

Case Study.
Nomad Foods.
Europe.
Food & Beverages.

Putting Safety First leads to a 52% reduction of TRCFR over 12 months

Background & Challenge

Nomad Foods is Europe's leading frozen food company. They own a portfolio of brands including Birds Eye, Findus and iglo. They manufacture, sell and distribute products across 22 European markets.

Nomad Foods was realising incremental safety improvements every year, whilst still not reaching industry benchmark. Therefore, the company wanted to make a step-change in their safety performance, boost safety culture and promote safety as a priority.

Solution

Based on an initial assessment, dss+ and Nomad Foods designed and developed a **safety leadership journey** and overall **safety roadmap** to address key risks. dss+ applied its **visible felt leadership methodology** and **risk-based approach** to engage all employees. Leaders were provided with a skillset and toolbox to drive cultural change in the organisation. The programme was also supported with a **company-wide video** message.

Overall, the programme included:

- **Co-development** of training methodology and materials;
- Strong **programme management** and coordination at group and factory level;
- Roll-out of the **safety roadmap**: workstreams supporting safety improvements (governance, roles & responsibilities, consequence management, etc.) and tackling highest risks;
- **Training and coaching** of **all leaders** in visible felt leadership methodology, skills and tools;
- **Training and coaching** of **internal safety champions**, to support and **sustain** the programme;
- Effective, affective and engaging **video communication** with direct involvement from CEO to shopfloor employees.



Assignment

Improve safety culture towards safety as a priority and 'zero incidents' mindset.



Offering

Operational risk management; branding & communications.



Impact

52% reduction of TRCFR over 12 months; engaged & inspired 4,000 employees across 14 sites (5 additional sites to be covered in 2023).



Visible commitment & alignment

by entire Nomad Foods leadership to safety.

"For Nomad foods it was really a reflection on our performance and recognising that we had more to do to be an organisation that truly put our people first. This wasn't a journey we could do alone and we needed some help to engage the organisation to drive our safety culture forward and dss+ helped shape that program for us."

Rachel Rae, Head of Safety Health & Environment, Nomad Foods



Protect. Transform. Sustain.

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