



Health, safety & environment (HSE) at Bayer breeding programs in Africa



EIB Webinar
14 July 2021

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Agenda



HSE in Africa – Management System

- // Why safety? Why do we need a management system?
- // The global strategy on Occupational Health and Safety, different management systems
- // Bayer's current management system for safety
 - // Hierarchy of controls in Risk management
 - // HSE performance and why do we need to measure it?
- // Participation and Consultation

HSE in Africa- Implementation, Mitigating Risks & Best Practices

- // Risks in Agriculture
- // Prescribed topics:
 - // Storage of Chemical Safety
 - // Equipment safety
 - // Pest Control- Spraying
 - // Field Operations
- // Good Housekeeping practices



Saheera Haniff



Professional Experience

- Trained as a Social Scientist
- 13 years at Bayer
- 2008:WEMA Project Co-Ordinator,
- 2017 :Breeding Operations & Community engagement manager
- 2019: Africa Strategy & Operation Lead
- Post Graduate Diploma In Human Resources



My Family

- Achiever
- Analytical
- Focus
- Responsible
- Deliberate

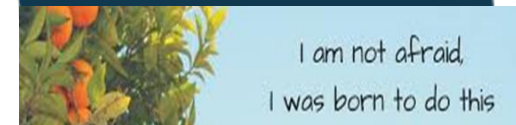
My Competencies

- Reading
- Outdoors
- Travelling across SA with my family

My Hobbies



- Improving lives
- Developing people and teams



My Passion

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Creating a safe place to work



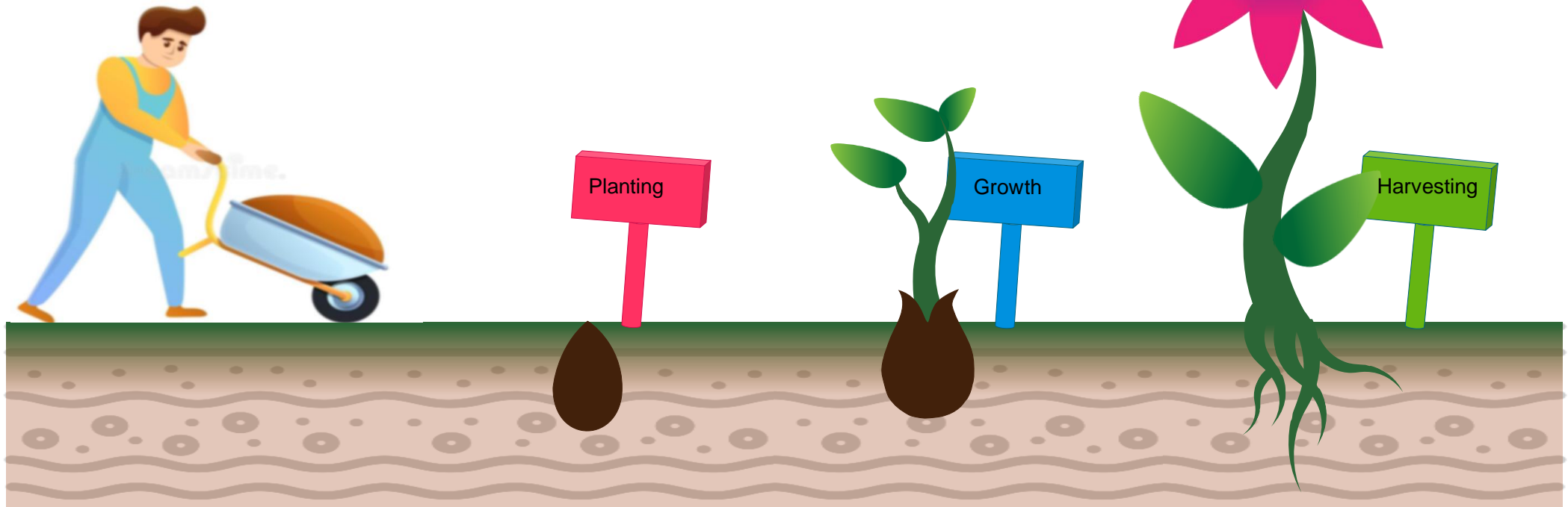
What does this mean?



