

BRAAS MONIER
BUILDING GROUP

HEALTH &
SAFETY
FIRST!

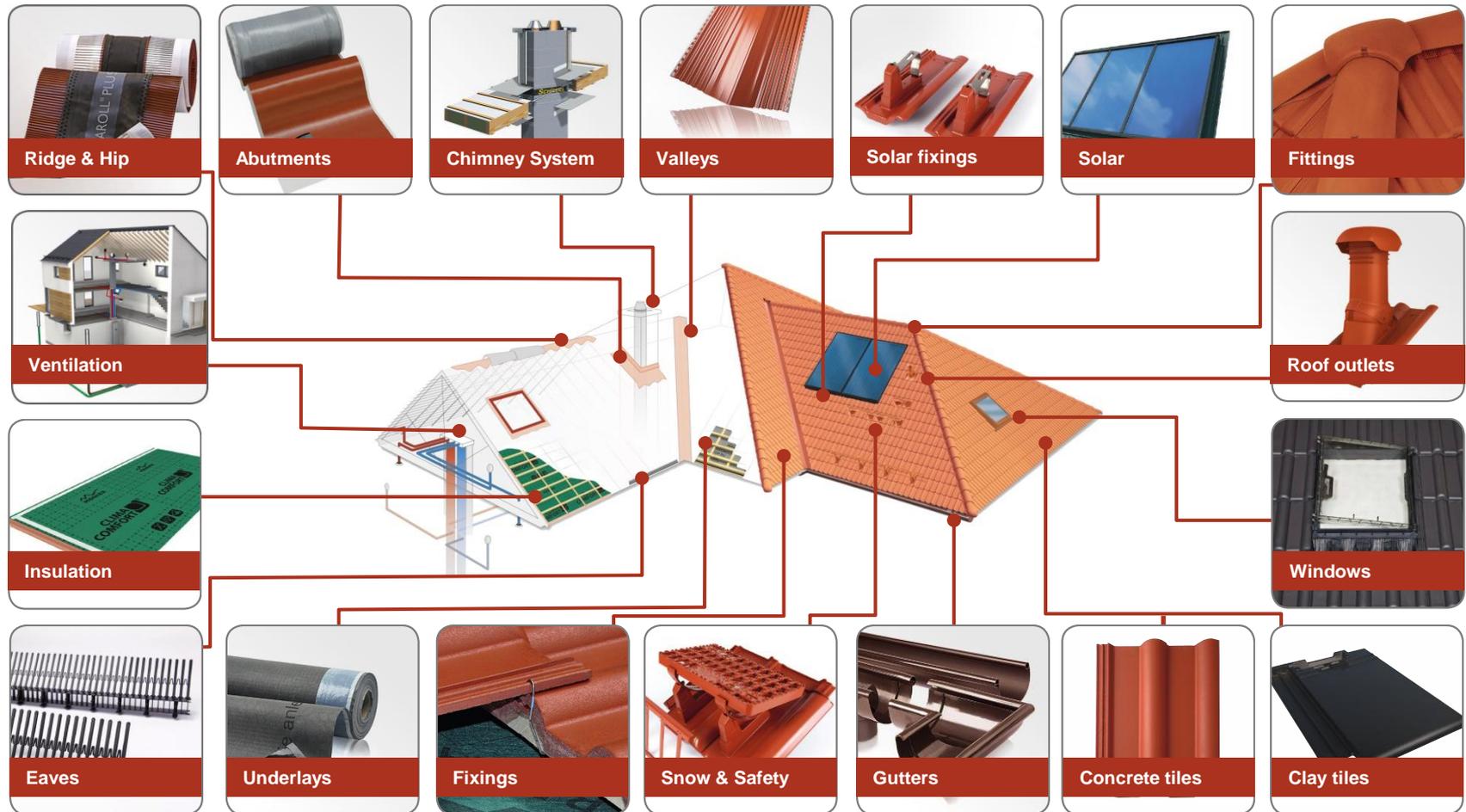


Deutscher Verkehrssicherheitsrat (DVR)
Vision Zero in der Braas Monier Group

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The whole roof is key

In Deutschland „BRAAS“



Our challenge for Health & Safety

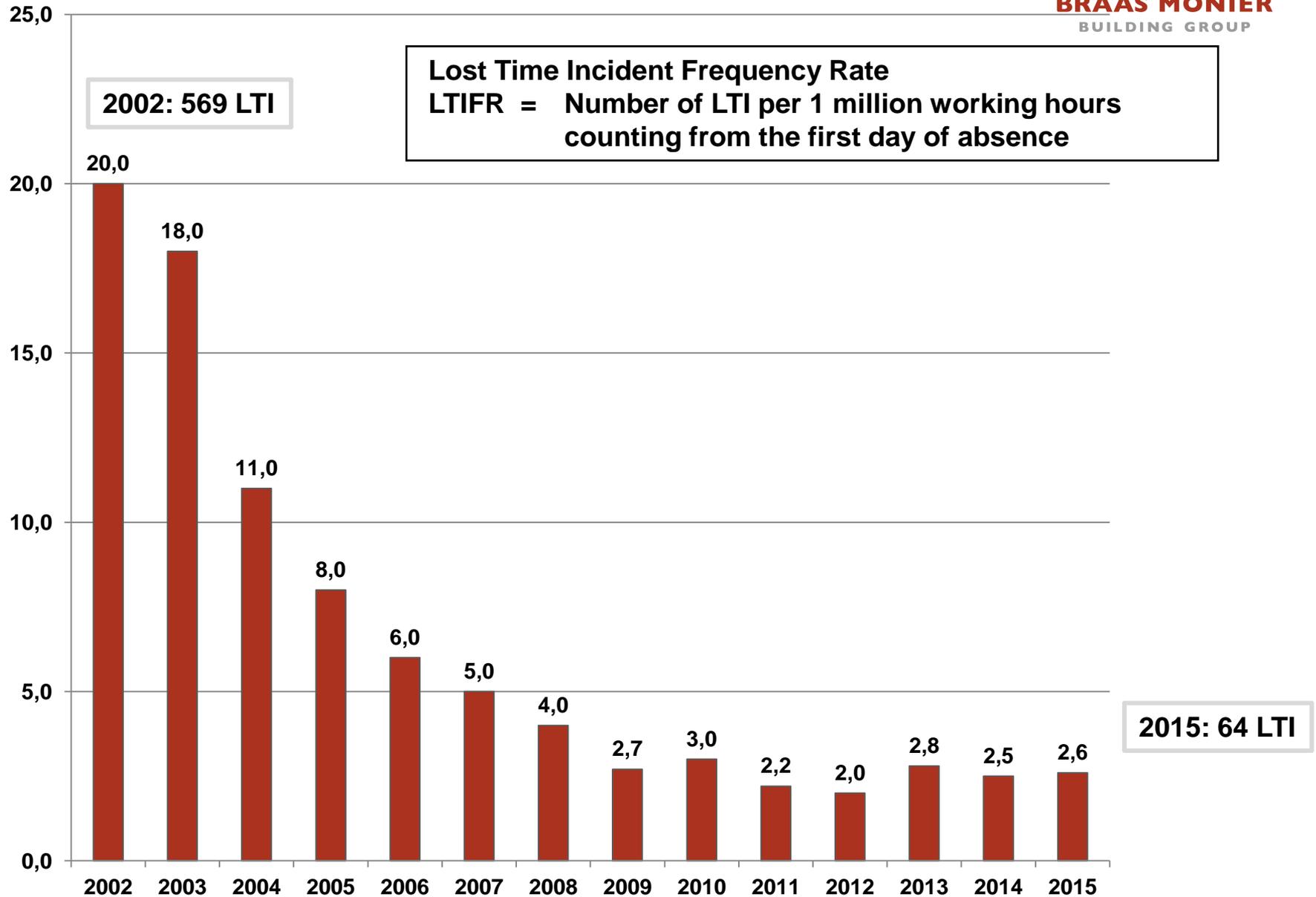
Unsere Herausforderung für Arbeitssicherheit



- Ca. 8.500 employees
 - Business language is English
- 30 countries, many different languages and cultures
- 122 plants, different technologies
 - Concrete tile plants
 - Clay tile plants
 - Plastic processing
 - Steel processing
 - Solar systems
 - Chimney plants
- Average: 60 employees/ plant
 - Smallest plants 25 employees
 - Biggest plants 200 employees
- Lean management organization
 - Two levels: plant manager>> team leader
 - Limited skills of H&S experts??

