

B E Y O N D Z E R



Launching ABP's groundbreaking health & safety campaign

Beyond Zero is the beginning of a journey at ABP which will see everyone change the way they think about health and safety, with achieving Zero Harm just the first step.

Right around the business, ABP is making changes designed to improve what we do and how we do it.

Now the company has embarked on a new journey: one that will see not only ABP employees, but everyone the business works with, strive for Beyond Zero.

Beyond Zero is a long-term journey to create a behaviour-based safety culture within ABP. The aim is for all employees to do the right thing, every time. Its first target is delivering Zero Harm across the business.

ABP Quality and Compliance Director Michelle Tilley said: "Beyond Zero will start with our own people and permeate to anyone who works with us. That means no accidents and no injuries in the business, whatsoever.

"This is not a project with an end date, but this is a change in the culture of how we do things."

It is about developing a culture that makes us think about more than simply complying with our current systems and procedures, but proactively thinking about doing the right thing, all the time.

In changing our culture, the idea behind Beyond Zero is to acknowledge that as a company we follow our compliance procedures but we always need to be prepared to be ready to proactively do more if we believe it's the right thing.

"We want people to always be doing the right thing in our ports, in our offices," said Michelle.

"Everyone should be taking responsibility for the safety of themselves and the safety of others. We want people to consider the actions they take and how it could affect other people. Ignoring a problem is not the answer.

It is about developing a culture that makes us think about more than simply complying with our current systems and procedures, but proactively thinking about doing the right thing, all the time.

"If they notice something – if they see something that isn't correct – then they should take action to deal with it. That might be as simple as raising a Spot-IT or ringing the whistleblowing hotline.

"I want people to feel it's wrong if they don't raise an issue and not to feel awkward if they do."

Beyond Zero is currently focussed on health and safety but as time goes on, will look to change the culture of everything that relates to compliance, including environment, security,

data protection and quality. Consultants JMJ have come on board to help ABP, initially engaging with leadership and managers to begin the cultural transformation.

"By engaging our leaders and senior managers at the earliest point in our journey, they can understand and support what we are changing at the workforce level," said Michelle.

JMJ will work with management in the first instance coordinating kick-off workshops before conducting train-the-trainer sessions to start driving a change in culture disseminated throughout our ports.

One key to the success of Beyond Zero is the role our supervisors will play.

"We are focussed on developing the skills of our supervisors because a workforce will always follow a good supervisor.

"This is where SAP will also come into play. Supervisors will be more empowered with information and decision-making, so it's a big shift in the role of a supervisor at ABP and their capabilities."

■ This hard hitting poster launching Beyond Zero will soon be a familiar sight around ABP's port network.

ABP

**IF YOU DON'T
SEE MY DAD,
NEITHER WILL I.**

Stop and think safety

B E Y O N D Z E R

