


People

We meet our responsibility towards people and society – both globally and locally, inside as well as outside our company. On the one hand our focus is on the qualification, safety and health of our own employees; on the other hand we are committed worldwide to fair working conditions, respect and tolerance also beyond our company boundaries, and support disadvantaged families with social projects based on local requirements.



 Find Out More About Our People Engagement



Our Measures in 2016

- Adaption of the system checklist for our Environmental Protection and Safety Management Audit Scheme (ESMAS) based on the outline of the new standard ISO 45001.
- Carried out regional SHE (“Safety, Health and Environment”) workshops and “Major Risk Assessments” in Europe and Latin America (Mexico).
- Development of a regional SHE network for the region Asia/Pacific.
- Expansion of the “good for me” service portfolio in the key areas Balance, Prevention/Early Recognition, Exercise, Nutrition, and Work Environment.
- Organization of “Go kompakt” days at the affiliate Beiersdorf Manufacturing Hamburg (BMH).
- Implemented a Europe-wide concept for product donations.
- Defined a 2020-target for refugee aid at the company headquarters in Hamburg: By 2020 we will have provided 100 integration internships at our headquarters.



Our Achievements in 2016

- Carried out “Major Risk Assessments” for selected production centers.
- Audited our production centers in Poland (Poznan), Mexico (Silao) and China (Shanghai) according to the internal ESMAS audit system, which is based on ISO 14001 and OHSAS 18001.
- The total number of accidents causing work absence of more than one day was reduced from 73 (2015) to 50 (2016).
- -53% work accidents in our production centers vs. previous year.
- Over 700 employees took part in free skin-cancer screenings (350 employees in 2015).
- Continued realization of NIVEA's social commitment in 34 countries.



Our Next Steps

- Further strengthen the global collaboration between the safety engineers of our production network to improve our safety culture.
- Conduct regional SHE workshops.
- Further training for safety engineers with a focus on machine safety.
- Expansion of “One Fit Team”, a team-specific and requirement-oriented health program.
- Organization of Skin Screenings in cooperation with Eucerin.
- Strengthen social projects at our production centers.