Monier Group: Accidents 2002 -2015, Unfallentwicklung

(LTIFR of 2 is considered world-class)



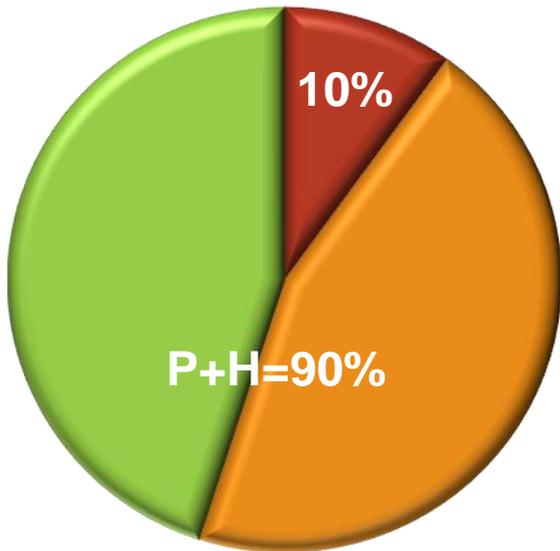
Hazards and accidents we are facing!!

Gefährdungen und Unfälle



WHAT DO WE MEAN WITH VISION ZERO??

Causes of accidents: (Generally valid) Unfallursachen



- **Machines and equipment**
- **Organisation and management**
- **Errors at work**

10%

Unsafe machines and equipment

Shortfalls of organisation and management

- Incomplete H&S organisation
- Poor supervision
- Unclear procedure
- No demanding of discipline
- Inconsistency
- Accepting of unsafe acts
- Lack of leading by example

90%

Human behaviour/ errors at work

- Intentional errors
 - Violating of safety rules
- Unintentional errors
 - Mistakes, lapses, wrong estimations

90% of causes of accidents are related to HUMAN FACTORS by employees and management

Source: international Companies,
Contact Group of H&S Directors

What do we mean with vision zero??

Was meinen wir mit Vision Zero??



1. A level of H&S culture beyond legal compliance (jenseits der Rechtssicherheit)

2. Management commitment

- Visible safety leadership of the management

3. Employees participation

- Employee involvement in the H&S culture

Braas Monier H&S Roadmap



H&S principles

- H&S Policy and Rules
- Occupational Health: dust, noise...
- Mandatory Group Standards
- H&S part of annual business cycle
- H&S part of HR management
- H&S part of Capex and purchasing process
- H&S Committees on Group, Region and Site level

Fundamental Safety practices

- Incident Investigation
- Near Miss Process
- Risk Assessment
- Work Instructions
- Safety Dialogue
- Auditing and Inspections
- Measurement and reporting
 - Group Database
 - Reactive and Proactive KPI's



- Effective Communication
- H&S Skills
 - Leaders & managers training
 - Supervisor training
 - Shop floor training
- Capable & Recognized H&S Staff
- Good Practices sharing

- Implement Group H&S Roadmap at Region and site level
- People involvement
- Country H&S improvement plan
- Action plans and follow up on sites
- H&S performance review
 - Success of strategy and standards
 - Success of programs and tools

