



Beyond Wellbeing Campaigns

Ensuring Wellbeing is Rooted Into Company Culture



DANONE
ONE PLANET. ONE HEALTH

2015 FROM SAFETY TO HEALTH & SAFETY



Danone addresses all risks @work with an integrated approach: Wise²

From...
SAFETY

To...
HEALTH & SAFETY



Mental Load

Repetitive Strain Injuries

Physical Risk

«Health is a state of complete **physical, mental and social well-being** and not merely the **absence of disease or infirmity** »




Structuring Wellbeing /Prevention Activities At Different Stages

Examples


On-site
Psychologist

3-time horizons



Rescue & Cure
fragile situations
(Tertiary
Prevention)

Stress
management
training

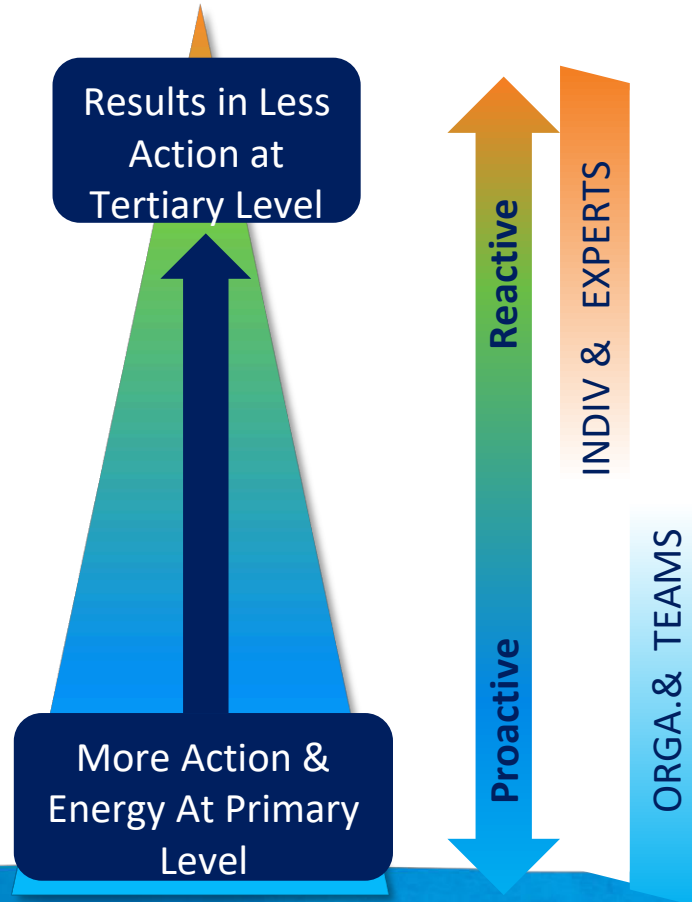


Equip people
to cope with risks
(Secondary Prevention)

Change Projects
portfolio
Management



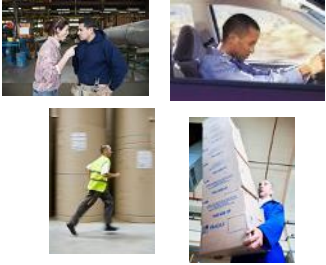
Make the
workplace
Safe & healthy
(Primary Prevention)



Including Mental Health Incidents In Our Employee Risk Pyramid, With The Conviction That All Incidents Are Preventable



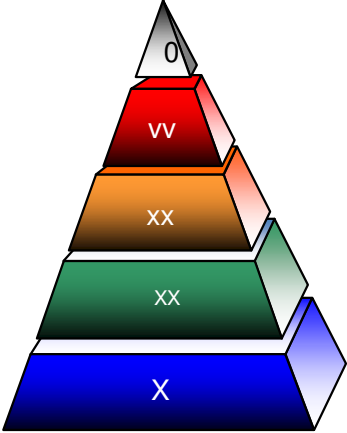
Safety



Wellbeing



Health



FATAL ACCIDENT

SUICIDE
BURN OUT

HANDICAP
PROF ILLNESS

LOST TIME ACCIDENT

SUFFERING AT WORK WITH
LOST TIME

MEDICAL RESTRICTION

NON LOST TIME ACCIDENT

SUFFERING AT WORK
WITHOUT LOST TIME

HEALTH ALERT

FIRST AID

STRESS-RELATED VISITS
TO OHP (Occupational Health
Professionals)

PAIN COMPLAINTS

NEAR MISS

STRESS, FATIGUE

PHYSICAL AND BINDING
ACTIVITIES



A Management System To Boost Our Wellbeing Culture

building on our existing safety referential to create an integrated Wellbeing and safety cultural referential

H&S Steering Committee
Occupational Health & Safety organization
Works Council

H&Wellbeing Charter
Stress/ WellBeing agreements signed with unions

Detect deteriorating situations
« It's ok not to be ok » attitude
Team and individual Check-in
Systematic One to one

H&WB incident definitions
H&WB incident pyramid
Harassment procedure
Root cause Analysis,



WB ambition , roadmap and KPI's
Short term incentives
Hot spots management

WB Risk assessment
Healthy work practices (Danone 5 Pillars)

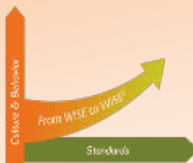
Contests, celebrations,
Short term incentives for management.
Rewards and sanctions

