

## Success driven by people - Aiming for healthy and happy employees

“Mirka wants to offer its employees the chance to develop and grow,” explains Mirka Finland’s HR Manager Ulla Kauppi.

“Thanks to the diverse range of training on offer, our staff can develop their expertise, which, combined with a positive, can-do attitude, a healthy work ethic, and a good approach to their work, enables Mirka staff to advance in their careers and take on new challenges.”

One of the objectives of Mirka’s HR

policy is to increase staff wellbeing in different ways. For example, employee ergonomics is a key focus area, both in the offices and in production facilities, in addition to which staff are offered a diverse range of exercise opportunities and cultural experiences to enjoy in their free time. Any shortcomings are addressed swiftly, and solutions are sought for problem situations in ways that are satisfactory to all involved. Employees are provided with good tools for their work and

investments are made in workplace comfort.

“Taking care of our staff is just one way in which we look after our responsibilities,” states Ulla. “We don’t take staff well-being for granted, and we continue to make sustained efforts to promote it. Our objective remains to improve staff satisfaction and ensure that Mirka retains and further develops its reputation as a good employer.”



Ulla Kauppi, HR Manager.

## Clean, economical progress with biogas

Continuous Improvement Manager **Staffan Stenvall** has had his bio-gas-powered Volkswagen Touran for three years and has only positive things to say about it. "Biogas is undeniably one of the solutions of the future," he explains. Biogas is a domestic, renewable transport fuel, and the easiest way to reduce transport-related carbon dioxide emissions by up to 85%. Biogas production is intrinsically linked to the circular economy, as biogas is produced from biowaste from agriculture, industry and households, amongst other sources. In the circular economy, one person's waste is another's raw material.

"Biogas isn't just an environmentally-friendly means of transport, it's also wallet friendly. We save €1,000–1,200 annually on fuel and tax costs compared what we would be paying with diesel."

The popularity of gas-powered vehicles in Finland is growing rapidly, and registrations of gas-powered cars almost doubled in 2018 compared to the previous year. There are currently

approximately 6,700 gas-powered vehicles in Finland, with the refuelling network for gas-powered cars expanding exponentially. In southern Finland the network is becoming relatively comprehensive, and even in the north the number of fuelling stations is growing. Fortunately for Mirka employees, Jeppo Biogas is located close to Mirka's Jeppo unit, providing an easy refuelling point. One benefit of biogas vehicles is that the engines can also run on standard petrol if you happen to run out of fuel and don't have a refuelling point nearby.

"Compared to electric vehicles, biogas vehicles are more environmentally friendly," states Staffan. "The manufacturing of electric cars and generation of electricity cause significant carbon dioxide emissions, while biogas emissions levels are notably lower. Furthermore, the carbon dioxide emissions of biogas also form part of the natural carbon cycle, unlike fossil fuels."

The only downside Staffan can think of when it comes to biogas cars is the limited range of models available.

Thankfully more and more vehicle manufacturers are producing their own biogas vehicles, and converting a petrol vehicle to one that can run on biogas is a relatively simple process. Currently, Audi, Volkswagen, Škoda, SEAT, Opel (sold under the name Vauxhall in the UK), Fiat and Mercedes produce biogas vehicles as factory standard. On the surface, the only thing that distinguishes these vehicles from non-biogas alternatives is the fact there are two fuel gauges. The Stenvall family's environmentally friendly choices don't stop with the car – they are also making efforts to do their part when it comes to recycling and composting, and the roof of their house is equipped with solar panels for heating domestic hot water.

"My next car will also, without a doubt, be a biogas car," Staffan states. "A biogas car is an obvious choice if you want to reduce your transport-related carbon footprint."



Staffan Stenvall, Continuous Improvement Manager.



## Pumped for the day by cycling to work

Jarmo Saviaro cycles the two and a half kilometres to work come rain or shine.

“If I were driving, I’d be significantly more tired,” he states.

“I’d much rather jump on my bike than start up my car when it’s -25 °C. Cycling also offers a number of other benefits, being unsurpassed as a form of exercise that exerts minimal pressure on the joints.” Jarmo explains that he has had to give up running due to knee pain, but cycling doesn’t trouble his knees.

Mirka encourages its employees to lead an active life, and cycling is an excellent way of doing this. And we’re a pretty active bunch – in the summer the bike parking facility is usually full. Jarmo’s commutes now take place on a Trek hybrid bike, and

a quick glance at the bike rack will reveal all different kinds of wheels, from single gear basic models all the way up to modern road bikes. According to Jarmo, you need to have the right equipment to cycle to work. Your bike needs to be in good condition, and your clothes and shoes need to up to the task. In the winter, it’s impossible to overstate the importance of front and rear lights. You can always cycle if you’ve got the right gear! However, it’s important to have the right attitude, too; for those who prioritise comfort above all else, year-round commuting by bike might not be the best option. Jarmo is quick to point out, however, that you don’t lose anything by cycling to work, but you do stand to gain a range of health and other benefits.

