


Outcomes	Measurement of (expected) outcomes and value added for our company
	<p>Our employee survey, as well as the individual appraisals enables employees to provide feedback on their experience working with Elixim, focusing on how they think we lead, manage and engage with them. In 2011 we engaged 95% of our employees Swiss wide to participate in the anonymous survey and 100% were interviewed during their appraisals. The results showed improvement in all categories of questions, including Elixim's leadership, understanding of company values, image, levels of engagement and customer focus.</p> <p style="text-align: center;">“The goal of our management system is to live the excellence”</p> <p>✓ A constant investment in recruiting, training and career development</p>

Environment

Principle 7	Businesses should support a precautionary approach to environmental challenges;
Principle 8	undertake initiatives to promote greater environmental responsibility; and
Principle 9	encourage the development and diffusion of environmentally friendly technologies.

Actions	Actions realized
	<p>For an international company like Elixim, which operates in 3 countries, climate change is of importance, to both business and society. To combat climate change, the company has not only been improving its ecological footprint but also contributing its own special know-how as a welcome services provider.</p> <ul style="list-style-type: none"> ✓ The continuous improvement with innovative tools and procedures ✓ In December 2009 Elixim achieved the ISO 9001, ISO 14001 and OHSAS 18001 certification, which is its commitment to quality, excellence and approaching the environmental challenges. <div style="text-align: right;">  </div> <p>Under the ISO 14001 certification procedure, our sustainability program is audited annually by the independent certifier Swiss TS.</p> <p>As a global citizen, we share the responsibility to battle climate change. To that end, we strive to improve our own eco-balance by continuously optimizing our use of resources.</p> <ul style="list-style-type: none"> • We believe that sustainability means future viability – with the aim of ensuring that future generations enjoy a healthy environment as well as stable economic and social conditions. • We review and continually improve our everyday work procedures according to sustainability-related criteria. • Acting sustainably also results in competitive advantages. As a small enterprise we know that: <ul style="list-style-type: none"> • keeping an eye on energy efficiency can open up cost reduction potentials • a successful sustainability management leads to an excellent reputation, which helps in recruiting young talents and increases shareholder value. <p>In short: Acting sustainably today is a serious “business case” for Elixim.</p>

elixim service excellence