

CASE STUDY



PepsiCo EHS Machine-specific LOTO Training

55,000+

N. America Employees

57

U.S. Facilities

6

Machine Types

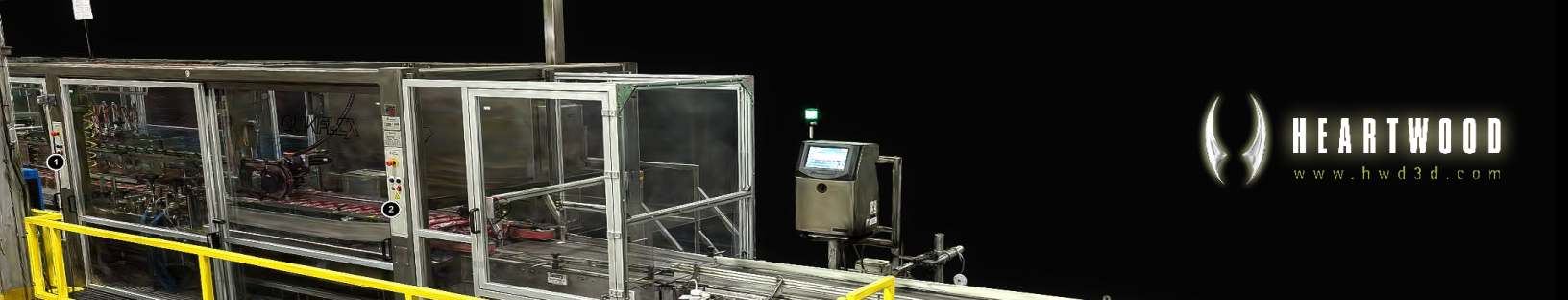
2019

Engagement Start

CHALLENGES

- ① LOTO best practices taught in training did not transfer to the floor. The gap was **context**, not knowledge. Passive training styles did not resonate with the current worker gen.
- ② With LOTO injuries costing **\$43,000+** per incident, needed a scalable, standardized solution to engage operators, reduce incident rates, & satisfy OSHA 29 CFR 1910.147





APPROACH

- 1 PepsiCo EHS team partnered with Heartwood to develop machine-specific **3D Simulation Training** modules for six crucial equipment types.
- 2 Each module places learners around an accurate virtual replica of their actual machine, walking through every LOTO step in sequence.

RESULTS | EXPANSION

Launched in 2019, Heartwood's LOTO simulation training is now PepsiCo's standard for machine-specific safety training. The program has expanded into a comprehensive multi-machine, multi-facility program. Deployed as anywhere, anytime apps, multi-platform, and SCORM/LMS compatible.

- 1 From Pilot to Program
1 Pilot to 6 Machines
- 2 Deployed across
57 U.S. Facilities
- 3 Global Expansion 2026-27:
+5 Languages
+9 Europe Machines

- CASE PACKER
- PALLETIZER
- FILLER

- LABELER
- BLOW MOLDER
- WRAPPER

BUSINESS CASE

\$43,000

Avg. Cost/LOTO Injury

\$165,514

Max OSHA
Penalty/Violation

\$15,000

Pilot Start

Sources: NSC Injury Facts 2023 · OSHA Penalty Schedule, effective Jan. 15, 2025 · Grace Technologies State of Electrical Safety Report 2024 · OSHA Citation Records FY2023

① LOTO tops OSHA's most cited standards for 10+ consecutive years. In F&B manufacturing, 80% of injured workers lacked adequate training.

② LOTO injuries cost **\$43,000+** per incident. EHS teams need a scalable, standardized solution to engage operators, reduce incidents & satisfy OSHA 29 CFR 1910.147



“Heartwood Lockout Tagout Interactive Training saved the day - your team really set us up so well.”

- EHS Manager, Global EHS · PepsiCo