



REWE regards the health protection of its employees as a social obligation and an economic necessity. Matters of occupational health and safety are viewed as management tasks and are regularly dealt with in seminars and training courses.

### **Broad alliance and thorough planning**

At REWE a national working group on health controls all health-related measures. This group comprises 25-30 members from the REWE companies, its branches and headquarters. These people include the head of the social department of the central organisation, the leading occupational safety and health officer, members of works councils, human resources branch managers, representatives of the Berufsgenossenschaft (employers' liability insurance association) and the company health insurance fund (BKK) as well as external consultants from research institutes and from the Federal Association of Company Health Insurance Funds (BKK Bundesverband).

Since 1993 health reports have been prepared every year to help detect any irregularities in the sickness profile of the company. They serve as a basis for planning health promotion, alongside industrial accident statistics and data from stress analyses.

REWE has participated in several research projects. In one project on the prevention of work-related illnesses ("KOPAG"), health risks were surveyed in the warehouse, in sales, at the cash registers and in the transport sector and the organisation of work improved accordingly.

Another project was geared to pooling all activities relating to occupational health and safety and workplace health promotion and integrating them into the company processes.

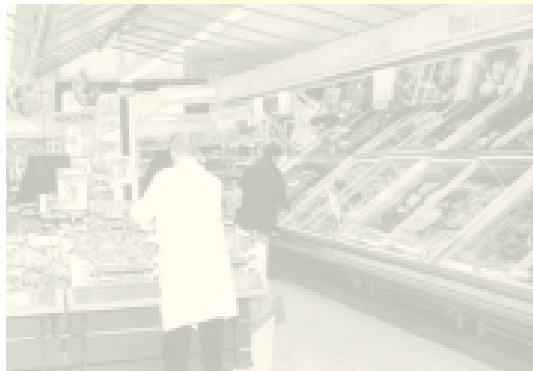
In order to make work at the cash register more ergonomic, new till stools and tables have been developed. Furthermore, health circles have been set up in work areas involving a lot of stress. Many measures for reducing stress have been introduced through improved workplace design and organisation of work.

Employees who frequently transport heavy loads are trained in good posture and the executive team attends seminars on health-promoting staff leadership.

### **A success for everyone**

Thanks to the wide variety of health-related activities, REWE has been able to substantially reduce work stresses for its employees. As a result, working atmosphere and staff satisfaction have improved considerably, which has also been rewarded with greater customer satisfaction.

Over a period of four years, absenteeism due to illness fell by 0.8% to 5.7%, the number of industrial accidents has almost halved over the last 10 years.



Branch:

Trading

No. of employees:

210.000 in Europe,  
170.000 in Germany

Products/Services:

Food, non-food and services

Locations:

12.000 branches in Europe,  
9.500 in Germany

Miscellaneous:

76% women,  
60% part-time workers