



Workplace health promotion and staff development are an integral part of the corporate philosophy. A special Hilti company culture has been maintained for more than 50 years, where values such as tolerance and initiative are highly respected and employees are encouraged to learn and explore new avenues. Workplace health promotion is granted a separate budget every year.

Quality circles against health risks

Staff participation in what happens at the company plays a major role at Hilti AG. Employees are represented both in working groups in the "continuous improvement process" (CIP) as well as in quality circles which have been set up in work areas with particularly high health risks. Furthermore, there are regular staff talks and surveys on staff satisfaction.

The staff representative is responsible for all health-related issues. Depending on the task on hand, external bodies, e.g. medical facilities of the country in question, are called in.

The company determines the need for WHP measures on the basis of regular staff surveys, company statistics and analyses of working conditions and stresses. The workforce is informed in writing or at meetings specially held for this purpose on planned health promotion schemes and their results.

Furthermore, Hilti AG has a canteen with a well-balanced range of food for employees as well as break rooms. There is addiction and social consultancy for employees and addicts receive rehabilitation

assistance. The employees can also make use of a host of programmes relating to behaviour-oriented health promotion in the sports and leisure time sector.

Greater work satisfaction

Hilti AG has improved the working conditions of its employees with its various health-related activities. The results of regular staff surveys show that the work satisfaction has increased considerably and the trend continues to rise.



Branch:

Metal-working

No. of employees:

1.400 in Schaan, 12.000 worldwide

Products/Services:

A wide range of products in fastening and demolishing technology (e.g. drilling machines)

Multinational corporation, represented in over 100 countries, Group management and head-quarters in Schaan, Liechtenstein

Miscellaneous:

Hilti is certified both to ISO 9001 and ISO 14001. 2/3 of its 12,000 employees worldwide work in sales, consultancy and service.