



Maximizing the Value of Your Investment in Safety

THE

— 2020 —

**EHS**

ONLINE CONGRESS

CONFERENCE

APRIL 21-22



**Andrew Sharman**

*Chairman, CEO at RMS Switzerland  
and President at IOSH*



## Advisory Panel

Huge thanks to our advisors who helped forming our agenda



**Anna Keen**  
Director - Acre  
Frameworks



**Tony Brock**  
Head of Safety and  
Operational Risk  
BP Exploration



**Mariana Arão**  
Senior EHS Leader  
Driving Cultural  
Change at Cargill



**Martin Coyd**  
Head of Health &  
Safety Construction  
at Mace



**John Green**  
Vice President EHS  
- AECON Group



**Sue Parker-Tantush**  
Group Head of  
Safety at The  
Co-op



**Urbain Bruyere**  
VP EHS Global  
Manufacturing and  
Supply at GSK



**Alistair Gibb**  
Professor at  
Loughborough  
University



**Susan Elston**  
Senior Vice  
President of HSE  
at Sodexo



**Constantinos Triantafyllou**  
Vice President -  
EHS Governance  
and Global Support  
at BASF



**Hansjoerg Hagels**  
Head of  
Occupational Safety  
bei Boehringer  
Ingelheim



**Jozef Van Ballaer**  
H&S Group  
Manager at Fedrus  
International



**Francois Germain**  
Global EHS at  
Total



**Paul Leonard**  
Vice President  
Health, Safety and  
Environment at  
Arkema



**Dirk Schreiber**  
Head of Global  
HSE at Siemens  
Gamesa



**Claus Rose**  
Vice President  
of Environment  
Health & Safety  
at GE



**Johan Geerincx**  
Global Vice  
President  
Environment,  
Health & Safety at  
Johnson & Johnson



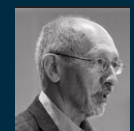
**Aleksey Ryabinok**  
Environmental,  
Health and Safety  
Regional Director  
Japan Tobacco  
International



**Malc Staves**  
Health & Safety  
Director at L'Oréal



**Horst Raket**  
Director EHS  
EMEA & Asia at  
Pentair



**Erik Hollnagel**  
Professor, Ph.D.  
at Jönköping  
University

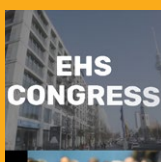
## Chairman's Note

The EHS Congress has catapulted itself into the center of the Health & Safety community by providing an unparalleled combination of high quality presentations, bringing together hundreds of important thought leaders and has been the annual meeting point for all H&S professionals from across Europe and beyond.

In 2020 more than ever, the EHS Congress will provide the background for our attendees to define the future of Health & Safety by gathering the most relevant experts from all major industries. It's a great place to initiate collaboration, brainstorm new ideas & concepts and meet other EHS leaders having the responsibility to bring their workers back home safely, every day.

I hope to see you on our online version for the 2020 EHS Congress to meet & hear from world-class speakers and attendees alike!

Visit the official site of the EHS Congress  
[www.ehscongress.com](http://www.ehscongress.com)



Feel free to contact us via phone at +36 70 702 04 32 or equally via email through [support@ehscongress.com](mailto:support@ehscongress.com). Follow us on [LinkedIn](#) or [Twitter](#)

