

LOOK!

Bell Food Group Employee Magazine

04 2021

**Long live the
difference**

**BELL
FOOD
GROUP**





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Diversity as a success factor

Dear Colleagues,

Diversity characterises us, our units and the entire Bell Food Group. This diversity is an added value – I am convinced of that. When I became part of what was then Bell Group in 2011, the company had 6400 employees. With the strong growth of the Bell Food Group, the diversity of people, cultures and business areas has increased further. What the figures also show: today, the Bell Food Group employs 12,000 people of over 90 nationalities in 15 countries.

This wealth of personalities, backgrounds and experiences enriches not only our personal interaction but also our daily work. Diversity helps us stay inspired and think across boundaries. A good team today thrives on the different skills and unique perspectives of its members, making it even better.



We all have our own personal strengths and weaknesses. On our own, we cannot meet all the demands we encounter in our everyday working lives. Together, however, we have the skills to tackle all challenges and implement solutions. Diversity is therefore not just a buzzword, but an important driver for successful and meaningful work.

I am aware, dear colleagues, that diversity also presents us with challenges. An important basis for mastering this is the way we meet and interact with each other in everyday life. An open and human working environment characterised by appreciation reduces hurdles and helps us to approach each other. That is why the Bell Food Group focuses on people with their individual abilities and needs.

Being actively involved, tackling things and making a difference must not just be a goal, but is to be actively encouraged. With the diversity of our skills, we want to constantly create something new and make something good even better. In doing so, we are setting an example in our industry – as a company, as a team and as individuals.

I would therefore like to encourage you all, each and every one of you, to contribute your ideas, show initiative and take responsibility. Because we shape our future ourselves. And to get to the top together, it takes all of us. Diversity is a benefit for all of us. I look forward to continuing on this path with you in the coming year.

With this in mind, I would like to wish you and your loved ones an enjoyable festive season, a happy start to the new year, much success, joy and above all good health in 2022.

Lorenz Wyss
Chief Executive Officer of the Group

Diversity is an important driver for successful and meaningful work.

Bell Food Group employee survey

Valuable feedback

The results of the second survey of all Bell Food Group employees are now available. At Group level, the results are broadly in line with the 2018 results. The results are now being analysed in detail in the divisions and individual measures are being developed.

A solid result

In June and July 2021, an employee survey was conducted for the second time throughout the Bell Food Group. This year, employees from the Hügli Division were also present. The response to the survey was slightly lower than that of the 2018 edition. One possible reason could have been the way it was carried out, since for the first time, participation in the survey was only possible online. «It seems possible to us that not having handwritten participation was a hurdle for some employees,» explains Endrik Dallmann, Head of HR Bell Food Group. «We will therefore carefully examine how we proceed in the future. After all, we are keen to get feedback from as many employees as possible.»

Making the survey online only might have been an obstacle.

All in all, Endrik Dallmann is satisfied with the results. «Against the backdrop of the Corona pandemic, we expected stronger changes from the last survey.» At Group level, the results are broadly in line with the 2018 results (see chart on the right).

The potential is shown in detail

According to Endrik Dallmann, with so many individual evaluations it is normal not to have too many fluctuations in the evaluation at this flight altitude. «In the aggregate, the individual assessments usually balance each other out again,» he explains, «the results are most meaningful when broken down to the individual units.»

By the end of the year, the business units and divisions will therefore be presented with their individual results. In total, over 309 such evaluations were made - and if necessary, these evaluations will also be broken down even further.

«It is therefore quite possible» adds Dallmann, «that the individual results for some questions may differ greatly from the group result depending on the area. Ultimately, however, it is precisely these variations that show where changes are needed.»

One open question, lots of concrete answers

Important indications were also provided by the responses to the last two questions on open feedback. This year, for example, the crisis management of the group of companies was highlighted in a particularly positive way. The corona pandemic has shown that the Bell Food Group is a safe employer even in challenging times.

According to Dallmann, this impression also corresponds to the figures from the evaluation. «This year we have included a question on the corona pandemic in addition to the usual questions. A lot of employees think that we have basically managed the corona situation well as the Bell Food Group.»

The topic of staff development, on the other hand, scored less well. This area in particular has suffered greatly from the corona situation. Many courses and training sessions had to be cancelled because of the protective measures.

«Basically we can say,» Dallmann summarises the open feedback, «that people at the Bell Food Group like their jobs and enjoy their work. The work atmosphere in the teams and the collegial cohesion are particularly appreciated. On the other hand, the flow of information was criticised, for example, with some documents not always being available in the required languages.

There is also potential for improvement in the processes. These are perceived by many employees as too rigid; more flexibility is desired. In the administrative sector, the topic of digitalisation (paperless work) was also increasingly mentioned.