Jarmo does not claim to be a data nerd, and he doesn’t keep a record of kilometres cycled; cycling is a great way to get from A to B, which is enough motivation for him. Cycling is also likely to save a significant amount of fuel over the years, which means that it also brings personal savings. Years ago, when Jarmo began cycling to work, no one was talking about the environmental impacts of driving, and the environmental reasons were not really a factor in his decision-making either. But nowadays, as environmental factors become ever more important, it’s a nice feeling knowing that cycling to work has benefits not just for the cyclist but also for the environment!

*“Mirka encourages its employees to lead an active life, and cycling is an excellent way of doing this”*



Jarmo Saviaro, Warehouse Supervisor.

**Benefits provided to full-time employees** that are not provided to temporary or part-time employees. Benefits for full-time employees are:

- 1) life insurance;
- 2) disability and invalidity coverage
- 3) occupational health care
- 4) retirement provision
- 5) parental leave, also 1-4 days when a child is sick.
- 6) Food (lunch) compensation 50% during a workday in our canteens
- 7) physical training vouchers and massage
- 8) other one-timers

**Minimum notice periods regarding operational changes**

The minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them is 2 weeks at Mirka.

**Occupational health and safety management system**

The Safety Committee has its meeting 4 times a year. The members of the safety committee are:

- Occupational Safety Manager
- HR Manager
- representatives of production management (unit managers)
- health and safety representatives (personnel, all units)
- representatives of occupational healthcare (all units)

The Safety Committee has its formal agenda and follows up on different actions.

**Worker participation, consultation, and communication on occupational health and safety**

All of the workers (100%) whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.

**Percentage of employees receiving regular performance and career development reviews**

Personal development and career development/opportunities are highly appreciated by personnel. Everyone has the possibility to discuss these with his or her manager at least once a year. Managers have received instruction on how to lead these discussions. At this moment we do not have a system which tracks the number of individuals who have had a personal review in production. White collar-employees have their annual discussions because they are bound to personal targets and a yearly bonus. In production, we have a salary model which is based on competencies and the development of competencies.

**Incidents of discrimination and corrective actions taken**

During this period there were no reports of discrimination.

**Workforce (2018)**

Workforce (Finland)	796
Total number of employees on parental leave	59
Total number of employees (women) on parental leave	12
Total number of employees (men) on parental leave	47
Total number of employees (women) that returned to work in the reporting period after parental leave ended	2
Total number of employees (men) that returned to work in the reporting period after parental leave ended	43
Total number of employees (women) still on parental leave	8
Total number of employees (men) still on parental leave	

**New employee hires and employee turnover (2018)**

Age	
18-24	20
25-29	11
30-34	15
35-39	11
40-44	15
45-49	6
50-55	7
55-60	1
60-	

86

### Average hours of training per year per

2014			2016			2018		
Training hours [h]	Female	Male	Training hours [h]	Female	Male	Training hours [h]	Female	Male
Managers			Managers			Managers		
	624	2068		1242	3100		1307	3264
White collar	1308	1788	White collar	1714	4450	White collar	1805	4686
Blue collar	1867	5241	Blue collar	2454	5850	Blue collar	2584	6160
			White collar (DC)			White collar (DC)	7697	
			Managers (DC)			Managers (DC)	2451	
<b>Totalt MSF [h]</b>	<b>12895</b>		<b>Totalt MSF [h]</b>	<b>18810</b>		<b>Totalt MSF [h]</b>	<b>19806</b>	
			<b>Total DC [h]</b>	<b>8781</b>		<b>Total DC [h]</b>	<b>10148</b>	
			<b>Tot</b>	<b>27591</b>		<b>Tot</b>	<b>29554</b>	

2014		2016		2018	
Average h per gender	[h]	Average h per gender	[h]	Average h per gender	[h]
Female MSF	21	Female MSF	30	Female MSF	32
Male MSF	19	Male MSF	28	Male MSF	30
		Female DC	18	Female DC	16
		Male DC	20	Male DC	20
Average h per employee group	[h]	Average h per employee group	[h]	Average h per employee group	[h]
Managers	38	Managers	62	Managers	65
White collar	29	White collar	57	White collar	60
Blue collar	14	Blue collar	17	Blue collar	18
		White collar (DC)	11		
		Managers (DC)	6		