

Case Study.
APTAR.
France.
Packaging.

Owning a safe physical and mental environment

Context

APTAR Beauty in Normandy is a leader in the creation of high-quality dispensing and packaging solutions for cosmetics, fragrances and skincare.

Challenge

Since 2017, APTAR Beauty significantly improved its safety management system, but difficulties in positively involving the managerial line and changing safety behaviors in the field still remained. APTAR was also concerned about the emergence of psychosocial risks that could affect people's morale and health.

Solution

- dss+ supported the top-management team in implementing risk governance through individual and team coaching.
- dss+ trained and supported internal players to ensure that the change was carried through by APTAR: managers promoting change, in-house trainers, and HSE specialists.
- dss+ recognised the importance of psychosocial safety at work - identified psychosocial risk factors and implemented actions to ensure safety and wellbeing of its staff.

"The fact that the project is carried out by in-house teams is more empowering than if it were carried out entirely by an external service provider."

Aptar Executive

dss+

Protect. Transform. Sustain.



Assignment

Workplace safety ownership by all employees, covering both physical and psychosocial safety aspects.



Offering

Assessment, risk factor definition and implementation programme to improve safety management system and employee wellbeing.



Impact

- Strong ownership of the improvement project by all promoters and in-house trainers;
- Visible commitment and leading by example from the leadership team;
- Unsafe Reports increased by >20% in one year;
- Minor injuries reduced by >20%;
- 100+ managers coached on the ground by 7 in-house promoters;
- 700 staff, including full time employees, temporary workers, and contractors, trained by 15 in-house trainers on Risk Factor;
- 70 managers trained to prevent psychosocial risks;
- 28 managers individually coached by dss+.

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