

POKA @ Trivium Packaging

The way we successfully managed
our Global deployment ...

October 2025



TRIVIUM
PACKAGING



From Pilot to Worldwide deployment



POKA Project organisation



POKA in Trivium & Key Points

Introductions – POKA Project Team



Hans 't Jong
POKA Project Owner
Global Quality Director



Stephane Albert
POKA Project Leader
Central Quality Champion



Jurriaan Appelboom
POKA Champion
Trivium Leeuwarden

Our objective:

- **Impact Quality Transformation, enabled by POKA**
- **POKA implementation is a success in all Trivium plants**
- **Success means ...**
 - **Operational Performances incl. Safety impacted**
 - **Frontline workers connected, engaged and delighted**
 - **All departments contributing with continuous improvement**

Trivium is a leader in metal packaging solutions

We protect whatever matters to you



Food



Nutrition



Seafood



Beverages



Petfood



Aerosols



Paints / coatings



Health / beauty



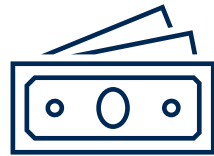
Trivium in numbers



2019

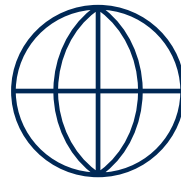
created through the
combination of
Ardagh Metal Food
& Speciality and Exal

Trusted and
experienced player
with entrepreneurial
mindset



B\$ ~3

revenues



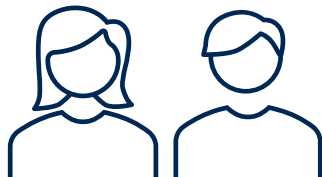
18

countries



57

locations



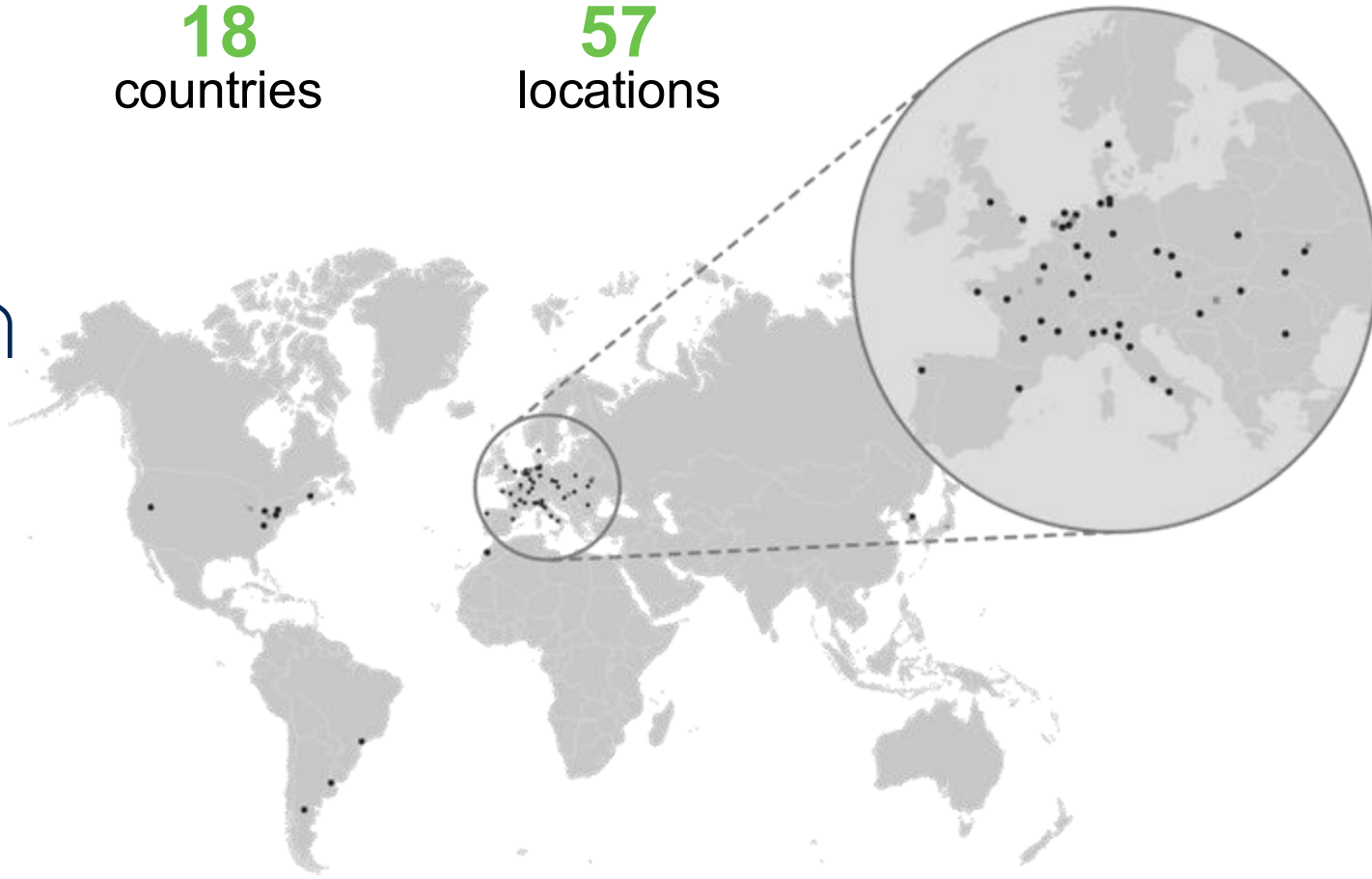
~7,400

employees



800+

customers



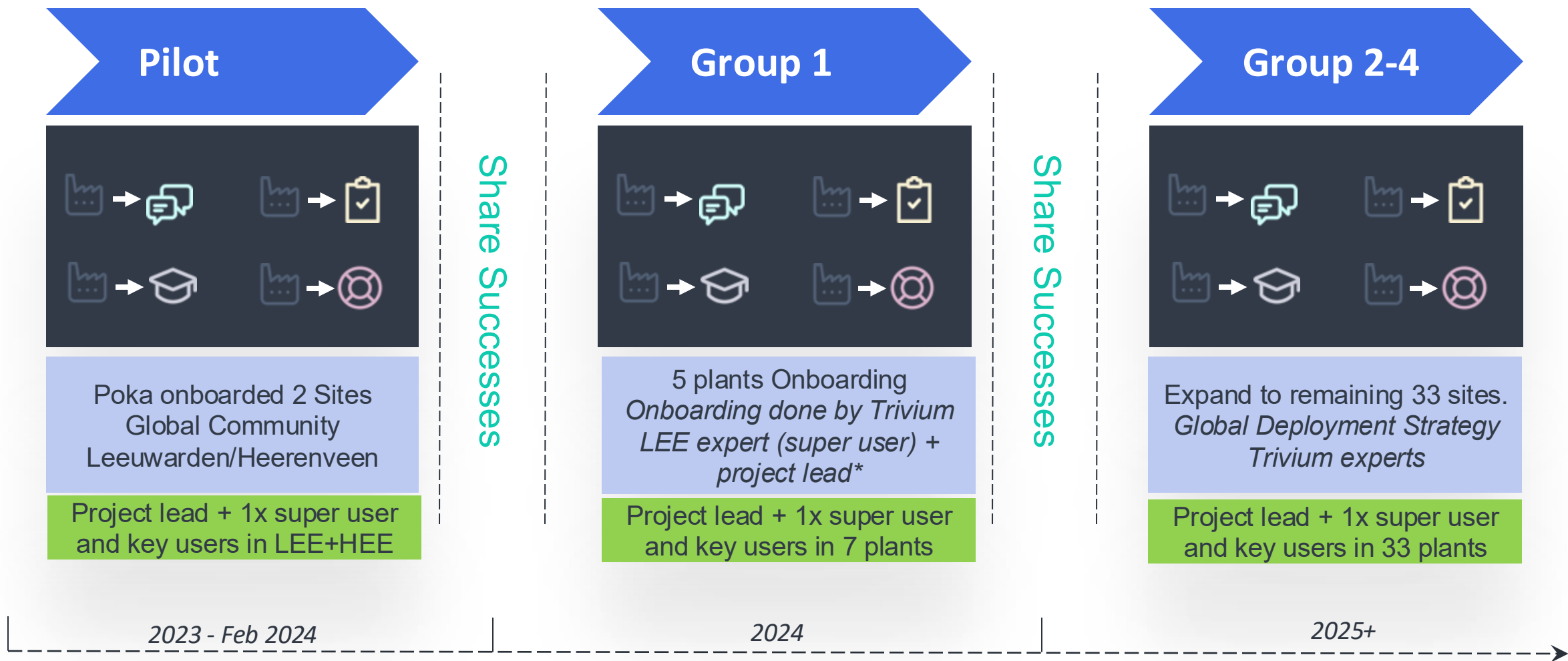
Dedicated to driving exceptional value for brands around the world

