

# 2nd Annual Romanian HSE Management Conference

Safety Health Emergency

June 8, 2017 • InterContinental Bucharest



Shaping a strong H&S culture from the top:  
How management influences safety practices

June 8<sup>th</sup>, 2017



Bucharest, Romania



Iulian Gherman, DSS



**DuPont Sustainable Solutions** / [www.sustainablesolutions.dupont.com](http://www.sustainablesolutions.dupont.com)

Copyright ©2017 E. I. du Pont de Nemours and Company. All rights reserved. The DuPont Oval Logo and DuPont™ are registered trademarks or trademarks of DuPont or its affiliates.



## INTRODUCTION

**Iulian GHERMAN**

Mechanical Engineer, MBA

ICDR, Principal Consultant



with more than 10 years of assignments in Romania and Europe.





## **DuPont Safety DNA**

Copyright ©2017 E. I. du Pont de Nemours and Company. All rights reserved. The DuPont Oval Logo and DuPont™ are registered trademarks or trademarks of DuPont or its affiliates.



## DuPont HISTORY

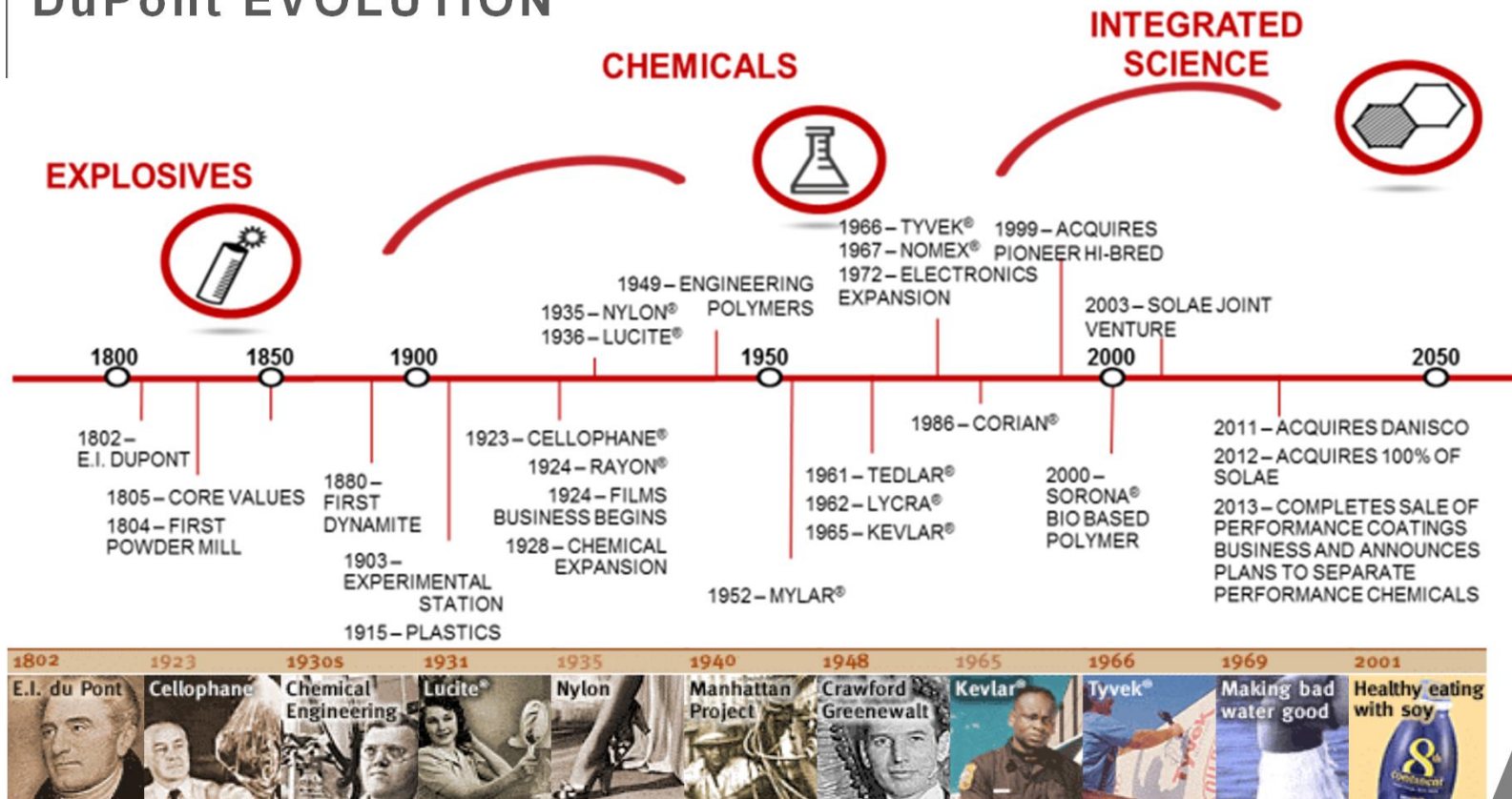
- 1802 Powder mill operation
- 1811 First safety rules
- 1912 Safety statistics
- 1940 All injuries are preventable
- 1950 Off-the-job safety



