

fagle

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ABOUT EAGLE

Eagle Protect was founded in New Zealand 13+ years ago by Steve Ardagh to create a safe and environment-friendly glove source. Since its founding, the company has grown rapidly with 80 percent of the Primary Food Processors in New Zealand using Eagle Protect for its responsibly sourced disposable gloves and protective clothing. After successfully tackling the New Zealand food industry, Ardagh relocated to California in January 2016, with the intent of bringing Eagle Protect's advanced philosophy around the supply of disposable gloves to the US food industry.

Founded on honesty and integrity, Eagle Protect only sources its products from like-minded manufacturers. Having visited many glove manufacturing factories with poor hygiene and labor conditions, the team has grown in their desire to only work with factories who look after their workers, contribute to their communities and reduce their environmental impact.

The World's Only B Corp Certified Disposable Glove and Clothing Specialist

In 2012, Eagle Protect became a Certified B Corp company and is the world's only disposable glove specialist to do so. B Corps are businesses that meet and practice the highest standards of approved social and environmental performance, public transparency and legal accountability.

In addition to being a Certified B Corp, Eagle Protect is committed to supply chain transparency, from the testing of product raw materials to the delivery of their products to customer facilities. A crucial part of the supply chain is to visit manufacturers regularly to check product manufacturing standards, quality controls, worker conditions and the environmental impact. Eagle Protect also audits its factories through its Supplier Code of Conduct, which measures labor conditions, environmental impact and quality control. Before partnering with any new suppliers, they must pass the audit process.

Our Product's Distinction

Eagle Protect products are single-sourced and a range of gloves are Fingerprint Checked (FPC) in order to reduce the risks associated with the physical, chemical and microbiological hazards of disposable gloves.

FINGERPRINT GLOVE ANALYSIS

The Eagle Protect Fingerprint testing program consists of a number of proprietary risk reduction steps including targeted third-party testing and certifications to verify:

SAFE INGREDIENTS

The chemical signature of glove raw material “ingredients” are tested to ensure they do not contain potentially toxic chemicals that could impact food safety and glove user health.

CLEANLINESS

Specific microbial limits on both the inside (skin contact) and outside (food contact) of gloves.

CROSS-CONTAMINATION POTENTIAL

How specific glove types can affect the risk of pathogen cross-contamination in ready-to-eat (RTE) foods.

GLOVE STRUCTURAL INTEGRITY

Includes pin hole, strength and puncture resistance testing.

DERMAL COMPATIBILITY

To protect the skin and health of the glove wearer.



LEADERSHIP

STEVE ARDAGH

Founder and CEO

Steve Ardagh is the founder and CEO of Eagle Protect. After establishing Eagle Protect as an industry leader in New Zealand, he relocated with his family to the US in January 2016 and launched Eagle Protect PBC, bringing Eagle's values of providing products that are certified food safe, ethically sourced and environmentally better. Steve is driven to keep consumers safe by reducing the risk of foodborne illness one high-quality disposable glove at a time.



LYNDA RONALDSON

Co-Owner and Vice President of Marketing

Lynda Ronaldson is part owner and Vice President of Marketing at Eagle Protect with responsibility for marketing strategy, brand management and media partnerships. She is passionate about food safety and is determined to improve food safety programs in the US food industry through education and collaborative research.



BARRY MICHAELS

Consulting Director of Research & Development

Barry Michaels is an international scientific consultant on food safety, infectious disease transmission and glove use, and has been an independent advisor to academic institutions, government regulatory agencies, industry and nonprofit organizations. He has a lifetime of experience in the fields of infectious disease investigation, control and prevention in food and healthcare industries.



KYLE GEARY

New Business and New Accounts

Kyle Geary has over 20 years of experience in the supply of Food Safety Personal Protective Equipment to the New Zealand meat and food Industry. He combines his New Zealand work with regular travel to the U.S. to support the Eagle Protect office in California and promoting the business to the U.S. meat Industry.



FACTS ABOUT EAGLE PROTECT

3 Number of countries in which Eagle Protect operates



United States



Australia



New Zealand

444,000 lb glove and packaging waste saved in 2019

8 million 20 oz Coke bottles equivalent to Eagle Protect's 444,000 lb waste saved



14 Number of Eagle Protect employees

80% of food industry in New Zealand uses Eagle Protect for its glove safety needs

5 Number of steps Eagle Protect products go through in the FingerPrint Check Process



CASE STUDIES

NEW OYSTER SHUCKING GLOVE REDUCES WASTE & MAINTAINS SAFETY

We developed a new triple-dipped nitrile shucking glove to reduce waste & cost while maintaining worker & consumer safety.

BACKGROUND:

A business with unique needs, a fellow B Corp certified company, required a glove specific to their industry - a glove designed for working with sharp and abrasive shellfish. Shucking oysters requires workers to securely hold an oyster in the non-dominant hand while using a tool in the dominant hand to open the oyster - therefore only the non-dominant hand wears the specifically designed glove. The problem was current suppliers only sold these gloves in pairs, no supplier sold single gloves. This created a considerable amount of waste and cost as around 50% of gloves were unused and disposed of.