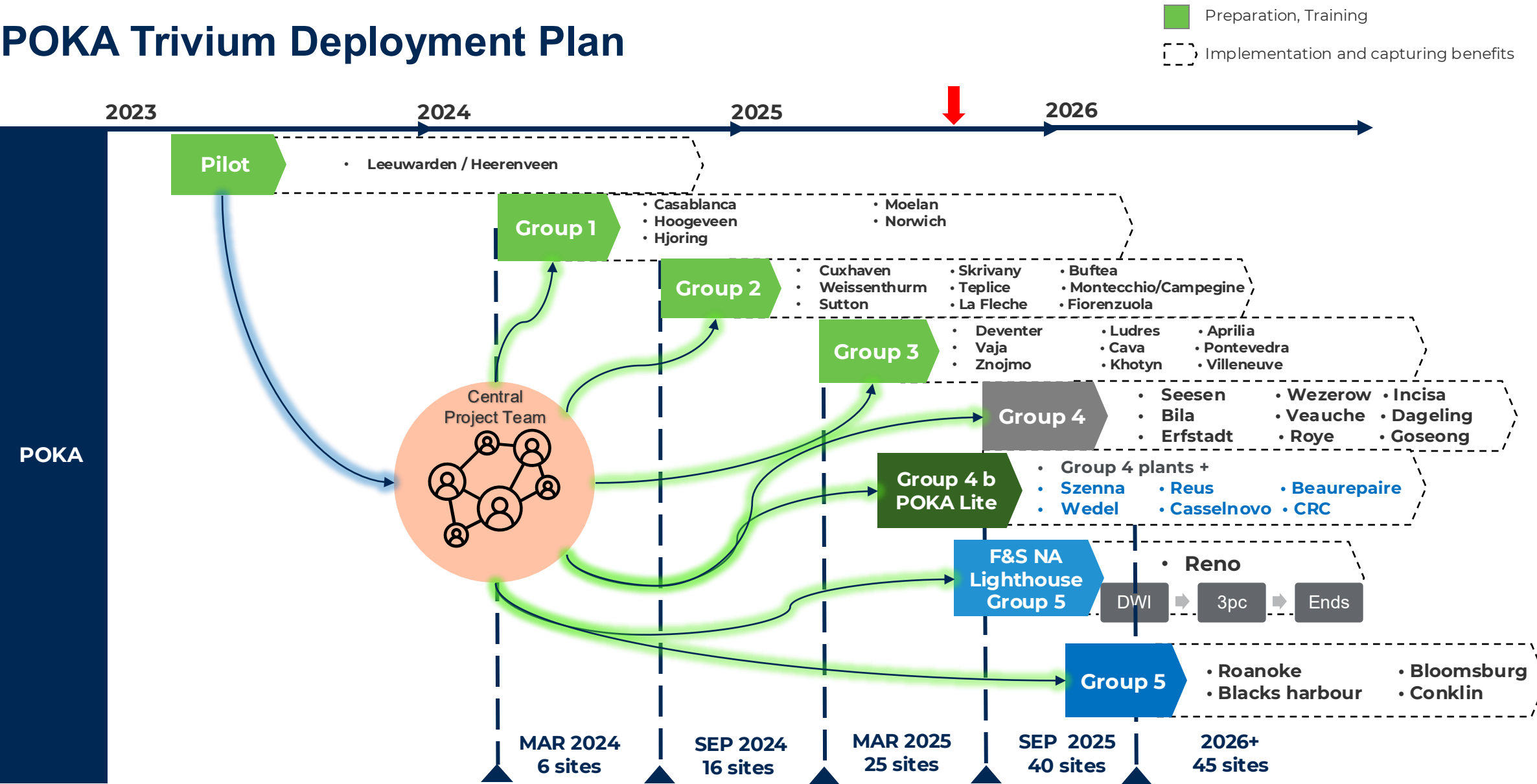


From Pilot to Worldwide deployment

PILOT & Train the trainers approach with Network of key users



POKA Trivium Deployment Plan



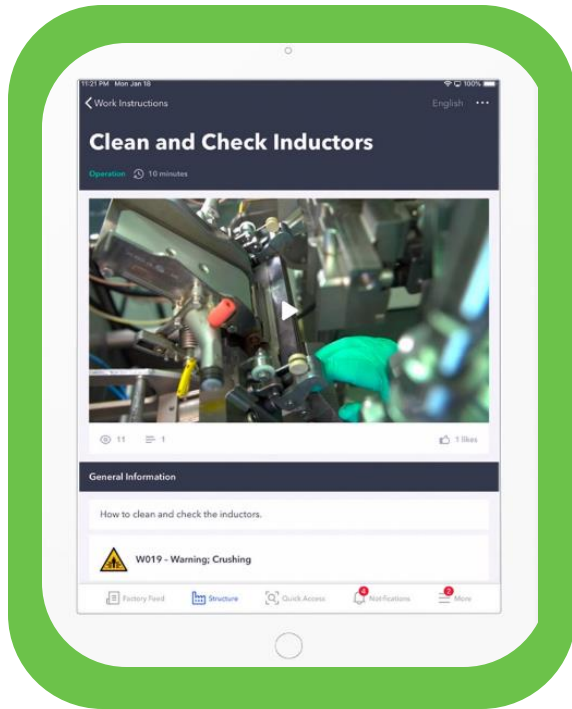
PILOT success, Deploy with Central Drive, Train-the-trainer, Key Users Network

Outcomes targeted with Poka

Reduce Spoilage Rejects & Rework	Reduce Equipment Downtime	Improve Quality	Improve Training Processes	Improve Health & Safety	Improve Employee Turnover & Value Proposition
Reducing spoilage rejects/rework made during production	Reducing line/equipment unplanned downtime from equipment breakdown	Improve Product Quality & PPM with SOP	Better training to reduce downtime (unplanned, planned, etc.)	Improve the health & safety onboarding of new employees	Improve Onboarding of New Employees
Reducing rejects/rework made during startups	Reducing line/equipment planned downtime for preventive maintenance (excl.planned shutdowns)	Increase FTR with setup procedures and SOP	Improve training in order to reduce rejects	Increase standardization of tasks to reduce risk of incidents	Increase Employees' Engagement & Empower employees
Reduce rework Sorting Hours	Reducing line/equipment planned downtime for changeovers (SMED)	Improve respect of Technical Best Practices	Improve training in order to reduce onboarding time	Increase safety awareness/training	Increase the job attractiveness
	Reducing line/equipment minor stops with increased reactivity	Reduce Energy Consumption & Improve Sustainability	Improve training in order to reduce incidents		Capture Knowledge and Know-How

What functionalities does POKA have?

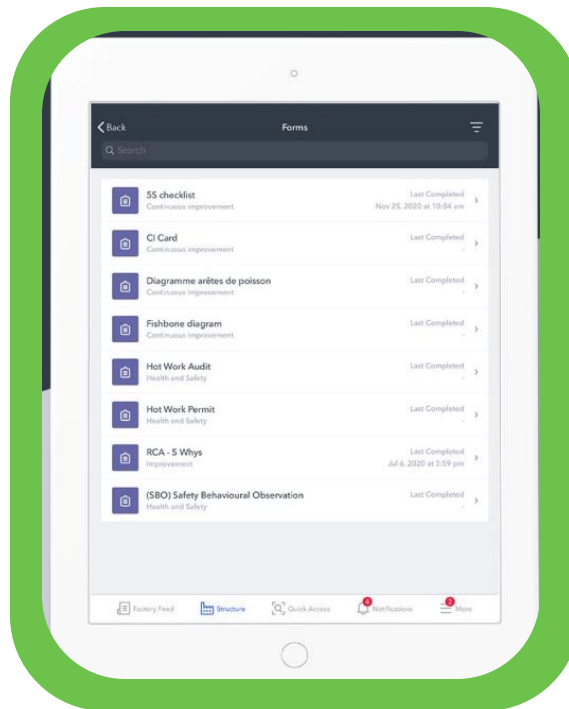
Digital Work Instructions



Give *employees access to the knowledge they need, when and where they need it*

Previously in sharepoint, folders, printed documents, etc.

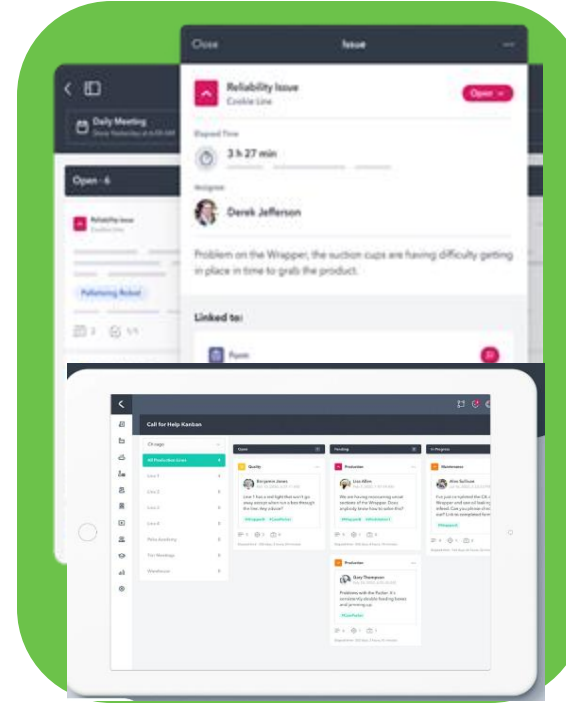
Checklists/Forms/Audits



Standardize activities and improve by following up on deviations

Previously Excel, Paper Checklists, Captions

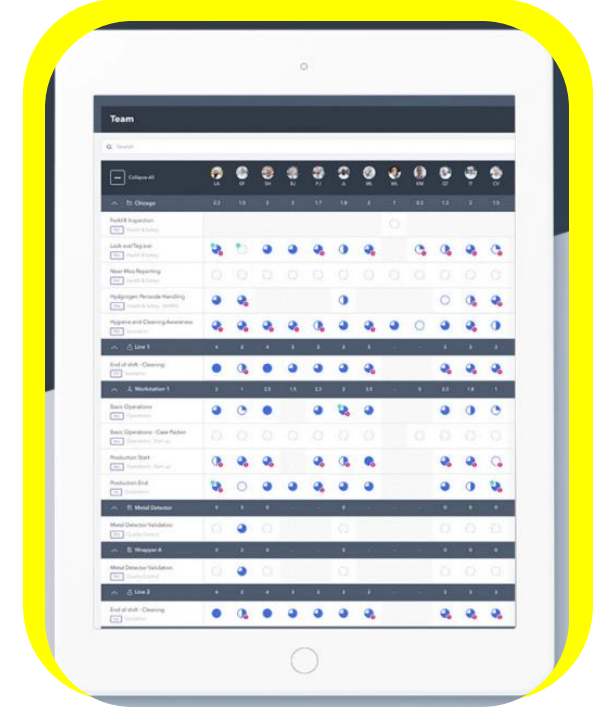
Issue management



Track, understand, and resolve issues faster with interactive issue management

Previously with Boards, Excel, ...

Skills Management



Clear overview of who masters which competency. Insight into training needs to plan training

Previously in Excel...

Digital work instructions

Height conversion.