*Safety : after more than two centuries, it's still our first thought.*



## DuPont EVOLUTION





## DuPont - TODAY



### DuPont Agriculture

DuPont Pioneer | Crop Protection

#### Core Markets:

Seeds | Agricultural Chemicals



### DuPont Nutrition & Health

#### Core Markets:

Food & Nutrition Products



### DuPont Industrial Biosciences

#### Core Markets:

Industrial Enzymes | BioBased Materials



### DuPont Electronics & Communications

#### Core Markets:

Photovoltaics | Consumer Electronics |  
Advanced Printing | Displays



### DuPont Performance Materials

#### Core Markets:

Transportation | Industrial | Packaging |  
Electrical/Electronics



### DuPont Safety & Protection

Sustainable Solutions | Protection  
Solutions

#### Core Markets:

Industrial | Construction | Transportation |  
Consumer | Consulting | Training





## VALUES AND PRINCIPLES

### The Foundation of DuPont



#### CORE VALUES

*Safety and Health*  
*Environmental Stewardship*  
*Highest Ethical Behavior*  
*Respect for People*

“Committed to ZERO”

### The Ten Safety Principles

1. All injuries and illnesses can be prevented.
2. Management is responsible.
3. All operating exposures can be controlled.
4. Safety is a condition of employment.
5. It is necessary to thoroughly train all employees to work safely.
6. Audits must be conducted.
7. All deficiencies must be promptly corrected.
8. People are the most important element of a safety and health program.
9. Off-the-job safety is an important part of the safety effort.
10. Safety is good business.

“Committed to ZERO”

Safety : after more than two centuries, it's still our first thought.



## **DuPont Sustainable Solutions**

Copyright ©2017 E. I. du Pont de Nemours and Company. All rights reserved. The DuPont Oval Logo and DuPont™ are registered trademarks or trademarks of DuPont or its affiliates.





Shaping a strong H&S culture from the top



## BEST-IN-CLASS Consulting

*Applying over 200 years of real-world experience and science-driven innovation to deliver integrated solutions for safety, productivity, and environmental performance improvement*



OPERATIONAL  
RISK MANAGEMENT



OPERATIONS  
EXCELLENCE



CAPABILITY  
BUILDING



COMMUNICATION &  
CULTURAL TRANSFORMATION



## DSS Global Operations



More than 800 people  
Worldwide

Applying over 200 years of real-world experience and science-driven innovation to deliver integrated solutions for safety, productivity, and environmental performance improvement