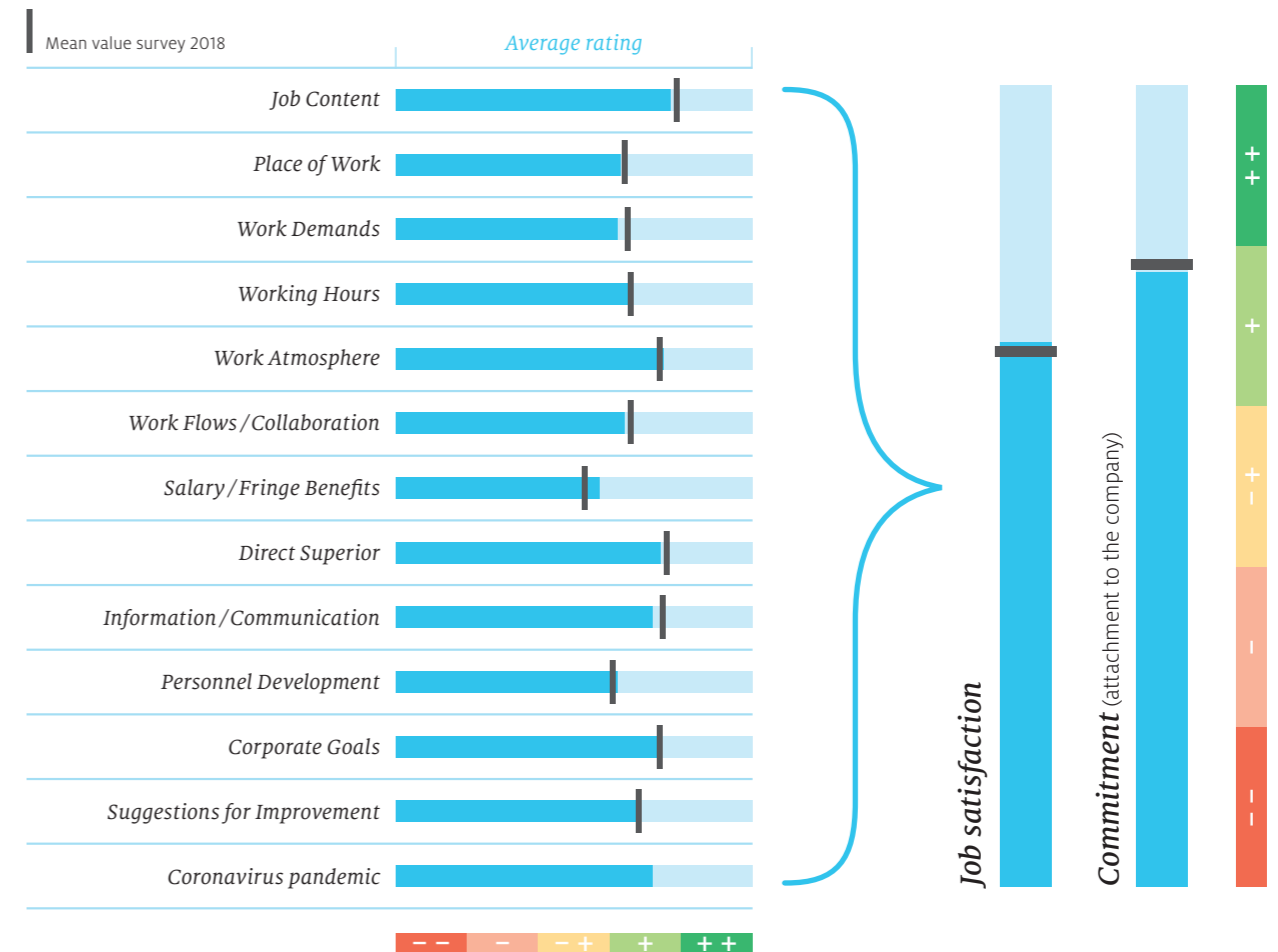
So what's next?

In the next step, the results will be analysed in the respective units and fields of action defined. Based on these fields of action, measures will be defined and implemented in a final step.

The majority of the measures are set at the level of the locations or even departments, as this allows them to have a targeted effect.

«In the goal-setting process, the second goal for 2022 is derived from the results of the employee survey,» explains Endrik Dallmann. «According to the survey, the majority of managers will work on three measures of their own in the coming year. In this way, we will anchor the findings from the employee survey more firmly in the company's everyday life and achieve even better measurability.» • sh

Results of the thematic areas



Families are welcome at the Bell Food Group

Family ties

Whether in Romania, Liechtenstein or Switzerland – at many locations the Bell Food Group is quite literally a family business. Because there are sisters, brothers, fathers and sons or uncles and nephews working in the same company. Here are a few examples that show how well this works.

1) Taking the family to work

Nicoleta Scarlat came to Eisberg Romania in October 2002 through a recommendation from a friend. She told her sister Georgiana Mariana Mayer about her good experiences, and so she too applied to join the salad experts a few months later.

After a few years together in production, Nicoleta moved to the sales area. But the sisters still see each other every day at work. «For me, it is an advantage to have someone in the company who cares about my professional success,» Nicoleta reports.

The sisters see each other every day at work.

On the other hand, it is important to the sisters not to let the job take up too much space in their private lives. Georgiana, who everyone just calls Giuli, tells us: «We've learned that it's not a good idea to take work home – especially because then it's often more about the uncomfortable issues.»

2) Attention: Danger of confusion!

Their parents already worked in a butcher's shop that belonged to Bell. So in 1981, Silvio and Daniel Strub also started their butcher's apprenticeships at Bell, the largest provider of apprenticeships in Basel at the time. Initially the twins caused some confusion. «It took quite a while for everyone in the slaughterhouse to realise that there were two of us,» Daniel tells us. Today, due to having different fields of activity and locations, they actually no longer have any points of contact at work. «So talking about work in our free time is not a problem for us, since we can't actually exchange ideas in the company,» says Silvio. «But as Daniel works in HR, personnel issues are of course taboo.» The risk of confusion is also lower today. However, anyone who gets a call from a «Strub» sometimes still has to guess just who they have on the line. According to colleagues, the voices of the two are almost indistinguishable on the phone.



1) Georgiana Mariana Mayer, Production Manager, and Nicoleta Scarlat, Head of Sales & Marketing at Eisberg in Romania



2) Silvio Strub, Junior Key Account Manager Fresh Meat Sales Coop, and Daniel Strub, Head of Payroll & HR Services at Bell in Switzerland



3) Filip Herceg, Team Leader Disposition, and Stipe Herceg, Division Manager Packaging at Hügli

3) Private and professional matters strictly separated

When Stipe Herceg – who has been with Hügli since 2012 – heard that the work preparation department was looking for reinforcements, he immediately mobilised his younger brother. The recruitment worked out, and so Filip Herceg has now also been working at the company in Steinach for three years. Since the two have to deal with each other on a daily basis through the cooperation of production and work preparation, it was clear to them from the beginning that they would have to draw a clear line between their private lives and work. «That has worked very well so far,» says Stipe. But it is a bit of a burden when big brother has brought you into the game. «In my opinion, you put more effort into your work if a family member

has recommended you and thus also vouches for you,» Filip reports. Due to the similarity of names, e-mails can sometimes go astray in the course of everyday work. Fortunately, however, there has so far only been one occasion on which one of the brothers realised in a meeting that he was the wrong Herceg for it.



