

**“We, Players of Safety at Work”:
an innovative approach to risk-assessment in the workplace**

Solvay
Specialty Polymers



MORE PRODUCTS WITH MORE PERFORMANCE™

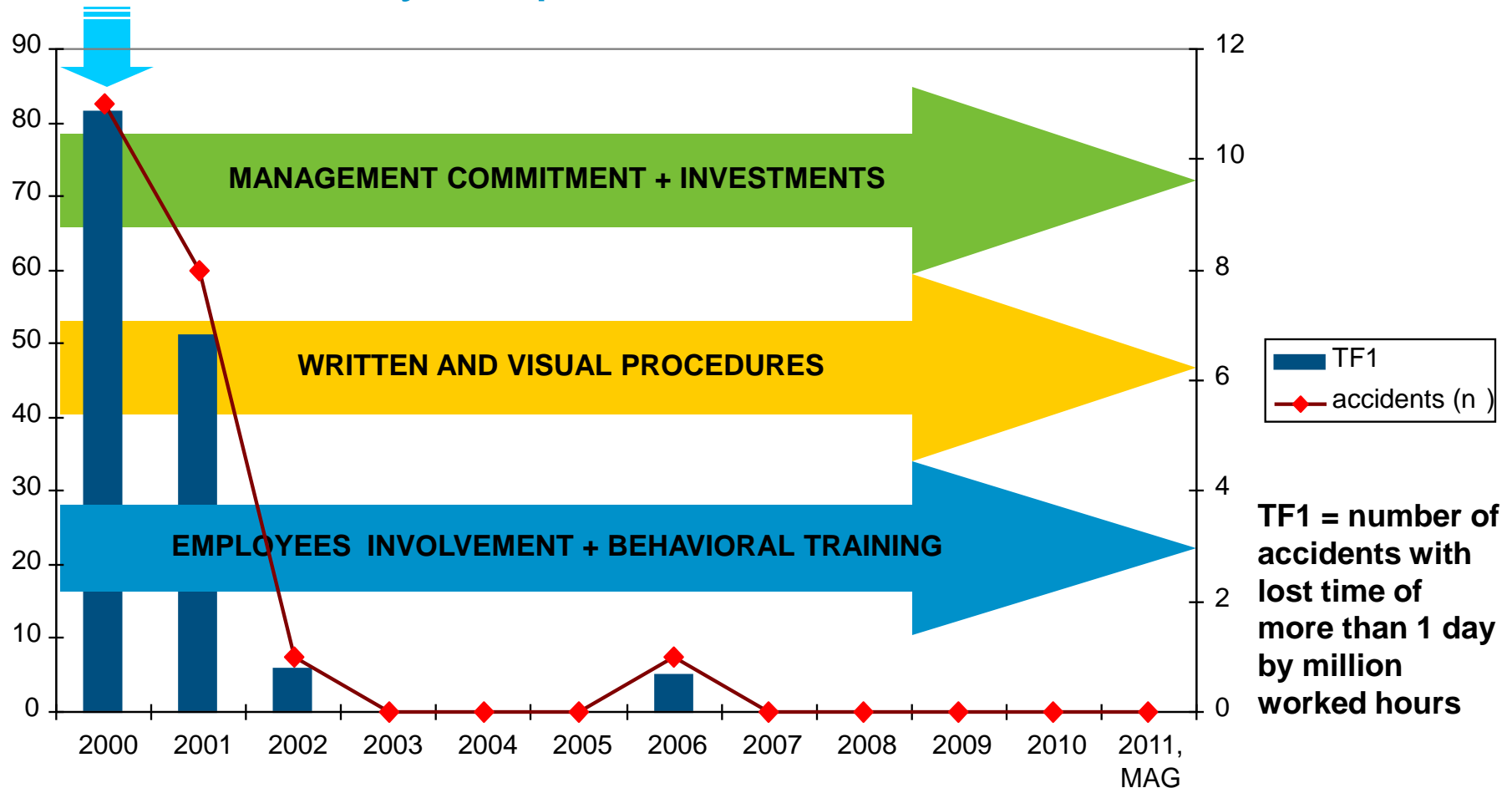
SOLVAY PADANAPLAST

- **40 years** of experience, **75 MEuro** turnover in 2010, **100 people**, produces crosslinkable compounds, part of the Solvay group since 2000
- Certified ISO 9001, ISO 14001 and OHSAS 18001
- Since April 2011 is part of the new GBU Solvay Specialty Polymers with Headquarters in Bollate – Milan (Italy)



