

# SE Works Council

5 februari 2013

Classificaton: open  
Status: final

**EQUENS**

# Equens SE overzicht

## Vestigingen in Europa

- Utrecht
- Frankfurt
- Stuttgart
- Milaan
- Rome
- (Helsinki)
- (Londen)

## Dochterondernemingen

- PaySquare
- Montrada
- DZ Service

# Equens Works Councils per land

## Nederland

- Ondernemingsraad

## Duitsland

- Betriebsrat Frankfurt
- Betriebsrat Stuttgart
- Betriebsrat DZ-Service
- Gesamtbetriebsrat Equens Duitsland

## Italië

- RSA Rome
- RSA Milaan

## NL+D+ITA

- SE Works Council

# SE Works Council leden

## Nederland

- 3 leden, 3 plaatsvervangende leden

## Duitsland

- 2 leden, 2 plaatsvervangende leden

## Italië

- 1 lid, 1 plaatsvervangend lid

## Select Committee

- 3 leden

# SE Works Council: Agreement

## Belangrijkste punten

- Minimaal 3 vergaderingen per jaar met Board of Directors (BoD)
- Korte regelmatige updates Select Committee + CEO
- 6 interne SEWC vergaderingen

## Invloed op besluiten

- Informatie in vroeg stadium (soms vertrouwelijk)
- Consultatie vooraf aan definitieve plannen
  - *in such an early stage of the decision making process that the SE Works Council can have a substantial influence on the decision making process of the contemplated measure*
- Bij belangrijke ontwikkelingen directe input gevraagd van SEWC
  - *economic and financial situation, the likely development of the business and of production and sales, capital expenditure, the situation and probable trend of employment, mergers, investments, and substantial changes concerning organisation, introduction of new working methods or production processes, transfers of production, mergers, cut-backs or closures of undertakings, establishments or important parts thereof, and collective redundancies.*

## SEWC ontvangt agenda's van RvC en BoD

# SE Works Council

## Mission and Vision

- Gemaakt en goedgekeurd door SEWC
- Gepresenteerd aan nationale medezeggenschap
  - Deze ondersteunen de missie en visie
- Gepresenteerd aan CEO

## **MISSION & VISION**

*"The European Works Council contributes to Equens by securing the balance between employees' interests and company interests and the balance between national and European level. This will be achieved by sharing information and influencing management decisions."*

# The first key value of the SE Works Council is 'employment and company continuity'

- Securing substantial employment in every country in which Equens has operations
- Contributing to socially acceptable solutions if there are any changes caused by acquisition or restructuring
- Improving employability of all employees



# The second key value of the SE Works Council is 'good employership'

- Contributing to a motivating working climate and collegiality within Equens
- Demonstrating that employees are the most important capital of the company
- Developing Equens into an employer of choice in every country where the company has operations
- Achieving that employees have a strong company pride

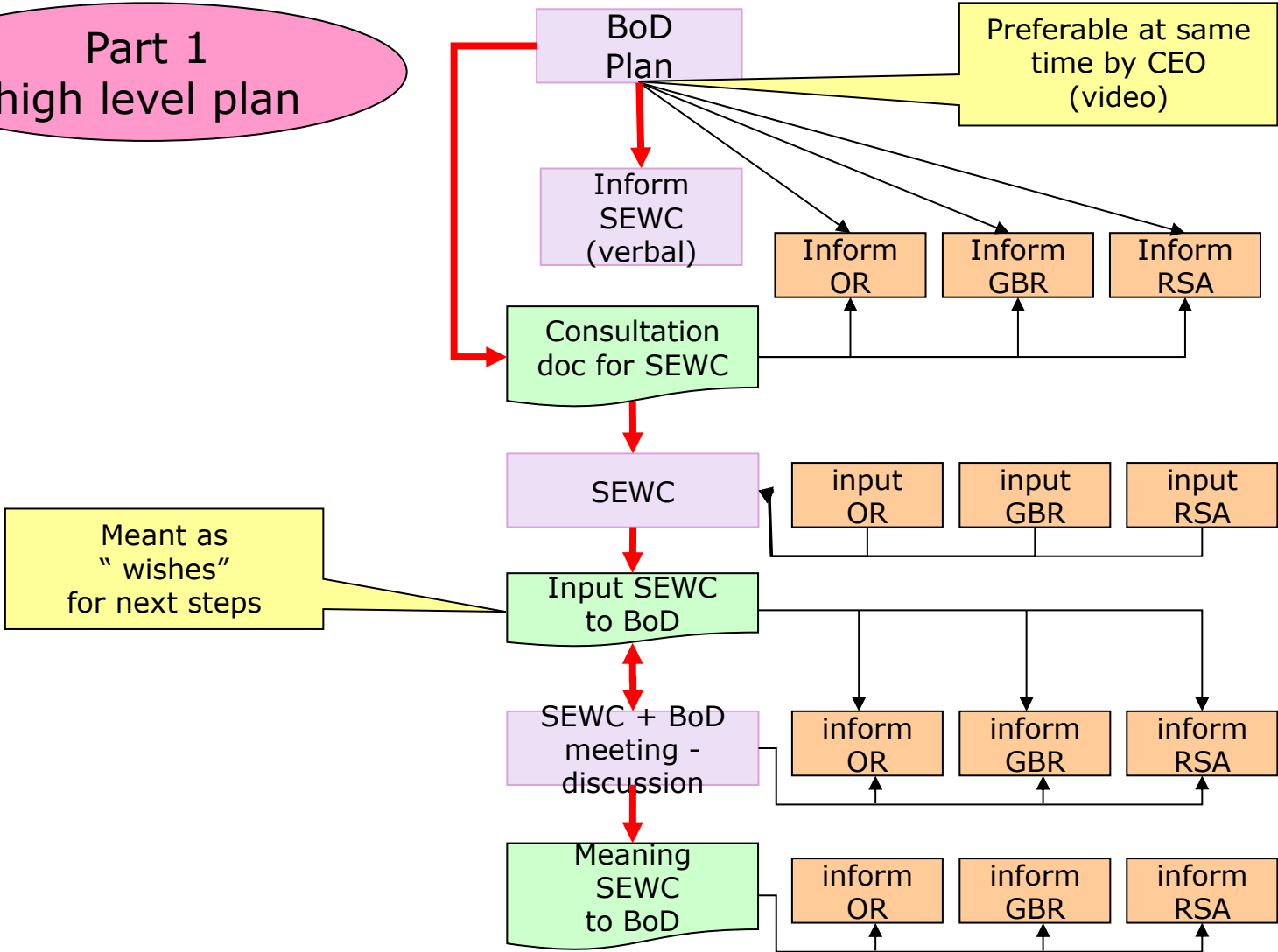
# The third key value of the SE Works Council is 'no expansion damage'

