

AIRBAKE ALL-CLAD ARNO CALOR CLOCK KRUPS LAGOSTINA MIRRO MOULINEX PANEX  
PENEDO REGAL ROCHEDO ROWENTA SAMURAI SEB SUPOR TEFAL T-FAL WEAREVER



WE SUPPORT

**GOOD PRACTICE 2008**

**Company:** Groupe SEB

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**Word from the President:**

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I renew my commitment to the 10 principles of the Global Compact and illustrate principle No. 1 relative to Human Rights by means of this good practice.

*T. de la Tour d'Artaise*

Thierry de La Tour d'Artaise  
President of Groupe SEB

**Title: Health and safety, results on the right track**

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**Principles of the Global Compact taken into account:**

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Principle No. 1, on **human rights**.

**Actions:**

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➤ **Health and Safety: a priority for the Group**

For several years, Groupe SEB has been implementing operations in order to reduce the number of industrial accidents and limit the number of employees who suffer from occupational illnesses, most of which are musculoskeletal disorders (illnesses caused by repetitive movements). This approach to improving occupational health and safety is crucial for industrial sites because of the ageing population of workers and the increase in the number of years worked, which aggravate these problems.

Since 2004, at the behest of the Sustainable Development service, a health and safety reporting system has been established. Every month, the safety performance indicators of all the Group's French sites are circulated and discussed as widely as possible. The same is true of sites outside France, on a quarterly basis.

Each site also develops its own safety improvement plan. In terms of health, specific actions to reduce musculoskeletal disorders (MSDs) have been put in place on Group sites in France.

➤ **2008: a new dynamic**

Since 2004, the number of accidents in the Group has been moving in the right direction. But in mid-2007, in order to accelerate the improvement of its safety performance, the Group created a dedicated Health & Safety department, headed up by a Group Health & Safety Manager.

In addition, with regards to health, the Group is continuing its efforts to reduce MSDs. Measures in this direction include rotation of staff between workstations, integration of ergonomic criteria at the product design stage, and the use of ergonomic notices at work posts, extensively used in the Group's factories today.

➤ **Experiences to share**

In the field of combating MSDs, since 2006, several initiatives have been launched in the Group:

At the Pont-Évêque plant (France), for example, the improved design of new steam generating systems simplifies their assembly, reducing the number of movements which could cause MSDs.

Another example, the Is-sur-Tille factory (France), which several years ago undertook major steps in preventing accidents and occupational diseases. The rotation of operator staff across different workstations within a single production line is part of the actions taken to fight against MSDs. In addition to the consequent variety of movements, changing workstations every two hours reduces physical fatigue, increases the interest level of the work and develops versatility.

This new organization was implemented gradually in order to avoid concerns among working teams about their ability to adapt and achieve production targets. In 2006, workstation rotation was applied over the whole site without any loss of productivity.

➤ **Ambitious goals in terms of safety**

The three-year health and safety plan launched by the Group in early 2008 aims to achieve an accident frequency rate (FR) of less than 6.5 and a severity rate (SR) of less than 0.3 by 2010, worldwide. For some sites, these figures have already been achieved whereas others, notably in France, will have to divide the rates recorded in 2007 by more than two.

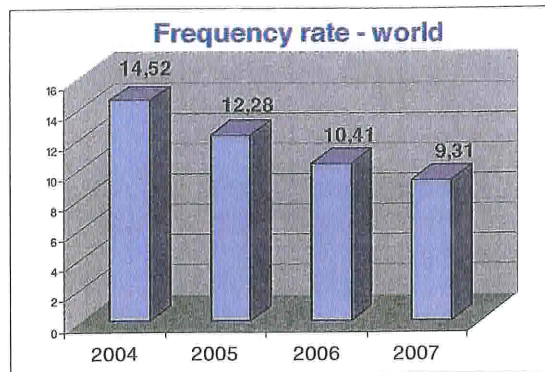
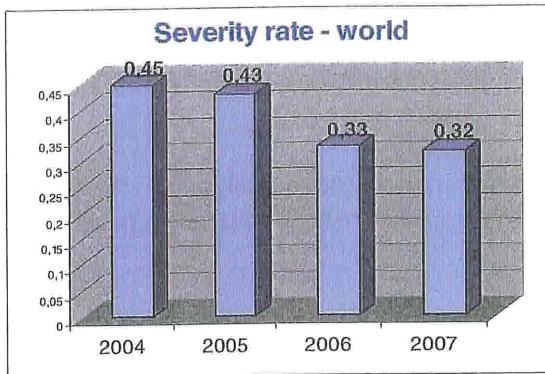
At the end of 2007, in order to meet this challenge, the Group launched a number of actions, in particular to strengthen the role of production supervision in the monitoring the safety on a daily basis: training of work-team leaders, monthly accident prevention review by these team leaders, improvement of visual safety warnings... All these actions will be deployed globally in 2008 and will strengthen the continuous improvement operations which already exist.

In addition, the Group has decided to work on certifying its health and safety management system: by 2010, the objective of all the Group's industrial and logistics sites in the world is to be OHSAS certified. Three of them already are: Cajica in Colombia, Millville in the USA and Rumilly in France.

## Results

### ➤ Much improved results since 2004

Since 2004, there has been a steady and significant improvement for all sites in terms of the frequency rate of accidents and a continued decrease in the severity rate.



\* Frequency Rate: Number of occupational accidents necessitating work stoppages, per 1 million working hours.

\*\*Severity Rate: Number of working days lost per thousand working hours

### ➤ Groupe SEB Colombia is setting an example

In June 2007, the Colombian Safety Council awarded the Colombian subsidiary of Groupe SEB (Group SEB Colombia) the "Emerald Cross" distinction (1st place) for its Health, Safety and Environment programme.

Its exemplary work in this field has also enabled it to win the competition for the best occupational hazards (diseases and accidents) prevention plan organized by the insurance fund "Liberty".

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**Countries/Zones:** World

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**Keywords:** Health and safety, working conditions, social responsibility

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