Operations

Work Instruction

600

0

0

Procedure

1. Torn strook in langhans.

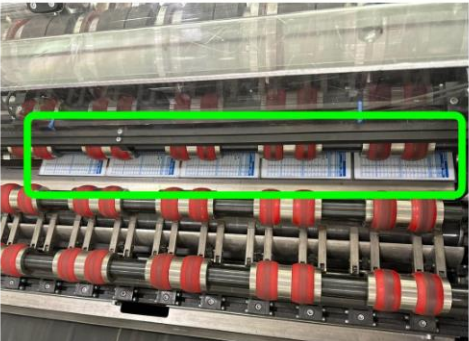
What

Torn a strip in the Langshans.

How

Cut a plate and allow the scissors to stop if the strips have fallen on the 2nd operation.

Now use the scissors to unwind 1 strip in the longitudinal shaft until the strip is just past the first row of red support rollers.



Forms & Checklists

Seperators 1201

☐ Seperator 1 (achter sealmachine 1)*

Reinig het magazijn en de bovenkant van de machine met met behulp van een witte doek met Interflon ECO Degreaser. reinig de Polycarbonaat plaat met een witte doek en Lastoclear



☐ De niveauplaat*

Demonteer de polycarbonaat platen en zuig de niveauplaat waar de seperators op gemonteerd zijn met behulp van de stofzuiger. Reinig de plaat vervolgens met Interflon ECO Degreaser en een witte doek.



☐ De polycarbonaat platen*

reinig de polycarbonaat platen voor het monteren aan de binnenzijde met een witte doek met Lastoclear. Monteer vervolgens de Polycarbonaatplaten weer en reinig de buitenzijde ook met een witte doek en Lastoclear



Communication

Vladimir Carkov

Process Engineer - Oct 9, 2024, 1:19:59 PM

Work on implementation of POKA for L1441 started.

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (Czech)

#CZ221441



5

0

0

1 Like

Skills

BOV Training

Operations

Training Program

Users

Information

Versions

Languages

1. What is a BOV?

BOV's, also known as Behavioural Observation Visits are audits which are conducted not on an area or line such as Safety Tours which are conducted, but on an employee at their workplace, whilst they are working.

The audits are conducted using the Capptions software which has a list of questions to ask, and tips on what to look for and how to conduct a BOV well.

BOV's are linked to Trivium H&S Leading Indicator KPI's which aim to reduce the likelihood of an incident or accident occurring through giving constructive feedback.

2. Why should we conduct a BOV?

BOV's enable quick and easy auditing of each of our four ISO certifications:

☒ Health & Safety

☒ Quality

☒ Environmental

☒ Energy

It means that we are able to do a quick check on how we are performing against each of those standards and take appropriate action if necessary.



Analytics

Production Lines

Issues

154

Location Type

Location Name

Issues

45

Creators

Issues

44

Issue Type Name

Issues

176

Issue management

Issue - #2278

Inspection request

3pc canmaking

Resolved

Resolution time

3 days, 1 hour, 49 minutes

Resolved by Stijn van den Hof - Oct 11, 2024, 12:47:27 PM

Assignee

Stijn van den Hof

Reassign

Oil line leakage. At the moment, please clean it up with maintenance.

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (Dutch)

Discussion

7

0

13

Alfred Paarhuis

Mechanical technical service engineer

Oct 10, 2024, 4:32:05 PM

Be able to give the link a touch. Looks like it's closed again. Just continue. Did edit key 13 of the line to get to it. Ordered a new one. Saved a lot of demolition work

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (Dutch)

Write a comment

Exams

Back to Skill

BOV Training

Questions

5

Points

5

Pass Mark

80%

Start Exam

Issue management in POKA

Bottom-Up communication and Formalized action follow-up

POKA issue management module allows us to track, understand, and resolve issues faster with interactive issue management

The screenshot displays the POKA Issues dashboard. On the left, a sidebar lists various departments: 3pc canmaking (11), Expeditie & Supply chain (3), Facilities & Engineering (2), and QHSE (0). The main area shows a grid of issue cards, each with a status (Open, Pending, In Progress, Resolved) and a type (Inspection request, Material request, Machine issue). Each card includes a brief description, the elapsed time, the creator, and the assigned person. For example, under 'In Progress', there is an 'Inspection request' for '3pc canmaking' with a description 'Transportriemen + geleiders vervangen. Onderdelen zijn aanwezig. 1 set riemen afboeken uit magazijn', created by 'Fokke Hoekstra' and assigned to 'Stijn van den Hof'.

The screenshot shows the detail view for Issue #600, a 'Quality issue' for '3pc canmaking'. The status is 'In Progress'. The elapsed time is 42 days, 0 hours, and 38 minutes, created by 'Danny Kleine' on Mar 8, 2024, at 9:42:02 AM. The assignee is 'Jan Bangma'. The description states: 'Internal ccp control camera procedure is not correct, firstly, it is only based on a pre-made bus. secondly, what do we base those dots on? It is intended for different zones. The procedure is also not good at all, like he shoots him out with those dots, but there is no mention that you should look at the zones in the camera if they are also rejected there. You also see a photo with a line but then nothing, no explanation. For example, there was a ccp bus but the camera doesn't see it, inspection, if it was clearer where to place the dot, the dot would have been in this zone. There's more. For further explanation, come by, otherwise it will be a very long story. This text was automatically translated, and may not accurately represent the author's intent.' Below the description are three photos. The 'Discussion' section shows a thread with a reply from 'Jan Bangma' on Mar 14, 2024, at 8:40:58 AM, thanking 'Danny Kleine' for the explanation. The 'Locations' section lists 'Camera inwendig 2101' at 'Pressco - Intellispec - 3pc canmaking'. The issue was created by 'Danny Kleine' (Line Technician) on Mar 8, 2024, at 9:42:02 AM.

Factory Feed: Enhanced Communication Channel

Machine issue

DDE

Open

...



Oege Kooistra

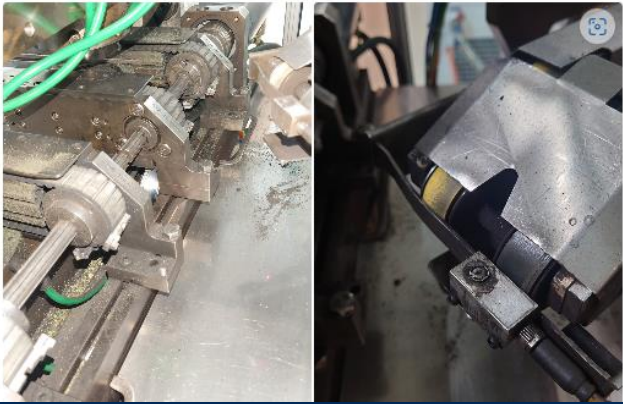
Apprentice Line Technician · Oct 21, 2024, 7:38:18 AM

When replacing the export transport of the seals, please carry out this correctly (LT-er or TGM'er can explain this) so we prevent the output belts from being unnecessarily damaged.

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (Dutch)

#DDE





Vladimir Carkov

Process Engineer · Oct 9, 2024, 1:19:59 PM

Work on implementation of POKA for L1441 started.

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (Czech)

#CZ221441



5

0

0

1 Like



Sarra Negro

Change Agent · Jul 18, 2024, 1:57:56 PM

Communication on lubrication N2: I inform you that Rachid has modified the lubrication program so that each time you reduce the frequency it returns to the standard after 3 minutes (25 sheets) in order to avoid forgetting

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (French)

#MA212202

23

0

0

4 Likes

Search in Poka

Stephane

General Administration (+16)

Wendel Witteveen

Change Agent · Mar 24, 2025, 3:36:22 PM

BU Speciality March 2025 communication: Watch the mini-explainer on customer centric communication and receive an update on February results and the 'Big Rocks' for coming months.

Work instruction for turning on subtitles

2024 SAFETY

2025 Big Rocks



Sarra Negro

Change Agent · May 17, 2024, 4:27:46 PM

new record N2 in volume and OEE 138625/8h, 94% OEE

This text was automatically translated, and may not accurately represent the author's intent.

Show Original (French)





Ian Davis

QHSE manager · May 8, 2024, 4:39:53 PM

We have made some changes to the handover form to make lot of the previously mandatory fields are no longer mandatory to type 'no' or 'none' every time :)