- Watching that expansion of the company will not lead to loss of jobs in existing Equens countries
- Promoting expansion that leads to new expertise, new markets and new customers
- Assessing that business decisions are really in the interest of the company

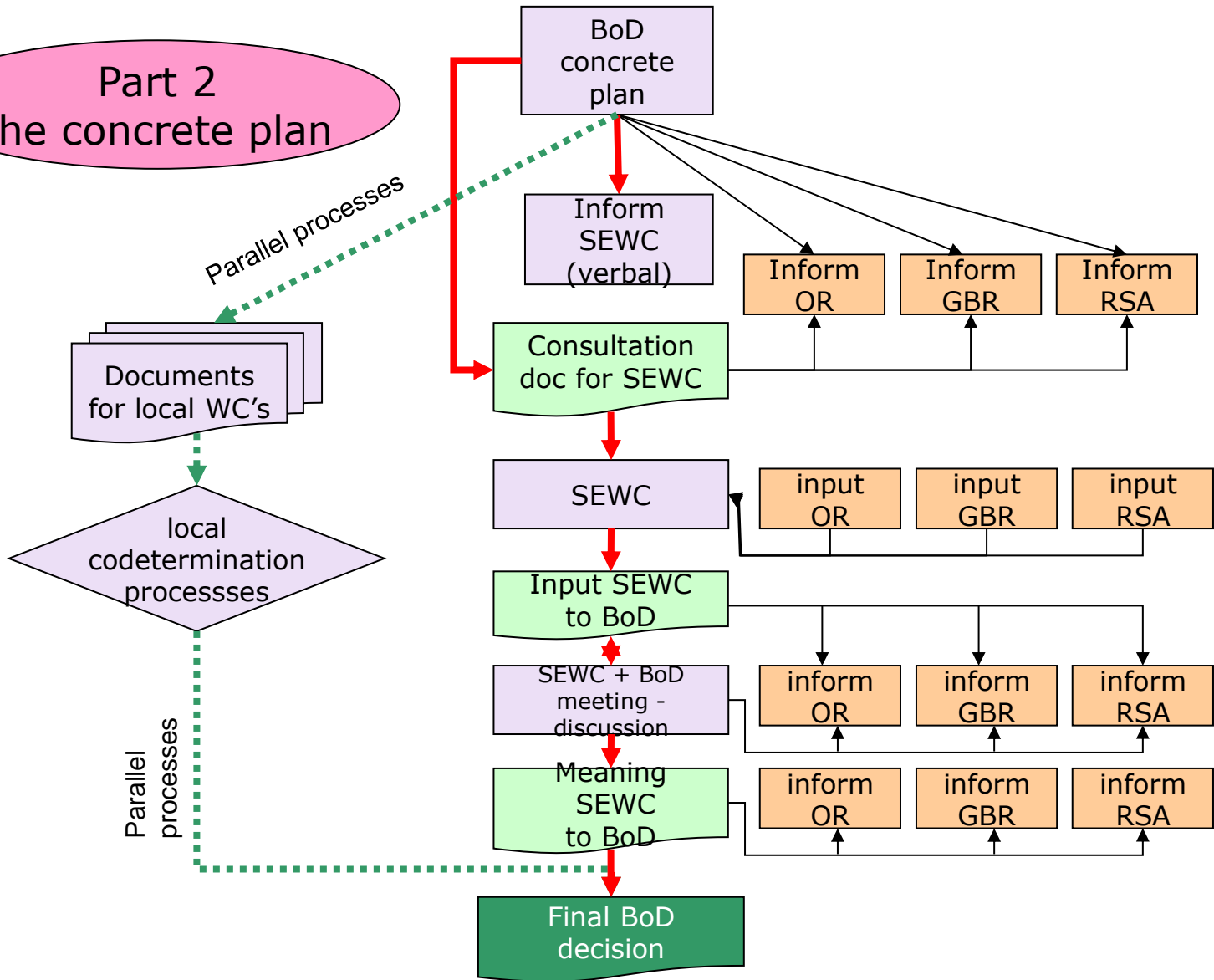
# Working tactics of the SE Works Council

- We intend to think and act on strategic and tactical decision level
- We operate from an equal position to the Board of directors
- We represent all employees
- We look for constructive cooperation with the Board of directors, trade unions, local works councils and employees
- We operate from a clear vision on our role

Part 1  
high level plan



Part 2  
the concrete plan






# SE Works Council

## Overige Onderwerpen

- European Social Framework: overall kader sociaal beleid
- Code of Conduct
- Lean Management
- Management Competence Profile
- Beoordelingssysteem voor de SE
- Voorbereidingscommissies instellen?

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# Vragen?

**Sound solutions, solid results**

**EQUENS**