

2017-07 - As The New HSE Director I Want You To Know That Safety Is Not Your Top Priority.

Dear Colleagues,

As the new HSE Director I want you to know that Safety is Not your Top Priority.

Depending on where you work, your top priority may be closing that big deal or ramping up production or improving product quality, If we think of safety as a priority safety will always be in competition with something else. Safety must be part of everything we do. Our beliefs and values are core to who we are and influence our decisions. We must strive to make Safety a Core Value of the Solvay Group. Our values have been shaped over our lifetime. We cannot expect to make safety a "Value" overnight. We cannot force it. Instead we must reinforce what it means for us. We have launched many good initiatives: Safety Days, Solvay Life Saving Rules, Leadership Safety Visits. These initiatives help define what safety means and help define our expectations. I have seen many KPI's at different sites which support the positive behaviors necessary to make safety a value for Solvay. Some of these include: employee ideas submitted and implemented, number of Lock Tag and Try field audits, time required to close audit findings, etc.

Focusing on these types of activities and celebrating successes in these areas will help us create the right environment for safety to become part of who we are and what we do. Together, we can make Safety a Core Value of the Solvay Group!

I look forward to working with you and wish you a great and safe summer!

James Daly
Group HSE and North American Industrial Director