



Health, safety and environmental protection are part of the corporate philosophy at Luzenac and are an integral element of the target agreements of the executive team. The company management sets great store by workplace health promotion in order to improve work motivation, quality and image. Health-related activities have a separate annual budget.

### Health circles firmly established

The health circles at Luzenac operate in two phases: Firstly, the employees analyse a problem; then implementation steps for concrete activities are discussed together with superiors and experts. The circles meet regularly and have now become a permanent fixture.

All WHP activities are planned by a company health committee which includes, among others, the managing director and the works manager. An environment/health/safety assistant co-ordinates the company's health and safety activities.

Data analyses of absenteeism due to illness from the Upper Austrian Mining Industry's Insurance Company form a basis for planning. Information gained from staff surveys on health risks and from medical check-ups are also taken into account.

The Luzenac employees and their families can also attend one-week lifestyle workshops which deal with exercise, nutrition and relaxation. They are held at a health facility belonging to the insurance company. The company also gives every

employee two days off for this and finances child care. Luzenac also encourages employees to take part in sporting activities and makes it easier for women to return to work through various part-time work schedules.

### Significant successes

At Luzenac 145 of the 158 solutions proposed in health circles have already been implemented. For example, the climatic conditions have been improved and the stress from dust, noise, gases and vapours as well as inadequate lighting has been cut back. The physical and psychosocial strains at the workplace have been reduced. Although the situation was very good even before the project began, absenteeism due to illness has continued to fall. The cases of illness have decreased by 11.9%, days lost due to illness by 14.6%.



Branch:

**Mining industry**

No. of employees:

**230**

Products/Services:

**Mining of talc for use and processing in various industries**

Locations:

**6 locations in Austria**

Miscellaneous:

**48% women, 52% shift workers**