# 2020 PARTNERS

## BEST IN CLASS EHS SOLUTIONS



# MEDIA PARTNERS

## SUPPORTING THE CONGRESS

**SHP**  
SAFETY & HEALTH  
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**Health & Safety**  
International



  
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 **safeopedia**

**SHEQ**  
MANAGEMENT

**hsme**  
HEALTH & SAFETY MIDDLE EAST

**AWE**  
International

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# SPEAKERS PANEL

## MEET THE EHS LEADERS OF EUROPE



**Andrew Sharman**  
*Chairman, CEO at RMS Switzerland  
and President at IOSH*



**Sidney Dekker**  
*Professor at Griffith University in  
Brisbane*



**Erik Hollnagel**  
*Professor, Ph.D. at Jönköping Uni-  
versity*



**Anna Keen**  
*Founding Director - Acre Frameworks*



**Rhona Flin**  
*Professor of Industrial Psychology at  
Aberdeen Business School*



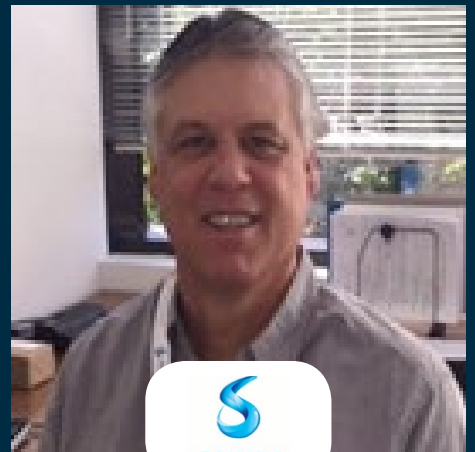
**Martin Coyd**  
*Head of Health & Safety - Construc-  
tion at Mace*



**Davide Scotti**  
*Head of HSE Culture, Leadership at  
Saipem*



**Luiz Montenegro**  
*VP Group Health & Safety at  
Carlsberg Group*



**James Daly**  
*Group HSE Director at Solvay*

# SPEAKERS PANEL

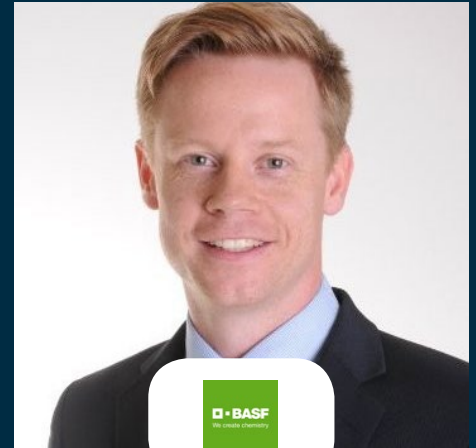
## MEET THE EHS LEADERS OF EUROPE



**Alastair Davey**  
*Global VP Health, Safety & Environment at Sodexo*



**Bruno Vercken**  
*Director of Health, Safety and Working Conditions at Danone*



**Frank Gerrit Poggenpohl**  
*Head of Global EHSQ at BASF*



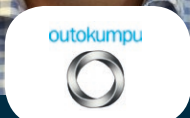
**Tony Brock**  
*Head of Safety and Operational Risk at BP*



**Natalia Gills**  
*EHS Senior Director at PepsiCo*



**Mikael Welinder**  
*Head of Safety & Health at Scania*



**Alastair Mccubbin**  
*VP EHS at Outokumpu*



**Olindo Lazzaro**  
*Director, Global EHS Technical Operations at AbbVie*



**Marc Massaar van Schaik**  
*Senior Vice President Quality, Health, Safety, Security & Environment at GDF SUEZ*

# SPEAKERS PANEL

## MEET THE EHS LEADERS OF EUROPE



**Michael Parker**  
*Head of Group Safety, Operational Risk & Assurance at Anglo American*



**Nancy De Prest**  
*Corporate Health, Safety & Quality Director at Yara International*



**Peter McLellan**  
*Director Environment Health & Safety - EMEALA at Johnson Controls*



**Claire Turner**  
*Partner, Safety Services, Northern Europe at ERM*



**Leroux Olivier**  
*VP Health and Safety at Perrier Consulting*



**Mario Lenz**  
*Chief Product Officer at Quentic*



**Anthony Renshaw**  
*Medical Director, Health Consulting - Europe at International SOS*



**Francesco Raveggi**  
*EHS Director - EU FC and Emerging Markets at Amazon*



**Urbain Bruyere**  
*Vice President of EHS at GSK*

# SPEAKERS PANEL

## MEET THE EHS LEADERS OF EUROPE



**Gisle Bråstein**

*QHSE Head of Product Management  
& Strategy at DNV GL – Digital  
Solutions*



# Plenary Program: Day 1

Tuesday - April 21, 2020

9:00 am - 9:15 am

## Welcome Address by the Chair

Professor Andrew Sharman will be welcoming all attendees to the 2020 EHS Congress by a short opening speech, introducing the guidelines to the event, digital instructions and of course the upcoming speakers.



