

My Journey as an EHS Leader

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Sr. Director, Global EHS

Agenda

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- 2 Organizational Lessons Learned
- 3 Personal Lessons Learned
- 4 Looking Ahead

Looking back

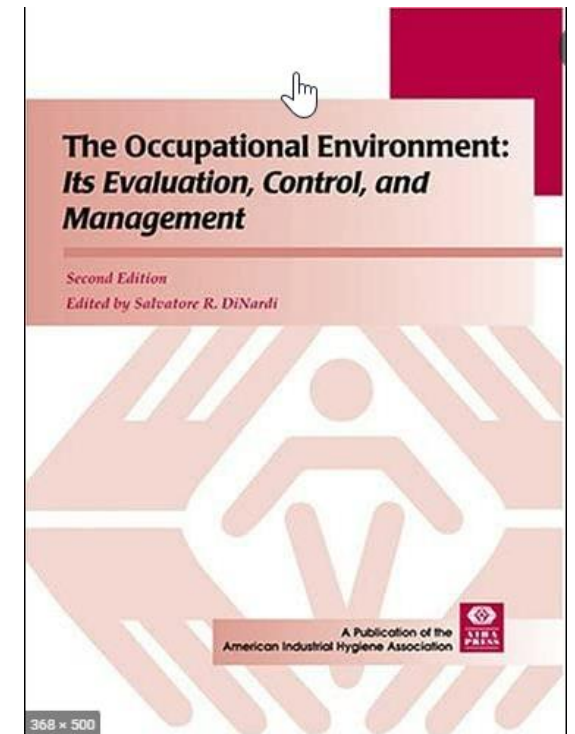
My attraction to Industrial Hygiene

University of Massachusetts, Amherst – '00, '01

B.S. Environmental Sciences

M.S. Public Health

- Worked 2 summers with USGS tracking PCB uptake in tree swallows along Housatonic River, Pittsfield MA.
- Accountable for over 120 nest boxes
- Realized I wanted to be around people
- Introduced to IH Masters program by Salvatore Dinardi (Huge Mentor)
- Co-Op at J&J made me realize IH is what I wanted to do



Looking back

My first professional job



Occupational Services, Inc., San Diego, CA (2001 – 2003)

IH Consultant

- Build broad and deep technical skills
- Work under strong mentor
- Learn value of customer service
- Grew a desire to build with one company

Looking back

Applying EHS to bigger picture

Pfizer Global R&D, La Jolla, CA (2003 – 2008)

IH Advisor – Sr. IH Advisor

- First time building regional and global programs
- Realized how important the company mission was as driver to great work
- Looked at as IH expert within company – strong network for collaboration
- Enjoyed the accountability of program development and continuous improvement
- Value of teamwork!
- Achieved BCSP & CIH



Looking back

Trying new things



UMassAmherst

Isenberg School
of Management



C U Y A M A C A
· C O L L E G E ·

General Atomics, La Jolla, CA (2008 - 2010)

Corporate IH

- High tech, unique IH challenges
- Stable, slow-paced work
- Pursued online MBA - skills that would allow me to speak the language of business
- Realized the need for alignment with company with big mission
- Cuyamaca College – IH Instructor
 - Teaching is learning!

Looking back

EHS in the Genomics Era

Illumina, San Diego, CA (2010 – Present)

Sr. Specialist to Sr. Director

- Practice of MBA skills
- Created a chemical compliance (product stewardship) team
- Global program development
- Built and developed teams, managed organizational change
- Leadership development (and love it)
- Build and execute strategy
- Risk-based decision making

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Organizational Lessons

Important lessons that support good EHS organizational health - maximizing the impact EHS can make



EHS as People Business

Know your customers and stakeholders



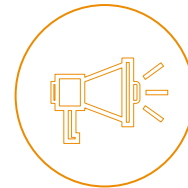
Vision

Do you see where you want to go?



Data

What gets measured gets done.



Communications

Know the value of good Communication



Promote Professional Development

Drive team growth

Personal Lessons

Important lessons that support development for an EHS professional



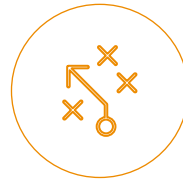
Keep Learning

Growth mindset



Network

Share, collaborate, and listen



Resiliency

Change is constant



Title doesn't define you

Perform at the level
you want



Inspire grass roots

Rally champions

The Map Ahead

Wellness & EHS



Employees leaving work feeling improved happiness and health

Below the Waterline



Drive a grass roots culture of prevention

EHS as Learning Organization



- Right information, right time, right person

Address Risk & Drive Value



Increasing EHS Maturity towards:

- Higher productivity
- Impact reduction
- Operational efficiency
 - Cost Savings

Continue journey toward our vision that all Illumina Employees are EHS Leaders



Illumina EHS Leadership



Global Teams

Sr. Director

Global EHS

Sr. Manager

EHS Compliance,
Training, Governance,

Sr. Manager

Environment &
Product Stewardship

Globally aligned process, programs, and standards
Global teams own process, policy, tools, and standards

EHS Program
Compliance &
Assurance
EHS Management
Systems
Training
EHS Info Management
Systems
Global Safety Programs
Global Industrial
Hygiene & Health
Programs

Global Environmental
Compliance Programs
Hazardous Materials
Dangerous Goods
Regulated Waste
Hazard Communication
Product Development
Producer Responsibility
Product Stewardship
PDP/NPI EHS Program

