



Debro at IFT17

From June 25th-28th, Debro was invited to attend the IFT17 food expo in Las Vegas, Nevada by our largest food supplier, Jungbunzlauer. IFT stands for the Institute of Food Technologists, and the food expo attracts over 20,000 food science professionals, as well as 1,200 exhibitors from over 90 countries. IFT17 brings together suppliers, distributors and buyers from all aspects of the food science and technology industry. This expo also offers the opportunity to explore current innovation in the field as well as future trends in the food industry.

Debro met with over a dozen suppliers in three days. Fifteen of our major food suppliers also had booths at the expo. As well as meeting suppliers, this was the perfect opportunity for our suppliers to meet the newest members of our food team, Alicia Coyne and Jessyca Gomez, along with Debro's Food Business Unit Director, Ilia Paraschis, Vice President of Sales and Marketing, Paul Ruffo, CEO, Bill Heise and Chairman, Brian Imrie.

Debro also attended an exclusive party held by our supplier for colours and flavours, Gold Coast Ingredients, at Madame Tussuads wax museum.



A key session on processed foods at IFT17

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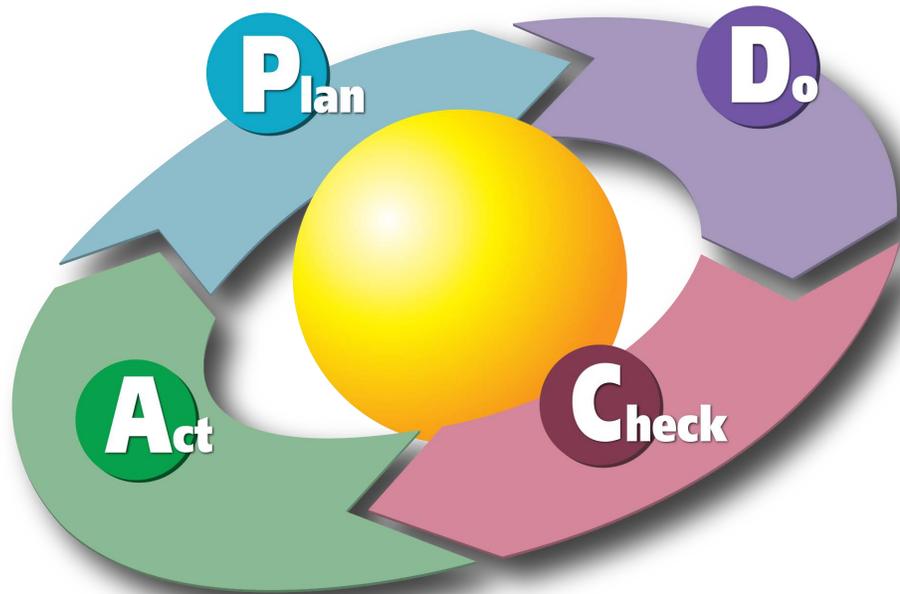
More on the PDCA Cycle

PLAN: Understand customer, business, and industry requirements, establish a procedure; assign each team member with specific operational responsibility and ensure appropriate resources are available.

DO: Work to the agreed procedure.

CHECK: Continual improvement of processes based on measurement.

ACT: Measure process performance and effectiveness.



The PDCA cycle at a glance

Debro gets ISO 9001:2015 Certification

Debro continues to compete as a leader in chemical distribution, and is proud to announce that it has successfully obtained certification under the new revision requirements for ISO 9001:2015 standard. Debro continues to focus on customer satisfaction and implementing quality goals that incorporate risk mitigation. In addition, Debro strives to continuously develop processes that ensure the safety and quality of our products and employees.

What is ISO 9001?

With the increasing demands on quality, price and service, implementing a structured and certified quality management system (QMS) is one of the most effective ways to enhance customer confidence. The ISO 9000 family of quality management system standards are designed to help organizations ensure that they meet the needs of customers and other stakeholders while also meeting statutory and regulatory requirements related to a product or program. ISO 9001 is one of the most popular and most commonly used standards for QMS with over one million organizations worldwide that are independently certified. The advantages of being certified ensures an independent audit of conformity as well as national and international recognition.