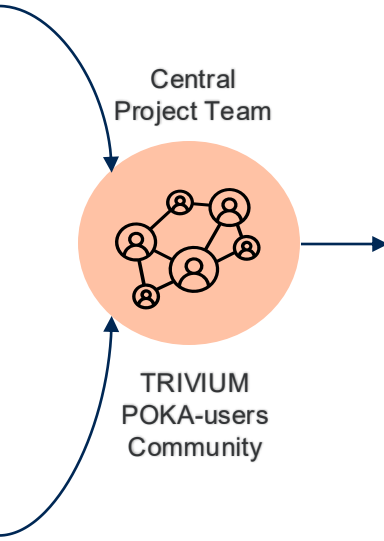
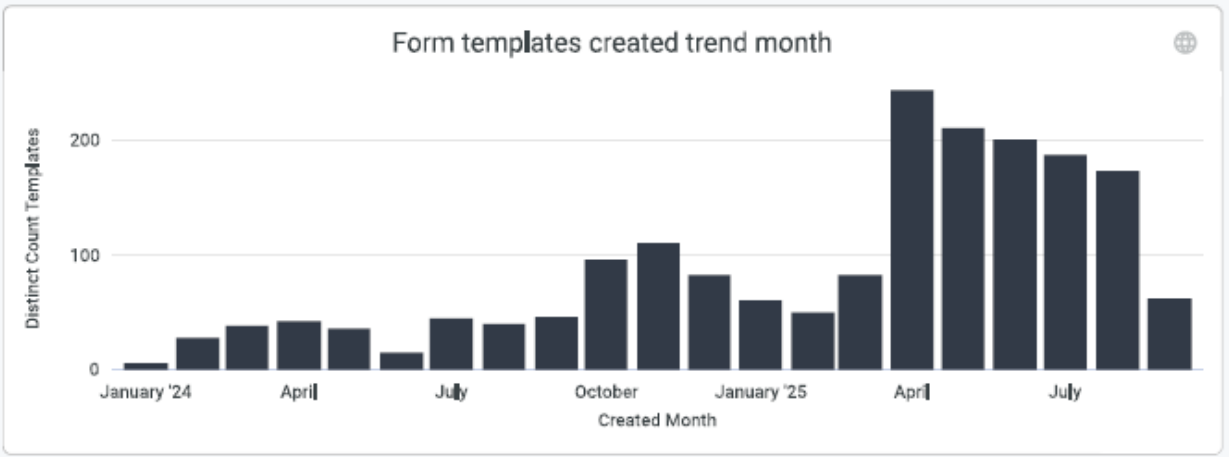
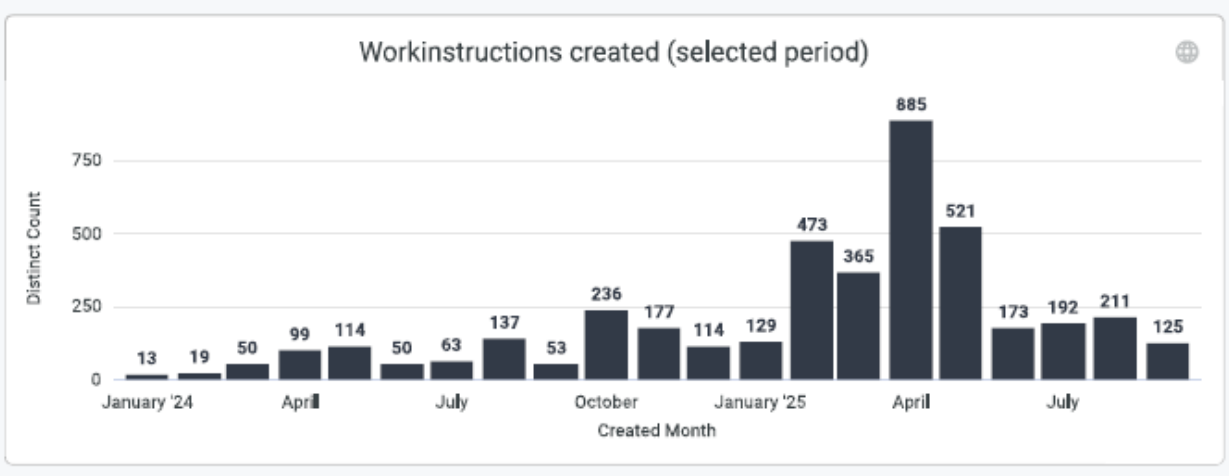
Any issues, let me know.

14

0

0

Discovering the power of POKA, Creating, Sharing... to the Trivium standard



POKA Topics – Trivium 2025
POKA topics either already in our POKA or as potentials

WI: Work Instructions
F: Forms
SM: Skill Matrix
IM: Issue Management

In Bold: priorities per function

Dpts	HSE	Operations / CI	Quality	Maintenance	HR/Training
Objectives	• Reduce Safety Incident • Increase # of SBOs • Reduce Skill Gaps for HSE training • Reduce incidents	• OEE Improvement • Production Prestart checks • Reduction of recurrent stops • OSG Best Practices embedded	• Quality defects • Reduce HFI • Reduce Waste • Positive release	• Reduce Problem • Resolution Time	• Reduce Training Time
Elements	1. Incident reporting (F) 2. Hazard reporting (F) 3. Near miss reporting (F) 4. SOV /BOV (F) 5. SIT (F) 6. LOTO standards (WI) + (F) 7. Critical equipment check (F) 8. Work Permit (F) 9. Weekly Safety devices Check (F) 10. Safety Standards by machine (WI) 11. HSE training (SM) 12. Moving Handling Equipment Inspections (F) 13. Crane/Hoist Inspections (F) 14. Plant security (F) 15. Forklift Inspection (F) 16. Safety talk (F) 17. Issue Management (IM) 18. ...	1. Cleaning instructions (WI) 2. SS audit (F) 3. Shift Prestart checks (F) 4. Shift Handover (F) 5. End of WO validation (F) 6. Order change (F) 7. Line Shutdown (F) 8. Line clearance after C/O (F) 9. Machine Running Instructions (WI) 10. CLIT (Clean Inspect Lub Tighten) (F) 11. Glass Breakage records (F) 12. Line clearance after Maint. intervention (F) 13. SMED (WI) 14. Change-over validation (F) 15. Digital Production sheet (F) 16. OCAP (WI ? F ?) 17. Issue Management (IM) 18. ...	1. Defect Library (WI) & OCAP (WI) 2. QOV (F) 3. Visual Inspections (F) 4. Defect reporting (F) 5. Quality Near-miss (F) 6. Detect and Stop (F) 7. Challenge tests on camera/inline testers (F) 8. Positive release (F) 9. Process confirmation (F) 10. Product Audit (F) 11. Quality Survey (F) 12. Quality talks (F) 13. CLIT (F) 14. Calibration checks (F) 15. Confirmation checks (F) 16. Issue Management (IM) 17. ...	1. CLIT (F) 2. PM L1 checks (F) 3. Maintenance intervention follow-up (F) ? 4. Machine Maintenance instructions (WI) 5. OCAP (WI ? F ?) 6. Monthly maintenance (F) 7. Issue Management (IM) 8. ...	1. Onboarding training (SM) 2. Digitized Skill Matrix (SM) 3. Issue Management (IM) 4. ...

POKA Topics – Trivium 2025

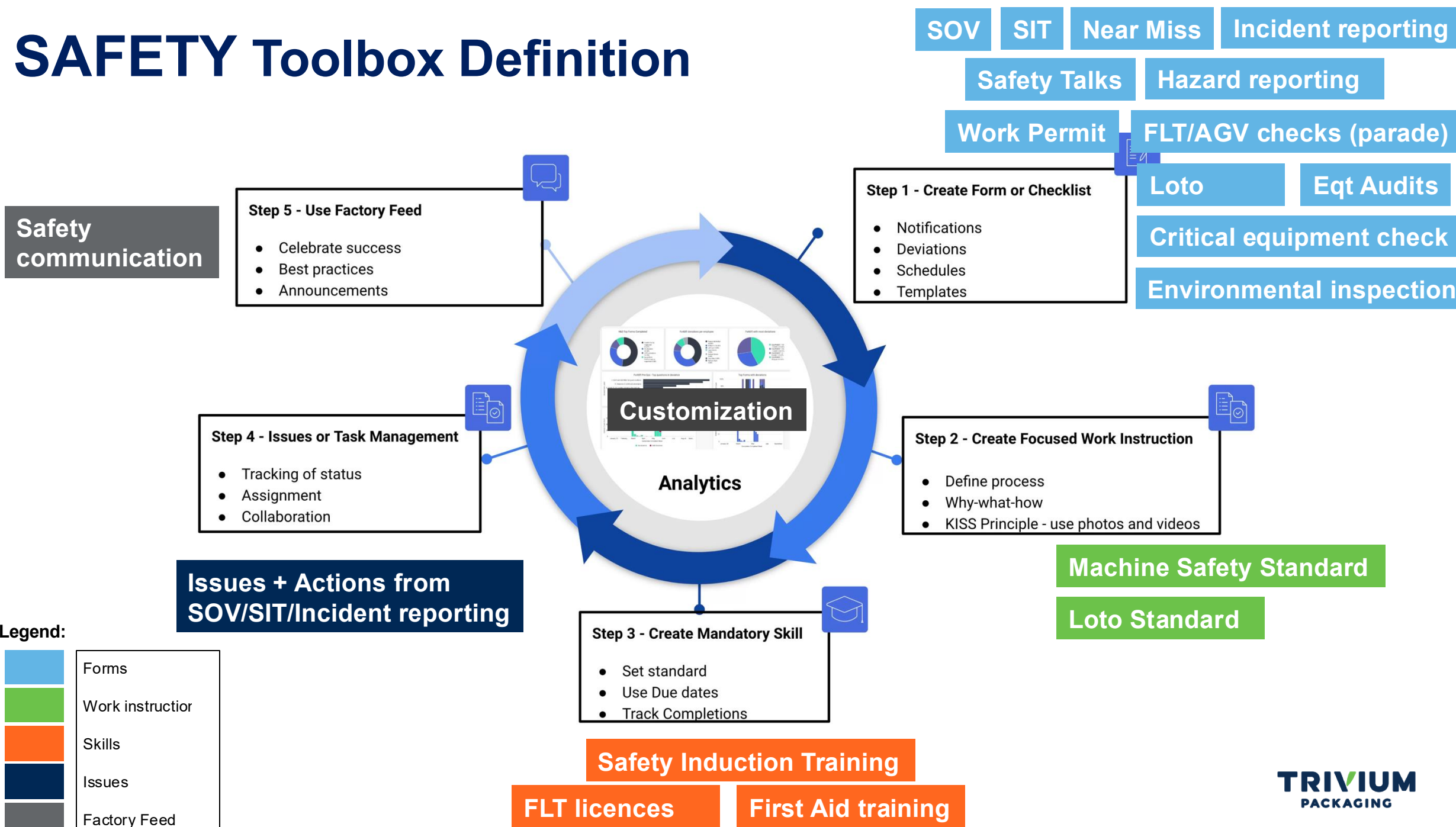
POKA topics either already in our POKA or as potentials