Regional and Site Teams

Assoc Director

AMR EHS

Assoc Director

EMEA EHS

Assoc Director

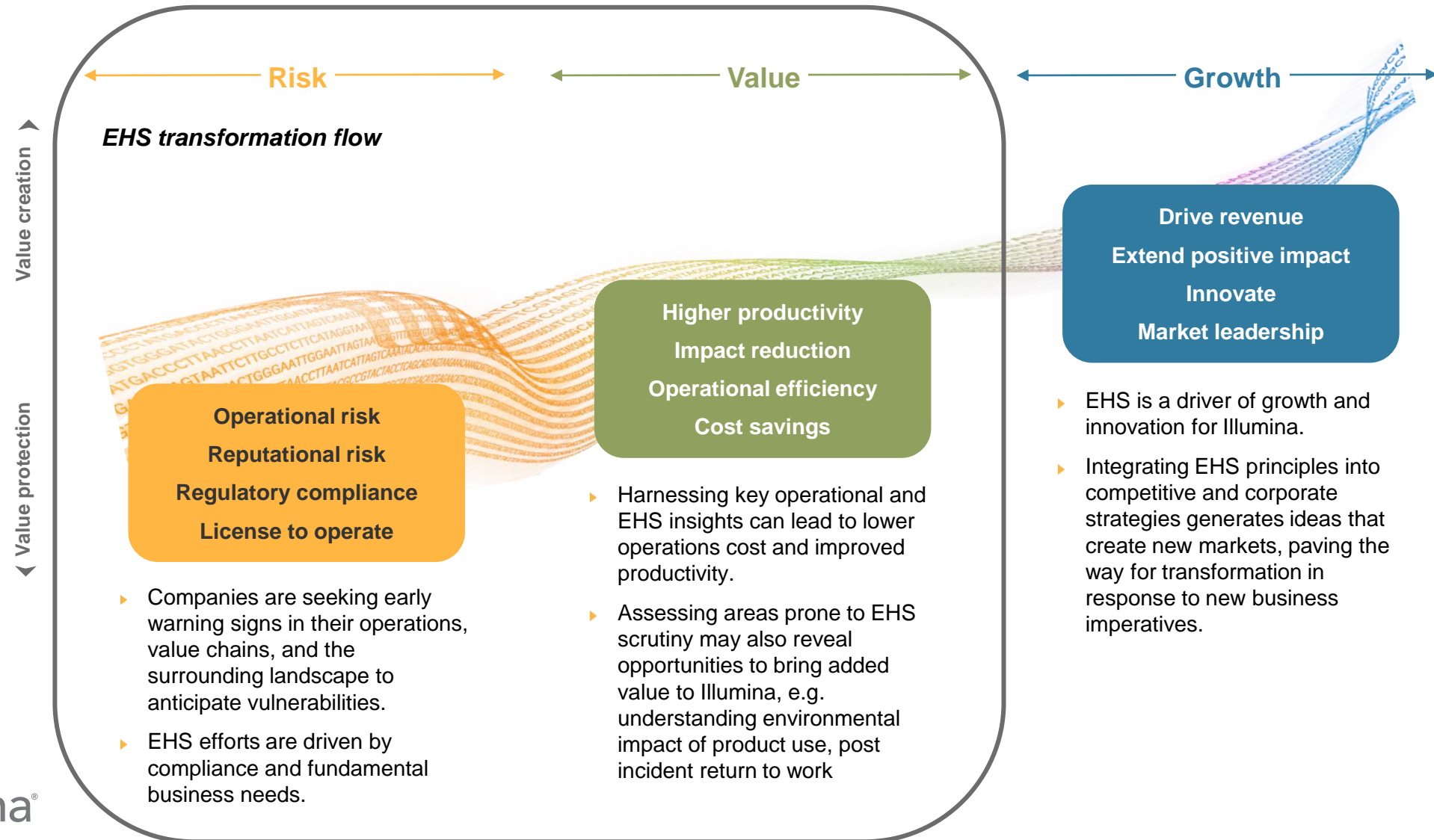
APJ/GC EHS

Influence global policy and drive the execution of strategy in the region.

Plan execution of process, policy, tools, and standards.

Sites partner with local management of key functions. Influence, plan and execute plan for site. Training and compliance execution

Increasing EHS Maturity - *EHS aims to address risks while driving value for Illumina*



EHS Process and Supporting Maturity Capabilities

	Supporting Capabilities										
	TT	RA	CM	OR	PPP	TA	SD	MR	AA	PM	RP
Process											
1. Develop an EHS strategy	✓	✓		✓	✓						
2. Monitor performance of EHS operations			✓				✓	✓	✓	✓	
3. Facilitate continuous improvement of EHS	✓				✓		✓	✓	✓		✓
4. Implement an effective EHS resource model	✓			✓	✓						
5. Monitor and adhere to compliance obligations		✓		✓	✓		✓	✓	✓		
6. Enhance effectiveness of EHS trainings		✓		✓		✓	✓	✓		✓	
7. Communicate with a purpose	✓		✓				✓	✓			
8. Advance EHS cross-functional collaborations	✓		✓	✓	✓	✓	✓	✓	✓		

EHS Mission and Vision



Illumina EHS Mission

We foster **partnerships** with employees and develop a **culture** where environment, health and safety are integrated throughout all levels of the organization.

We create tangible **benefits** to the business as we **continuously improve** the health and safety of our employees and environment.



Illumina EHS Vision

Our vision is for **every Illumina employee** to be an environmental, health, and safety **leader**.

Open Q & A