4)
Cedric Bechler, Corporate Marketing & Communication Officer, Harry Bechler, Head of Human Resources Development, and Frank Bechler, Assistant Head of Bell International Division



5)
Jean-Yves Pavoux, Maintenance Manager, and Sylvie Ploivy, Industrial assistant

4) Several generations on board

Harry was the first member of the Bechler family to join Bell in 2000. A few months later, Frank also signed his employment contract. And he was not to be the last of his family: while his sons Marc, Leon and Adrian helped in the company on Sundays and holidays while they were at school and studying, his son Cedric completed his training at Bell and is currently a member of the Corporate Marketing / Communication team.

The brothers never discuss sensitive issues.

The three rarely collaborate due to their different areas of expertise, and they also tend to spend their lunch breaks with their immediate team colleagues. «Occasionally, though, I do like to let my father take me to lunch in the staff restaurant,» Cedric reports.

Nor do Harry and Frank find it difficult to talk shop at private meetings. «We don't have to avoid the topic because the work is fun and, let's face it, takes up a large part of our lives,» says Frank. The brothers agree, however, that they leave sensitive issues out of the equation.

For Harry, who works in human resources, it is important that Bell also offers the opportunity to bring family members into the company. «It speaks well for us as an employer when employees recommend working here to their family members,» he explains. This is also signed by the brother and nephew, who are both so convinced of Bell that they would recommend Bell as an employer not only to family members but also to friends.

And the next generation has also had a taste of Bell, as Jean-Yves tells us. «Our children also worked in the company during the summer: in administration and in production. Those times were rich in experiences and exchanges.»

6) No difference between brothers and colleagues

The first Yildiz brother, Seref, joined Hilcona in 1990. Six years later, Cemil followed in April and Engin in October. Today, the three are active in different fields, but still meet again and again in their everyday work. They make no distinction between brothers and colleagues. «We generally have a good working relationship at Hilcona,» says Engin.

The trio, on the other hand, poses a challenge to their colleagues, because it is not always easy to find the «right» Yildiz for one's needs. «There are always mix-ups with the mail, emails and phone calls,» Seref reports.

During lunch breaks together or at other meetings in their free time, the brothers try to leave work out of it as much as possible. «We don't always succeed,» Cemil tells us, «but we do try to keep our professional and private lives as separate as possible.»

In this point, they also agree that they would recommend Hilcona to other family members. The trio is very satisfied with their employer and appreciates the family-like working atmosphere as well as the good development opportunities the company offers them. The three siblings are Hilcona insiders without any ifs and buts. If they add up all the years they have worked together, they have been proud Hilconians for over 80 years. • *mr*

5) In touch all day

Siblings Jean-Yves Pavoux and Sylvie Ploivy have been part of the team at the St Symphorien sur Coise site in the Monts du Lyonnais for more than 30 years. Jean-Yves, who was initially employed in Annecy, was given the chance to move there in 1988 because he wanted to be closer to his home town. His sister followed a year later to take over reception and various other duties as the workload increased. Starting out as employees of the Chevallier company, the siblings experienced the takeover by Monsieur Polette and finally the switch to Bell France.

«We are in touch with each other all day long,» Sylvie reports. «Whether on the phone or in the office discussing cases.» On the other hand, they both like to spend their lunch breaks at home.

But they do see each other at family dinners or on holidays, which they often spend together. Then the siblings are able to discuss work issues that are important to them.

The trio meets from time to time in their everyday work.

6)
Engin Yildiz, Head of Dry Material Batching, Seref Yildiz, Head of HF/C, and Cemil Yildiz, Department Head Workorder Management/Material Replenishment



Diversity is also receiving more and more attention at the Bell Food Group

LONG LIVE THE DIFFERENCE

The topic of diversity is increasingly coming into focus in many areas of life. This is also true in the world of work, where attention to diversity in the workforce is growing and ideas are emerging to promote it. And it also applies to the Bell Food Group, which is committed to equal opportunities and good cooperation in many areas.

Our world is colourful. And we all contribute to it with our own individuality: We are children, young people or adults. We are men, women or

have a different gender identity.

«Diversity» has its origins in the US.

We have a migration history or our roots at home. We live with health impairments or without.

And there are many more aspects that make up each individual.

Sociologists coined the term «diversity» for this. It is used both to describe a diverse society and to articulate the goal of recognising the diversity of people.

«Diversity» has its origins in the USA. Its roots go back to the 1950s, when groups started fighting discrimination in society as part of the civil rights movement. This led to the first approaches to diversity management a short time later.

Such concepts, which recognise and promote diversity among employees in companies, are becoming increasingly important. Because they can improve the working atmosphere, ensure more satisfied employees or even reduce sickness and absenteeism. Not to mention the many good ideas that arise in an environment where everyone can contribute their personality with all its facets.

With its approximately 12,000 employees, the Bell Food Group is naturally also a company

Diversity is part of everyday life in the Ultrafresh team at Hilcona

The various members come from Spain, Austria, China or Bulgaria – a total of 17 nationalities work together in Hilcona's Ultrafresh Convenience division. Part of the 95-strong team is headed by a young team leader. At 26, Sonja Vallaster is one of the young executives at Liechtenstein.

She took on the new role a year ago, having previously worked intermittently in the company. «At the beginning, I was worried whether my colleagues would respect me in this position. But that was unfounded,» the trained cook says.

Her team, which is responsible for the preparation of ingredients for convenience dishes, currently consists of employees from six countries. To facilitate communication, High German and slow speech are part of their compulsory programme.

However, misunderstandings cannot always be avoided, as Sonja Vallaster's team reports. «We once said to a colleague «We're all off on our break now», but he thought we meant «home» and so he didn't come back after the break.»



«We're a big team and we speak many languages – but we understand each other very well.»





