

#EUmanagestress

Benchmarking & exchange of good practices in OSH Healthy Workplaces Campaign Partner event

Workshop 3: Safety & Health Culture of an Organisation

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Ideal Standard International

Brussels, 5 – 6 March 2015





JADO

- ✓ Privately Owned company since November 1, 2007
- ✓ 100% focus on bathroom solutions
- ✓ Operations and sales offices in more than 20 countries
- ✓ 8,000 employees + JV
- ✓ Governed by Board of Directors

Armitage
Shanks



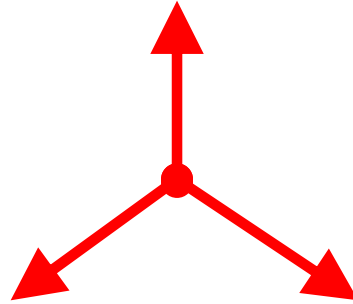
PORCHER



Health, Safety & Environment

Moral / Ethic

Demand by Society
/ Legislation



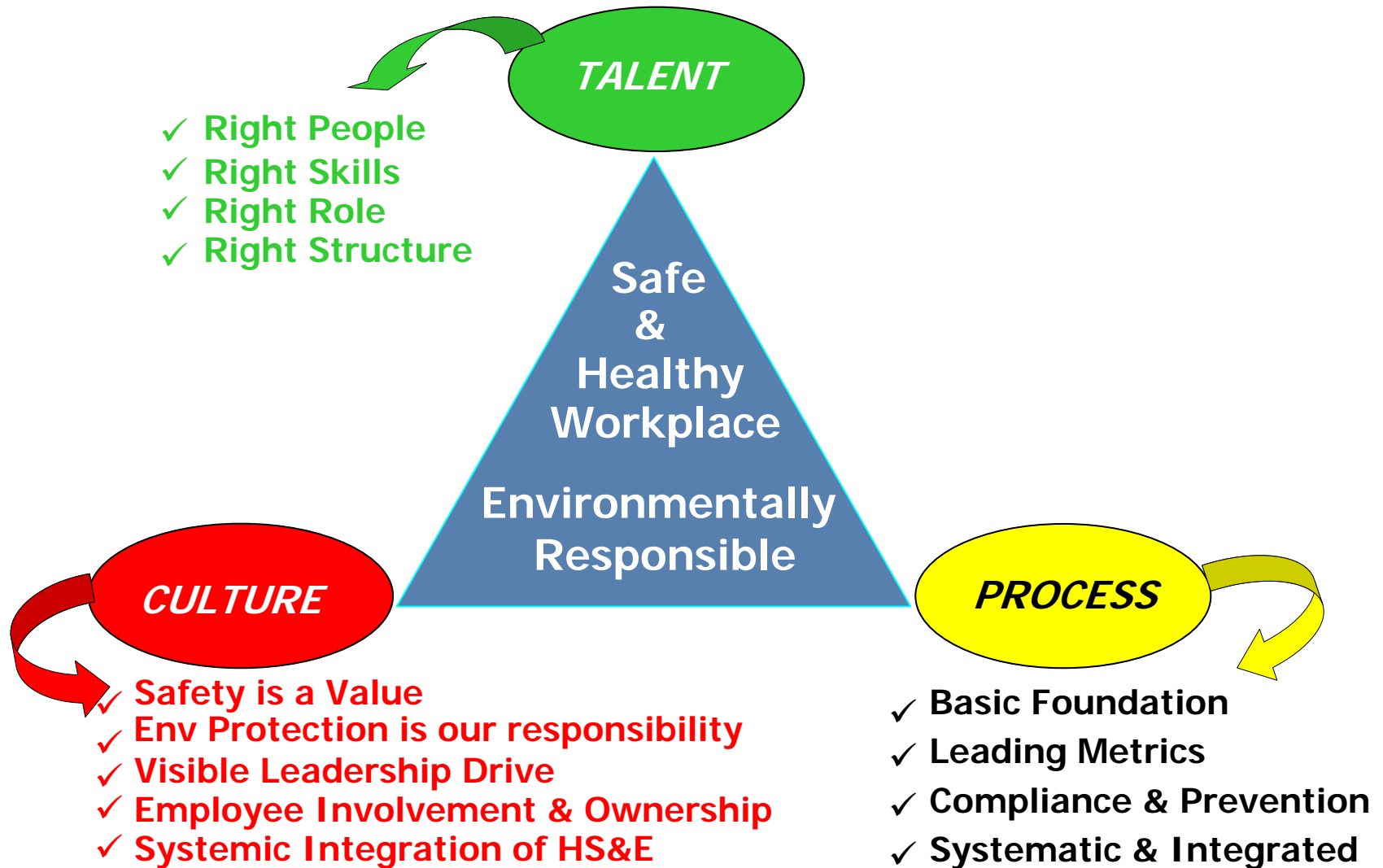
Business Case
€ / £

HS&E is a Core Value

The Smart Sustainable Operating Model



Our Health, Safety & Environment Strategy

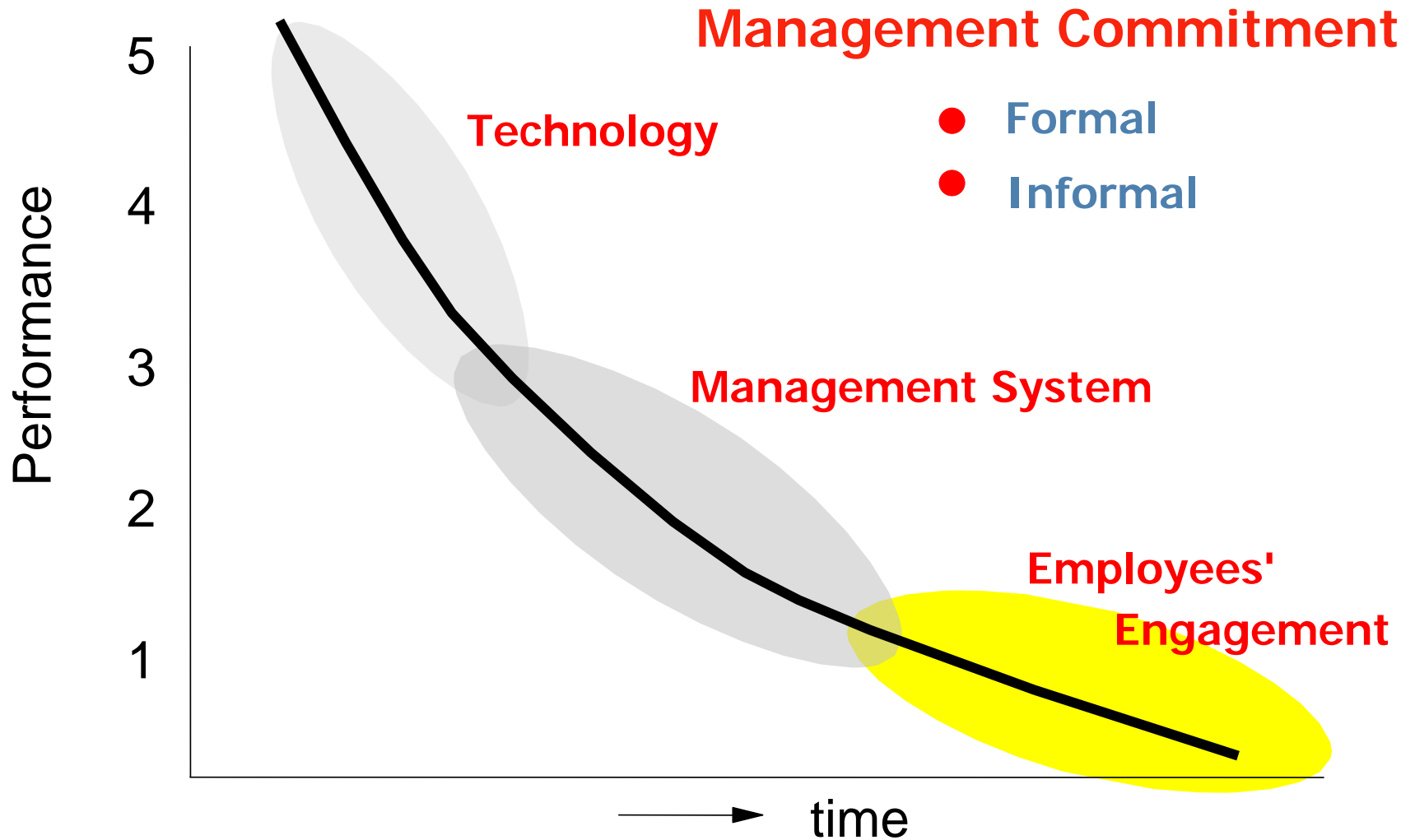