Both B Corp companies worked together to source a better glove while upholding the B Corp values of environmental responsibility and transparency.

CHALLENGES IDENTIFIED:

- 1. Maintain Worker Safety:** The Company required a non-dominant hand glove that allowed the worker to securely grip the oyster while safely opening the shellfish with a sharp tool.
- 2. Reduce Cost:** One of the product development goals was to develop a glove that performed as well or better than the current glove, therefore saving cost as only one glove hand (right or left) could be purchased at a time.
- 3. Eliminate Glove & Packaging Waste:** There was an obvious differentiation in the quantity of each glove hand, right vs left, the Company utilized. The unused glove in the pair was discarded as it was never needed. In an effort to reduce waste and shipping costs the bulky glove packaging was also to be analyzed.



SHUCKING GLOVES, PREVIOUSLY BOUGHT IN PAIRS, RESULTED IN THE COMPANY DISCARDING ALMOST 50% OF THE GLOVES.

SOLUTIONS:

Eagle Protect addressed the oyster processor's challenges in the following ways:

- Developed Triple-Dipped Nitrile Shuckers at Reduced Cost**
Eagle worked with one of their factories to develop a high-quality triple-dipped nitrile glove. Manufactured at the quality standards required in Eagle's Supplier Code of Conduct, the new gloves also brought cost savings since they could be purchased individually to meet the users requirements.

CASE STUDIES

NEW OYSTER SHUCKING GLOVE REDUCES WASTE & MAINTAINS SAFETY

- **New Glove Functionality Ensured Worker Safety & Production Efficiency**
This durable glove ensured it would withstand the demanding oyster shucking process while maintaining a secure grip on the wet shellfish, ensuring worker and customer safety.
- **Sourced Gloves 9 Left : 1 Right**
Due to the unique nature of the oyster processing business, Eagle Protect supplied the Company the new glove 9:1 (left:right), eliminating unused gloves that were previously discarded.
- **Shipped in Bulk**
Eagle supplied the Company the new triple-dipped nitrile shucking glove in bulk, eliminating unnecessary retail packaging and reducing waste and associated costs.

RESULTS:

The product developed by Eagle Protect resulted in the following six months savings:

1. **Estimated gloves saved** = 3,840
2. **Reduced waste:** 1,056 lbs
3. **Reduced quantity** of purchased gloves: 50%
4. **Maintained production** and oyster processing levels during new product implementation

CONCLUSION:

Suppliers in the disposable glove and clothing industry are historically driven by price and aren't known for their transparency. Eagle provides a better way of doing business and will work with your company to develop products needed to solve food safety and sustainability concerns.

CASE STUDIES

EAGLE PROTECT HELPS POULTRY PROCESSOR INCREASE WORKER SAFETY

"When it comes to knowledge of PPE and food safety Eagle Protect leads the industry."

BACKGROUND:

The Company involved in this food safety audit conducted by Eagle Protect is an integrated poultry producer in New Zealand and a large domestic producer and exporter of poultry products. It processes, on average, 130,000 birds per day and employs approximately 500 culturally diverse workers, both male and female.

AUDIT FOCUS:

Because the plant's environment was inherently wet, the worker's PPE was required to have enhanced grip and warmth, and to be the correct fit, while maintaining dexterity. There were ongoing worker concerns regarding lack of selection and fit, with subsequently worker injury. The audit was to focus on the usage of all disposable personal protective equipment (PPE) for optimal worker efficiency and safety, and to enhance current food safety programs.

...THE WORKER'S PPE WAS REQUIRED TO HAVE **ENHANCED GRIP AND WARMTH,**
AND TO BE THE CORRECT FIT, **WHILE MAINTAINING DEXTERITY.**

Overall the Company's food safety procedures were followed and well-understood by all workers. However, a number of risks were identified.

RISKS IDENTIFIED:

Concluding from observation, investigation and feedback from plant workers, the following recommendations were made:

- 1. Glove Dispensing:** Gloves were dispensed in both open bins and randomly positioned glove boxes throughout the facility. Due to the wet environment, the gloves in both the open bins and boxes can become contaminated.
- 2. Glove Selection:** The quality and type of gloves used were affecting worker efficiency and potentially food safety. Comments included:
 - "Poor fit of nitrile gloves causing cramping and looseness a hazard with knives and machinery"
 - "Poor grip affected work duties"
- 3. Clothing Selection:** Current disposable smocks and sleeves were one-size fits all and often ill-fitting. Smocks became a tripping hazard, with both having the potential of catching in machines.
- 4. Food Safety:** Both worker training and in-house food safety audit practices in relation to gloves and protective clothing were absent.