## KEY INDUSTRIES – CONSULTANCY PROJECTS



Oil & Gas



Utilities



Chemicals / Petrochemicals



Mining & Metals Processing



Manufacturing



Transportation



Food



Healthcare



Building & Construction





# Shaping a strong H&S culture from the top

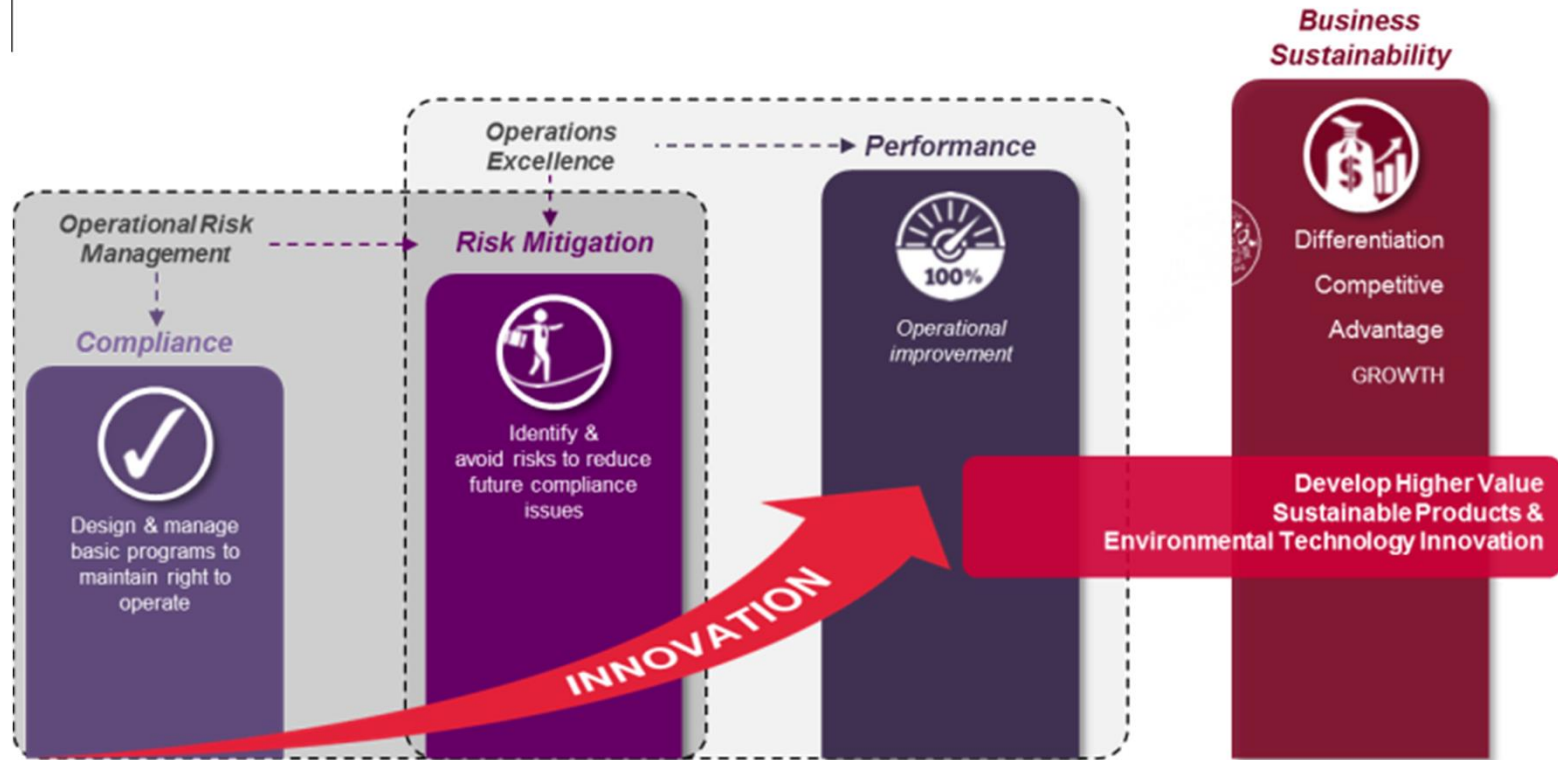


## SOME DSS CLIENTS

Oil & Gas	Utilities	Chemicals / Petrochemicals	Mining & Metals Processing	Manufacturing	Transportation	Food	Building & Construction

