



NAVEX Customer Success Story

# Séché Environnement advances regulatory compliance and employee culture with NAVEX

“NAVEX provides us with the right tools to help us meet the standards of a growing regulatory environment. They really help our compliance program align with advancing our employee culture.”

**Philippe Gangloff**

*Chief Compliance Officer*



## Highlights



### Industry

Environmental Services & Equipment



### Number of Employees

over 6,000



### Challenge

Implement an efficient, centralized whistleblowing and incident management solution to meet growing regulatory requirements



### Solution

The NAVEX Whistleblowing & Incident Management solution provides a centralized program that is easy to use, efficient and scalable for Séché’s growing business

## Solution

**SINGLE-PRODUCT**

EthicsPoint®  
INCIDENT MANAGEMENT

## About Séché Environnement

Headquartered in Change, France, Séché Environnement is a family-owned and managed global industrial group operating in 16 countries with 112 locations worldwide. Séché specializes in waste recovery, the circular economy, environment services and low-carbon energy production, and offers innovative solutions to accelerate the ecological transition of manufacturers and communities.

For almost 40 years, Séché has been developing cutting-edge technologies to surpass regulatory standards and devise pioneering processes and methods such as thermal, physico-chemical or biological treatments, storage of final waste, regeneration of chemical products, recovery of materials and energy, and more.

With over 6,000 employees worldwide, Séché has a progressive culture that promotes empowerment and encourages everyone to take initiative. Their teams around the globe are focused on benefiting communities and bringing about positive environmental transitions.

To learn more about NAVEX EthicsPoint Incident Management® or to schedule a demo, please visit [www.navex.com](http://www.navex.com) or call us at U.S. +1 866 297 0224 or EMEA +44 (0) 20 8939 1650.

## Challenge:

Séché Environnement is a family-owned industrial company that is also publicly traded. The company and their leadership focus as much on the importance of their people and culture as they do on the need to meet the stringent regulatory standards required of a public company.

Regulations in France require Séché to put programs in place with processes and procedures to prevent corruption. One of the pillars of this regulatory program requires a whistleblowing channel that must be deployed not only in France but internationally.

Séché has several subsidiaries in other regions where there are no resources such as a local compliance officer to manage these requirements. They needed a centralized tool to be able to manage the whistleblower and incident management function. In addition, the program needed to be open for both employees and third parties to access and use, whether reporting anonymously or not.

## Solution

A little over four years ago, Séché went through the process to identify a partner to provide a whistleblowing and incident management solution. They were familiar with NAVEX as a compliance partner for several larger companies they worked with. NAVEX was the clear front-runner as the price point was very competitive, the solution suite and expertise were impressive and the experience was positive.

They implemented the NAVEX Whistleblowing & Incident Management solution via a combination of in-person training, online training and learning modules which were very effective. Philippe Gangloff, Séché chief compliance officer, has found the solution to be very effective and easy to use with both online and phone contact options available. Interestingly enough, employees have only used the online contact option thus far.

“We are confident in the NAVEX Whistleblowing & Incident Management solution we have in place to help us maintain compliance,” Gangloff shared. “It helps us meet our requirement to have a formal program in place for employees to voice issues and submit complaints. The solution’s oversight and reporting capabilities are also very valuable and it has become one of the strongest pillars of our compliance program.”

“NAVEX Whistleblowing & Incident Management helps expand our internal controls. It’s a tool to identify very serious issues so they can be corrected but it also helps identify suspected incidents fraud so they can be addressed early on and stopped directly. In terms of culture, it’s quite good because it sends a message to our employees, ‘You have a voice and we want you to speak up.’” Gangloff added, “In addition, no one in the company, not even senior management, has access to what individual employees report, so that level of confidentiality is very valuable.”



EthicsPoint®

INCIDENT MANAGEMENT

An effective incident management program does more than reduce people and regulatory risks. EthicsPoint, NAVEX's hotline and incident management software, helps your organization demonstrate your commitment to operate ethically.

## Results

Since partnering with NAVEX, Séché has experienced greater efficiency and time savings with reporting key performance indicators, and exporting and accessing reports is much easier. They also have confidence knowing NAVEX meets data protection standards and is GDPR compliant, which is essential for any compliance partner.

"Partnering with NAVEX and using the Whistleblowing & Incident Management solution has had a positive impact on our employee experience. It's a good signal that we take issues very seriously and have put in place a confidential, accessible and easy to use tool to enable employees to share issues or concerns without repercussions." Gangloff said.

Séché uses Whistleblowing & Incident Management to not only intake issues and complaints but to document and track follow up and resolutions. They use the reporting and analytics dashboard to report up to their audit committee, board of directors and external auditors who require non-financial disclosures. Gangloff explained, "It's a great, time-saving tool to have all of the information in one place for the auditors."

In terms of influencing company strategy, Séché uses the reporting channel of the solution which feeds directly into their risk metrics to enhance their program and enable them to adjust quickly if there's an issue.

"Regarding our partnership with NAVEX, everything is going very well and we appreciate the expertise and best practices they bring to the table which are very important in helping us meet regulatory requirements and enhance our company culture." Gangloff said. "What I like about partnering with NAVEX is that they help us hold everyone accountable to be ethical and responsible which has a positive impact on our company culture worldwide."

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