Learning and Sharing

Continuous Improvement

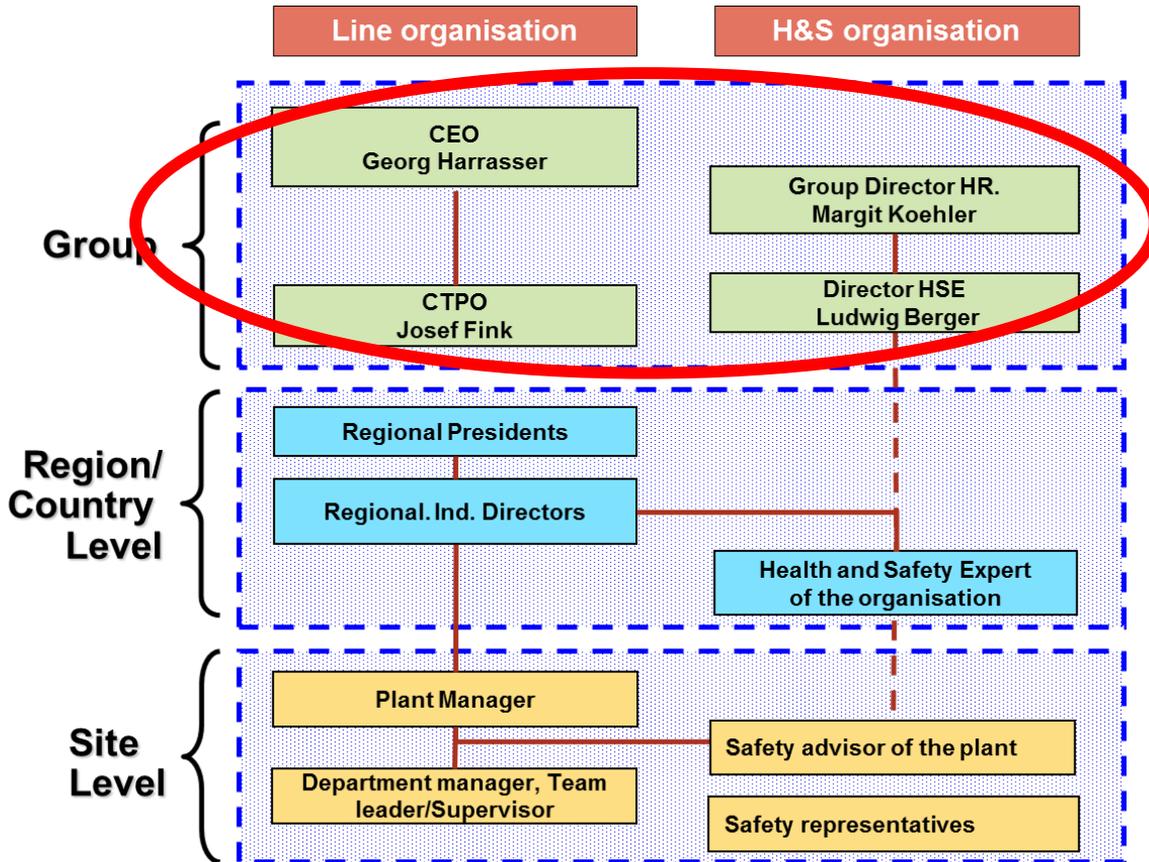
Braas Monier H&S Roadmap



WHAT DO WE DOING TO ACHIEVE VISION ZERO??