Occupational health professionals
Psychologist, social assistants,
Preventers
Employee representatives

Wellbeing surveys
H&S dialogues
Field tours
H&S&WB cultural audits
Listening Cell Feedback

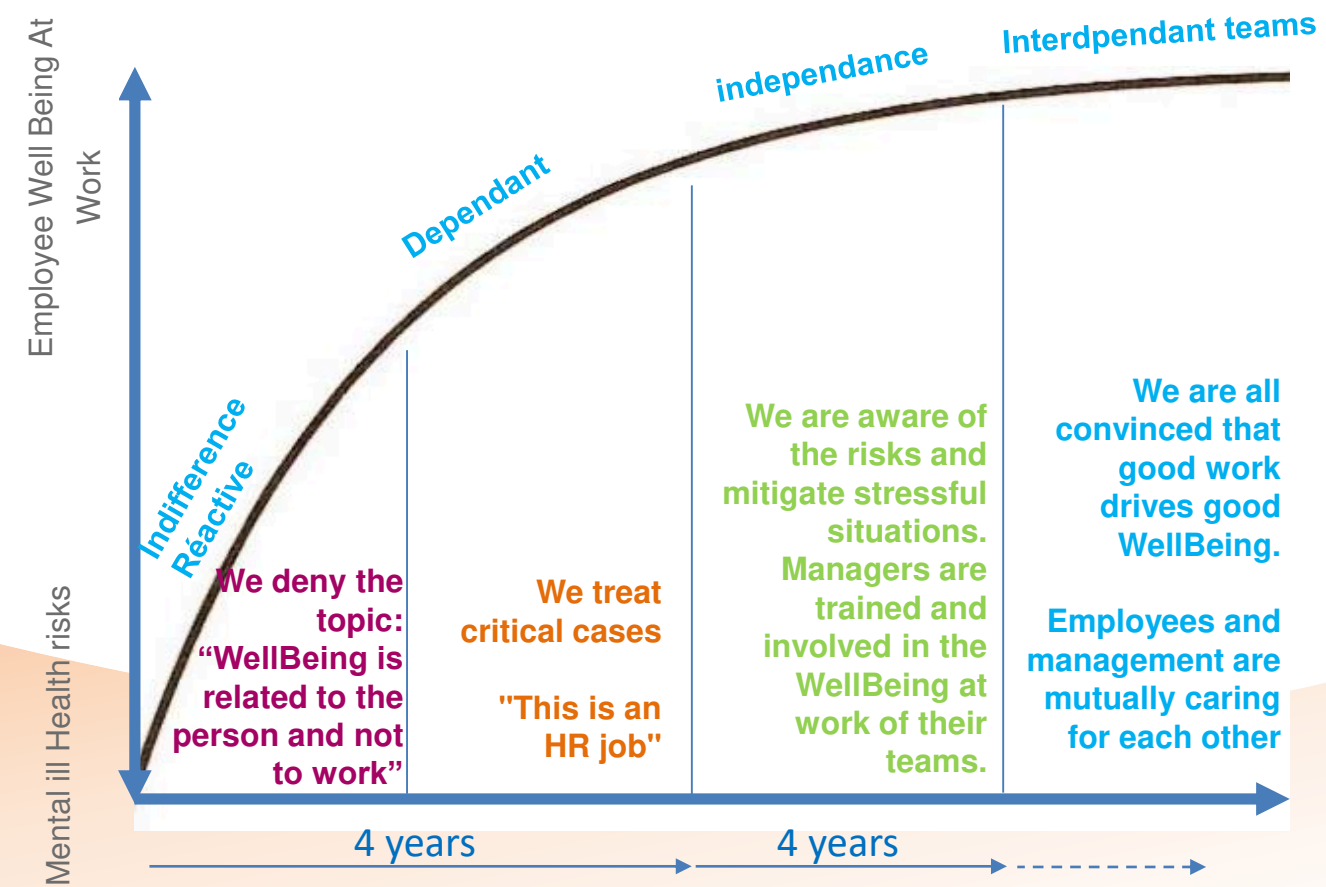
Employee Awareness
Proximity management
HR as actor of WellBeing
Site Leadership team's mobilization

Posters
Communication campaigns





Monitoring The "Journey" Of Our Local Operations* Along A Wellbeing Maturity Curve



* Site or Country Business unit



Typical « Get Started » For A Business Unit Or Site On The Wellbeing Journey



Exco & HRD
intw

Survey
analysis.
Existing actions
review

Exco Health &
WB training

HR team trg &
On boarding

Exco
commit
ment

Health & Well Being Measures & indicators

Governance (Health &WB committee)

Employee Awareness Workshop

Managers Health & WB training

Listening cell & tertiary prevention

Healthy work standards

Health & Well Being Surveys

Communication

« A la carte »
depending
On CBU needs
and exco
commitment

5 WellBeing Pillars



DRIVE
HEALTHY WAYS
OF WORKING



PROMOTE A
HEALTHY LIFESTYLE &
WORK ENVIRONMENT



VALUE
DAILY
WORK



MANAGE
WITH CARE &
AUTHENTICITY



ENSURE
SUSTAINABLE
PACE

*S= Semester

S1*

S2

S3

S4

S5

S6

S7

S8



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For more information, please contact:

Bruno VERCKEN
Health, Safety and Working Conditions Director
Danone
Bruno.VERCKEN@danone.com

