



Branch:

Labelling industry

No. of employees:

155

Products/Services:

Self-adhesive tapes

Locations:

AVERY DENNISON

LUXEMBOURG belongs to the multinational corporation AVERY DENNISON GROUP with its headquarters in the USA.

Miscellaneous:

5.8% women,

94.2% skilled workers;

certified to ISO 9002 since 1995

Special attention was paid to safety and health protection even in the planning of the new branch of the AVERY DENNISON GROUP. The company management draws up guidelines and actively supports the branches to implement them. The ambitious target of reducing the number of industrial accidents to zero has been formulated for the year 2000. DuPont de Nemours supervised the introduction of the "STOP" programme (Sécurité au Travail par l'Observation Préventive - occupational safety through preventive observation) as an external body.

Health in all languages

At AVERY DENNISON LUXEMBOURG, process-controlled production plants have reduced physical strain at work to a minimum. The entire production flow is free of solvents and only health-compatible substitute materials are deployed.

The employees at AVERY DENNISON LUXEMBOURG come from eleven different countries. Respecting the special needs of a multicultural workforce, the company is highly committed to overcoming language barriers. This applies in particular to the areas of health and safety. Overall, great store is set by transparency and efficient communication of health-related activities throughout the workforce. Topical information and data can also be retrieved on the company's intranet.

The company's database and its updating have been based on the quality management (QM) system ISO 9002 since 1995. AVERY DENNISON has its own expert in occupational health who is also responsible for looking after the QM system.

The company records absenteeism and the accident rate at regular intervals and evaluates both statistically. Moreover, all accidents and safety-related incidents are investigated in detail for their possible causes.

Absenteeism quickly reduced

AVERY DENNISON LUXEMBOURG has not only performed exemplary work in the field of occupational health. It has made an equally large contribution towards strengthening the community spirit in the workforce. Both employer and employees have profited from this: The working atmosphere has improved considerably, motivation and job satisfaction of the employees have risen. The time lost due to accidents fell from 11.74% to 2% between 1993 and 1998. The average absenteeism rate due to illness is currently 2.6%.