



GMH Gruppe - Success Story Implementation of SAP S/4HANA EHS Workplace

AT A GLANCE

Initial Situation

- Disparate occupational health and safety processes across more than 16 locations
- Decentralized and partially redundant system landscape
- Lack of harmonization for risk assessments and documentation standards
- Ensuring compliance with legal regulations and industry standards
- High volume and lack of transparency regarding risk assessments
- Development and implementation of a master data concept (locations, activities, person assignments, risk assessments, and associated documents)

Customer Benefits

- On-time implementation of SAP S/4HANA EHS Workplace Safety
- Introduction of a group-wide harmonized occupational health and safety system
- Integration of optimized processes
- Recording and tracking of incidents and a digital first-aid log
- Standardized and centrally maintained risk assessments
- Utilization of risk assessment templates based on industry standards
- Positive evaluation by employers' liability insurance associations and trade supervisory authorities, as well as successful ISO 45001 certification
- Positioning of the GMH Gruppe as an industry pioneer in occupational health and safety
- Improved transparency and comparability across all plants through group-wide reporting via various KPIs

GMH Gruppe

The GMH Gruppe is a leading provider of steel solutions and innovative products for a wide range of applications in industry, mobility, and infrastructure. The GMH Gruppe's portfolio encompasses high-quality steels and forged products for use in demanding industries—from the automotive and railway sectors to mechanical and plant engineering, as well as power engineering and tool and mold making. Its products are utilized in a multitude of applications, including vehicle manufacturing, rail transport, plant engineering, renewable energies, and many other sectors.

The Challenge

The GMH Gruppe faced the challenge of unifying its occupational health and safety processes across more than 16 locations. Historically evolved structures had led to varying procedures and systems across all health and safety processes—for instance, in the maintenance of first-aid logs, incident management, the creation of risk assessments, the use of templates, and the documentation of risks and measures.

The existing processes were partially organized in a decentralized manner and were not consistently system supported. This not only hindered comparability between the locations but also increased administrative overhead and the risk of inconsistencies.

The objective, therefore, was to establish a group-wide, uniform system that would meet both legal requirements and the growing internal demands for transparency, efficiency, and standardization.

The Solution: SAP S/4HANA EHS Workplace Safety

To overcome these challenges, the GMH Gruppe decided to implement SAP S/4HANA EHS Workplace Safety.

The focus of the implementation was the harmonization of occupational health and safety processes and their migration into a central, group-wide system. This was based on a comprehensive analysis of existing processes at the individual plants and the definition of a uniform target operating model. Due to the high number of previously decentralized processes and solutions, as well as the evolved structures, this represented a significant challenge.

The solution focused in particular on the following key areas:

First-Aid Log and Incident Management

The efficient recording, analysis, and documentation of first-aid log entries and incidents were enabled through automated workflows, notification chains, and integrated reporting functions. This improves response times and supports the derivation of measures for accident prevention.

Risk Assessment

A uniform process for creating and maintaining risk assessments in a consistent format that meets current requirements was established. As a result, risks can now be evaluated across locations according to identical criteria, and measures can be derived systematically.

Use of Standardized Templates

A particular focus was placed on the introduction of risk assessment templates based on recognized industry standards. These enable the efficient and high-quality creation of assessments while simultaneously reducing maintenance efforts.

Centralized Data Management

All relevant information regarding activities, hazards, and protective measures is managed centrally within the system. This ensures transparency, consistency, and improved traceability.

Group-wide Utilization

The solution was successfully rolled out and is now in use across the entire group. This has enabled the achievement of consistent standardization of occupational health and safety processes.

Successful Collaboration as the Key to Success

The close collaboration between the GMH Gruppe's specialist departments and the project team was a vital success factor. Through regular alignment meetings and a structured project approach, the diverse requirements of the various plants were efficiently consolidated.

Special emphasis was placed on involving local experts to develop practical and widely accepted solutions. Furthermore, the phased rollout approach allowed for continuous process optimization.

Benefits of the New Solution

The implementation of **SAP S/4HANA EHS Workplace Safety** led to measurable improvements:

Harmonization:

Uniform processes and standards across all plants create transparency and comparability.

Quality Improvement:

Risk assessments now consistently meet high professional and regulatory standards.

Compliance:

Adherence to legal requirements is system-supported and ensured in the long term.

Recognition by Authorities:

The implemented processes—and specifically the standardized risk assessments—were explicitly praised by the relevant employers' liability insurance associations and trade supervisory authorities. The **GMH Gruppe** was highlighted as a leader in occupational health and safety within its industry.

Conclusion

With the successful implementation of **SAP S/4HANA EHS Workplace Safety**, the GMH Gruppe has taken a decisive step toward modern, efficient, and standardized occupational health and safety management.


The combination of process harmonization, system-supported implementation, and the use of industry standards creates a sustainable foundation for continuous improvement and underscores the company's pioneering role in the field of workplace safety.



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