«I am very pleased that I am fully perceived as a woman by my colleagues.»

«People should be employed until the end of their working lives.»

in which the most diverse people come together. This is made very clear, for example, in the number of different nationalities: With nationals from 97 nations ranging from Afghanistan to the Central African Republic, the workforce includes citizens from exactly half of the world's countries. And of course, it also represents the various genders, working age groups and the most diverse world views and personal characteristics.

«Experts say that you are well positioned as a large company in terms of diversity if your workforce is a reflection of the working soci-

ety,» reports Endrik Dallmann, Head of Human Resources at Bell Food Group. «Achieving this is our long-term goal. Because we are convinced that all our staff and the company as well benefit from a diverse organisation where equal opportunities and fairness prevail.»

One focus of the diversity project, which is currently being planned by Endrik Dallmann together with Birgit Schmidinger, Head of Human Resources Convenience Switzerland, and Tanja Degenhardt, Human Resources Coordinator Bell Food Group, is to increase the proportion of women in management positions.

For Monika Ritz, Geiser provided valuable support during her transition

Monika Ritz has been part of the Geiser AG team for 30 years. During this time, she has not only gone through a number of professional stages at the company, which specialises in catering deliveries, but has also initiated a major personal transformation. About seven years ago, she started her transition, and Herbert became Monika. Throughout this process, the 61-year-old, who now works in delivery preparation, was able to count on the full support of her employer. Operations Manager Markus Bischof in particular actively assisted her. He tells us, «It was a very positive experience for me to accompany Monika's transition so intensively and to be able to experience both her worries and her satisfaction one-to-one.»

Communicating with colleagues was extremely important, especially in the early days. «As a management cadre, we informed all the staff from the very first moment that we were 100 per cent behind Monika and would accompany and support her in her process.» A strategy that worked and ensured broad acceptance in the team.

In addition, Geiser always planned the work and the areas of assignment for Monika Ritz in accordance with the respective situation, which was of benefit to both sides. The official name change was then just a small final step that sealed the transition.

Three questions for Monika Ritz

Ms Ritz, when did you first talk to your employer about your transition? There was a moment when I realised that I wanted to start the transition now. So I enquired about the necessary steps, and then set about implementing them. I then put together a few documents with information for the HR department and asked Markus Bischof for an interview.

With what expectations did you go into this conversation? For me, it was clear at the time that I would be transitioning no matter what. But of course, I also wanted to know what the company's position was. I then had a very long, open and positive conversation with Mr Bishop, during which he immediately let me know that the company would be behind me and support me on my way. And so it was.

How open are you about the topic in your professional environment today? I am very pleased that today I am fully perceived as a woman by my colleagues. The fact that I was once a man is way behind me now – and I think the people around me feel the same way. That's why today I only come out of the closet if I have to. My favourite thing is when people just take me as I am.



Options for working from home make everyday life easier for Karlheinz Schörg

In order to make working life as easy as possible for Karlheinz Schörg, the Bell Food Group made it possible for him to work from home within a certain framework right from the start. This is because the Head of Special Tasks Controlling is mobility-impaired. To get around, he relies on a stick and sometimes a wheelchair.

When he comes to the office at the headquarters in Basel, he uses his disabled car, for which he has his own parking space near the entrance. Fortunately, the building is largely barrier-free, so he can move around there almost unhindered.

However, the situation is often different when the controller goes on a business trip. «If I can't drive my own car, it can sometimes be a problem to find a suitable rental car,» says Karlheinz Schörg. «Moreover, not all Bell Food Group locations are as barrier-free as the headquarters. In some cases there are no lifts, for example, or I have to resort to freight lifts.»

But if he ever needs support, he can rely on the people around him. «I have already met plenty of helpful colleagues who, for example, have carried something for me,» he says. And his line manager Marko Pirc, Head of Finance & Controlling at Bell Switzerland, always has an open ear for personal concerns – and not just for Karlheinz Schörg.

Karlheinz Schörg was greatly relieved by the extended working from home options during the corona period. Whether this way of working will continue to be possible depends on both Bell and the supranational regulations for the cross-border worker, who lives in Germany.

Karlheinz Schörg, on the other hand, still sees room for improvement with regard to office equipment. «The quality of the workstations, and especially of the chairs, can vary quite a lot,» explains the 54-year-old. However, he has not yet found the perfect chair for his desk at home either. «I would love to attach my car seat to a rack,» he reports with a wink.

«We are preparing a specific sub-project for the coming year to provide more support for women in their professional development throughout their careers, to prepare them for management tasks and ultimately to increase the proportion of women in the management team,» explains Endrik Dallmann. «Since we place a lot of emphasis on development within our own company at the Bell Food Group, this also means that we have to pay attention to a diverse composition at grassroots level – i.e. when recruiting apprentices and young talents.»

The aim of the overall project will be to create awareness of the importance of diversity and inclusion among employees and especially among managers. It is clear to all involved that success can only be achieved in the long term. This is clearly illustrated by the example of the proportion of women in management – the low turnover here stands in the way of rapid change.

Another group of people Endrik Dallmann and his team have in mind when it comes to diversity are older or physically impaired employees. «It is important to us to employ people until the end of their working life in line with their individual situation,» says the HR director.

Therefore, solutions are already being sought and found in many places to create the corresponding jobs. For employees, this means a work assignment that meets their needs and where they can pass on their knowledge and experience to younger people. The company can also avoid staff shortages whenever there is a shortage of skilled workers.

One area of diversity in which the Bell Food Group has been very well positioned for decades is the multinational composition of its workforce. After all, as mentioned earlier, it employs people from literally half the world's nations.

So dealing with linguistic hurdles is something that has already been overcome. Depending on the situation at the location, language courses or translated materials support the integration of colleagues who do not yet speak the local language. And of course people also help each other, as is demonstrated by the example of the Ultrafresh team at Hilcona. • *mr*



«I have already met plenty of helpful colleagues.»