H&S commitment from the top management

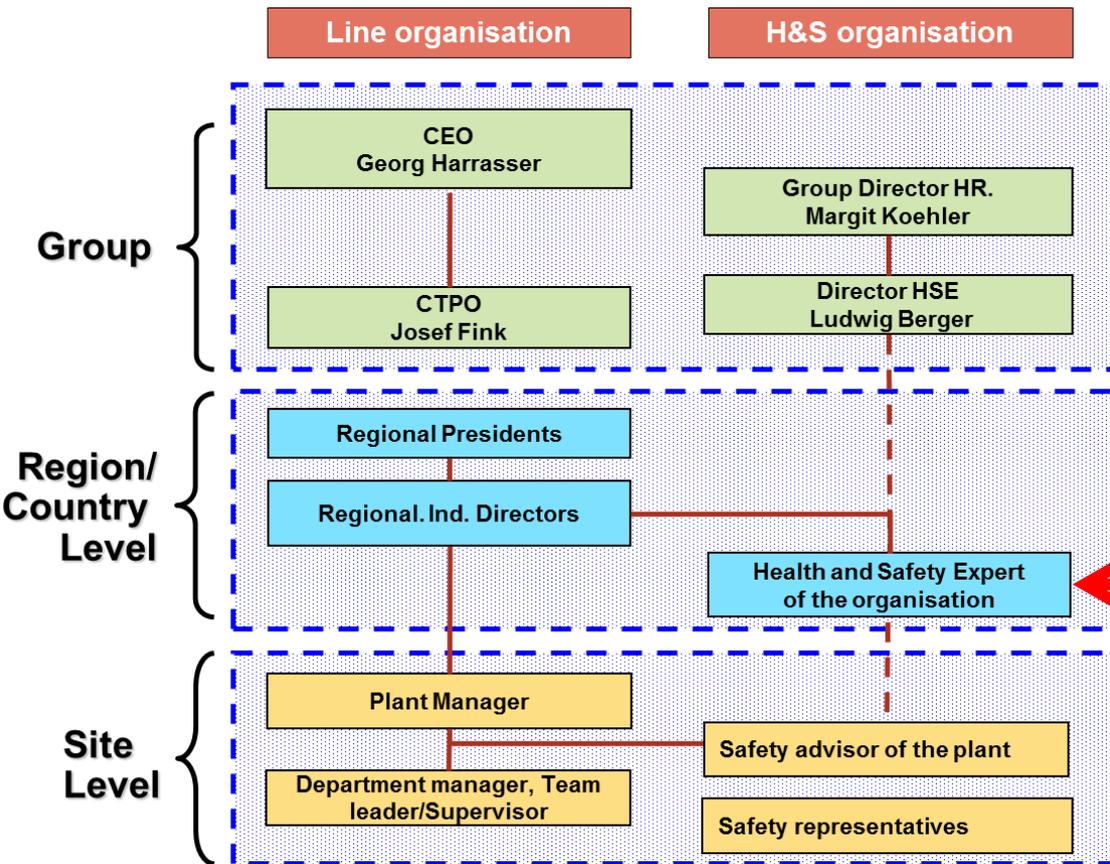
Bekenntnis der Unternehmensführung



Group H&S improvement committee

- H&S Decisions on top level of the Group
- Direct involvement of CEO, HR, CTPO and Group H&S
- Amplification of H&S matters to all levels of the organisations

A strong H&S Organisation



Business Unit	Health and Safety Expert
	Western Europe
France	Marc Woitrin
Benelux	Sjaak Scheel
UK	Mark Piper
South Africa	Johan Van der Merve
	Central; Northern; Eastern Europe
Germany	Michael Sturm
Poland	Waldemar Piecha
Russia	Igor Pshichkow
Nordic & Baltic	Esa Parviainen
	Southern Europe
Italy	Kurt Zwerger
Bramac	Gerhard Schmid
Turkey	Sercan Yilmaz
Spain	Pedro Villalba
Portugal	Carlos Pinheiro
	Asia
Malaysia	Sharimilla Devi
China	Hongpu Gui
India	Niranjan Kumar
Indonesia	Akhmad Ridho
Schiedel	Markus Scheffel
Roofing Comp.	Michael Schauss
Tech. Centre's	Mark Piper W. Brueckner

