



Solution

- Incident Management
- Claims Management
- Hazard Management

Industry

Global manufacturer of food packaging products and solutions

Size

2,300 Employees

Location

Headquartered in Sayreville, New Jersey, with facilities across the United States, England, Belgium, Poland, and China

Sabert Corporation reinforces proactive safety culture and reduces TRIR after standardizing data collection process

Company Overview

Founded in 1983 following an idea to simplify drop-off catering solutions with easy-to-use, disposable platters, Sabert has grown to become a global leader in the food packaging industry. Adding to their portfolio through acquisitions of major packaging manufacturers over the years, they now have around 2,300 employees working out of seven North American facilities and four global manufacturing facilities. They stand by their mission of reinventing food packaging to nourish and protect our world.

Today Sabert designs, manufactures, and distributes a wide spectrum of packaging solutions for some of the largest brands of food distributors, restaurants and caterers, grocery stores, national food chains and consumer entertaining.

Challenge

Sabert started with small, independent roots but grew quickly thanks to multiple key acquisitions. As is common with this type of growth, different locations found themselves doing certain things their own way. And when it comes to safety, disparity isn't beneficial to anyone.

Like many organizations, Sabert was relying on outdated methods of tracking incidents. Someone on the floor would take note of an incident or near miss and email it to a safety manager who would then enter it into Excel and SharePoint. This didn't allow for easy data extraction, so the data wasn't useful.

Not only that, they only had one form to use for every type of incident, no matter if it was a small near miss or a major accident. Often, employees didn't want to spend 30 minutes filling out a form for a simple safety observation, so many near misses weren't being documented.

Because of these hurdles, Sabert found themselves in a reactive safety system. When an incident occurred, they were able to report it and work to resolve it. But they knew in order to move to that next level of world-class safety they had to become more proactive. Of course they wanted to track incidents, but they also needed to have near misses and hazard identification front and center. And they knew they needed to implement a standardized system across the organization to do it.

Solutions

After discussions with a variety of vendors, Sabert found that HSI offered the best tools to create that proactive safety culture. In addition to allowing Sabert to streamline their safety processes companywide, they found three major benefits within the HSI platform.

Functionality:

Sabert could create custom forms based on the severity of the incident, so near miss reports no longer required the same detail that major accidents needed. HSI also allowed for customization across the organization to meet the needs of Sabert's multiple locations. And of course, the ease of inputting data and running reports to make the data actionable was at the top of Sabert's priority list.

Why It Matters

TRIR reduced to world-class levels

Reduced incurred workers' comp costs

Captured more data to provide corrective actions and reduce injuries

"Excel spreadsheets are great if you have all the right questions. It's all about the data that goes in. We didn't have the right ins to get the right outs. With HSI, we can tweak anything in the application for what is best for us. Now we have the right data going in."

— Jeff Nelson, Global EHS Director

Modularity:

Sabert wanted to start small but knew they would need to grow their safety processes, so the system they chose had to be flexible and scalable. After starting with Incident Management and reviewing how the platform was received and used by employees companywide, Sabert was able to add further capabilities without needing to find an entire other system.

With the HSI system, Sabert can make their own changes, which not only **saves time and money**, but it also allows them to **make more incremental improvements** to the system than they otherwise would.

Cost:

No EHS system is going to be perfect for every company right out of the box. Changes are normal and necessary, whether an organization wants to make simple changes to a form or if they have a larger functionality request. But as Sabert knew from past experience with other EHS vendors, changes had to be made by the vendor, and they were costly.

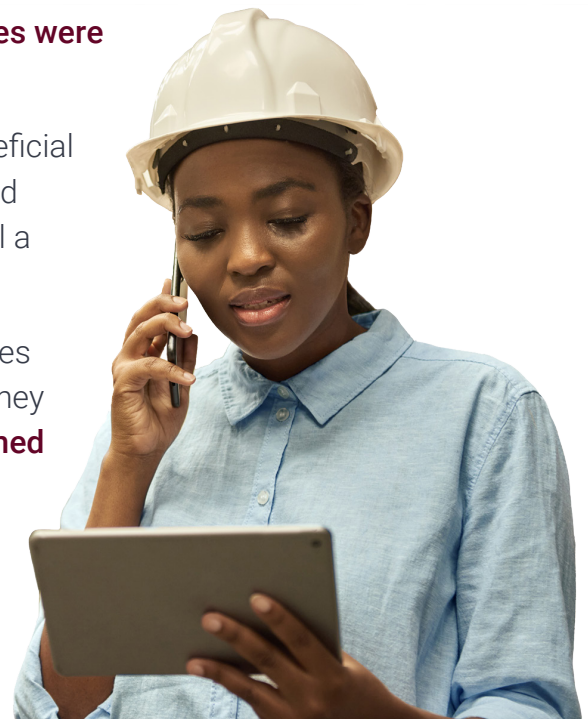
Results

After just one year using the HSI platform, Sabert has seen exactly the kind of results they were hoping for. Previously, because the data entry process for small incidents and near misses was so daunting, many of these were simply not tracked. Thanks to HSI's customization and ease of use, every small thing is being recorded. Just six months into their first year with HSI, Sabert was able to provide more data for the team to evaluate and provide corrective actions on.

Now, Sabert is getting the full picture of safety incidents. And even though **near miss reports increased, recordable injuries were reduced after just one year with the HSI system.**

This is a perfect example of why data collection is beneficial in a proactive safety environment. They can analyze and head off any safety incident instead of just waiting until a serious injury occurs to then take action.

Additionally, Sabert has already created safety objectives based on the data they are collecting. Within the data they now had, **Sabert can pinpoint specific areas that seemed wider spread, identify the cause, and develop safety processes to address them.**



Prior to using HSI, Sabert had implemented a dozen companywide objectives that, understandably, were hard for every site to meet. Now that reporting is up so dramatically, different sites have created different data-based goals as opposed to having blanket objectives that may not fit their reality.

Another struggle Sabert was able to solve with HSI was claims management. They now have all workers' compensation and injury claims information in one system. This streamlined process combined with their proactive approach to safety has helped Sabert reduce their incurred workers' compensation costs since bringing HSI into the fold.

Building a proactive safety culture has also created positive results that are not incident related. **Sabert's latest annual employee engagement survey showed their highest safety scores coming as a direct result from increased engagement.** Sabert now requires safety teams at each site to walk the floors daily and talk to the employees. This daily engagement drives employees to want to keep each other safe. Engagement leads to increased reporting, leading to more data, leading to more action items.

A change in Sabert's safety culture has also changed their broader philosophy. Previously, monthly calls between all sites saw the site managers taking a backseat and letting the safety managers do all the talking. Now non-safety leaders are taking responsibility, with operations managers and directors speaking about their safety performance and not having safety managers be the only ones knowing what's going on.



“Our approach is an 'I care' philosophy. We care that the employees are safe, and everything else follows. The HSI system is part of that. We really want to show 'I care what we do with the incidents you give us,' and I think that's really what's moving the needle. Everybody's involved now. Everyone has ownership of safety.”

— Jeff Nelson, Global EHS Director

Sabert's goal was to create a world-class safety program that matched their standing as a global leader in their industry. With HSI, they standardized their data collection process to create actionable tasks, lower their incidence of serious injuries, and build a strong and supportive safety culture.