Employees from the Bell Food Group on the topic of TopX

When possibilities become concrete goals

Many of the Bell Food Group's production plants are currently working intensively on improvements within the framework of TopX. Here, some employees report on their personal experiences with the optimisation process and on the potential it has unleashed in their area of responsibility.



«Through TopX, I have once again come to terms with the people in our workplace from a different perspective. The dialogue concerning problems and solutions shows again and again that different perspectives combined lead to the best outcome, and that work really can be fun. TopX has enabled our team to work together in an

active and solution-oriented way, where everyone can contribute their ideas.

With this know-how, we are increasingly successful in simplifying processes and reducing workloads. Here the potential is not in a single measure, but in the sum of the ideas of the whole group, and the result is not based on the knowledge of one person, but is the success of the team.»

Pascal Koch, Head of Production Schalen & Avor at Eisberg, Dällikon



«For me, TopX is a holistic approach – one could call it a philosophy – that accompanies us every day. Tailored to the needs of the Bell Food Group, it combines structure, methods and approaches from the fields of LEAN, TPM and TQM. As a TopX local expert, I am able to draw from the pool of knowledge and methods and work with everyone to drive forward the key topics of Hilcona Schaan.

Ultimately, I am constantly confronted with new challenges that become realistic goals thanks to the structured approach. The sustainability concept is particularly strong. We focus on what will take us forward and pursue it in a way that is long term and sustainable. I take this principle to heart, both professionally and privately. This means that what has been achieved bears presentable fruit quite quickly and motivates people to engage themselves every day anew.»

Christina Frank, Process Optimiser at Hilcona, Schaan

«In the beginning we weren't terribly sure about it all because we didn't know what to expect with TopX or what we were supposed to do in the programme. Over time, though, we realised that we could make big improvements with small changes. For example, we have achieved significant savings through focus projects. We introduced an improved structure with, among other things, '5S', i.e. sorting, visible order, cleaning, standardising and self-discipline, that over time leads to a better working environment where there is more order and no more searching for materials.

This has also increased our level of satisfaction. In addition, there is the weekly shop floor meeting, which gives us more insight into the process. We think it's good that you can always put forward ideas in the process that are examined and then implemented, if appropriate.»

(from left to right) Joachim Feldkamp, Occupational Health and Safety Management Officer and Fire Safety Officer; Dennis Tillner, Deputy Head of the Production Department; Hans-Joachim Falk, Production Staff; Bernd Kaper, Dispatch Staff; Bell Germany, Edewecht plant



«TopX has created a clearer structure and a better flow of information in my work area. This is ensured by, among other things, the weekly shop floor meetings with their defined agenda, which is adhered to and lived. They have now become part of the routine, and are an essential communication tool that enables staff to be informed and listened to. In addition, there is an optimum way of working using the '5S' method, as well as diligence and clear goals when working on focus projects.

TopX has also optimised our workplaces in terms of working hours and ergonomics. Employee ideas submitted in the suggestion scheme that are analysed and implemented concretely give the team the feeling of being heard and involved department improvements.»

Emmanuel Schmidt, Deputy Cleaning/Container Manager Fresh meat at Bell Switzerland, Basel



«The introduction of TopX encourages and strengthens contact between the departments. The cross-departmental composition in the TopX core team gives me the chance to maintain an even closer exchange with my colleagues in Steinach. The monthly meetings in the TopX core team support me in my project phases and provide information about the next sub-steps, such as the first milestone.

I appreciate the structured process and the precise targeting towards more efficiency and effectiveness in production. It is generally challenging to keep internal processes constantly under control in terms of quality, time and costs. With TopX, I was able to get to know and to use tools that helped me to better control and optimise value creation in production.

The newly introduced meeting structure allows us to involve employees even more closely in ongoing processes and thus make them partly responsible in their areas.»

Roman Schlöpfer, Production Manager at Hügli, St. Gallen



Climate projection with building projects

BUILT ENTIRELY ON SUSTAINABILITY

As a major production company, the Bell Food Group has a particular responsibility to contribute towards better climate protection. A look at various construction projects in the group shows that climate change can also be countered at structural level.



The Bell Food Group is aware of its responsibility when it comes to the well-being of future generations. The careful use of resources is central to this.

The key to economic success and sustainability

«Sustainability is the basis for our actions, but it is also the key to economic success and to the future viability of our company,» says Samuel Widmer, Project Manager Environmental and Sustainability Management. The new sustainability strategy, the latest version of which is to be presented next year, focuses even more on the efficient use of energy sources and production that is as fossil-free as possible.

With the energy generated from the solar panels, the Eisberg site in Gyál in Hungary can cover a quarter of its own consumption.



The fruits of this strategy are evident in ongoing and completed construction projects. «Our focus here is on increasing energy efficiency, making use of waste heat potential and using renewable energies,» says Roger Peier, Project Manager Energy and Environment at Bell in Switzerland.

Peter Ritzer, Head of Technical Service at Hilcona in Schaan, quotes one example. «The energy that is saved by using our heat pumps can be used to heat up to 200 homes and supply them with hot water for one year.» The new deep-freeze warehouse at Bell in Oensingen is expected to emit up to 50 percent less CO₂ than its predecessors when it goes into operation. Removing smaller cold stores and concentrating on one location reduces energy consumption and/or increases efficiency. «Put simply, the larger a cold store is, the less energy is required per storage space,» says Beat Schmutz, Managing Director of SSP KÄLTEPLANER AG, the company that is responsible for planning the new cooling system. The refrigerant is the natural substance ammonia, which guarantees the highest efficiency in systems of this size and, unlike synthetic refrigerants, is not harmful to the environment. «The cycle process is the same as that of current plants in Basel, but the new compressors and motors, and the overall system, require far less energy,» says Beat Schmutz. Energy that will in future be generated by the photovoltaic system on the roof of the new cold store facility, among other things.

