

SOCIAL SUSTAINABILITY

Andritz provides modern, efficient plants to developing countries to produce what is needed there, but also, just as importantly, to create jobs that pay wages and salaries to buy what is produced. Andritz firmly believes in every human being's right to pursue and achieve a better life, and firmly opposes movements trying to impose certain defensive roles on whole countries or even continents. Nobody can be expected to give up hope and pursuit for a better life due to somebody else's overconsumption of oil or overproduction of carbon dioxide. The rapidly growing middle class in many developing/newly developed countries is evidence for the successful global development of the last decade. But a lot still needs to be done.

Socially sustainable development meets people's basic needs for food, shelter, safety, education, and work. In addition, it must promote development of the human potential and preserve the cultural and natural heritage.

As a globally active and expanding company, Andritz's success is heavily dependent on human resources. As a consequence, numerous measures are set to support and protect staff and also to live up to the social responsibility vis-à-vis the individual person.

Health and safety

Employees' health and safety at work are major concerns. Andritz provides modern and safe equipment, clothing, tools, and accessories for the protection of its employees. Safe procedures are developed, documented, and enforced for all employees working in manufacturing facilities or at customer locations.

Investing in people

Corporate success is strongly dependent upon the quality of Andritz employees. Human Resources management is a top priority. Andritz funds the professional development of its employees and also invests considerably in their health and well-being. A successful management training program ("Management Challenge") has been an integral part of human resources development for several years. International and local courses offer training in areas such as leadership skills, project management, and conflict resolution. Young, fast-growing companies in developing countries benefit from the experience of well-established companies in Europe.

Education and information

Andritz takes pride in its efforts for a safe and sustainable environment. Accordingly, an active information policy is in place to communicate with authorities and stakeholders. The policy is based upon transparency and trust. One example of Andritz's information activities is the annual "Waste Management Report" for certain locations. The aspects of ecology are an integral element of the training and education programs for Andritz employees.

Employees are encouraged to contribute their knowledge and experience. One instrument is the "Suggestions for Improvement" area in the Andritz Intranet.

A major challenge for Andritz has been the integration of newly-acquired companies. Great importance is placed upon measures to integrate management and other employees.

Cooperation with the various works councils is another principle for Andritz. All relevant issues are being resolved in close collaboration with the worker representatives.

Social sustainability measures of Andritz's customers

Most of Andritz's customers have a strong commitment towards sustainability. Their sustainability strategy is based on implementation of the best environmental technologies and practices, strong social commitment, and active dialog with all relevant stakeholders. This results in significant investments in infrastructure, health-care, and education of the people and communities where Andritz's customers operate. In addition, many new jobs for local workers, sub-suppliers, and other involved industries are created, thus improving the standard of living of several thousand people.

The following two articles showcase the positive impact of the sustainability measures of Veracel and Stora Enso – both are very good customers of Andritz – on social life and quality of life in Brazil and China, where both companies have invested significantly during the last few years. →