**ANDREW SHARMAN**  
Chairman, CEO at RMS  
Switzerland and President  
at IOSH



9:15 am - 9:30 am

## Morning Digital Speednetworking Session via Zoom Breakout Rooms



During this 15 minutes all delegates will have the chance to join in a speedy digital networking chance. Countdown is set for 5 minutes and then it's time to roll into a new encounter and find a new peer!

9:30 am - 10:40 am

## Opening Keynote: The Case for Doing Safety Differently



Over the last two decades, safety improvements across a number of industries have largely flatlined (as measured in fatalities and serious injury rates, for instance) despite a vast expansion of safety compliance and bureaucracy. The cost of compliance, paperwork and bureaucratic accountability demands can be mind-boggling—up to 10% of GDP, with every person working some 8 weeks per year just to be compliant. It has also stopped progressing safety.

'**Safety differently**,' an approach embraced by multiple top tier organizations globally, is about halting or pushing back on the ever-expanding bureaucratization and compliance of work. It sees people not as a problem to control, but as a resource to harness. Safety Differently defers to expertise by avoiding always telling people what to do, instead asking them what they need to be successful. It turns safety back into an ethical responsibility for people, assets and communities, instead of a bureaucratic accountability to managers, boards and regulators. Safety Differently doesn't just want to stop things from going wrong, but is curious about discovering why things go well and helping organizations enhance the capacities in their teams, people and processes that make it so.



**SIDNEY DEKKER**  
Professor at Griffith  
University in Brisbane



10:40 am - 11:30 am

## The Big Debate: Safety Professionals vs Operational Staff

The first of its kind, this panel discussion will collect not only EHS thought leaders but Operators working on the shop floor/out on sites. Each side represented by 2 distinguished members will engage in a discussion to clear miscommunication between what H&S professionals write into guidelines and **how maintenance/work actually gets done**. The discussion aims to reveal just why some systems fail while others work and what the end-users of Health & Safety instructions really feel about it.



**SIDNEY DEKKER**  
Professor at Griffith  
University in Brisbane



**ADRIAN WITHEROW**  
Chief Operating Officer at  
Edinburgh Airport



**ERIK HOLLNAGEL**  
Professor, Ph.D. at  
Jönköping University



# Plenary Program: Day 1

Tuesday - April 21, 2020

11:30 am - 11:50 am **Morning Coffee Break**

11:50 am - 12:20 pm **Coronavirus - International SOS advice**

- Companies to benchmark against each other
- What can EHS Professionals do today
- Best case scenarios



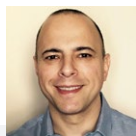
**ANTHONY RENSHAW**  
Medical Director, Health  
Consulting - Europe at  
International SOS



12:20 pm - 12:40 pm **Session reserved for Gensuite**

12:40 pm - 13:00 pm **Beyond Zero Accidents: From Theory to Practice**

There is extensive literature on 'beyond zero accidents', Safety-II, and Safety Differently. However, there is a limited number of studies on the application of these concepts on a large scale. In the last few years, GSK has delivered a strong safety performance and, more recently, strived to go beyond Safety-I towards Safety-II. Today in GSK, the safety conversations have shifted. The organisation is focused on learning deeper lessons from high-potential severity incidents, improving operational risk management, strengthening accountability for high-severity risks and measuring associated high-severity risk management maturity. GSK is committed to not only reducing the number of safety accidents but also to improving safety defences. The focus is on ensuring that things go right rather than preventing things from going wrong. This session will outline the practical steps that GSK has taken to evolve its safety approach and present the key lessons learned from this shift.



**URBAIN BRUYERE**  
Vice President EHS at GSK



13:00 pm - 13:50 pm **Lunch**

13:50 pm - 14:10 pm **session reserved for ERM**



**CLAIRE TURNER**  
Partner, Safety Services,  
Northern Europe at ERM



14:10 pm - 14:40 pm **Integrating WellBeing and Safety at work together**

"How not to lose soon with Psychosocial risks and burn-outs what you have gained with occupational safety over the long term". Bruno Vercken will share Danone's journey to Integrate Health and Wellbeing at work together with Safety into a **holistic employee protection framework**. With his direct and stripper style, Bruno will share the stakes, technical challenges, emotions of all sorts, successes and failures on the way to authentically address employee WellBeing at work in a challenging business and transformation context.