The solar panels at Eisberg's location in Gyál in Hungary also provide sustainable energy. The roof system produces an average of 230,000 kilowatt-hours (kWh) a year. «The energy generated in this way covers a quarter of our consumption,» says Managing Director Zoltán Gazsi. A new water filtration system is being planned for the coming year. The new Eisberg building in Marchtrenk has its own settling basin for environmentally friendly wastewater treatment. As Elena Fanton, Assistant to the Management of Eisberg Austria explains, water-saving multi-stage washing with water recycling on the production lines will also help to save up to 30 percent of water.

The Serrano ham production plant in Fuensalida, around 60 kilometres from Madrid, pays particular attention to achieving an economical energy consumption when drying the delicious specialities. «If you need the drying rooms to be at a temperature of 25 degrees Celsius with 60 percent humidity, the first thing the system does is check the conditions outside the building. Whenever possible, outside air is used directly and energy-intensive treatment avoided,» says Marketing Manager Rodrigo Fernández-Mazarambroz. Solar systems are currently being installed in Fuensalida and at two other locations in Spain.

Back to the cold north: the thermometer in the cold rooms of the poultry production facility in Zell reads a constant 2 degrees Celsius. At the same time, it requires hot water at 85 degrees Celsius. An ammonia heat pump of the latest generation uses waste heat from the existing cooling system to heat the water. «This saves us 170,000 litres of heating oil per year and avoids emitting 500 tonnes of CO₂,» says Roger Peier. It's not only production that benefits from the environmentally-friendly, efficient heat treatment: the entire community does. The school building and sports hall in the village are connected to the system via a district heating pipeline. This solution meant that the municipality did not have to construct a new heating system. Just one of many examples that demonstrates how sustainable action pays off for everyone. • ap

Sustainable action pays off for everyone.

The new deep-freeze warehouse in Oensingen (CH) is expected to emit up to 50 percent less CO₂ than its predecessor.

A little nutritional knowledge

Ovo, lacto, omnivorous – pardon?

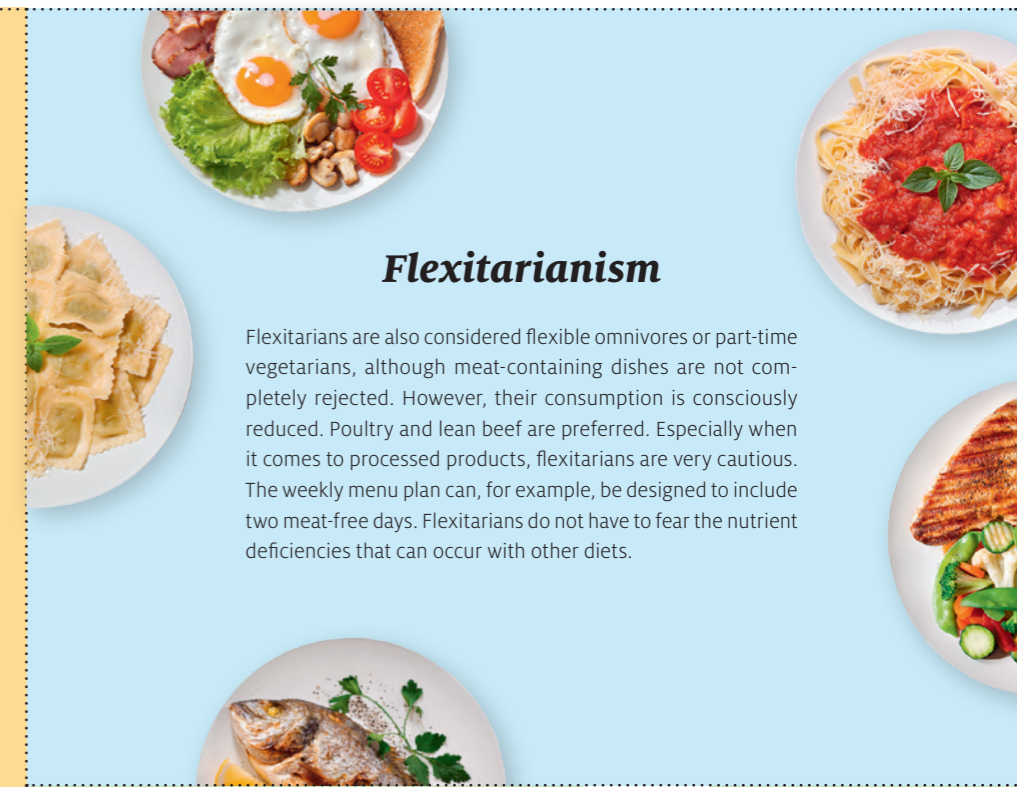


Food cultures are changing. Today's diets are anything but one-size-fits-all. What does it mean when the person sitting next to you introduces himself as a fruitarian? And what would Pythagoras order in a restaurant? In this little nutrition lesson, we serve up some facts on eating types, diets and nutrition. A non-exhaustive overview. • ap



Detox diet

Detox is short for the English term «detoxification». A detox diet is supposed to rid the body of toxins and at the same time shift the kilos. This involves either fasting or completely abstaining from solid food. Tea and water, fresh fruit and vegetable juices are allowed. In another variant of the detox diet, only alkaline foods may be eaten, such as carrots, spinach, tomatoes or bananas. There is to date no scientific proof that this diet does indeed detoxify the body.



Flexitarianism

Flexitarians are also considered flexible omnivores or part-time vegetarians, although meat-containing dishes are not completely rejected. However, their consumption is consciously reduced. Poultry and lean beef are preferred. Especially when it comes to processed products, flexitarians are very cautious. The weekly menu plan can, for example, be designed to include two meat-free days. Flexitarians do not have to fear the nutrient deficiencies that can occur with other diets.

Fruitarianism

Fruitarianism is probably the diet with the strictest rules of all. Fruitarians not only abstain from animal foods and products of animal origin, they also apply a similar rule to plants. Any plant that is destroyed during harvesting is taboo. Only what is picked may end up on the plate. Legend has it that the late Steve Jobs, co-founder of the Apple company, at times lived exclusively on fruits. The iconic logo of the bitten apple is an expression of that phase of life.