WI: Work Instructions
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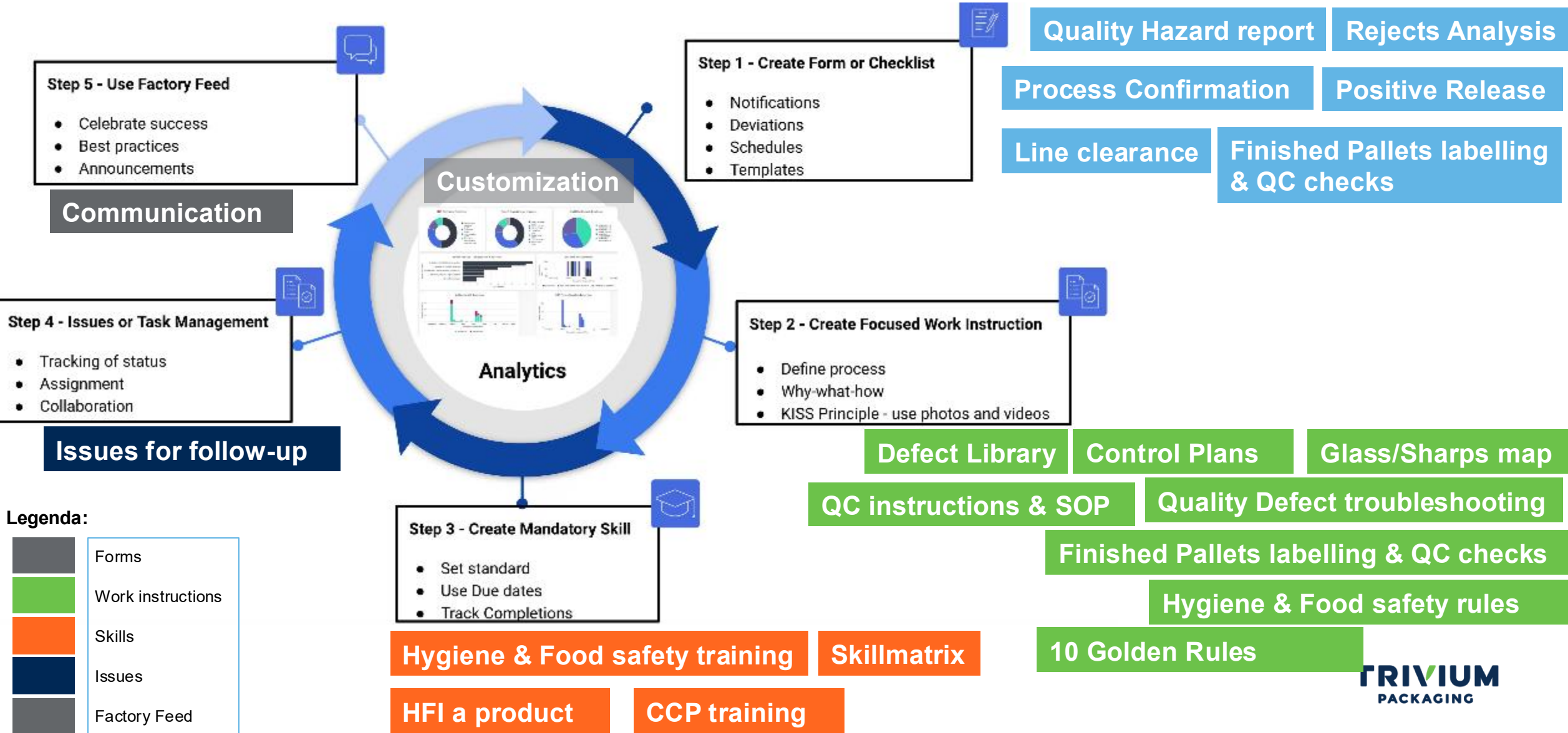
In Bold: priorities per function

Dpts	HSE	Operations / CI	Quality	Maintenance	HR/Training
Objectives	- Reduce Safety Incident - Increase # of SBOs - Reduce Skill Gaps for HSE training - Reduce incidents	- OEE Improvement - Production Prestart checks - Reduction of recurrent stops - OSG Best Practices embedded	- Quality defects - Reduce HFI - Reduce Waste - Positive release	- Reduce Problem - Resolution Time	Reduce Training Time
Elements	Incident reporting (F) Hazard reporting (F) Near miss reporting (F) SOV /BOV (F) SIT (F) LOTO standards (WI) + (F) Critical equipment check (F) Work Permit (F) Weekly Safety devices Check (F) - Safety Standards by machine (WI) - HSE training (SM) - Moving Handling Equipment Inspections (F) - Crane/Hoist inspections (F) - Plant security (F) - Forklift Inspection (F) - Safety talk (F) <i>Issue Management (IM)</i> ...	Cleaning instructions (WI) 5S audit (F) Shift Prestart checks (F) Shift Handover (F) - End of WO validation (F) - Order change (F) - Line Shutdown (F) - Line clearance after C/O (F) - Machine Running Instructions (WI) - CILT (Clean Inspect Lub Tighten) (F) - Glass Breakage records (F) - Line clearance after Maint. intervention (F) - SMED (WI) - Change-over validation (F) - Digital Production sheet (F) - OCAP (WI ? F ?) <i>Issue Management (IM)</i> ...	Defect Library (WI) & OCAP (WI) QOV (F) Visual Inspections (F) Defect reporting (F) Quality Near-miss (F) - Detect and Stop (F) - Challenge tests on camera/inline testers (F) - Positive release (F) - Process confirmation (F) - Product Audit (F) - Quality Survey (F) - Quality talks (F) - CILT (F) - Calibration checks (F) - Confirmation checks (F) <i>Issue Management (IM)</i> ...	CILT (F) PM L1 checks (F) - Maintenance intervention follow-up (F) ? - Machine Maintenance instructions (WI) - OCAP (WI ? F ?) - Monthly maintenance (F) <i>Issue Management (IM)</i> ...	Onboarding training (SM) - Digitized Skill Matrix (SM) <i>Issue Management (IM)</i> ...

SAFETY Toolbox Definition



Quality Toolbox Definition



POKA Safety Toolbox – FORMS templates LIBRARY

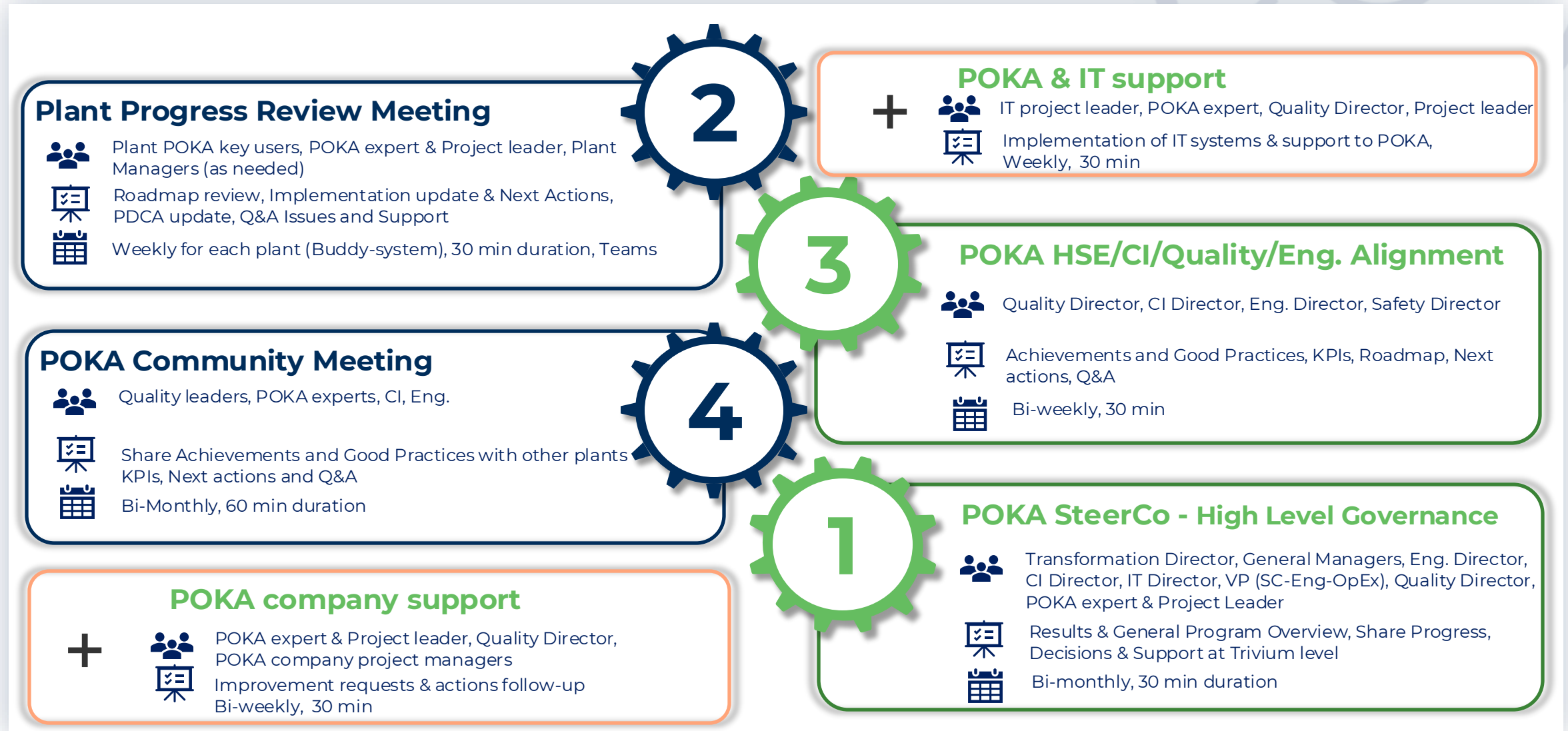
POKA topics either already in our POKA or as potentials

Dpts	Safety	Safety Template POKA link: https://triviumpackaging.poka.io/app/#/forms-management/templates/XXXX Replace XXXX by the number below	Location
Elements	Incident reporting	4555 2560	NOR SUT
	Hazard reporting	1492	NOR
	Near miss reporting	2411	NOR
	SOV /BOV	684 1225 4921 2571	LEE CAS MON FIO LAF
	SIT	1896 1360	SUT NOR
	Safety Critical equipment check	6272	NOR
	Work Permit	1359	NOR
	Weekly Safety devices Check		
	Moving Handling Equipment Inspections	1717	NOR
	Plant security	2267	CAS
	Safety talk	3051	FIO
	Weekly Safety devices Check	2567	CAS
	Crane/Hoist inspections		
	LOTO register	4423	BUF