**BRUNO VERCKEN**  
Director of Health, Safety  
and Working Conditions at  
Danone



14:40 pm - 15:10 pm **Driving LTIR from 0,4 to 0,2 in one year**

- Prevention Culture: focusing on near misses, increase leadership
- Senior executives attention on plant managers
- Emotional approach: don't do it for us, do it for yourself
- Complete transition, developing new EHS division from the ground up



**FRANK GERRIT POGGENPOHL**  
Head of Global EHSQ at  
BASF





# Maximizing the Value of Your Investment in Safety

ERM helps organizations to **safeguard lives, protect assets and strengthen reputation** by:

- Strengthening their existing safety culture and demonstrably improving their safety performance
- Reducing risks by developing skills to drive genuine engagement with the front line and empowering people to take action
- Enhancing the effectiveness of leaders, employees and contractors to promote safer outcomes
- Reinvigorating existing processes and programs - maximizing the value of safety investments

## Find out more:

Join **Claire Turner**, ERM Partner, for her presentation before lunch at Day 1, and meet the team at the ERM stand #8.

[www.erm.com](http://www.erm.com)

# DEKKER

SAFETY

*Workshop*

DIFFERENTLY

APRIL 21, 14:10 PM



EHS CONGRESS

TO REGISTER VISIT LAST PAGE OF AGENDA  
LIMITED TO 20 SEATS



REGISTER: 299€. INCLUDES WORKSHOP HANDOUTS AND PRIVATE Q&A

THE WORKSHOP ON **SAFETY DIFFERENTLY BY SIDNEY DEKKER** WILL INVITE LEADERS, PRACTITIONERS, ENGINEERS AND OTHERS TO REFLECT ON SOME OF THE PRACTICAL IMPLICATIONS OF DOING SAFETY DIFFERENTLY. IT WILL AIM TO COVER A SELECTION OF THE FOLLOWING ISSUES AND QUESTIONS:

'SAFETY DIFFERENTLY' PROMOTES SAFETY **NOT BY CONSTRAINING PEOPLE AS IF THEY WERE THE PROBLEM** TO CONTROL, BUT BY BOOSTING THE CAPABILITIES OF PEOPLE TO CONTRIBUTE, BY HARNESSING THEIR DIVERSITY OF PERSPECTIVE AND INSIGHT, AND BY RECOGNIZING THE DIGNITY OF THEIR WORKMANSHIP. OVER THE PAST FEW DECADES, SAFETY HAS TRANSFORMED INTO A BUREAUCRATIC ACCOUNTABILITY, WITH A FOCUS ON SHOWING GOOD NUMBERS (PARTICULARLY ON LAGGING INDICATORS). THE WORK OF SAFETY DIFFERENTLY SETS PEOPLE AND TEAMS UP FOR SUCCESS, AND HELPS ORGANIZATIONS EMBRACE GENUINE ETHICAL CARE AND RESPONSIBILITY. SAFETY DIFFERENTLY GETS US TO **STEP AWAY FROM A RELIANCE ON BUREAUCRATIC PROCESSES** THAT CONSTRAIN PEOPLE AS IF THEY WERE A PROBLEM TO CONTROL, AND EXPLORE WAYS TO DECLUTTER, DEVOLVE AND DECENTRALIZE THE EMBRACE OF RESPONSIBILITY FOR SAFE OPERATIONS.

RATHER THAN **JUST STOPPING THINGS FROM GOING WRONG** BY PUTTING MORE CONSTRAINTS AROUND PEOPLE AND PROCESSES, SAFETY DIFFERENTLY IDENTIFIES **WHY THINGS GO RIGHT** AND THEN HELPS ENHANCE THE CAPACITIES IN PEOPLE, TEAMS AND PROCESSES THAT MAKE IT SO. SAFETY DIFFERENTLY GETS US TO NOT JUST STOP THINGS FROM GOING WRONG, BUT TO IDENTIFY AND ENHANCE THE CAPACITIES THAT MAKE THINGS GO RIGHT.