*A **safe** and healthy workplace not only protects workers from injury and illness, it can also lower injury/illness costs, reduce absenteeism and turnover, increase productivity and quality, and raise employee morale. In other words, **safety** is good for business. Plus, protecting workers is the right thing to do.*

Safety as an Enabler

- Respect (enough said...).
- Confidence that management knows what it's doing.
- A personal safety vision communicated by supervisors.
- Open door policy (bring it, good or bad).
- Making good decisions in difficult times (pressure's on).
- Holding everyone accountable for his/her responsibilities.
- Making the connection between leadership and culture.
- Employees feel uncomfortable not being competent.
- Safe producers get promoted.
- Always thinking about what might go wrong.





Global Strategy on Occupational Safety and Health

OH&S Management Systems

Occupational accidents and diseases cause great human suffering and loss. The economic cost is high. Yet public awareness of occupational safety and health tends to be low. All too frequently it does not get the priority it merits. This must change and action needs to be stimulated and accelerated nationally and internationally- International Labour Organisation(ILO) Conference 2003





Why do we need a safety management system?

It can be either a formal or informal system- Industry standards, legal and & company standards

- Help Organizations minimize the risk of harm to all those working under their control (defined as „workers” within the standard).
- Provide a platform for continual improvement in OH&S performance.
- Integrate OH&S within an organization’s overall business management system.
- A Core Value based Health and Safety Program Represents Management Commitment
- Legal Obligations and Compliance
- Improves Productivity
- Safety Culture development- Ownership and accountability





Bayer's management system and approach to safety



Why ISO 45001?

Why we use it ?

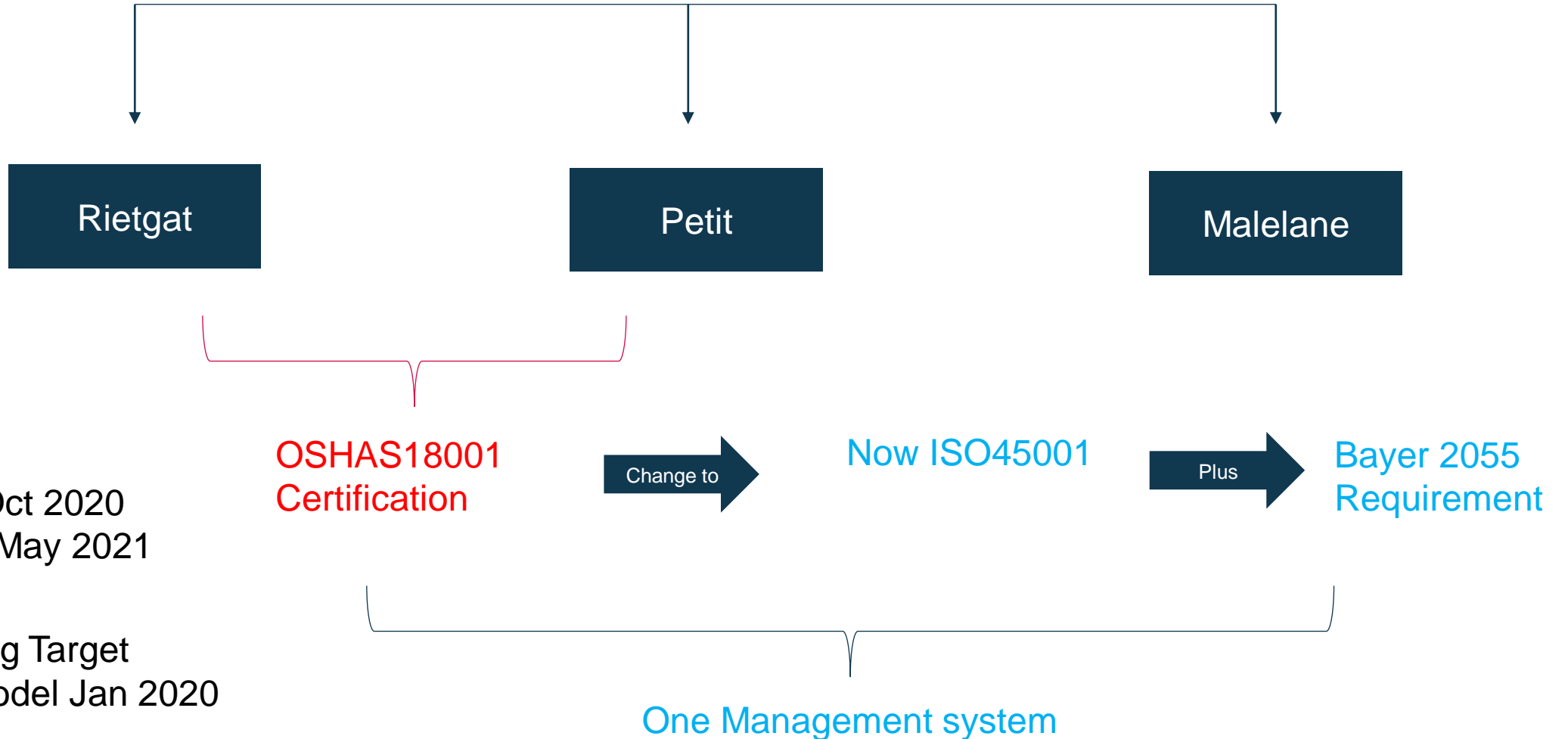
- Strong management of our Continuous Health, Safety and Environment improvement processes.
- **Reducing risk exposure for our people in a structured and controlled way.**
- In line with needs for Global Reporting Initiative (GRI).
- In line with the UN-goals to transform the world by 2030.
- Leadership commitment and worker participation
- Safety is part of our Corporate Strategy
- Improved safety culture
- Process driven