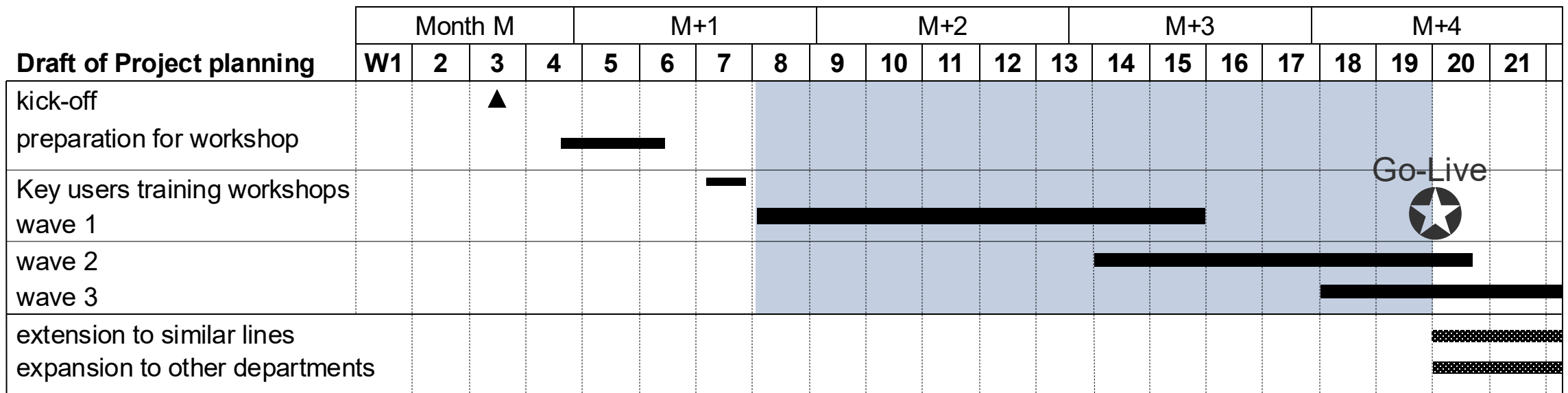
POKA Project organisation

POKA project Governance Model



POKA - project management Good Practice Trivium

- Project Resources clearly defined (plant project leader and Content creators)
- Selection of Pilot department and Priorities
- Define POKA Roadmap and Plant Roll-out
- Weekly support reviews during preparation and deployment to Go-Live



Pilot department implementation 8-12 weeks to Go-Live

POKA Roadmap v2 – Plant :

To be defined for each plant

Dpt :

Lines:



WI: Work Instructions
F: Forms
SM: Skill Matrix
IM: Issue Management

Department & Ownership	Business Objectives	Targets (measurable targets)	Wave 1 ★ Target date:	Wave 2 Target date:	Wave 3 Target date:
HSE	Reduce Safety Incident	- Reduce incidents - Increase # of SOVs - Reduce Skill Gaps for HSE training	Weekly Safety devices Check (F) - LOTO standards (WI) - SOV (F) - Safety Standards by machine (WI) - BOV ? (F)	- SIT (F) - HSE training (SM) - Plant security (F) - Forklift Inspection (F) - Hazard reporting (F?IM?) - Work Permit ?	- Safety talk (F) - SBO ? <i>Issue Management</i>
Operations	OEE Improvement Spoilage reduction	- Prestart checks Safety/5S - Reduction of recurrent stops - Reactivity to problem solving - Line OEE target	Cleaning instructions (WI) 5S audit (F) Shift Prestart checks (F) Shift Handover (F) - End of WO validation (F) - Line Shutdown (F) - Line clearance after C/O (F) - Machine Running Instructions (WI)	- CIL (Clean Inspect Lub) (F) - Glass Breakage records (F) - Line clearance after Maint. intervention (F) - Change-over validation (F)	- Digital Production sheet (F) - OCAP (WI ? F ?) <i>Issue Management</i>
Quality	FTR improvement PPM reduction	- Reduce HFI & Rework - Enhance Quality system robustness	Defect catalog (WI) - Detect and Stop (F) - QOV (F) - Challenge tests on camera/inline testers (F) - Visual Inspections (F)	- Positive release (F) - Process confirmation (F) - Product Audit (F)	- Quality Survey (F) - Quality talks (F) <i>Issue Management</i>
Training/HR	Increase Versatility Reduce Training Time Skill map & training plans	- Reduce Onboarding Time - Reduce Training Time	Onboarding training (SM) - Digitized Skill Matrix (SM)	Onboarding Training (SM)	<i>Issue Management</i>
Maintenance	Reduce Problem Resolution Time Line stop reduction	- Increase MTBF & decrease MTTR - Line stop target	PM L1 checks (F) - Maintenance intervention follow-up (F) ?	- Machine Maintenance instructions (WI) - OCAP (WI ? F ?)	- Monthly maintenance (F) <i>Issue Management</i>

Plant Roadmap & Deployment organization

Standardized documents for all plants defining the plant roll-out

POKA Roadmap v2 – Plant : Fiorenzuola			Dpt : P&L		Lines: L2-L4		W: Work Instructions F: Forms SM: Skill Matrix IM: Issue Management
Department & Ownership	Business Objectives	Targets (measurable targets)	Wave 1 Target date: Jan-Apr 2025	★Wave 2 Target date: Apr-Jun 2025	Wave 3 Target date: Jun-Dec 2025		
HSE	Replace Captions	8 SITs and SOVs per month on POKA 1 Near miss reported per month on POKA	1. SIT fully implemented (F) 2. SOV fully implemented (F) 3. Safety Talk fully implemented (F) 4. Near miss/hazard report fully implemented (F) 5. Extends W1 on L1 and L3	1. Extends W1 on L1 and L3 2. Plant security (F) 3. Forklift Inspection (F) 4. Safety talk (F)	1. Work Permit (F) 2. Issue Management		
Operations	Recurring stops reduction Improve communication and reactivity in problem solving	4 5S Audit per month - Reactivity to problem solving: closure 80% of open problems within 1-2 week - Daily and Weekly Gemba walk, 80% of planned form being filled	1. 5S Audit fully implemented (F) 2. Issue Management fully implemented 3. Gemba Walk fully implemented (F) 4. Extends W1 on L1 and L3	1. Extends W1 on L1 and L3 2. Line clearance after Maint. intervention (F) 3. Change-over validation (F)	1. Digital Production sheet (F) 2. Issue Management		
Quality	HFI Reduction Improve communication and reactivity in problem solving	- Reduce HFI & Rework (KPI to be defined) - Enhance Quality system robustness	1. Positive release fully implemented (F) 2. Quality talks fully implemented (F) 3. Extends W1 on L1 and L3	1. Extends W1 on L1 and L3 2. Process confirmation (F) 3. Defect catalog (WI)	1. Quality Survey (F) 2. Issue Management		
Maintenance	Improve communication and reactivity in problem solving	Reactivity to problem solving: closure 80% of open problems	1. Autonomous Maintenance fully implemented (F) 2. Extends W1 on L1 and L3	1. Extends W1 on L1 and L3 2. Machine Maintenance instructions (WI)	1. Monthly maintenance (F) 2. Issue Management		
Training/HR	-	None		1. Onboarding training (SM) 2. Digitized Skill Matrix (SM)	1. Issue Management		

POKA – Plant roll-out planning

Wave 1

Wave 2

Wave 3

Project Guidelines on deployment timing:

- 1) the waves implementation duration for the pilot lines is around 1 month
- 2) extension to similar lines inside the same department should start at the same time as wave 2 of pilot
- 3) expansion to other departments should follow to same pattern Pilot and Wave 1/2/3 deployment
- 4) expansion to other departments should start at the same time as Wave 3 of initial Pilot lines (approx 3 months)

		2025												2026												
Dpt	Line description	1	2	3	4	5	6	7	8	9	10	11	12	1	2	3	4	5	6	7	8	9	10	11	12	Comments
Lacquering	L2	1	2	3	4	5	6	7	8	9	10	11	12													Wave 3 to be refined
Printing	L4			3	4	5	6	7	8	9	10	11	12													Wave 3 to be refined
Lacquering	L3				4	5	6	7	8	9	10	11	12													Wave 3 to be refined
Lacquering	L1					5	6	7	8	9	10	11	12													Wave 3 to be refined
Printing	L5						6	7	8	9	10	11	12													planning need to be revised in June
Coil Cut	Coil Cutting							7	8	9	10	11	12													planning need to be revised in June

Weekly deployment follow-up and sharing (tools : Project Onepager & Implementation Steps)

[illegible]