WHILE TRADITIONAL SAFETY IS FOCUSED ON **MANAGING CONSTRAINTS AND PREVENTING DEVIATIONS**, SAFETY DIFFERENTLY FOCUSES ON WHAT HELPS AND HINDERS WORK. IT IDENTIFIES THE SOURCES OF SAFETY PERFORMANCE AND RESILIENCE TO VARIATION. THIS REQUIRES AN UNDERSTANDING OF HOW NORMAL WORK OCCURS: HOW TOOLS, RESOURCES AND STRATEGIES ENABLE PEOPLE TO ACHIEVE OUTCOMES UNDER VARIOUS AND CHALLENGING CONDITIONS, AND WHAT MAKES THIS DIFFICULT. SAFETY DIFFERENTLY GETS US TO BE INTENSELY CURIOUS ABOUT WORK, RATHER THAN JUST SAFETY, AND TO UNDERSTAND THE ORGANIZATIONAL OBSTACLES AND CONSTRAINTS THAT MAKE WORK DIFFICULT, YET ALSO THE **HUMAN CAPACITIES AND RESILIENCE THAT MAKE WORK MOSTLY SUCCESSFUL**.

RESEARCH AND EXPERIENCE NOW DICTATE THAT LAGGING INDICATORS (PARTICULARLY ON MINOR ISSUES) ARE **NOT PREDICTIVE OF MAJOR INCIDENTS**. PROCESS SAFETY ISSUES OR FATALITIES. THIS HURTS THE SAFETY CONVERSATION AND TOGETHER WITH INCREASED BUREAUCRATIZATION OF SAFETY DRIVES EMPLOYEE CYNICISM AND A NEGATIVE CULTURE AROUND SAFETY IN MANY BUSINESSES. DECLARING BUSINESS GOALS IN TERMS OF A DEPENDENT (OR OUTCOME) VARIABLE (SUCH AS ZERO HARM OR NO MAJOR EVENTS) IS UNWISE AND TENDS TO FEED SUCH RESIGNATION AND CYNICISM. INSTEAD, SAFETY DIFFERENTLY ENCOURAGES DECLARING A BUSINESS GOAL IN TERMS OF INPUT LEADERSHIP VARIABLES (E.G. CARE, OR HARNESSING PEOPLE AS A SOLUTION). SAFETY DIFFERENTLY GETS US TO **REDUCE ITS RELIANCE ON LAGGING INDICATORS** AND JOIN THE GLOBAL CONVERSATION ON DEVELOPING AND EMBRACING FORWARD-LOOKING MARKERS OF RESILIENCE, AS WELL AS NOVEL WAYS OF DEMONSTRATING THE ORGANIZATION'S DUE DILIGENCE ACHIEVEMENTS AROUND THEM.

ACCOUNTABILITY IN ORGANIZATIONAL SETTINGS IS OFTEN INTERPRETED THROUGH A RETRIBUTIVE OR HR LENS, WHERE QUESTIONS ARE ORGANIZED AROUND **RULES, VIOLATIONS AND CONSEQUENCES**. SAFETY DIFFERENTLY IS INTERESTED IN FORWARD-LOOKING ACCOUNTABILITY, RATHER THAN BACKWARD-LOOKING ACCOUNTABILITY. ACCOUNTABILITY IS ABOUT WHAT NEEDS TO BE DONE NOW, OR SOON, OR IN THE FUTURE, BY WHOM, AND BY ANSWERING QUESTIONS ABOUT HOW WE WILL KNOW THAT THESE INITIATIVES ARE SUCCESSFUL OR NOT. SAFETY DIFFERENTLY GETS US TO **EMBRACE FORWARD-LOOKING ACCOUNTABILITY** WHEN SOMETHING UNTOWARD HAS HAPPENED, IT DOESN'T GET WRAPPED UP IN RULES AND VIOLATIONS AND CONSEQUENCES, BUT INSTEAD ASKS WHO IS HURT, WHAT THEIR NEEDS ARE, AND WHOSE OBLIGATION IT IS TO MEET THOSE NEEDS.