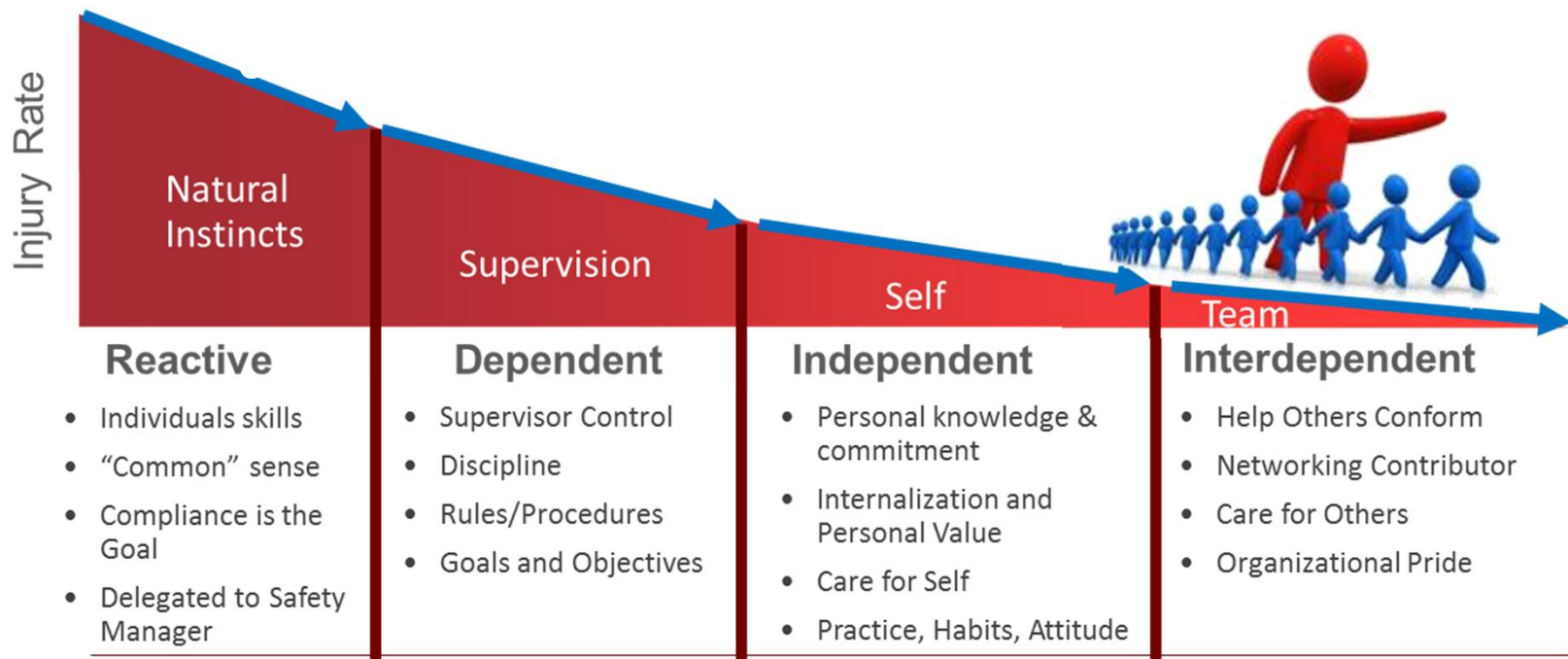


## SPECTRUM OF NEEDS





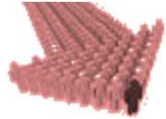
## ORGANIZATION MATURITY & LEADERSHIP The DuPont-Bradley Curve





## **Safety Leadership**

Copyright ©2017 E. I. du Pont de Nemours and Company. All rights reserved. The DuPont Oval Logo and DuPont™ are registered trademarks or trademarks of DuPont or its affiliates.



## LEADERSHIP



### Leadership ('li:dəʃɪp/), noun:

- the action of leading an organization, and the ability to do this;
- ~~the state or position of being a leader.~~

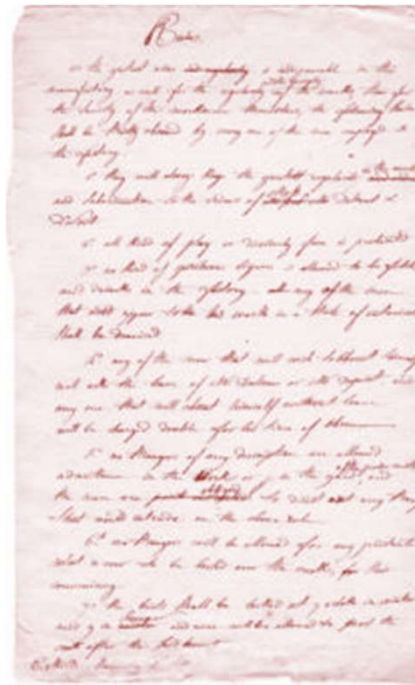
### Leadership is about

- establishing direction in an organization &
- creating an environment where people are fully involved in achieving objectives.





## E.I.duPONT FELT LEADERSHIP



“Safety is a line management responsibility.

No employee may enter a new or rebuilt mill ....

until a member of top management has personally operated it.”

E. I. du Pont  
New Year's Day, 1811



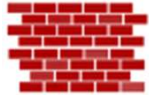
## DECISIONS



Leadership is Accountable for all, equally:  
Safety, Delivery, Quality, Cost etc.

When in doubts, Safety comes first!





# LEADERSHIP IS ABOUT: BUILDING SAFETY ...

DUPONT OPERATIONAL RISK MANAGEMENT MODEL



## Commitment vs Involvement



For a Leader,  
it is important what he is

thinking,  
talking,  
doing,

or not doing!



## ... AND BUILDING YOURSELF



"Self Made Man"



"I can not teach anybody anything.  
I can only make them think." Socrates



## **DuPont Sustainable Solutions**

Copyright ©2017 E. I. du Pont de Nemours and Company. All rights reserved. The DuPont Oval Logo and DuPont™ are registered trademarks or trademarks of DuPont or its affiliates.

**Thank You!**