

With its corporate policy COD aims to offer the employees optimum working conditions; which is laid down in policy and guidelines. Health promotion is on the agenda at all important meetings and is pursued according to the principles of Total Quality Management. Projects are never initiated until potential health risks have been examined.

Continuous training

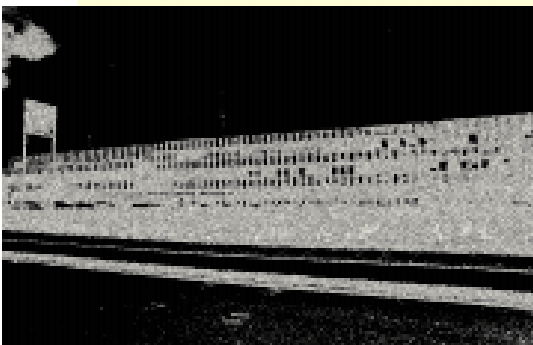
With effect from the year 2000 COD aims to have no more cases of flour dust allergies at COD. Therefore, the latest technologies which permit the flour to be processed in enclosed areas are being deployed, thus preventing any dust from being produced.

A “cleaning” project group succeeded in reducing the number of cleaning agents used from 200 to 12. These now only include two toxic agents. In order to reduce physical strain when lifting and carrying, the employees are trained to handle loads without injuring their backs. Mechanical aids are also provided at COD branches, for example, adjustable elevating trucks. The permissible weight per packing unit has been cut to 15 kg. The shops and the warehouse area have been ergonomically designed. As sales activities are regarded as being more mentally stressful, seminars on stress management are offered to the sales staff.

COD places great emphasis on further training: Every year reviews are conducted with all employees and every staff member receives five days per year further training.

Absenteeism due to illness reduced

The most significant success is the reduction of absenteeism due to illness from 9% to 4%. A programme to prevent flour dust allergies permits bakers to remain longer in their profession. Since there have been guidelines on smoking in the company, the percentage of smokers has declined. The canteen food is of a very high standard. At the company headquarters, the canteen has been awarded five “chef’s hats” for quality, hygiene and prices.



Branch:

Retail trade

No. of employees:

27.000

Products/Services:

Food