# Plenary Program: Day 1

Tuesday - April 21, 2020

15:10 pm - 15:30 pm **Coffee Break & Networking Session**

15:30 pm - 15:50 pm **Session reserved for Cority**

15:50 pm - 16:10 pm **Safety at Amazon**



**FRANCESCO RAVEGGI**  
EHS Director - EU FC  
and Emerging Markets at  
Amazon



16:10 pm - 17:00 pm **Panel Discussion - Embedding EHS into the Modern Workplace**

The afternoon panel debate will look into the latest tools and digitalization (including big data) and focus on how they can drive safety improvements in organisations. It will look at how big data and incident investigation are correlated, whether it's time to collaborate and share data for the interest of everyone as well as what H&S tools can be digitalized for further safety improvements. Finally, a general overview of how EHS contributes to and integrates into modern workplaces will be discussed among the panelists.



**MICHAEL PARKER**  
Head of Group Safety,  
Operational Risk & Assurance  
at Anglo American



**OLINDO LAZZARO**  
Director, Global EHS  
Technical Operations at  
AbbVie



**GISLE BRÅSTEIN**  
QHSE Head of Product  
Management & Strategy at  
DNV GL - Digital Solutions



17:00 pm - 17:30 pm **EHS Digital Breakout Discussions**

First turn for the EHS Digital Breakout Discussions by Zoom, designed for a quick re-cap of the topics heard on Day 1 discussed in 4-5 interactive groups. Groups are automatically rolled, audio at least is needed from your computer but ideally video is also switched on. At the end you will be automatically transferred back to the main session.

17:30 pm - **Day 1 Closing Remarks by the Chair**



# Plenary Program: Day 2

Wednesday - April 22, 2020

9:00 am - 9:10 am

## Opening Remarks by the Chair



**ANDREW SHARMAN**  
Chairman, CEO at RMS  
Switzerland and President  
at IOSH



9:10 am - 9:40 am

## Coping with stress and fatigue

- Avoiding the 'hurry up syndrome' by early planning, preparation and resisting time pressure
- Non-technical/Social skills to reduce error and enhance safety
- 10 second pause for saving 10 minutes on task or 10 years of injury
- Latent error detection (investigating within 2 hours of an error event)



**RHONA FLIN**  
Professor of Industrial  
Psychology at Aberdeen  
Business School



9:40 am - 10:10 am

## Mental Health 2.0

It is critical that we reduce stigma and discrimination, increase and improve literacy, recognize MH issues and provide support. But that's not enough. Of course we must support those in need, but that is a tough sell and easy to achieve an acceptable, low bar. If we can identify a need for, create, develop, sustain mental fitness, individually and organizationally, we improve every single thing we do. We reduce the likelihood an incidence of work related stress and other MH issues, we increase productivity and quality, reduce absence, quicker returns to the workplace, reduce labor and staff churn, attract high performing staff, improve safety performance. Win, win, win. That is how to get the attention of the controlling minds. Beginning the conversation, whilst difficult, becomes easier. What comes next is really hard.



**MARTIN COYD**  
Head of Health & Safety -  
Construction at Mace



10:10 am - 11:00 am

## Panel Discussion - Impactful Health Programs

This panel discussion will showcase a lively debate revolving around the latest challenges in the health area for EHS professionals that are often neglected compared to safety improvement pressure points. It will look at the best case uses for reducing workplace stress, how wellbeing around the workforce can be dramatically increased and how to avoid the ever-growing phenomenon of health-associated off-days for workers in the organizations that are not just detrimental financially but more importantly detrimental for the workforce's mental state.



