

Effective SAFETY Solutions

WHERE

Company: Hydro Aluminium Nenzing Bellenberg (02)

Location: Austria/Germany

Business: Extrusion

THE ISSUE

The situation today

- We have taken many measures to improve physical well-being, health and safety. Nowadays psychical aspects gain in importance.

Innovative idea

- In collaboration with an external institution for social services, we developed and implemented a psychological helpdesk for all employees and their dependants. → Open their mind to take use of professional help in crisis situation.

THE SOLUTION (additional level of protection put in place)

Type: (Technical ☐ - Procedures ☐ - Others ☐)

Description of key feature or change versus current conditions:

- In collaboration with an external institution for social services, we developed and implemented a psychological helpdesk for all employees and their dependants. → Open their mind to take use of professional help in crisis situation.
- Our employees and their dependants can contact the external helpdesk, run by the professional institute for social services (Ifs), when they have several problems. Counselling is free of charge (Hydro covers the costs), absolutely anonym (situated outside of the company), and includes: alcoholism, addictions, stress, mobbing, burn-out, depressions, debts, divorce, mourning, education, family problems, etc.

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PICTURES (if applicable) or ADDITIONAL INF



SAFETY BENEFITS – pros/cons

- **Value creation potential**
- We want to improve and ensure physical and psychical well-being of our employees and their family. → Happy, satisfied and healthy employees are motivated employees. Decrease of fluctuation, absence rate and positive impact on safety behavior.
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IMPLEMENTATION COST (k€) AS APPLICABLE
€ 2000,-