Low-carb diet

Not a nice idea for spaghetti lovers: foods containing carbohydrates are mostly avoided in a low-carb diet. Pasta, bread and potatoes are replaced by foods such as meat, fish, dairy products and vegetables. Fats and proteins replace the omitted carbohydrates. With the renunciation of carbohydrates, the low-carb advocates claim to have found a means to avoid diseases of civilisation and obesity, although the benefits are at least as controversial as the enthusiasm of the carbohydrate avoiders for their diet.

Mediterranean diet

At present, the Mediterranean diet is probably the front-runner among the popular diets. On the plate, as might be served in Italy, Spain or Greece, are plenty of fresh vegetables, salad, nuts, oily fish and olive oil. Red meat and dairy products are only enjoyed in moderation. Restraint is advised when using salt and sugar. But in return, the Mediterranean diet also includes the occasional glass of red wine. It was declared an intangible cultural heritage of humanity by Unesco in 2010.



Paleo diet

This is a form of low carb diet that involves eating only what probably ended up in our stomachs in the earliest epoch of human history. The menu includes lots of meat, fish, eggs, nuts, mushrooms, vegetables and fruit. Processed foods are taboo, as are cereals and dairy products. The consumption of carbohydrates is greatly reduced; energy is obtained mainly from fat and protein. While certain Hollywood stars swear by the Stone Age diet, doctors warn that the unbalanced diet does more harm than good when trying to lose weight.

Vegetarianism

The history of vegetarianism goes back to antiquity. For example, philosopher and mathematician Pythagoras is said to have renounced meat two and a half thousand years ago. Today, a distinction is made between different varieties of vegetarianism, although common to all is that no meat is consumed. While the lacto-vegetarian consumes milk, dairy products and cheese but avoids eggs, the opposite is true of the ovo-vegetarian. The pescetarian does not eat meat, but does eat fish and anything produced by live animals. And the raw foodist always eats his vegetarian food uncooked.



Veganism

Those who follow a vegan diet abstain from all animal foods and products. There is no meat, fish or honey on the plate, but vegetables, fruit, cereals, pulses, nuts, seeds and vegetable fats. Vegans also usually reject products of animal origin such as wool, silk and leather. This is usually for animal welfare reasons. In order to ensure you receive all the nutrients you need on a purely plant-based diet, nutrition experts recommend that you research alternative sources of nutrients.

Animal welfare is usually the central reason.

Omnivorism

«It's all in the mix», is what the omnivore would say of his preferred choice of diet. The majority of the world's population is now considered omnivorous. This means that most people eat animal foods as well as plant foods. Trend researcher and nutrition expert Hanni Rützel predicts a new «true» omnivore. The latter is food tech-savvy and, in view of new developments, will increasingly consume products made from algae, mycoproteins and insects. This allows him to benefit from the entire variety of new foods. She calls him the «true omnivore».





Product débuts at the end of the year

**AND FINALLY,
ANOTHER
TOUCH OF
ENJOYMENT**

Whether for an energy-rich breakfast before the last meeting of the year, a festive Christmas dinner with the family or a small sweet thank-you for guests in the catering trade – with its new products for the end of the year, the Bell Food Group ensures, as always, an enjoyable final spurt. •*mr*

Bell Poland
Pastrami with fine spices

The sandwich topping pastrami, which is particularly popular in the USA, originally came from Eastern Europe. And Bell Poland is now taking it back there. The new product for the service counter is gently prepared from the very best beef. The finely seasoned, juicy slices are not only a delight on bread, but also, for instance, on a festive hors d'oeuvre platter.

SLOW COOKED 
KALBS-
SCHULTERBRATEN
ROTI D'ÉPAULE DE VEAU

Bell Switzerland
Tender slow-cooked
veal shoulder roast

To ensure that the festive menu is a guaranteed success even for inexperienced cooks, Bell in Switzerland is including a veal shoulder roast in its slow-cooked range for a short time over Christmas. The shoulder of the best Swiss veal is gently pre-cooked at a low temperature to perfect tenderness. Just a few finishing touches that will take no more than 15 minutes, and the Christmas roast is ready.

Eisberg Austria
Fivefold snack fun

Eisberg in Austria has five new sandwiches to ensure that little hunger pangs between meals do not turn into big ones. In addition to the «jausenbrot with roast pork», the «jausenbrot with Neuberger» and the «jausenbrot with cream cheese spread and mountain cheese», there are now two options for vegans in the «jausenbrot mit veganer Frischkäsezubereitung und Bockshornklee» (snack bread with vegan cream cheese spread and fenugreek) and the «jausenbrot mit veganen Genuss-scheiben» (snack bread with vegan slices). The perfect snack for the office or when travelling to the winter holidays.

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Hilcona The great veggie variety

Those who want to do without animal foods but not without enjoyment will now find even more choice at Hilcona. The new varieties «Hummus nature» and «Hummus piquant» are perfect for dipping. Tahini, cumin and other typical spices – as well as chilli in the spicy version – give the chickpea cream its oriental aroma.

The Liechtenstein company is also expanding its tofu range with a smoked version. This innovation gets its unmistakable aroma in the Tofurei at the Hilcona Taste Factory in Landquart, where it is smoked over beech wood for several hours.

Along with tofu, falafel is one of the best-known vegan meat substitutes. Here, too, there is now a Hilcona variant. The chickpea balls are carefully spiced with cumin, parsley and onions according to the Lebanese model, and develop great roasted aromas during the preparation.

The new vegetable balls by Besseresser are also suitable for a protein-rich meat-free diet. The small, round morsels with whole corn kernels, peas and chopped carrots develop their yellow-brown colour and delicious aroma in just a few minutes in the pan or oven.



Hilcona Four salad classics in one bowl

«Wär schafft», as the Swiss say, requires energy. The new «(Wär)schafft Bowl» from Hilcona provides this: The four traditionally most popular salads in Switzerland, namely horn (pasta) salad, potato salad, sausage and cheese salad, and carrot salad, are combined in one bowl in this new item. The perfect solution for all those who struggle daily with the decision of which salad to have for lunch today.



