LLOYD Shoes GmbH

International Social Security Association
Human Resources and Change Management
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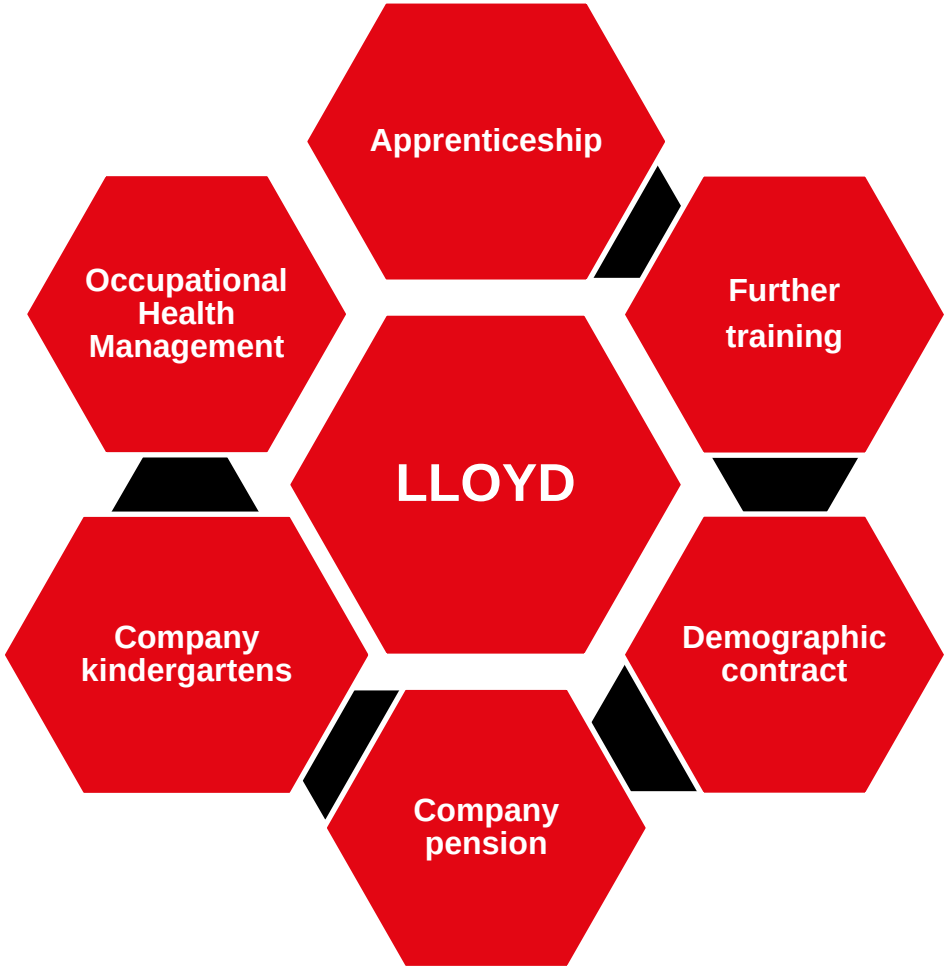
Occupational Health Management
Human Resources and Organizational Development

Company Profile LLOYD Shoes GmbH

Production facilities	• Germany: Sulingen (Production, Logistics, Administration) • Romania: Valea Lui Mihai (Production)
Distribution	• 25 Concept Stores Germany • 07 Factory Outlet Centers Germany • 05 Factory Outlet Centers EU • 40 Countries/World
Daily production 2012	• 7.100 pairs per working day
Turnover 2012	• EUR 133,3 M
Employees	• 500 employees Sulingen • 700 employees Romania • 180 employees Retail CS & FOC Germany • 50 employees Retail FOC EU

Age structure of the employees Germany

Instruments LLOYD Shoes GmbH



Apprenticeship in Germany

Integrated degree students
6

Shoemakers
30

Industrial clerks
11

Mechatronist
1

IT expert
as of 08/2014

Retailers
9

warehouse logistics specialists
as of 08/2014

Further training

On average, every two years all employees participate in an further training

- Language
- Information technology
- Specific topics
- Individual and team coachings
- Management development
- Sales promotion

Company kindergartens Sulingen

Company pension

- Salary of the gross income
- Company switching: opportunity to take pensions with you
- Payment in a lump sum or as a pension premium

Demographic contract

Collective agreement Germany

- A fixed sum is paid into a fund for each employee every year
- Reduction in working lives by an early pension entry

Occupational Health Management

Example: Health Circle

- Special-action-day „LLOYD moves“ 2007
- Company fitness, mobile massage, workshops
- Employees newspaper, works meeting, team meetings, regional press