Monier H&S Committee



Five selected Monier H&S committee members + Group HSE

Use the knowledge of the **best H&S experts** in the Group

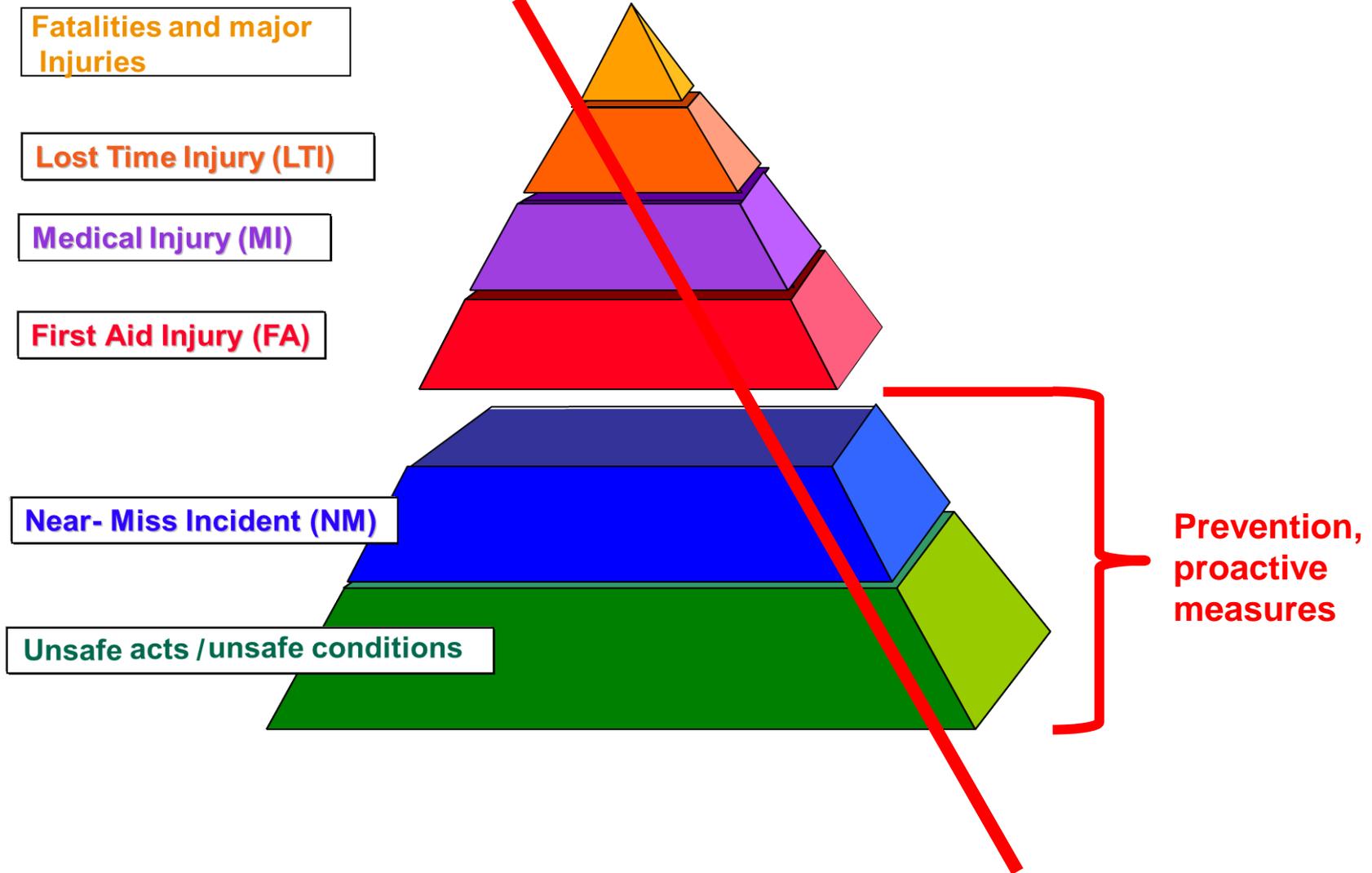
- Reflect the international activities of the Group
- Working group to develop Monier H&S programs, standards, annual objectives, H&S guidelines, health programs

BU	H&S Experts
Committee Chairman	Ludwig Berger
Central; Northern; Eastern Europe	Michael Sturm
Southern Europe	Gerhard Schmid
Asia	Sharimilla Devi
Western Europe	Mark Piper
Schiedel	Markus Scheffel



Importance of prevention measures

Die Wichtigkeit von Preventions Massnahmen



H&S OBJECTIVES, EVALUATION:
WHAT CAN GET MEASURED CAN GET MANAGED

Cascade of mandatory H&S objectives

Kaskadierung der Arbeitssicherheits Ziele



Annual H&S objectives of the Monier Group 2016

Monier

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Annual improvement plans on Country level

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Annual H&S action plans for all plants/ sites in the BU

1. H&S
2. Clo
3. Fu
4. Co

Annual personal H&S objectives for all managers

1. Measurable personal H&S objectives

50% of POs for all managers are based on LTIFR or number of LTI for the organization.

50% of POs for all managers are based on qualitative objectives eg. BU Annual improvement plan, H&S action plan on plant level

2. % achievement against objective

H&S SYSTEMS IN PLACE

Risk assessment (proactive tool)

Gefährdungsbeurteilung

		RISK ASSESSMENT				
AREA:	Yard and warehouses loading area of the New york plant	ASSESSOR	Berger			
ACTIVITY:	driving a FL T including all side jobs of the driver	DATE	22.07.2009	REVIEW DATE		
HAZARD (use hazard list and consider all relevant hazards)	DESCRIBE THE RISK who is effected and how. Consider the frequency, the exposure and the consequences	RISK LEVEL (L; A; M; H; U)	CONTROL MEASURES how will the risk be controlled, regard "HIERARCHY OF CONTROL" 1. Elimination, 2. Engeneering, 3. Administration, 4. PPE, 5. Signs			RESIDUAL RISK (L; A; M; H; U)
Mechanical hazards	The driver: slip trip and fall when he is stepping out Falling out when not using safety belt To be run over when he is commissioning products Have collision with an other fork truck Others: Have collision with pedestrians	A				
	the hot motor when checking					
	work in hot or cold climate when wearing w					
	to get sunburn					
Vibration	Whole body and potholes	M	Repair potholes in	seats	L	
Noise	Noise of	M	Check noise level		L	
Hazardous substances	Diesel fumes from the engine Dust from loading yard, getting dust particles into the eyes	M	Check dust level and decide on the wearing of safety glasses if applicable		L	
Light	Glaring from bright sunlight Unsuufficient light in storage rooms	A				
Manual handling	Back problems from commissioning goods, lifting	M	Check on weights to lift and apply training for correct manual handling		L	

What are the hazards?

