

Heel receives Top Employer award for the eighth time in succession

Baden-Baden – Once again in 2017, Biologische Heilmittel Heel GmbH is one of the best employers in Germany. From among 114 companies evaluated nationwide, the manufacturer of natural medicines has been certified as ‘Top Employer Germany’ by the independent Top Employers Institute for the eighth time in succession. In addition to the company’s excellent human resources planning and outstanding possibilities for training, other factors that convinced the experts included the opportunities for reconciliation of family and work life at Heel and the specific program for swiftly integrating new employees in the company.

"Motivated, qualified staff is the basis of our success. We therefore aim to offer optimum working conditions for our employees, as well as giving them the best possible support in their professional and personal development", emphasizes François Dugimont, Director Human Resources. The wide range of possibilities made available to Heel's workforce focuses on a life phase-oriented Human Resources policy that allows employees to find a good reconciliation of family and work life at their own particular stage in life. In this context it is worth giving a special mention to the flexible working hour models, the company's child day care as well as programs to accommodate those involved in caring for members of their family.

In addition, the experts from the Top Employers Institute were convinced by the various activities on offer to promote the health of the workers. One elementary component in this context is the company's own health program called Heel-Fit, which offers fitness courses as well as back training or yoga. Moreover, Heel employees can attend seminars for a healthy life-style or use the health-conscious company canteen, which has acquired a reputation for being one of the best company canteens in the region. Those keen to exercise already on their way to work at Heel can obtain a subsidized company bike which they can also put to private use. There is a good response as well from the workforce to the special Health Days organized by Heel on specific topics, such as bowel health. "As a modern healthcare company, we feel it is very important to give our employees many incentives to live a healthy life", explains Dugimont.

Furthermore, Heel has received above-average grades for its approach to integrating new staff. An individual familiarization plan is set up for every new employee, who is also accompanied during the initial phase by a

mentor working in the same area. Dugimont: "In this way, the new employees settle in soon and are encouraged to take on their share of responsibility from a very early point on." After the trial period, an onboarding review provides an opportunity for identifying and proactively tackling new areas for further development.

But the focus at Heel is not just on new employees: the Top Employers Institute praises the further and advanced training programs offered by the drug manufacturer from Baden-Baden. Furthermore, the company's career opportunities also contributed to ensuring that Heel once again received the Top Employer Germany accolade: around 60% of all advertised executive vacancies at Heel are filled from the company's rank and file.

"As an international manufacturer of medicines with a great emphasis on research, we are in constant competition for qualified professionals", explains the Director Human Resources, adding: "In recent years, Heel has acquired an international reputation as an attractive employer with an outstanding working environment as well as excellent career and development possibilities. This helps us greatly in encouraging well qualified staff and young talents to join Heel."

Heel has around 1,400 employees worldwide with 900 working at the company's headquarters in Baden-Baden. To achieve the "Top Employer Germany" award, which is valid for one year, the company went through a multi-stage certification program. Companies from all over the world are only taken into consideration for the award if they offer an outstanding HR management and strategy with a focus on staff orientation while constantly creating attractive working conditions and ensuring the on-going development of their staff.

Heel is a pharmaceutical company which develops, manufactures and distributes medicines made from natural ingredients. The company is a pioneer when it comes to scientific research in natural medicine. In cooperation with scientific institutes, Heel is advancing the concept of integrative medicine, with the goal of improving patient care and health.

Biologische Heilmittel Heel GmbH has its headquarters located in Baden-Baden/Germany and employs about 1,400 people worldwide. In 2015, the company achieved an annual turnover of 202 million Euros – 65 percent of which was generated outside of Germany. Heel medicines are available in more than 50 countries. www.heel.com



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