



Sylvain Lobry

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Sylvain Lobry is VP Social Dialogue & Social Fundamentals at Danone, a major global player in the Food sector. He coordinates the global Social Dialogue policies and strategies of the company, based on Danone's unique history that always positioned Social Dialogue as a performance driver and a transformation enabler. His responsibility spans over the 90.000 Danoners across nearly 50 countries, where he acts as a guide and counselor to the management teams in their Labor Relations activities. He also leads the global relationship with the IUF (International Union of Food workers), structured around 9 Global Framework Agreements signed between 1989 and 2016, and a Global Works Council acting as a sounding board of the workers' engagement.

Beyond Social Dialogue, Sylvain leads the People & Communities pillar of the company Sustainability roadmap, coordinating and setting the pace for the social impact of the organization, covering advanced social standards, support of suppliers and communities, or protection of Human Rights.

Over his 25-year career journey at Danone, and especially in his current capacity, he played an instrumental role in shaping the social approach for major transformation programs, leveraging Social Dialogue for the constant adaptation of the organization. In the company, he has developed his experience in Organization Development, as Country HRD in Belgium and Benelux, as Regional HRD in Africa & Middle East, as Functional HRD in Global Operations and leading global projects.

Prior to Danone, Sylvain has been a Change Management consultant at Andersen Consulting, managing international transformation projects across Europe for 8 years, and developing specific expertise on the development of Change Ownership by operational teams.

In the 1st part of his career, Sylvain worked in the Press publishing and Press distribution sectors in France, the UK and Canada, where he got his 1st field experience of Labor Relations.