



ATTRACTIVE EMPLOYER

For a technology leader like Feintool, having expert employees and sharing knowledge on international teams are among the most important success factors. The Executive Board takes its responsibility as an employer seriously – advanced training and personal development, diversity with mutual respect, as well as personal responsibility and motivation in a safe and healthy working environment are all top priorities. The next global employee survey will be conducted in 2021. In 2018, a total of 70 percent of employees responded, and Feintool was rated extremely highly in the categories “occupational safety” and “willingness to engage in a dialog.”

WORKING AT FEINTOOL

Safe, fair, and digital

The Feintool Group pursues a clear human resources policy: the needs of its employees, particularly in terms of development, occupational safety, protection from discrimination, and social participation, are given as much consideration as are the company’s expectations of its employees with respect to their dedication and willingness to assume responsibility. It is no coincidence that Feintool System Parts Jena GmbH once again received the award for sustainable HR management from the Thuringia Economic Institute (IWT) in 2019.

Protecting employees’ health and occupational safety are top priorities, and the company complies with and routinely monitors regulatory requirements at all of its locations. Each location has qualified teams of first responders, safety officers, and fire protection officers. Feintool continuously optimizes lighting conditions and ergonomics at the workplace and reduces emissions. The management system clearly specifies how hazardous waste and hazardous substances are handled. The occupational health and safety management at the Jena plant has been awarded a seal of approval by the employers’ liability insurance association for the wood and metal industry. The company’s objective is to implement standardized occupational health and safety policies across all of its locations.

Feintool Systems Parts Jena GmbH has also received another award – the ITW found the company’s sustainable HR management worthy of recognition for the second time in a row and awarded Feintool the “Strong Future – Demographic Change-Oriented Company” seal of approval. The company was also rated highly in the categories human resources development and management, knowledge and expertise, equal opportunities, diversity, and health. The seal also qualifies the company to participate in the Thuringian Sustainability Agreement (NAT).

Throughout the Feintool Group, advanced training and career advancement for employees are central concerns, since the knowledge and skills needed to manufacture quality products and create innovations are crucial to the company’s future success –

especially in the face of a competitive market environment that is undergoing profound change. Feintool knows how to identify talented employees, foster their development through internal training, and retain them over the long term. Performance reviews are held every year to identify and evaluate employees’ performance, achievements, and training needs. This requires dedication and a willingness to develop on the part of employees, and leadership skills and a sense of responsibility on the part of management. Fair compensation with a bonus system and equal pay for equal work are components of human resources management.

In 2019, international collaboration received an important innovation boost. After a detailed preliminary assessment phase, a joint decision was made to roll out the digital workplace under the name FEINnet. The system, which is based on Office 365, offers both a modern intranet and improves the efficiency of project teams working across all of the company’s locations thanks to its easy-to-use features. FEINnet also promotes transparency and enables uniform standards and procedures to be implemented throughout the group. In the eyes of CEO Knut Zimmer, FEINnet is “an important piece of the digital puzzle that will help us remain competitive as a technology company.” The widespread rollout of the system with comprehensive training for employees with PCs is planned for 2020. The importance of international knowledge sharing and collaboration for Feintool is also demonstrated by the annual Best Achievement Awards for successful projects by mixed teams, such as in the field of electrolamination stamping.

Health and Occupational safety

- ▶ Waste management
- ▶ Elimination of hazardous substances
- ▶ Training for all employees
- ▶ Drills (evacuation, fire extinguishing)
- ▶ Athletic activities

HR development

- ▶ Well-established HR management
- ▶ Internal promotion of young talents
- ▶ Equal treatment and opportunities

International project work

- ▶ Digitization of work processes
- ▶ Best Achievement Awards: 27 nominated projects, 4 winners in 3 categories
 - Development of the FB one (Innovation & Technology, see p. 16/17)
 - Innovative automated surface testing (Innovation & Technology)
 - Collaboration ZF 8HP (Team, Effort & Extra Mile, see p. 29)
 - Japanese plant: delivery of 50 million parts without a single complaint (Quality)