HSE- The certification journey

Current management system and what we are hoping to achieve





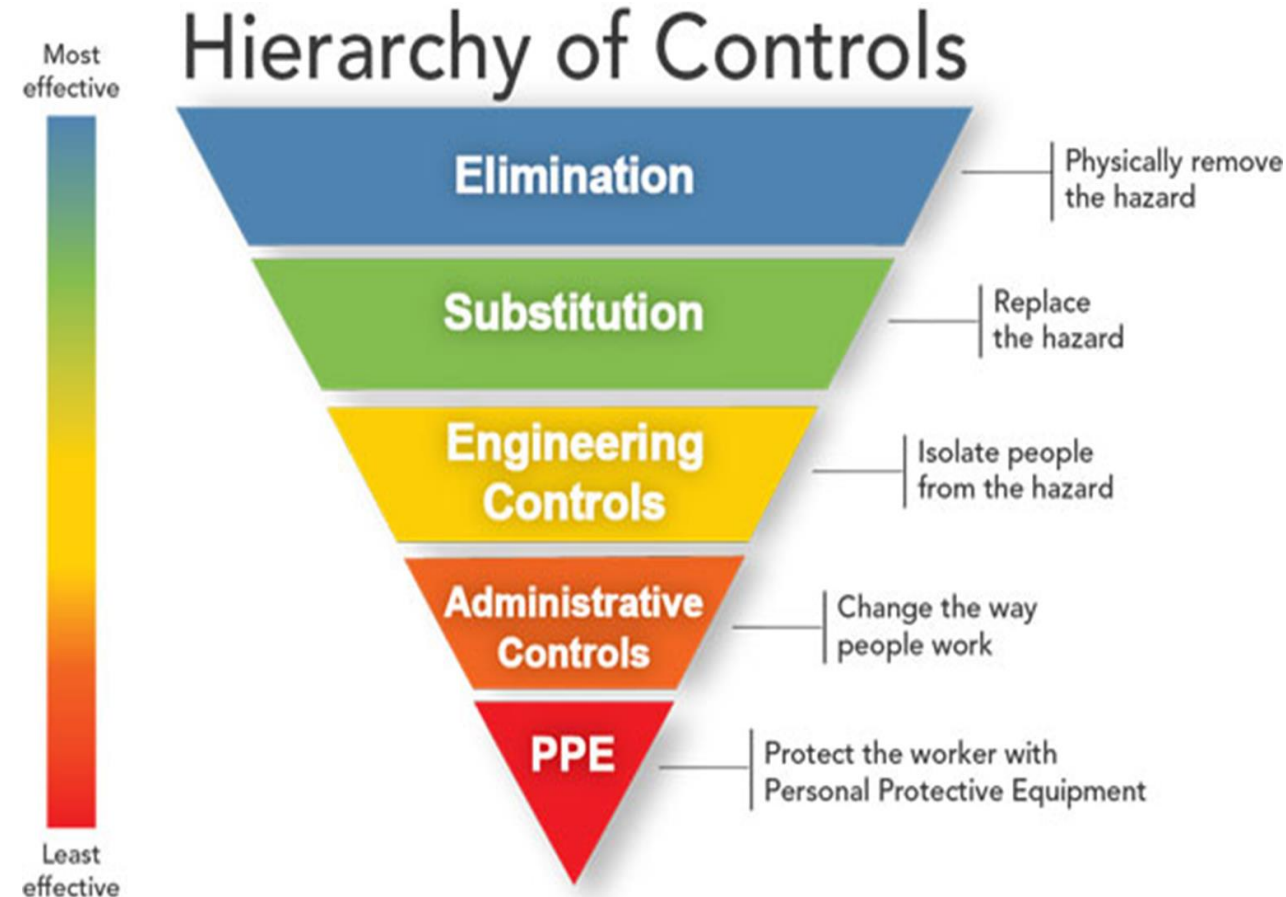
Risk Management

Eliminating hazards and reducing risks

Identify your Top 5 risks that you face...