From 1 to 0 Accidents with Lost Time per Month

2000 Solvay acquisition



The project: “We, Players of Safety at Work”

- Established after a meeting with the Local Health Unit of Fidenza (Parma) in 2009
- Some specific concerns have been raised during the meeting:
 - "Are you sure that all workers work in the same way?
... do they know all the risks of the job?
... do they always know how to handle contingencies?"
 - "Are you sure that operations are carried out, as described in the procedures?"

The Project: Goals and Main Steps

- Main goal:
 - risks self-assessment made directly by the workers for their job
- As we proceeded:
 - Identification of the production department where the project would be effected (PEX 2)
 - Choosing a working group composed of one chief of department, two shift leaders and two operators with a particular spirit of innovation and collaboration (5 persons)
 - Establishment of a Steering Committee including: AUSL (local Government Agency of Safety at Work), Trade Unions/Safety Workers Representatives and Solvay Padanaplast Management
 - Creation of the working group with the use of different tools to use in the new risk assessment (training, matrix of risk assessment, risk-assessment form provided by the Government agency, etc..)

We, Players of Safety at Work: New Items

- → **Self-Assessment & Self-Governance**

Risk analysis done directly by the operators (not by "observers")

- → **Less distance between theory and practice**

The work activities were directly taken with video cameras by the workers as it really takes place (and not as are described in the procedures)

- → **Risk Assessment more accurate**

It goes into detail

The way we work and observance of procedures are reviewed



We, Players of Safety at Work: Before and After

Previous Risk Assessment	New Risk Assessment
Done by the Safety & Health Responsible and Chief of Department (observation)	Done by Shift Leaders and Operators (living experience)
Based on written & visual procedures	Based on visual procedures & Video
Breakdown on steps and sub-steps	Breakdown of sub-steps (more detail of activities)
Training "required"	Training "lived"
The staff is consulted	Full involvement of workers

Key Activities of the Working Group

- Realize videos of work tasks.
 - Viewing the video (New powerful tool) and visual procedures
- SLOW MOTION EFFECT:** possibility to interrupt the action and review, correct working methods, errors, critical points, ...
- Breakdown tasks into phases and subphases and identification of hazards (cuts, shocks, crushing, ...)
 - Hazard assessment and risk calculation using the form given by the local government and applying the criteria already in use in Solvay Padanaplast for the risks assessment
 - Comparison within the working group and colleagues on ways of working and evidence if any difference
 - Identification and proposal of improvement actions

We, Players of Safety at Work: Tasks and Results

→ 53 proposals for improvement

- 7 activity revised (about 50% of the most dangerous “Shift Leader Tasks”);
- 53 identified proposed actions: 26 accepted and 15 have already done

→ Resources used

- 325 hours man, also outside working hours (shift workers)

→ Reinforcement of Safety Culture

- Increase of care and knowledge of employees on the hazards
- Enhancement of awareness, motivation and active involvement of employees
- Communication of project results to internal and external stakeholders (local Authorities, local Communities, all workers and other stakeholders)

Project presented in the Employees Convention and... local newspapers



“We, players of safety at work”





Recommendation of the Working Group:

Continue the Risk Assessment Work with other workers groups because is good for us and the Company



Solvay Specialty Polymers is comprised of the activities of the Solvay Advanced Polymers, Solvay Solexis and Solvay Padanaplast companies along with the Solvin PVDC products lines.

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