

Employee-Manager Relations

Each and every employee is important to Norka GT so our fundamental principle is to treat our employees fairly and equally. We strive to create a safe and stimulating work environment that provides conditions conducive to excellence at work and personal growth of each individual.

We provide equal employment opportunities regardless of gender, race, skin colour, age, health or disability, religious, political or other beliefs, trade union membership, national or social origin, family status, wealth and sexual orientation. We do not engage in child labour and we comply with legal norms pertaining to working hours and remuneration for work.

Education

We are well aware that power comes from knowledge, which is why we continuously encourage education and professional development of all employees. The resources devoted to education are not only considered as an investment into employees, but also as a form of incentive that supports personal growth. Every employee should be aware of joint responsibility for one's own development which is appropriately supported and encouraged by the company.

In addition to formal training, informal training in the workplace or in the work process is also very important. Leaders and mentors are responsible for onboarding of new employees and for continuous training of all their colleagues.

Promoting Innovative Environment

Creation of new processes and renewal of existing ones is a fundamental task for the company's growth. Promoting innovation in our employees is of special significance to us and has led us to establish employee suggestion system to capture, discuss and reward innovative employee proposals related to products, work procedures and work conditions.

Safety and Health

By consistently implementing safety measures and regularly carrying out preventive medical examinations we continuously reduce the risk of injury or health problems.

Our health promotion activities have a preventative role and help promoting a healthy lifestyle. By ergonomic workplace arrangements we improved the work environment in the production. We also provide preventive healthcare programs and education about health and safety at work, fire safety and environmental protection.

Communication and Information

The purpose of communication with employees and cultivation of employee-manager relationships is to familiarize employees with the mission, vision, values, strategy and goals of the company, ensure good working conditions, stimulate innovation and team work and promote employee motivation.

Employees are monthly informed about the performance of business on the bulletin board. Every half a year during training sessions we present the goals and the targets achieved to each shift-work team. We also measure employee satisfaction and based on the results we try to improve employee engagement.

Environmental Responsibility

Environmental care is at the top of our development strategy priorities and we pay special attention to waste management and separate collection of waste. By introducing state-of-the art technologies, processes and materials we are helping reduce the amount of waste generated in the production process and we continuously keep reducing the consumption of energy products.

Lenart, 10 August 2017

Director:
Aleksandra Vajnhandl