2015 Revision

In the last few years the 2015 version of this standard was published which included key improvements such as an increased emphasis on achieving value for the organization and its customers, emphasis on leadership, decreased emphasis on documentation, and a greater focus on risk-based thinking. The new revision helps address supply chain management more effectively. The methodology uses the process approach as a model focusing on the PDCA cycle: Plan-Do-Check-Act.

Bill 132: Shining a Light on Employer/Employee Responsibilities

In September 2016, Bill 132 was implemented targeting workplace sexual violence and harassment. This new legislation includes amendments to the Occupational Health and Safety Act (OHSA) with the aim of enhancing responsibilities in the workplace.

Workplace violence comprises of verbal and non-verbal behaviours that either exercises or threatens to exercise physical force against a worker. Employers are responsible for ensuring that a workplace violence program is developed, maintained and communicated with the Health and Safety committee/representative and their employees. This program must contain measures and procedures for:

- Assessing risks and procedures to control risks,
- Calling immediate assistance should work place violence occur,
- Reporting incidents, and
- Investigating and managing workplace incidents/complaints.

It is important to know that an employee may refuse work (with limitations for those who protect public safety), should they feel that they are in danger.

Workplace harassment includes actions like bullying, intimidating, or forms of offensive and intimidating communications. Employers are also responsible for the development, implementation and maintenance of a workplace harassment program. This program must include the following and should outline the duties/responsibilities of employers, supervisors, and employees:

- Procedures for reporting such incidents,
- Procedures for investigating and disciplining such behaviours, and
- Procedures on communicating results of the investigation.

For further information regarding the duties set out for employers, supervisors, and employees, please refer to the OHSA sections 25, 27, and 28 respectively.



Part of the Debro team at IFT17

Ready for a Lunch & Learn?

Successful organizations understand the importance of employee development and are always seeking creative and cost effective methods to advance their teams. Lunch and Learn programs facilitate informal, structured learning sessions that can be offered to inform employees and to create awareness about various departments and projects. They provide employees with an interesting alternative to a typical lunch break and incentivise attendance by providing a catered lunch. Common topics include product training, employee-led professional development, and personal development.

Lunch and Learn programs create an open channel for information flow and training. Whether the training is targeted towards professional & personal development, skill set training, or even life skills, these sessions can result in a boost in employee motivation and skills needed for a valuable and successful work experience.



Benefits of Lunch & Learns

1. No need to travel.
2. The sessions make excellent use of time, which is already limited throughout the day.
3. The informal setting allows a better channel for understanding and getting the point across.
4. Group training reinforces the overall company culture and builds morale.
5. It provides critical awareness for issues at hand.
6. An escape from the regular day-to-day activities can be a pleasant change.
7. Having a lunch already provided adds a nice touch for participants in exchange for their lunch period.

A warm welcome from Datacor at the 2017 interAXions User Conference

2017 Datacor interAXions User Conference

From May 16th to May 19th, 2017, Datacor held their 23rd annual Chempax event in Atlantic City, New Jersey. Debro's Vice President of Finance and Operations, Michael McDonald, and Accounting Manager, Tamara Keith, participated in the user conference that brought Datacor customers together for three days of education, networking and idea exchange. 247 members from the chemical manufacturing and distribution industries across Canada and the United States were in attendance.

A comprehensive curriculum educated the participants in the functionality available in Chempax VB and eChempax. A wide variety of introductory and advanced level seminars were an incredible opportunity to increase user knowledge.

One on one meetings with the Datacor software experts was an opportunity to learn about new products. Chempax VB.NET, a software product add-on to Chempax VB, was of interest to Debro. This automated exporting tool enables faster multiple information searches and flexible menu viewing.



Datacor interAXions User Conference in Atlantic City, NJ

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