**ALASTAIR DAVEY**  
Global VP Health, Safety &  
Environment at Sodexo



**MARC MASSAAR VAN SCHAIK**  
Senior Vice President  
Health, Safety, Security &  
Environment at GDF SUEZ



**MIKAEL WELINDER**  
Head of Safety & Health at  
Scania



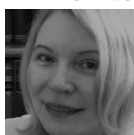
11:00 am - 11:20 am

## Morning Coffee Break

11:20 am - 11:50 am

## PepsiCo EHS Journey

- Evolution of the roles of EHS first in Europe, then globally: from technical experts to change agents, developing leadership element
- Systematic management of corporate standards, instead of just 'how we do things'
- Site engagement rewards
- Switching from LTIR to recordable injury rates
- How to influence and engage non-EHS leadership



**NATALIA GILLS**  
EHS Senior Director at  
PepsiCo




**REGISTER: 299€**

Includes workshop handouts  
and private Q&A

**Limited to 24 Seats**

To register visit last page of agenda

April 22, 13:20 - 16:20 (3 hrs) - Berlin, EHS Congress 



# PROFESSOR ERIK HOLLNAGEL

*Professor Hollnagel is an internationally recognised specialist in the fields of resilience engineering, system safety, human reliability analysis, cognitive systems engineering, and intelligent man-machine systems. He is the author of more than 500 publications including 22 books, articles from recognised journals, conference papers, and reports.*

## SAFETY II

Workshop  
**Background and  
Possible Future**

- Work as Imagined vs Work as Done
- Why investigation of successes is rare
- Why safety goals are rarely described explicitly
- How can you make sure that a proposed improvement / change will actually work



### What is Safety I

The result of Safety-I is that we know a lot about why something can go wrong, but very little about why work usually goes well!



### Why Accidents Occur

We always count the number of times something goes wrong. We rarely count the number of times something goes well.



### What is Safety II

Safety-II is achieved by trying to make sure that things go right, rather than by preventing them from going wrong.

# Plenary Program: Day 2

Wednesday - April 22, 2020

11:50 am - 13:00 pm

## Plenary Keynote: Resilient Systems 2.0



We need to stop **looking at problems in isolation**. We need to stop using separate vocabularies, models, methods, organisational focus and organisational roles for each problem. This is the situation now with safety, quality, and profitability as examples. It is convenient in the short term but detrimental in the long term. We need to stop solving problems in isolation. Just as every large organisation depends on tightly coupled departments, units, services, and providers, so do our societies and nations. Solutions (responses) to problems cannot work in the long term unless they have taken the tight couplings into account. And neither can strategies for the future - the readiness to meet the inevitable unexpected.



**ERIK HOLLNAGEL**  
Professor, Ph.D. at  
Jönköping University



13:00 pm - 13:50 pm

Lunch

13:50 pm - 13:55 pm

session reserved for SHP

13:55 pm - 14:25 pm

How to simplify, empower and create real sustainable change in the area of contractor safety management.

- The contractor management safety space can become very crowded, everyone developing their own systems, accountability can become obscured, complexity and duplication make the safety journey arduous.
- How do we make things **simpler** and **empower** everyone that works for us.
- This presentation will share our operating model used in BP Exploration when working with our contractors and 3rd parties on safety. We'll share how our thinking has recently changed, what principles do we use when working with our contractors, what have we learnt from the past and what's different now. What impact has it made
- In many respects this presentation is about simplification, trust and empowerment.



**TONY BROCK**  
Head of Safety and  
Operational Risk at BP



14:25 pm - 14:35 pm

Blitz Sessions - Sphera & EHS Insight

14:35 pm - 14:55 pm

Safety Leadership and Culture



**DAVIDE SCOTTI**  
Head of HSE Culture,  
Leadership at Saipem



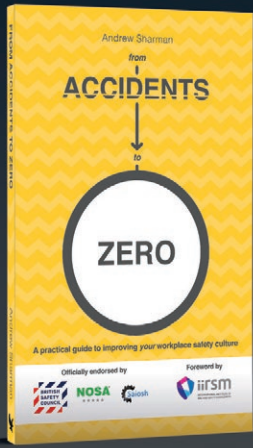
14:55 pm - 15:10 pm

session reserved for RMS

15:10 pm - 15:30 pm

Coffee Break





“... an eminently practical knowledge toolbox. A must-read for every CEO and safety leader alike.”