What is the present risk level?

What is the final risk level?

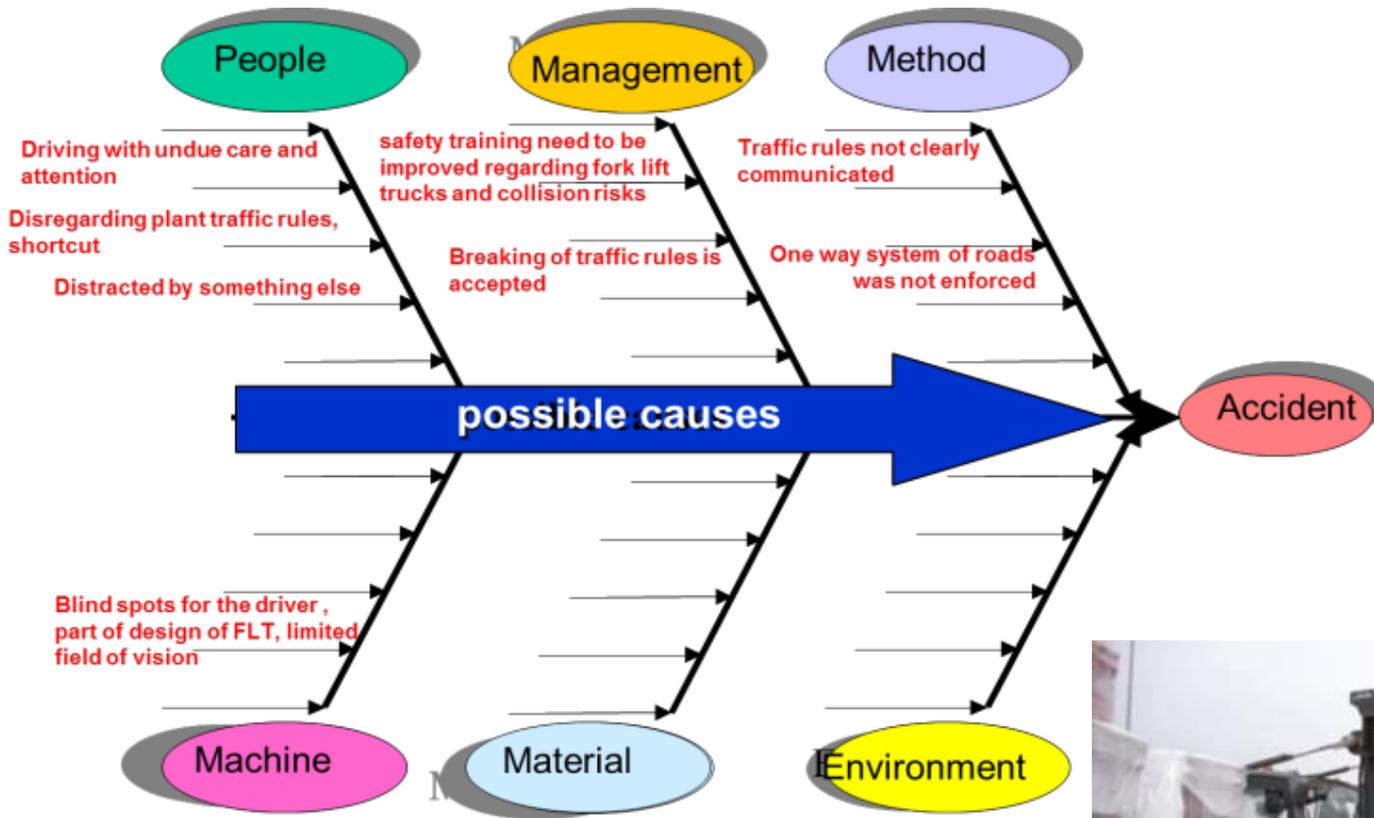
To whom and how is the exposure to risks?

