

Principles of personnel policy

V1.0, as of 28 January 2009

Schweizerische Exportrisikoversicherung
Assurance suisse contre les risques à l'exportation
Assicurazione svizzera contro i rischi delle esportazioni
Swiss Export Risk Insurance



Management

Management for us means assuming responsibility for our stakeholders and delegating at the right level. We achieve both predefined and individual goals regardless of personal preferences and while maintaining equal opportunities, irrespective of origin, nationality, sex, sexual orientation, religion or age. Managers challenge and motivate, in the same way as they themselves are challenged and motivated.

Employment plan

The employment plan is discussed annually by the Board of Directors as part of the budget meeting. In principle, we want to avoid any labour reserves. We cover peak times using interdepartmental support, overtime or temporary employees.

Staff development

We demand a high level of commitment and qualifications. We encourage the development of technical and social skills through training and further education. Because we invest a lot in our employees, we strive to maintain long-term employment relationships. We support young people by offering apprenticeships and/or internships.

Social aspects

We offer progressive working conditions and competitive employee benefits. We also provide assistance for employees who use public transport and help with health insurance provisions. Smoking is only permitted in designated areas.

Salaries

Our system ensures that our salaries are competitive, gender-neutral and meet requirements. The basic salary is the main component of the salary. In addition there is a variable component which is dependent on the extent to which individually agreed targets are achieved and on the operating performance of the company as a whole. More details are available in the Employment Regulations.

Job structure

We offer a practical infrastructure with modern, if not fashionable, working tools. Depending on the position, we are open to flexible working hours.

Information, communication and behaviour

Regarding information and communication, we practice the principle of reciprocity: actively communicate information and actively obtain information. We behave in a respectful, loyal, open and honest manner, and act with integrity. We complete our tasks with dedication and to the best of our knowledge.

Working environment

We work in an environment of mutual trust. We hold joint events to build team spirit and mutual understanding.