Basic Elements of Safety Culture

- ❑ All individuals within the organisation believe they have the right to a safe and healthy workplace
- ❑ Each person accepts personal responsibility for ensuring his or her own safety and health
- ❑ Everyone believes he or she has a duty to protect the safety and health of others
- ❑ Critical safety rules are established, communicated and consistently enforced

ISI HS&E Management





Culture Critical X's

- ❑ HS&E in CEO Monthly Leadership Call
- ❑ HS&E integrated in AOP processes
- ❑ Quarterly meetings with Management VPs
- ❑ Monthly meetings & Audits with Site Leadership
- ❑ Effective HS&E communications at all levels
 - ✓ Half yearly letters
 - ✓ Skip level meetings
- ❑ 24 hrs Accident Reporting to CEO
- ❑ Accident Review with VP Operation, Operation Director, Plant Manager & HS&E
- ❑ Track Leading Indicators (& Trailing Indicators)
- ❑ Rewards & Recognitions

CULTURE





BE SAFE

there's only one you
there's only one you

BE SAFE

Safety Campaign

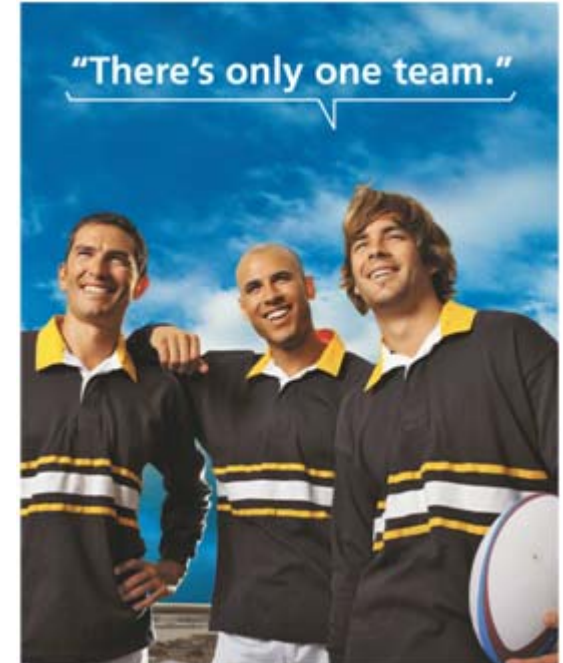
I work safely because...



I need to take care of my family



I love my pet



Team Work

Safety Posters



Anna Weitalla
 Category Finance - Fittings
 ... because life is too short and enjoyable to risk it...
 I don't want to endanger my life and that of anyone else (I work with).



Chiara Cecchet,
 reparto Colatura FC
 La sicurezza di tutti parte dall'impegno di ognuno."



Safety Calendar



JUNE 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					



JULY 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		



DECEMBER 2008

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			





SAFETY IMPROVEMENT & KEY ACTIONS