P			C			D			E			F			G			H			I			J			K			L			M			N			O			P			Q			R			S			T			U			V			W			X			Y			Z			AA			AB			AC			AD			AE			AF			AG			AH			AI			AJ			AK			AL			AM			AN			AO			AP			AQ			AR			AS			AT			AU			AV			AW			AX			AY			AZ			BA			BB			BC			BD			BE			BF			BG			BH			BI			BJ			BK			BL			BM			BN			BO			BP			BQ			BR			BS			BT			BU			BV			BW			BX			BY			BZ			CA			CB			CC			CD			CE			CF			CG			CH			CI			CJ			CK			CL			CM			CN			CO			CP			CQ			CR			CS			CT			CU			CV			CW			CX			CY			CZ			DA			DB			DC			DD			DE			DF			DG			DH			DI			DJ			DK			DL			DM			DN			DO			DP			DQ			DR			DS			DT			DU			DV			DW			DX			DY			DZ			EA			EB			EC			ED			EE			EF			EG			EH			EI			EJ			EK			EL			EM			EN			EO			EP			EQ			ER			ES			ET			EU			EV			EW			EX			EY			EZ			FA			FB			FC			FD			FE			FF			FG			FH			FI			FJ			FK			FL			FM			FN			FO			FP			FQ			FR			FS			FT			FU			FV			FW			FX			FY			FZ			GA			GB			GC			GD			GE			GF			GG			GH			GI			GJ			GK			GL			GM			GN			GO			GP			GQ			GR			GS			GT			GU			GV			GW			GX			GY			GZ			HA			HB			HC			HD			HE			HF			HG			HH			HI			HJ			HK			HL			HM			HN			HO			HP			HQ			HR			HS			HT			HU			HV			HW			HX			HY			HZ			IA			IB			IC			ID			IE			IF			IG			IH			II			IJ			IK			IL			IM			IN			IO			IP			IQ			IR			IS			IT			IU			IV			IW			IX			IY			IZ			JA			JB			JC			JD			JE			JF			JG			JH			JI			JJ			JK			JL			JM			JN			JO			JP			JQ			JR			JS			JT			JU			JV			JW			JX			JY			JZ			KA			KB			KC			KD			KE			KF			KG			KH			KI			KJ			KK			KL			KM			KN			KO			KP			KQ			KR			KS			KT			KU			KV			KW			KX			KY			KZ			LA			LB			LC			LD			LE			LF			LG			LH			LI			LJ			LK			LL			LM			LN			LO			LP			LQ			LR			LS			LT			LU			LV			LW			LX			LY			LZ			MA			MB			MC			MD			ME			MF			MG			MH			MI			MJ			MK			ML			MN			MO			MP			MQ			MR			MS			MT			MU			MV			MW			MX			MY			MZ			NA			NB			NC			ND			NE			NF			NG			NH			NI			NJ			NK			NL			NM			NO			NP			NQ			NR			NS			NT			NU			NV			NW			NX			NY			NZ			OA			OB			OC			OD			OE			OF			OG			OH			OI			OJ			OK			OL			OM			ON			OO			OP			OQ			OR			OS			OT			OU			OV			OW			OX			OY			OZ			PA			PB			PC			PD			PE			PF			PG			PH			PI			PJ			PK			PL			PM			PN			PO			PP			PQ			PR			PS			PT			PU			PV			PW			PX			PY			PZ			QA			QB			QC			QD			QE			QF			QG			QH			QI			QJ			QK			QL			QM			QN			QO			QP			QQ			QR			QS			QT			QU			QV			QW			QX			QY			QZ			RA			RB			RC			RD			RE			RF			RG			RH			RI			RJ			RK			RL			RM			RN			RO			RP			RQ			RR			RS			RT			RU			RV			RW			RX			RY			RZ			SA			SB			SC			SD			SE			SF			SG			SH			SI			SJ			SK			SL			SM			SN			SO			SP			SQ			SR			SS			ST			SU			SV			SW			SX			SY			SZ			TA			TB			TC			TD			TE			TF			TG			TH			TI			TJ			TK			TL			TM			TN			TO			TP			TQ			TR			TS			TT			TU			TV			TW			TX			TY			TZ			UA			UB			UC			UD			UE			UF			UG			UH			UI			UJ			UK			UL			UM			UN			UO			UP			UQ			UR			US			UT			UU			UV			UW			UX			UY			UZ			VA			VB			VC			VD			VE			VF			VG			VH			VI			VJ			VK			VL			VM			VN			VO			VP			VQ			VR			VS			VT			VU			VV			VW			VX			VY			VZ			WA			WB			WC			WD			WE			WF			WG			WH			WI			WJ			WK			WL			WM			WN			WO			WP			WQ			WR			WS			WT			WU			WV			WW			WX			WY			WZ			XA			XB			XC			XD			XE			XF			XG			XH			XI			XJ			XK			XL			XM			XN			XO			XP			XQ			XR			XS			XT			XU			XV			XW			XX			XY			XZ			YA			YB			YC			YD			YE			YF			YG			YH			YI			YJ			YK			YL			YM			YN			YO			YP			YQ			YR			YS			YT			YU			YV			YW			YX			YY			YZ			ZA			ZB			ZC			ZD			ZE			ZF			ZG			ZH			ZI			ZJ			ZK			ZL			ZM			ZN			ZO			ZP			ZQ			ZR			ZS			ZT			ZU			ZV			ZW			ZX			ZY			ZZ		
POKA Implementation Requirements & Tollgates										Aprilia, ECU 99										Work 1			Work 2			Work 3			Work 4			Work 5			Work 6			Work 7			Work 8			Work 9			Work 10			Work 11			Work 12			Work 13			Work 14			Work 15			Work 16			Work 17			Work 18			Work 19			Work 20			Work 21			Work 22			Work 23			Work 24			Work 25			Work 26			Work 27			Work 28			Work 29			Work 30			Work 31			Work 32			Work 33			Work 34			Work 35			Work 36			Work 37			Work 38			Work 39			Work 40			Work 41			Work 42			Work 43			Work 44			Work 45			Work 46			Work 47			Work 48			Work 49			Work 50			Work 51			Work 52			Work 53			Work 54			Work 55			Work 56			Work 57			Work 58			Work 59			Work 60			Work 61			Work 62			Work 63			Work 64			Work 65			Work 66			Work 67			Work 68			Work 69			Work 70			Work 71			Work 72			Work 73			Work 74			Work 75			Work 76			Work 77			Work 78			Work 79			Work 80			Work 81			Work 82			Work 83			Work 84			Work 85			Work 86			Work 87			Work 88			Work 89			Work 90			Work 91			Work 92			Work 93			Work 94			Work 95			Work 96			Work 97			Work 98			Work 99			Work 100			Work 101			Work 102			Work 103			Work 104			Work 105			Work 106			Work 107			Work 108			Work 109			Work 110			Work 111			Work 112			Work 113			Work 114			Work 115			Work 116			Work 117			Work 118			Work 119			Work 120			Work 121			Work 122			Work 123			Work 124			Work 125			Work 126			Work 127			Work 128			Work 129			Work 130			Work 131			Work 132			Work 133			Work 134			Work 135			Work 136			Work 137			Work 138			Work 139			Work 140			Work 141			Work 142			Work 143			Work 144			Work 145			Work 146			Work 147			Work 148			Work 149			Work 150			Work 151			Work 152			Work 153			Work 154			Work 155			Work 156			Work 157			Work 158			Work 159			Work 160			Work 161			Work 162			Work 163			Work 164			Work 165			Work 166			Work 167			Work 168			Work 169			Work 170			Work 171			Work 172			Work 173			Work 174			Work 175			Work 176			Work 177			Work 178			Work 179			Work 180			Work 181			Work 182			Work 183			Work 184			Work 185			Work 186			Work 187			Work 188			Work 189			Work 190			Work 191			Work 192			Work 193			Work 194			Work 195			Work 196			Work 197			Work 198			Work 199			Work 200			Work 201			Work 202			Work 203			Work 204			Work 205			Work 206			Work 207			Work 208			Work 209			Work 210			Work 211			Work 212			Work 213			Work 214			Work 215			Work 216			Work 217			Work 218			Work 219			Work 220			Work 221			Work 222			Work 223			Work 224			Work 225			Work 226			Work 227			Work 228			Work 229			Work 230			Work 231			Work 232			Work 233			Work 234			Work 235			Work 236			Work 237			Work 238			Work 239			Work 240			Work 241			Work 242			Work 243			Work 244			Work 245			Work 246			Work 247			Work 248			Work 249			Work 250			Work 251			Work 252			Work 253			Work 254			Work 255			Work 256			Work 257			Work 258			Work 259			Work 260			Work 261			Work 262			Work 263			Work 264			Work 265			Work 266			Work 267			Work 268			Work 269			Work 270			Work 271			Work 272			Work 273			Work 274			Work 275			Work 276			Work 277			Work 278			Work 279			Work 280			Work 281			Work 282			Work 283			Work 284			Work 285			Work 286			Work 287			Work 288			Work 289			Work 290			Work 291			Work 292			Work 293			Work 294			Work 295			Work 296			Work 297			Work 298			Work 299			Work 300			Work 301			Work 302			Work 303			Work 304			Work 305			Work 306			Work 307			Work 308			Work 309			Work 310			Work 311			Work 312			Work 313			Work 314			Work 315			Work 316			Work 317			Work 318			Work 319			Work 320			Work 321			Work 322			Work 323			Work 324			Work 325			Work 326			Work 327			Work 328			Work 329			Work 330			Work 331			Work 332			Work 333			Work 334			Work 335			Work 336			Work 337			Work 338			Work 339			Work 340			Work 341			Work 342			Work 343			Work 344			Work 345			Work 346			Work 347			Work 348			Work 349			Work 350			Work 351			Work 352			Work 353			Work 354			Work 355			Work 356			Work 357			Work 358			Work 359			Work 360			Work 361			Work 362			Work 363			Work 364			Work 365			Work 366			Work 367			Work 368			Work 369			Work 370			Work 371			Work 372			Work 373			Work 374			Work 375			Work 376			Work 377			Work 378			Work 379			Work 380			Work 381			Work 382			Work 383			Work 384			Work 385			Work 386			Work 387			Work 388			Work 389			Work 390			Work 391			Work 392			Work 393			Work 394			Work 395			Work 396			Work 397			Work 398			Work 399			Work 400			Work 401			Work 402			Work 403			Work 404			Work 405			Work 406			Work 407			Work 408			Work 409			Work 410			Work 411			Work 412			Work 413			Work 414			Work 415			Work 416			Work 417			Work 418			Work 419			Work 420			Work 421			Work 422			Work 423			Work 424			Work 425			Work 426			Work 427			Work 428			Work 429			Work 430			Work 431			Work 432			Work 433			Work 434			Work 435			Work 436			Work 437			Work 438			Work 439			Work 440			Work 441			Work 442			Work 443			Work 444			Work 445			Work 446			Work 447			Work 448			Work 449			Work 450			Work 451			Work 452			Work 453			Work 454			Work 455			Work 456			Work 457			Work 458			Work 459			Work 460			Work 461			Work 462			Work 463			Work 464			Work 465																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												