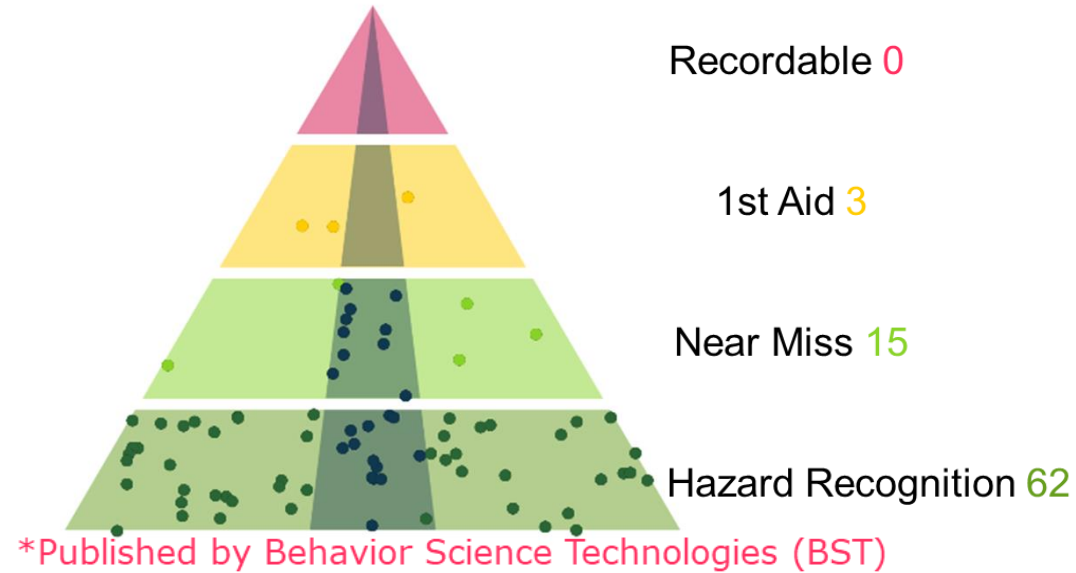
The organization shall establish, implement and maintain a process(es) for the elimination of hazards and reduction of OH&S risks using the hierarchy of controls.