Steven Brown,  
Brewery Director,  
Heineken

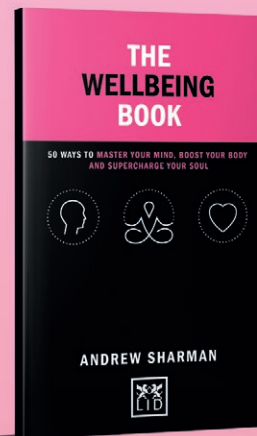
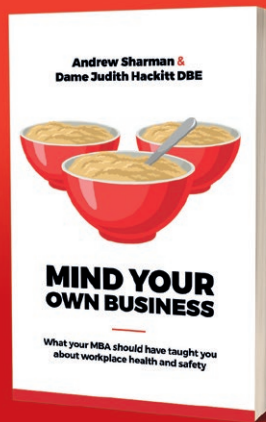
“... fast-paced and exciting, breaks down the barriers of safety to boost consciousness and position safety as a genuine business enabler.”

Stuart Hughes,  
Mercedes-Benz  
Formula 1 Grand Prix



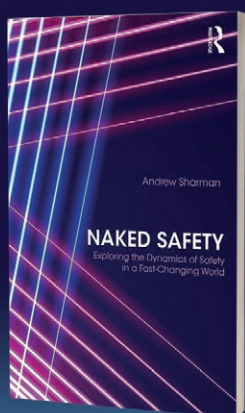
“... draws a line in the sand arguing that all leaders – no matter their job title – need to embrace workplace safety in order to be successful, reframing OSH as a core value and a real leadership mission.”

Prof Andrew Hopkins,  
Expert Witness,  
Deepwater Horizon



“... with 50 fantastic ideas to master your mind, boost your body and supercharge your soul, pick this up and feel better today!”

Alastair Humphreys,  
National Geographic  
Explorer



“... a comprehensive exploration of the dynamics of safety in a fast-changing world, with a knockout first chapter on how globalization has affected worker health and safety.”

HSW Magazine

“... with more than 150 meaningful questions, the Creating Safety Conversations card deck is the perfect resource for Toolbox Talks, Safety Walks, Team Meetings, 1-1 conversations or to help develop strategy.”



**20%  
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# Behaviour changed.



## Behaviour-Based Safety isn't about checklists, audits and more rules.

It's about creating a culture of care where leaders actively take an interest, employees keep an eye out for each other, and everyone goes home without harm, every day.

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# Plenary Program: Day

Wednesday - April 22, 2020

15:30 pm - 15:50 pm

## How to attract, develop and retain the best talent in EHS

Both the world of work and the world of EHS are changing. Recruiting and retaining the right people is critical to achieving your strategy as an EHS team - so how do you position yourself as the employer of choice for talent? With 16 years experience in recruiting and developing EHS professionals globally, Anna Keen, Founder of Acre Frameworks, will provide valuable insight into their work developing non technical competence in the professional and aim to answer the following questions:

- What is 'talent' in EHS?
- How do you attract talent?
- When do you support them to leave?
- What should development mean to you and your team?
- How do you ensure you retain the right people?



**ANNA KEEN**  
Founding Director - Acre Frameworks



15:50 pm - 16:40 pm

## Panel Discussion - Innovative Safety Management

The final panel discussion of the 2020 EHS Congress will look into how Safety Management Systems can be improved by removing unnecessary bureaucracy, how to aim for creating a less complex HSE management system and strive for continuous improvement via feedback from the workforce.



**LUIZ MONTENEGRO**  
VP Group Health & Safety at Carlsberg Group



**JAMES DALY**  
Group HSE Director at Solvay



**ALASTAIR MCCUBBIN**  
VP EHS at Outokumpu



**LEROUX OLIVIER**  
VP Health and Safety at Perrier Consulting



16:40 pm - 17:10 pm

## EHS Digital Breakout Discussions

Second turn for the EHS Digital Breakout Discussions by Zoom, designed for a quick re-cap of the topics heard on Day 1 discussed in 4-5 interactive groups. Groups are automatically rolled, audio at least is needed from your computer but ideally video is also switched on. At the end you will be automatically transferred back to the main session.

17:10 pm -

## Closing Remarks by the Chair