TRIVIUM
PACKAGING



POKA in Trivium & Key Points

POKA @ Trivium – October 2025



Plants
Onboarded

40



People front-
line connected

>2100



Forms
Completions

>106k



Work
Instructions

>4300



Issues
created

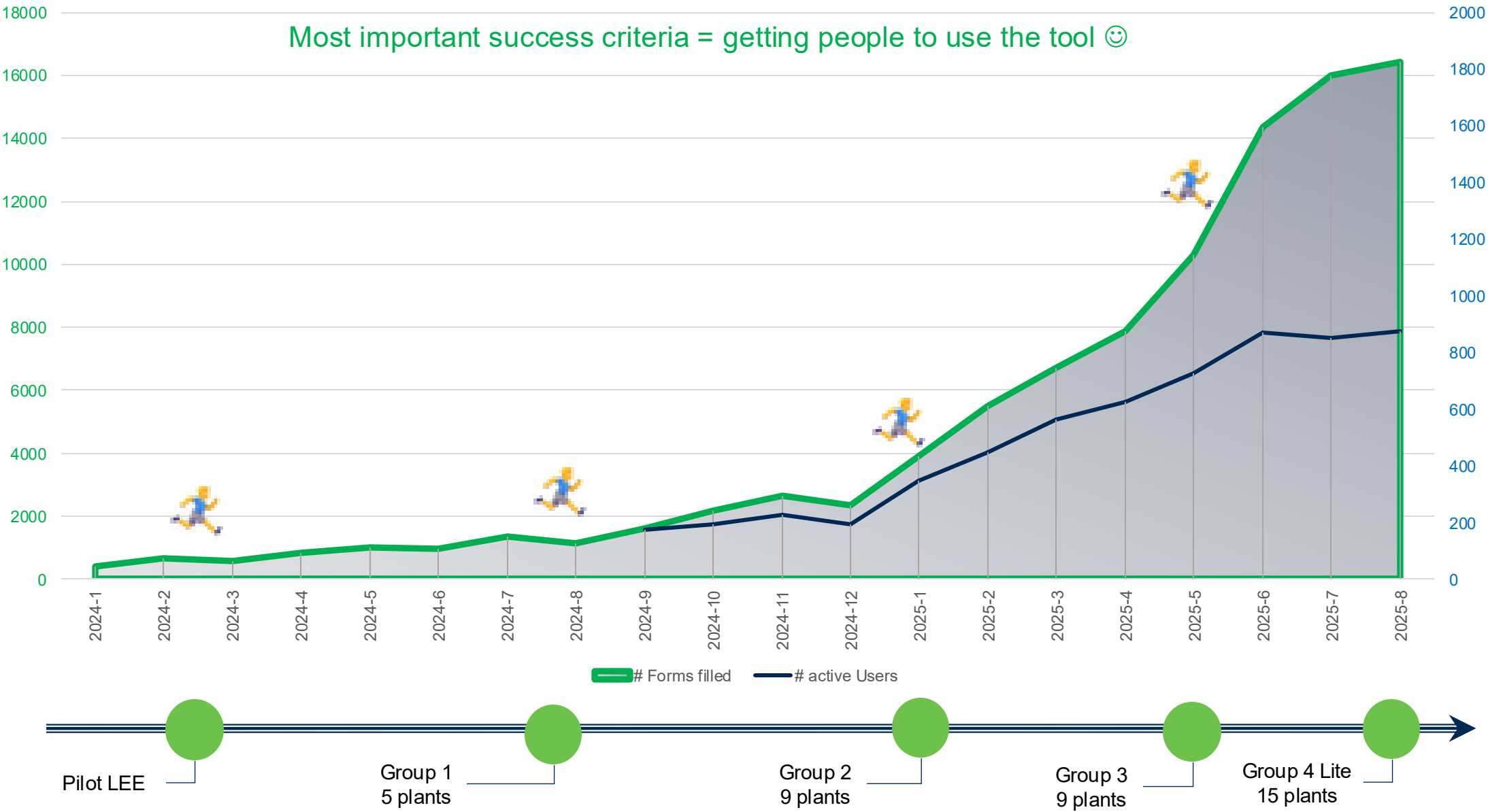
>2900



Skills
endorsements

>15k

Impressive progression of Forms filled (all sites)

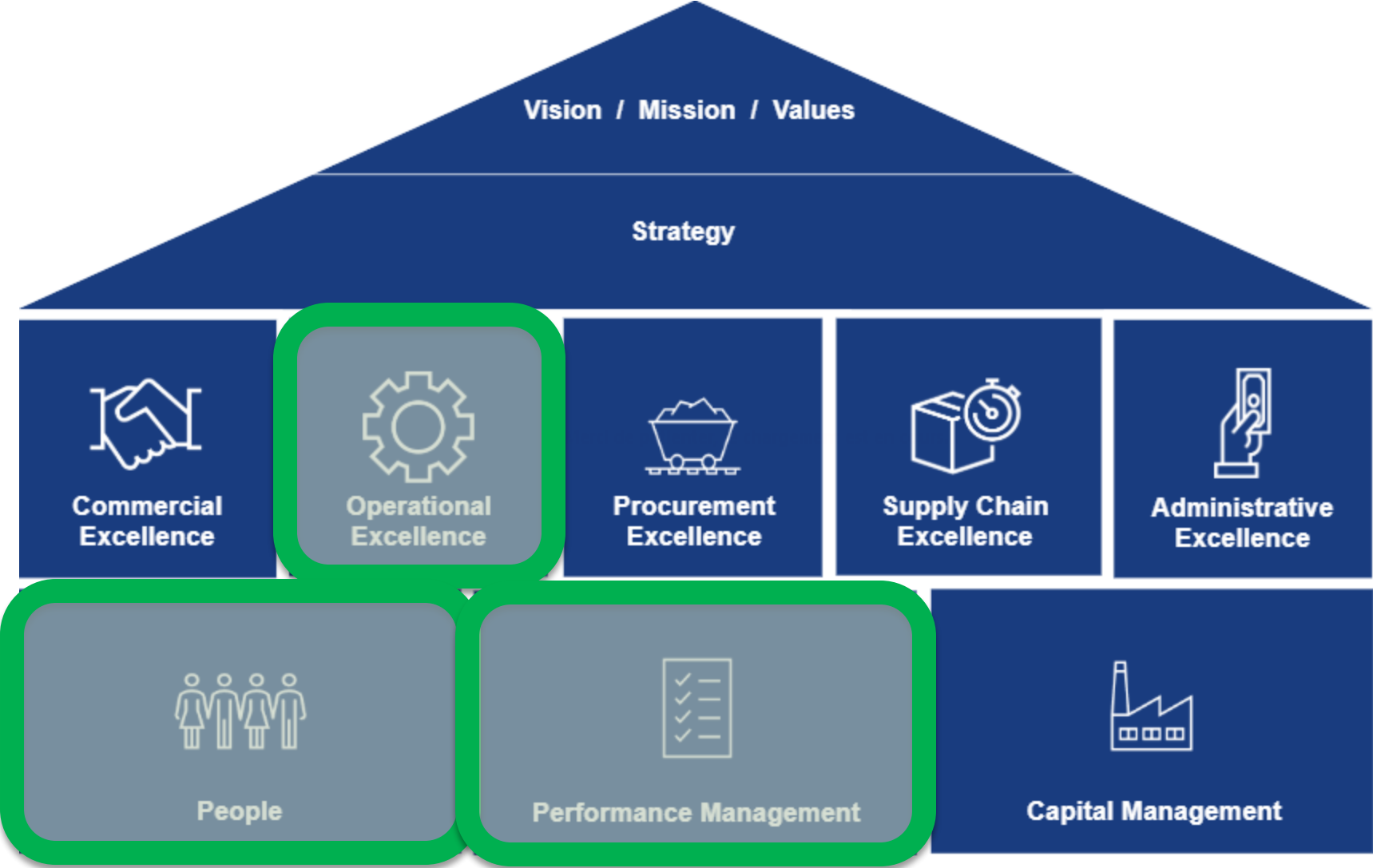


Key ingredients of our successful deployment



1. **Active** Steering Committee
2. **Motivation** and **Commitment** from the **plants**
3. Space, Autonomy, Creativity for plants to define **their own Roadmap**
4. Central Project team **fully involved** and **dedicated to support**
5. Progressive **Synergy** with growing POKA-Users **Community**
6. Trivium **Standard Toolbox** Definition for HSE,Quality,Operations,Maintenance...
7. Drive for the plants to **adopt** and **benefit** with **Trivium Toolboxes**

POKA in Trivium : Strong Enabler



A smarter and leaner Trivium with POKA in 5 years

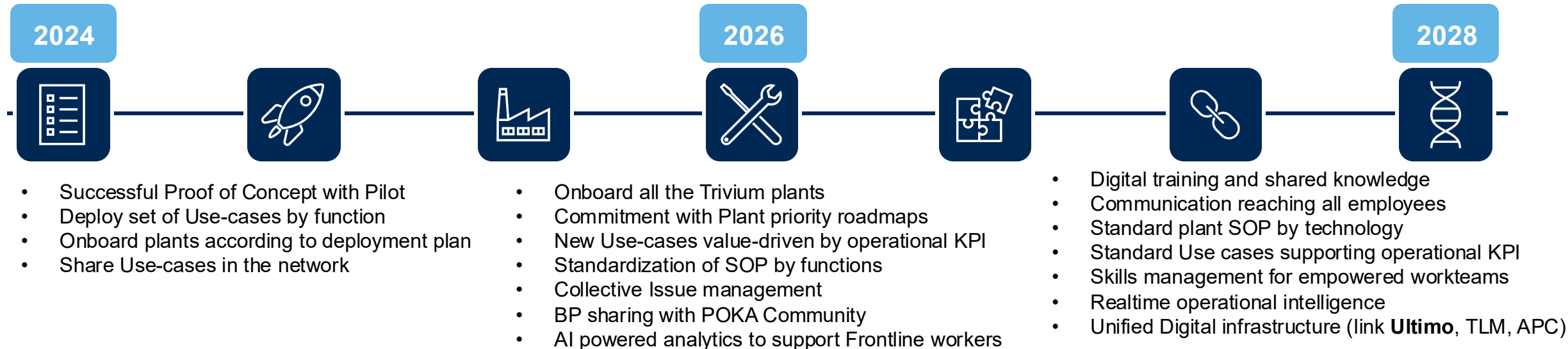
A Learning Factory

Smarter Operations with Empowered people

Precision Over Paper

Workforce Connectivity

Future-Ready



Our factories will be smarter, leaner, and fully connected with a workforce that's skilled, confident, and engaged

Q&A



TRIVIUM

PACKAGING

WE CONTAIN WHAT MATTERS