

# Mission Statement



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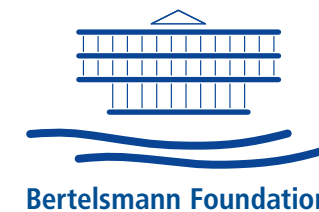


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# Corporate culture based on partnership and company health policy



## Mission Statement

**We are a Network of European companies who are committed to developing and disseminating a corporate culture based on partnership and exemplary company health policies. We work together to develop effective solutions to future challenges in the working world that contribute to sustainable development.**

### **What does a corporate culture based on partnership and company health policy mean?**

The corporate culture embraces the central values and traditions of a company and determines what is regarded as important and correct. It is based on partnership when employees participate both in the decision-making process concerning their work organisation and in the economic result of the company. A corporate culture based on partnership is characterised by openness, mutual respect and trust plus health conducive work organisation.

A corporate culture based on partnership is a prerequisite for developing an exemplary company health policy. It incorporates all the elements necessary to maintain and improve health and well-being at the workplace. »Health« is understood here as a management task and not as the limited responsibility of individual com-

pany disciplines. Health and well-being at the workplace can only be achieved if all key players within the company participate. This includes management and superiors, human resources and production just as much as occupational health and safety, environmental protection, workplace health promotion and quality management.

The company health policy creates the foundation for healthy working conditions and healthy employee behaviour through health conducive work organisation, employee participation and trend-setting concepts in staff development.

### **What role do health and well-being play at the workplace?**

Healthy working conditions as part of a corporate culture based on partnership not only make a major contribution to staff health and well-being but also govern the economic success of a company. Only with a highly motivated and healthy workforce can companies survive in an increasingly competitive world in the long term. The

employees are the vital component in the development of innovative products and services and help ensure customer satisfaction.

Working conditions that have a negative impact on health cost companies and society dearly. A large proportion of these costs can be saved with a forward thinking company health policy.

Finally, healthy working conditions play a major role in improving the population's health and thus reduce overall health expenditure. As a result, the non-wage labour costs of companies can be reduced which in turn creates added value.

### **Why do companies participate in the European Network of »Enterprise for Health«?**

The companies participating in the European Network of »Enterprise for Health« share an important basic conviction: a corporate culture based on partnership and an effective company health policy are investments in a business' and society's future. They safeguard competitiveness in the long term by developing human potential. EfH Network members share their unique experience and know-how with regard to the structuring of corporate culture based on partnership and company health policy amongst themselves and thus help improve their own activities.

At the same time, the EfH Network advocates its values and beliefs to others. As many companies have had to reorganise and streamline their organisations in the wake of tougher international competition, the Network sees the further development of the corporate culture based on partnership and company health policy as part of their social responsibility.

Given the many changes in the forms of work and organisation, the EfH Network addresses the numerous challenges facing the future design of work in a manner that is conducive to health.

### **What are the primary objectives of the EfH?**

The EfH Network is working on the following:

- Developing a corporate culture based on partnership
- Design of job tasks and the working environment conducive to health and personal growth including integration in the management system and leadership practice
- Organisation of working hours and new forms of work organisation
- Knowledge management – future organisation of how enterprises deal with knowledge and information
- Development of the employees' individual health competence
- Healthy work organisation for older and disabled employees
- Work life balance/transitions within the working world and transitions into and out of the working world
- Enhanced social responsibility of enterprises in the neighbourhood and society.

### **European Network of »Enterprise for Health«**

Member companies of the European Network of »Enterprise for Health« (EfH) work together to develop a corporate culture based on partnership and exemplary company health policies. A corporate culture based on partnership generates a sense of belonging by involving all employees in decisions concerning their work organisation and in the economic success of the company, while an exemplary company health policy also helps develop employees' motivational and creative potential through health and well-being at work. In their mission statement, Network members have outlined the principles of their work.