



GRI 401:
**Employment,
 turnover and
 benefits**

Working@Klingele: A moving experience

Case Klingele Papierwerke, Germany

Nowadays, no one can deny that a sustainability strategy not only needs to include processes within an organisation, but also across the entire supply chain. However, the issue of how employees actually get to work generally still lies in the “blind spot”. Klingele, in contrast, has already been offering its staff in Remshalden and Weener (paper mill) an attractive leasing model for pedelecs or classic bicycles for four years – heralding a pioneering service at the time of its introduction.

Klingele facilitates two pedelecs per employee, meaning that partners can get active on two wheels, too. Klingele takes care of the entire administrative process and has also opted for an internal insurance policy at extremely fair and attractive conditions. As an additional “sweetener”, Klingele provides free bicycle locks – and basic annual maintenance at the company's expense.

Klingele has now extended the offer to all sites in Germany.

This initiative aims to motivate Klingele employees to leave the car at home as often as possible. It has been met with an exceptionally positive reception, and some colleagues now cycle up to 15 kilometres to work every morning, including even early shift workers. As expected, the most popular contenders, at around 70%, are the pedelecs. These models make even demanding routes easier. Many employees have also taken advantage of the opportunity to rent a second bike – after all, training is always more fun together. Other companies in the region have been infected by the “sporty spirit” at Klingele and now offer their workforce a similar model. Staff loyalty combined with active environmental protection and health care – when has the question as to the benefits of a

measure ever been more convincingly answered?

Pedelec / bike leasing model @ Klingele – benefits:

- Klingele takes over the complete administrative handling
- Extremely competitive cost
- Internal insurance model with attractive rates
- Bicycle lock and annual maintenance free of charge
- Plants equipped with bicycle racks
- Every employee can lease two pedelecs / bikes
- Leasing program is offered at each Klingele plant