Sharing our Dan’Cares experience: Learnings and Achievements

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A Global Business Network for Social Protection Floors
ILO
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Why Dan’Cares?

- « Delivering health through nutrition to as many people as possible » is at the heart of Danone’s mission
- Danone Cares about its customers and its Danoners
- Providing good quality health coverage for core risks to ALL Danoners is an HR fundamental
Why Dan’Cares?

To share the value with All Danoners starting with the essential.

Dual Project:
1. Creating Value
2. Sharing Value = Sustainability

LT Benefits

Profit sharing

HR Fundamental
What is Dan’Cares ambition?

- Provide a healthcare coverage on 3 CORE RISKS: hospitalization, maternity, outpatient
- Assessed on 3 CRITERIA: quality, accessibility, out of pocket expense

For ALL Danoners
Main steps
From a Project to the Programme

**Step 1**
Design of ambition & audit in Top 15 countries (85% of employees)

**Step 2**
Project launch: creation of Acceleration Fund, global coordination of Action Plans

**Step 3**
Audit in 26 new countries & Action Plans in 5 new countries
Measuring progress and ROI: KPI’s
Internal & External Communication Plans
Major Action Plans developed in 13 countries

- Mexico
- Brazil
- Spain
- Saudi
- Poland
- Russia
- China
- Indonesia
- South Africa
- Italy
- Thailand
- Malaysia
- Algeria
Achievements

• The source of tangible social and economic impacts

**Improve** Engagement

**Reduce** absenteism

**Improve** Motivation

**Reduce** turnover

**Accelerate** Cross CBU mobility

**Boost** Employer Branding and Attractiveness
Verbatim Danone People Survey on Benefits:
“DANONE makes a real difference”

“Nothing can compare to other company as Danone taking care & giving good benefits to their employee.”

“We offer a wide variety of benefits and opportunities to suit individuals - some big, some small - but they all help to make us feel like people and not just a number in a big organisation.”

“Danone takes care of employees’ health and wellness with regard to excellent employee benefits... It is very important for our families.”
DAN’ CARES IN SUMMARY

Toward All Danoners
with a health coverage meeting Dan’Cares ambition

Dual project
Social & Economic

People Survey on Benefits:
DANONE makes a real difference

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