HSE Performance

Lagging and Leading Indicators



•LEADING

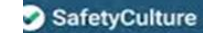
- **Prevent** workplace injuries and illnesses.
- **Reduce** costs associated with incidents.
- **Improve** productivity and overall organizational performance.
- **Optimize** safety and health performance.
- **Raise** worker participation.

•LAGGING:

- **Injury** frequency and severity
- **Recordable** Injuries
- Lost workdays
- Worker's **compensation costs**

#SafetyQuotes

An incident is just the tip of the iceberg, a sign of a much larger problem below the surface. -
Don Brown





How to get involved: Participation and Consultation

Fostering a safety culture

Participation and consultation is managed at site level through several procedures:

- The periodic review of site risk assessments
 - Job Safety Analysis process
 - HSE Reviews and implementation
 - Housekeeping inspections
 - Behaviour based Safety Programs, driven by employees
 - Site specific safety teams
 - Medical Surveillance program
 - Training
 - Report unsafe behaviours and acts
- Participation in incident analyses and determination of controls
 - Safety meetings and committees
 - Workers councils
 - Company Safety Day
 - Compliance day
 - Off the Job efforts and campaigns





Health Safety Environment

HSE in Africa



14th July 2021

Kerry Lainis



Your Safety
our Passion!

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Kerry Lainis

Breeding Health Safety Environmental Specialist



Professional experience:

- Admin Assistant / HSE – Petit site
- HSE Coordinator – Petit site
- HSE Specialist – Petit and Rietgat sites
- Breeding HSE Specialist
- 18 years experience in HSE



My Family

- Achiever
- Deliberative
- Learner
- Intellection
- Input

My Competencies



My Hobbies

Passionate about
keeping people
safe and well!

Passion

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Agriculture (Hazards and risks)

Agriculture is a hazardous industry.



Farmers and farm workers are exposed to many hazards and risks associated with agriculture with a high number of injuries and fatalities being reported.



Equipment:

- // Tractors
- // Combines
- // Implements

Agriculture
is one of the
most
hazardous
industries

Chemicals:

- // Handling and mixing of chemicals
- // Chemical application
- // Exposed to chemical hazards

Vehicle:

- // Uneven gravel roads
- // Poor road conditions

In order to reduce incidents and injuries we look at the hazards and Risks associated with the operations and implement control measures:

- Checklist and maintenance
- Personal Protective Equipment (PPE's)
- Engineering controls

Field Operations

- // Ergonomics – manual field operations
- // Heat stress
- // Trip hazards
- // Snakes and insects



Practical approach to safety, how we can do it safely?



Health Safety Environment Discussion topics

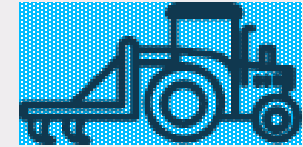
Mitigating risks

Creating a
safe place to
work

Storage of chemicals and chemical safety



Equipment safety



Pest control (Spraying)



Field operation safety





Storage of chemicals and chemical safety

Chemical should be stored as follows:

- // Stored to ensure that incompatible chemicals do not mix (refer to the Materials Safety Data Sheet - MSDS)
- // Do not store liquid chemicals above solids to avoid contamination or reactivity
- // All corrosive chemicals should be stored in a spill tray.
- // Ensure shelving is not overloaded (load limits).
- // Store chemicals to prevent unauthorized access or use (locked away)
- // Do not allow chemicals to be stored in areas where there are ignition source
- // Ensure adequate ventilation
- // Have the MSDS file available in chemical storage area
- // A containment system must be in place to contain 10% of the volume of the containers or the volume of the largest container (which ever is greater)



