

H&S moves a sustainable economy

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Dep. • Author • xx.xx.08

Global partner for global customer

RHI is the world's leading supplier of high-grade ceramic refractory products and services. As a reliable and competent partner it is our constant aim to add value to the processes of our customers by achieving the best price-performance ratio with our refractory systems solutions.



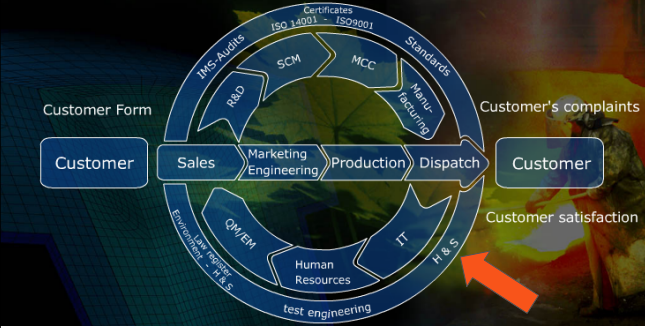
Legend for pie charts:

- Headquarters
- Technologiezentrum
- Produktionsstandorte
- Wichtige Vertriebsstandorte

Regional distribution (from pie charts):

- Western Europe: 38%
- North America: 13%
- Central/South America: 9%
- Africa: 9%
- Asia/Pacific: 14%
- Eastern Europe: 9%


Integrated Management System



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History of health promotion at RHI AG

- 1987 start with Cholesterol Screening
- 1989 Haemocult Screening
- 1990 health-passport for the employees
- 1995 health management
- 2000 H & S Management
-



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History of health promotion at RHI AG

In former days:

- Once and never again actions
- Unsystematic
- Efficiency not examined


TODAY:

Integrated and holistic model for Improvement of the efficiency, health and motivation of the co-workers



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Basic conditions



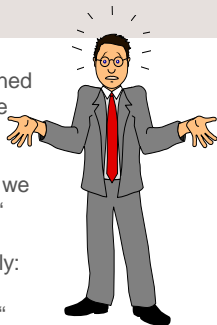
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Change of paradigma

The co-worker has learned to ask: „What makes the people sick in the job?“

We ask now: „How can we stay healthy in the job?“

We must ask additionally: „How can we promote health in the company?“



Health Management RHI

- Health circles
- Age Management
- Stress Management
- Young people – for future profitable
- EGIS, Evaluations extern and intern
- Projects: PSA Screening (men), skin screening (Melanoprevention), INFORM
- Healthy nutrition – RHI Menu
- Addiction Prevention
- Reports to the Manager of the company (brochures, intranet, roxtra, mails, special flat screens, boards, meetings)



Health circle

Improvement suggestions

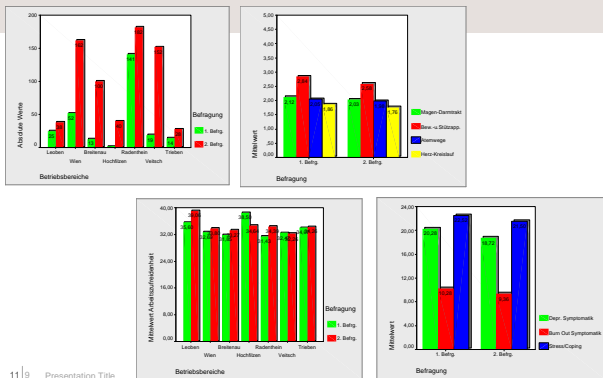
Emphasis	Measures	Evaluation
Die Arbeitsbedingungen werden verbessert conditions of work	PC-Bildschirmabdeckung – Gefahr, Zugluft im Jausenraum Schleiﬀerei	2 Verbesserungsvorschläge 50 % umgesetzt
Die Arbeitsorganisation wird verbessert work organisation	OPEX Maßnahmen	
Die Gesundheit am Arbeitsplatz wird gefördert Health on the job	Heizung Bereich ZKM, Rauchverbot wurde im Jausenraum E-Schmelze nicht eingehalten, Staubbelastung beim Förderband Mischerei	3 Vorschläge 66 % umgesetzt
Die Information und Kommunikation werden verbessert information & communication	Evluierungsprojekt Lehrlinge – Projekt im Laufen	1 Vorschläge 100 % umgesetzt
Persönliche Kompetenzen werden gefördert personal authority	z. B. Schulungen zum Thema Erste Hilfe,	1 Vorschläge 100 % umgesetzt
Die Sicherheit der Arbeitnehmer wird verbessert, dadurch Arbeitsunfälle verringert Industrial safety	Verbandskasten – Sopr. wurde besser angebracht, PSA im Bereich E-Schmelze verbessert, Pressenkran Mischerei – Türensicherung, bessere Schutzbrillen in der Mischerei, Brandschutz im Säurekeller – Ex-geschützter Beleuchtung	5 Vorschläge 80 % umgesetzt

