achieving our TowardZero goal requires more than just procedures and programs. It demands the active engagement of every person in our fence line. Safety is a shared responsibility—from our newest team member to our most experienced operator, from office staff to production personnel. Each of us has the power and the duty to speak up, take action, and protect one another.

Looking ahead, we must remain vigilant and never become satisfied with "good enough." Our commitment to safety must be renewed each day, with every task, in every area of our operations. We must continue to foster an environment where safety conversations are open, where concerns are addressed promptly, and where we all feel empowered to stop work if something doesn't feel right.

As someone who started as a young engineer and grew to become site manager at Covestro Baytown, I know exactly what keeps us focused on safety: no one wants that phone call at 2 a.m. When the phone rings at night your first thought is always about our people. Your heart races because that call could mean one of our colleagues—someone's parent, spouse, or friend—might be injured. This is why our team works so hard on safety every day. We check equipment, follow procedures, and train constantly, because nothing is more important than making sure everyone returns home safely.

Remember, safety isn't about statistics—it's about people. It's about you, your colleagues, and your families. Together, we can and will create a workplace where accidents are not just rare but nonexistent. Because at Covestro, safety isn't just what we do—it's who we are.



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The path TowardZero may be challenging, but it's a journey worth taking. Every step forward is a step toward protecting what matters most—our people. We'll continue to work together, watch out for one another, and make our zero goal a reality.