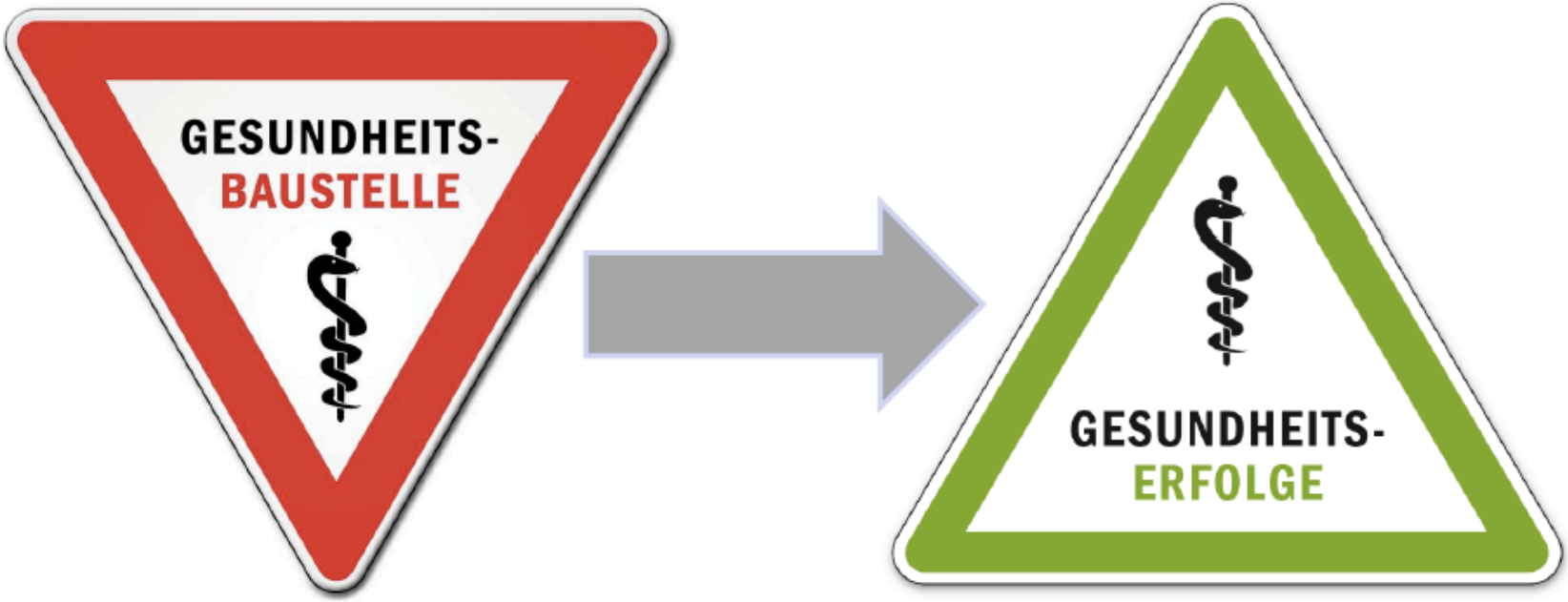
LLOYD GERMANY

Maßnahmenplan Gesundheits

zu erledigen, rot
geplant, erste Maßnahmen gelb
besprochen , erledigt grün

Nr.	DATUM	BEREICH	GSZ	BESCHREIBUNG	AKTION	VERANT-WORTLICH	TERMIN	STATUS
1								

Example:
Visualisation in the Company



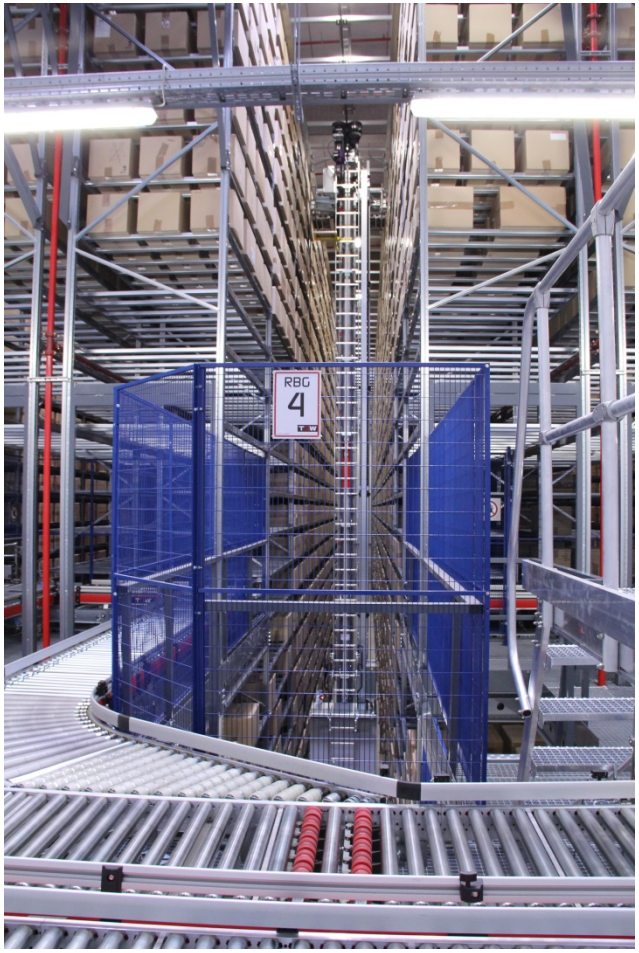
Example: Health Protection

Height-adjustable work stations

Acquisition of lifting devices

Investment: Preservation of the Location

Customer Satisfaction



Profit of the Occupational Health Management

- Low sickness rate
- Prevention in all areas
- Multipliers ➡ Employees train employees
- Higher level of personal responsibility
- Attractive employer
  - Employee survey 2011 with 90,1 % feedback
  - Employee survey 2013 with 91,1 % feedback
  - Employee survey Retail 2012 with 74 % feedback

Business Trends at LLOYD and Challenges for Occupational Health Management

Business trends	Challenges for Occupational Health Management
Profitability and sustainability	Legitimacy & proof of benefit Occupational Health Management
Expanding business activity	Development and launch of Occupational Health Management in different cultures
Verticalisation (Trend: From a single industrial company to a retailer)	Implementation and realization of Occupational Health Management at decentral locations

Occupational Health Management

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