Annually Health Report

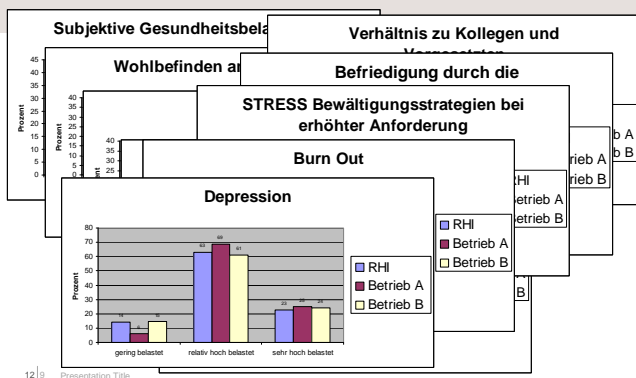


External evaluation (every 5 years)

Benchmark



Psychosocial working place loadings



Stress Management

Stress factors – and resources analysis in departments

Stressfaktoren

- Wenig Handlungspielraum
- Mengenmäßige Arbeitsbelastungen
- Arbeitsunterbrechungen
- Viele Umgrüpfungsdefasungen
- Wenig Information und Mitsprache
- Wenig Entwicklungsmöglichkeiten

Ressourcen

- Handlungspielraum
- Gutes Betriebsklima
- Interessante Tätigkeit
- Anerkennung
- Angenehmes Arbeitsumfeld
- Entwicklungsmöglichkeiten

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Stress Management

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Stress Management

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Stress Management

Stresstests (Biofeedback):

