



## Client Results : Global Confectionary Company

### Company

**A large global confectionery company selling to over 180 countries, and employing 160,400 people worldwide.**

### Challenge

A culturally diverse organisation with a strong focus on Health and Safety, new factories joining the organisation in Europe had varying standards and approaches to Health and Safety resulting in varying statistics. The requirement was to bring the new factories in line with the approach and statistics of remainder of the organisation.

### Solution

- Utilisation of a root cause analysis tool to find out if Health and Safety values were embedded within the culture of the leadership team and the staff
- Feedback and transformation plan designed
- Information given to enable the raising of the profile of Health and Safety, 98% staff voluntary involvement
- Enabled Director to validate and make organisational changes to the design of the factory
- Supported the Director in establishing a relationship with the European and World Health and Safety Executives

### Results

- A greater understanding by the leadership team of how to communicate and motivate the staff within the factories
- A greater emphasis placed on Health and Safety. A number of Health and Safety initiatives undertaken
- The accident rate was reduced and the total sick days lost due to accidents was reduced