

//Case Studies

Promoting Health & Safety #1: Keeping our team safe from CO₂

Safety is the number one priority for DB and CO₂ is one of the 12 biggest risks to employees. As such, DB has CO₂ awareness and detection measures in place across all operational sites, such as compulsory training for all staff (regardless of role), tight CO₂ controls on all operational sites and monitoring in all high CO₂ risk areas. However, during 2016 we identified that a number of our people could potentially be exposed to CO₂ away from DB sites and within our customer premises during their working day.

Most beer systems in New Zealand are driven by CO₂, and the risk of CO₂ exposure can occur if there is a crack or a loose joint within the system. As CO₂ is a colourless and odourless gas, detection is difficult without proper monitoring.

A high concentration of CO₂ can displace oxygen in the air. This high concentration of CO₂ within a confined space can cause symptoms such as rapid breathing, rapid heart rate, clumsiness, emotional upsets

and fatigue. As less oxygen becomes available, nausea and vomiting, collapse, convulsions can occur, and extreme exposure could lead to coma and death.

A thorough investigation of all DB sites and customer work spaces was done in early 2016 and as a result all employees who could potentially be exposed to CO₂, were fitted with a personal CO₂ monitor. These are used during all relevant customer visits in order to detect potentially harmful levels of CO₂. If any unusual levels of CO₂ are detected the alarm on the monitor will immediately sound until it has been disarmed by our team member.

Nearly 50 of our staff were trained in the correct use and application of these monitors with regular calibrations of the personal monitors being performed by an external company.

In addition to DB staff gaining peace of mind when working in potentially hazardous environments, the personal CO₂ monitors can provide peace of mind to our customers by alerting them to any potential leaks or risks in a timely manner.

Watch the video below to find out more



“Having the personal CO₂ monitor makes me feel safer in my job”

Scott McEwen, Territory Manager

“It offers peace of mind to not only me, but to my customers”

Jennifer Florkowski, Territory Manager

Promoting Health & Safety #2: Walking the Walk

While Health & Safety has long been a priority for DB, more recently we identified that employee wellbeing was also an extremely important focus. We already had a well-established Health & Safety committee, however we knew from talking to our people that there was a desire for an elevated focus on personal wellbeing.

In order to establish a programme that met the needs of our people, it was important to include them in the process of developing it. We worked with people from across the business to design a name and logo, and from that, Brew Well – Be Well born.

The formation and subsequent calendar of activities and initiatives has seen an exceptional result in our culture survey, with an 8% annual increase in our engagement score.

Brew Well – Be Well includes a wide variety of initiatives to ensure that we engaged with a large number of our staff and departments.

In 2016 our highest engagement came in April from the inaugural FitBit challenge. DB laid the gauntlet to their staff to collectively (and virtually) walk to the HEINEKEN offices, located 18,000+ kilometres away in Amsterdam.

Over 280 of our staff took part in the FitBit challenge, which pitted departments against each other to get the step count up. Teams would sync their step count daily, and engage with each other and other departments through the app where the team tallies were collated.

The FitBit challenge dramatically changed the way we worked. We noticed a decrease in the number of emails being sent, with people getting up and walking across the building instead. Teams had walking meetings, people walked to work and cross functional teams got together for walks at lunchtime.

At the completion of the FitBit challenge the engagement went well beyond the original 280 staff who participated, with the whole company was supporting the participants. The dedicated DB staff, from all across our sites, took it in their stride and managed to collectively make it to the home of HEINEKEN in 26 days.

Over 27 million steps
18,120 km
in 26 days

**“People weren’t emailing,
they were walking up and
down the stairs to get to
each other and emails
dropped off.”**

Ainslie Easton, HR Advisor