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Lebensqualitätsindex

Stressfaktoren

Ressourcen

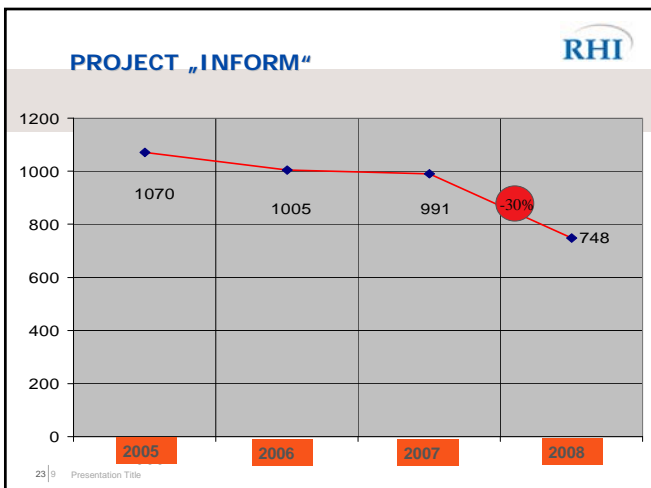
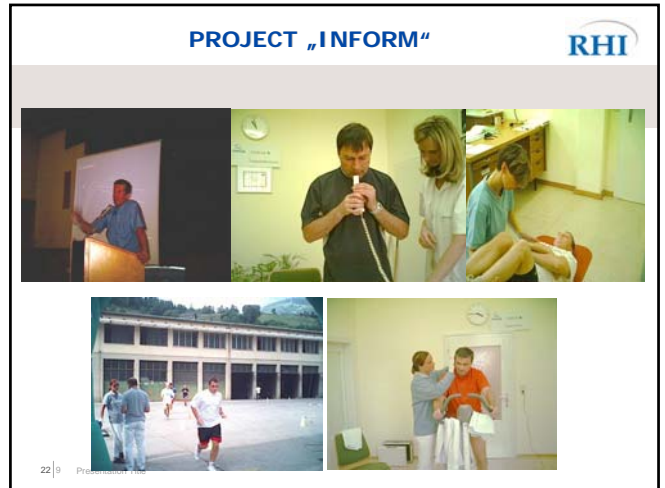
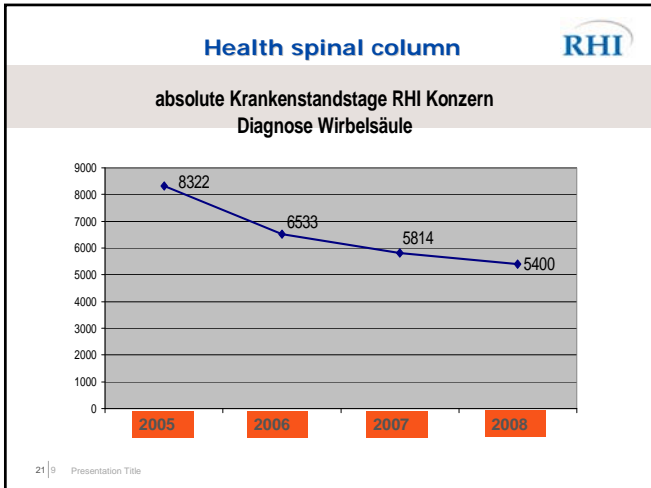
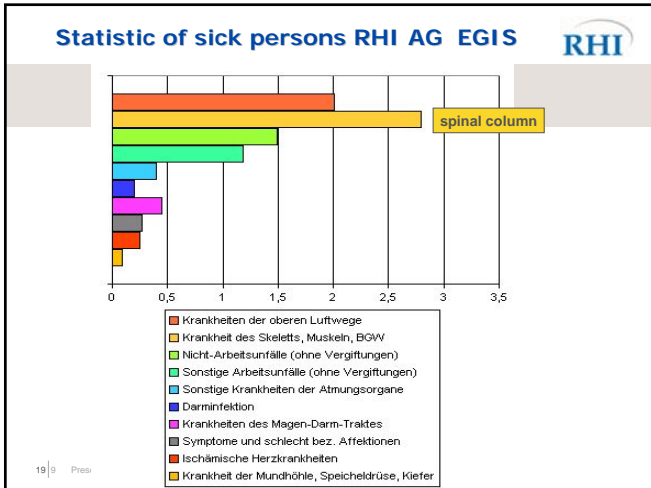
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stresslevel

young workers

employees

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**YOUNG WORKERS are the future
in a sustainable economy in the RHI AG**

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Drugs - prevention

Alkoholkonsum

Konsum	Anteil
1x im Monat oder seltener	8,30%
2-4 Mal im Monat	33,30%
2-3 Mal die Woche	58,30%

before

Alkoholkonsum

Konsum	Anteil
1x im Monat oder seltener	9%
2-3 Mal die Woche	9%
Nie	9%
2-4 Mal im Monat	73%

later

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Pro-Fit Woche Lehrlinge

Nikotinkonsum

Kategorie	Anteil
Nicht-Raucher	33,30%
Raucher	66,70%

Vorher

Nikotinkonsum

Kategorie	Anteil
Raucher	46%
Nicht-Raucher	54%

Nachher

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PRÄSENTISM

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FOR FUTURE PROFITABLE

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FOR FUTURE PROFITABLE

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HEALTH PROMOTION ANSWERS THE FOLLOWING QUESTIONS



- The leadership behavior has which influence on the Health of the coworkers and/or up the time absent?
- The kind of communication has an influence on that Time absent behavior of the coworkers?
- Which leadership behavior affects time absent?
- Which leadership behavior promotes the presence of everybody?
- There is in enterprises such a thing like disease culture or präsentism culture?
- How has a health culture in the enterprise to look?
- What are the differences between both cultures?

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HEALTH PROMOTION ANSWERS THE FOLLOWING QUESTIONS



- How can an existing culture be transformed into a Health culture?
- Structural changes play which role with the rate of sick persons?
- Are there possibilities to go around constructionally with vital fears of the coworkers (and their devastating effects on the health, the work motivation and the work in general)?
- What can an enterprise thereby carry out for its Coworkers?

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