CASE STUDIES

EAGLE PROTECT HELPS POULTRY PROCESSOR INCREASE WORKER SAFETY

SOLUTIONS:

Eagle Diamond Grip Nitrile gloves, specifically designed for fish and poultry processing, are recommended for various reasons:

- The cuff length, color and size options allow for customization per department for better worker efficiency and food safety controls.
- The gloves are fully diamond textured for improved grip, especially in wet conditions, improving worker grip and subsequent safety.
- Bulk packaging of these gloves reduce cardboard and disposal costs.
- To reduce the risk of cross-contamination, a defined dispensing system of a heavy duty acrylic dispenser with a secured lid is recommended.

Eagle Disposable Smock with Sleeves, available in multiple sizes, are recommended for fit, warmth and functionality, which will increase worker safety and efficiency.

Due to the diversity in workforce a wider range of product sizes should be sourced to provide a better fit allowing increased dexterity, efficiency and safety.

Provide ongoing in-house training for the improvement of food safety in relation of correct glove and clothing selection and use.

RESULTS:

The Company implemented all recommendations from the Eagle Protect Food Safety Audit, which resulted in the following:

1. **Increased efficiencies** through proper fitting PPE, resulting in **15% more birds** being processed daily.
2. Decreased worker absences from hand and arm injury, saving the Company over **\$400,000 annually** in worker turnover and health costs.
3. Departmental identification through specific PPE coloring per area, to **improve food safety standards**.
4. Updated the Company's food safety program with defined PPE dispensing system, **lowering risk** of cross-contamination and potential negative outbreaks and **protecting the brand reputation**.
5. Implemented routine **annual food safety audit** and training to maintain quality standards.

CONCLUSION:

Suppliers in the disposable glove and clothing industry are historically driven by price and aren't known for their transparency. Eagle provides a better way of doing business.



CASE STUDIES

PROOF OF PROTECTION FROM A GLOBAL MEAT EXPORTER

"Eagle is well versed in food safety legislation and is hot on the heels of industry innovation."

SITUATION:

A global red meat exporter specializing in beef, lamb and venison needs to take every precaution when it comes to food safety in their facilities. As they provide meat to some of the world's largest food service brands, which feed millions of people around the globe, the interviewee and business have been kept anonymous.

"We employ over 7,000 workers across our plants, 6,500 of which routinely use disposable gloves, smocks, sleeves, hair nets and beard covers," says the Manager of Standardization and 25 year veteran of the meat industry. "We've tried a few different suppliers of food safety disposables, and we were finding inconsistencies with the quality of safety products. We couldn't have that."

The food safety industry is highly regulated. Good hygiene and proper safety products are mandatory for all food handling industry businesses under government regulations. In such a high-profile industry, one single food safety violation could mean devastating effects on the employees, the business, the brand and the clients, resulting in large fines, loss of business revenue and a tarnished reputation.

"There was a time we looked at price as the reason to switch from one food safety disposables supplier to another, but after being up against heavy, heavy claims violations, we realized we couldn't sustain it."

NEEDS:

- Find a supplier of food safety disposables they could trust to have their back and to provide high-quality products, consistently.
- Work with the supplier to remedy food safety incidences.
- Choose a food safety partner that knows the industry, understands the regulatory nature of the business and who supplies only responsibly sourced products from trusted manufacturers.

ACTIONS:

This major meat exporter dropped their previous supplier due to safety concerns and inconsistent quality of disposable products. They began to order their disposable gloves, smocks, sleeves, hair covers and beard covers from Eagle Protect.

CASE STUDIES

PROOF OF PROTECTION FROM A GLOBAL MEAT EXPORTER

RESULTS:

Within a year, this global business was voted “Most Trusted Brand” by consumers. Eagle Protect’s high-quality products, transparent business practices and responsibly sourced disposable food safety supplies solved the problems of low quality and product inconsistency.

“We found that you get what you pay for,” says the Manager of Standardization. “Eagle goes above and beyond the call of duty. Together, we came up with some options for better dispensing, which has improved hygiene and eliminated waste. We were looking at the rubberband on the sleeves and a better grip on the gloves too. They worked closely with us, improving the products where they could.”

The food handling and services industry is ever-changing, filled with new technological advancements, emerging food safety regulations and riddled with irresponsible manufacturers and suppliers.

“One of the biggest things is to ensure it’s coming from a reputable source. We don’t want to be getting products from sweatshops. It’s got to be environmentally friendly and we want to make sure these workers are getting reasonable wages too.”

Eagle Protect pledges to visit every single one of their suppliers regularly, rigorously verifying product excellence, staff conditions, environmental footprint and abiding by the newest regulations and laws.

“We had a supplier that was 2-3 cents cheaper per glove, but they couldn’t compete with Eagle Protect on quality. Plus, it’s nice knowing they’re doing what’s right in the industry in terms of transparency and responsibly sourcing their products.”

Suppliers in the disposable glove and clothing industry are historically driven by price and aren’t known for their transparency. Eagle provides a better way of doing business.



CONTACT

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LET'S GET SOCIAL



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