Spill kit



Best practices



Emergency drill for chemical exposure



Emergency shower



Must be checked monthly

Safe storage for flammable chemicals



Containment in case of spill



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Machinery safety (Field equipment and processing equipment)

- // You must be authorized by your manager to operate the farm equipment
- // Check farm equipment prior to use
- // Make sure that your equipment is well guarded
- // Ensure PTO's (Power turn over) are always in good condition
- // Keep away from farm equipment while it is in operation.
- // Safety Shoes are mandatory when approaching or operating farm equipment.
- // Always wear your seatbelt.
- // Do not leave the vehicle until: (Lock out / tag out)
 - // The engine is switched off
 - // The parking brake is on.
- // Safe Operation Procedures' /risk assessments



PTO



Guarding of moving parts



Pest control / chemical application

When Spraying:

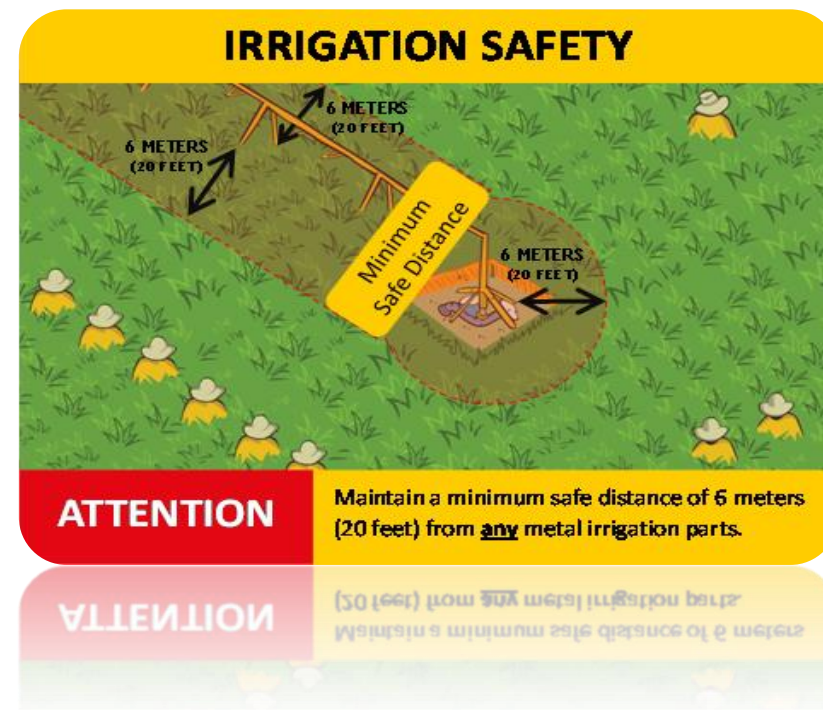
- // Ensure PPE's as per label/MSDS are used during spraying
- // Employees trained in the hazards associated with spraying (refer MSDS)
- // Ensure all equipment and PPE's are washed and decontaminated or disposed of safely
- // Ensure the backpacks are in good condition and there are no leaks (Checklist).





Field Safety

- // Heat stress
 - // Provide fresh and sufficient drinking water
 - // Regular breaks
 - // Start the workday early and break during the heat of the day
- // Irrigation safety
 - // Ensure all irrigation equipment is in good condition
 - // Have DB/Electrical boxes inspected prior to season
 - // For laterals and pivots keep a safe distance of 6 meters from any metal irrigation parts
- // Snakes and insects
 - // Provide insect repellent
 - // Awareness on what to do in case of snake sightings and have an emergency plan in place
- // Eye injuries (Maize) safety glasses – crop height
- // Be aware of slip, trip and falls (Driplines/irrigation pipes/uneven ground)
- // Ergonomics in the field
 - // Rotate employees who are performing repetitive tasks or having to bend for long periods





Housekeeping

// Good housekeeping = reduced risk of incidents

// What is wrong here?



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Thank you!



When people feel safe, they bring their full genuine selves to work and thrive, and when they thrive, their organisation thrives.