What are the control measures?

RISK LEVEL: **Low**: No action required **Acceptable**: No additional control regarded it, regularly inspected, monitored **Moderate**: reduce risk when reasonable possible but no emergency **High**: Urgent action required **Unacceptable**: not operate, reduce risk first

Accident investigation, Root cause analysis (reactive tool)

Unfalluntersuchung



Head on collision of two fork lift trucks in a UK plant

- Both drivers seriously injured
- Both trucks written off



Safety dialogues (proactive tool)

Sicherheitsgespräche

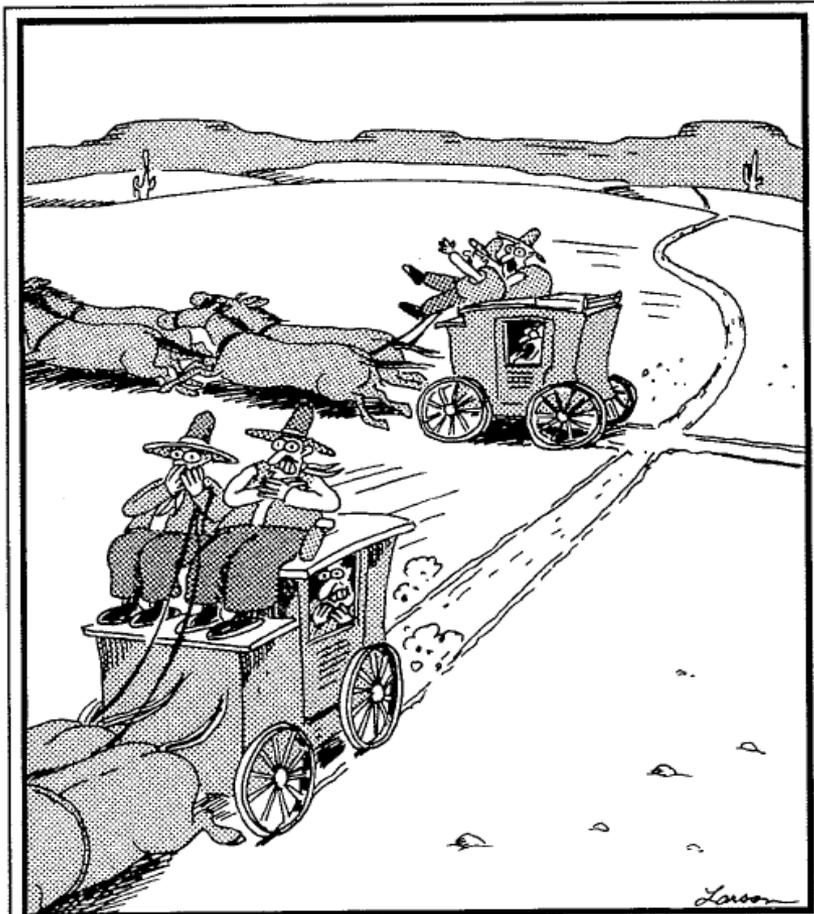
- Safety dialogues is a top down safety management tool between superior and subordinate
- Managers speak face to face at the workplace to subordinates and
 - Discuss safe work practices and
 - Safety topics in the working environment
- Promote and praise safe behaviour and influence and correct unsafe behaviour

Time consume per dialogue: ca 15 min



Near miss reporting, (proactive tool) Beihnaheunfälle

Near miss reporting, detection of potential risk and prevention of accidents



Near misses of the Old West

Near-Miss Incident – is a work-related incident that could have caused an accident under slightly different circumstances e.g.

- Time
- Speed
- Distance

Example – dropping a hammer from a lifting platform and just missing an employee walking below the platform

- Motivate employees to report near misses
- Communication of near misses is important for prevention of future accidents

Near misses can have the potential for a major or even fatal accidents!

Duties of managers and duties of employees

Verpflichtungen der Führungskräfte und der Mitarbeiter



We expect from managers:

- + Show visible safety leadership and develop safety culture
- + Leading by good example
- + Perform safety dialogues

We expect from employees

- + work in safe behavior and help others to conform
- + respect rules, standards and instructions
- + apply what you have learned in safety training



South Africa



Poland



Indonesia



Bulgaria



Mexico



Malaysia



Russia



Germany



Sweden



Thank you