Hügli Chocolate balls in collector's tin

Whether as a bedtime snack in a hotel or as little something to go with coffee in a restaurant, food service customers will always have a sweet surprise on hand for their guests with Hügli's high-quality Swiss chocolate balls. It is not only the content that shines here: the special edition Christmas tin is a real collector's item that can be used again and again.



Swiss Vegan Award for «The Green Mountain»

The team from «The Green Mountain» took the top spot on the podium at this year's Swiss Vegan Award. The vegan indulgence products received the «Newcomer of the Year» award. In the voting for «Salty Food», the brand's meat loaf also won third place.

Jurors and participating customers all agreed: «The Green Mountain» offers a convincing interplay of enjoyment, Swiss Made, innovation and sophistication.



«This special award represents the great work of the whole team over the past year,» says Werner Ott, head of the manufactory start-up. «The fact that we scooped the prestigious title «Swiss Vegan Award – Newcomer of the Year» within a year is sufficient proof that our team from the Swiss mountains is only satisfied with the best.»



Eisberg launches fundraising campaign for breast cancer patients

Every year in October, numerous organisations around the world draw attention to the issue of breast cancer. This year, Eisberg in Hungary was also among the players. Exclusively for the campaign month, they launched the «Pink Mix», a crunchy salad mix in a pink bag with the well-known symbolic bow. For every product of this type sold, the company donated five forints to an association that will then use the funds raised to finance the purchase of a vein scanner for the Oncology Department of the Szent György Hospital in Székesfehérvár.

«After supporting the «Race for the Cure», Europe's largest women's health event, last year, we wanted to create something even bigger this year» reports Laura Spielmann, Head of Marketing at Eisberg in Hungary. «With the help of our strong brand, we have drawn even more attention to the problem and encouraged our consumers to support us in the relief effort.»

Hügli complete concept for the pre-Christmas period

Gastronomes who are looking for ideas to turn family and company celebrations into culinary highlights under the current conditions are in the right place at Hügli. The new concept for the festive season includes, among other things, customisable communication materials, event ideas and hostess gift recipes.

In this way, customers receive relief in the often hectic year-end rush through customisable communication materials in various winter designs. The offer includes, among other things, invitation and menu cards, advertising flyers as well as digital images for announcements on social media platforms.

In addition, Hügli is presenting customers with some creative celebration suggestions as part of the concept, such as winter barbecues or «Apéro Delivery» for the after-work X-Mas party, where festivity is not neglected despite compliance with social distancing rules.

This year, for the first time, the culinary experts are providing their food service customers from the gastronomy, catering and communal catering sectors with an all-round carefree festive package.



For current job offers,
please visit
bellfoodgroup.com/karriere

Anniversaries

LOOK! congratulates the jubilarians from December 2021 to February 2022

Bell Switzerland

20 Years of Service

Christian Demuth, 1 December, Bell, Basel
Joao Dos Santos Guedes, 1 December, Bell, Cheseaux
Milka Marinkovic, 1 December, Bell, Basel
David Petraglia, 1 December, Bell, Basel
Leonardo Sabella, 1 December, Bell, Basel
Estelle Lallemand, 10 December, Bell, Basel
Maria Oliveira Machado, 10 December, Bell, Basel
Florent Ritter, 10 December, Bell, Basel
Angélo D'Amico, 17 December, Bell, Basel
Barkaham Boulekhokh, 1 January, Bell, Basel
Nadine Camus, 1 January, Bell, Basel
Cyrille Grosjean, 1 January, Bell, Basel
Olivier Kern, 1 January, Bell, Basel
Frédéric Lucas, 1 January, Bell, Basel
Marc Richter, 1 January, Bell, Basel
Emmanuel Velasco, 1 January, Bell, Basel
Thierry Wetzel, 1 January, Bell, Basel
Marlis Wunderlin, 1 January, Bell, Basel
Maria de Lurdes dos Santos Alves de Melo,
 7 January, Bell, Chermignon
David Hochster, 14 January, Bell, Basel
Evelin Lingg, 16 January, Bell, Zell
Jorge Freitas, 21 January, Geiser A, Schlieren
Mickael Schmid, 21 January, Bell, Cheseaux
Andreas Peter, 1 February, Bell, Basel
Aomar El Ghazy, 4 February, Bell, Oensingen
Julian Schmitt, 4 February, Bell, Basel
Johnny Filali, 11 February, Bell, Basel
Olivera Jovanovic, 11 February, Bell, Cheseaux
Astrit Mamudi, 11 February, Bell, Oensingen

25 Years of Service

Laurent Faucampre, 1 December, Bell, Basel
Christian Fontaine, 1 December, Bell, Basel
Quoc Kiem, 1 December, Bell, Basel
Maurice Waltz, 1 December, Bell, Basel
Gorge Premra Gnanapragasam, 6 January, Bell, Basel
Chantal Fino, 27 January, Bell, Basel
Martin Glauser, 1 February, Bell, Zell
Eric Bientz, 3 February, Bell, Basel
Sirin Kismetli, 3 February, Bell, Basel

30 Years of Service

Amilcar Domingues, 1 December, Bell, Cheseaux
Joerg Kofmel, 1 December, Bell, Oensingen
Radisa Martinovic, 1 December, Bell, Oensingen
Jean-Luc Leduc, 3 February, Bell, Basel

35 Years of Service

Christoph Schatzmann, 1 January, Bell, Basel
Rolf Anti, 5 January, Bell, Basel
Urs Probst, 5 January, Bell, Oensingen
Urs Graf, 1 February, Bell, Basel
Markus Oes, 1 February, Bell, Basel

Retirements

Werner Zitzwitz, 30 November, Bell, Basel (*added*)
Béatrice Dennecker, 31 December, Bell, Basel

Early Retirements

Beat Arnold, 31 December, Bell, Zell
Patrick Braconi, 31 December, Bell, Basel
Patricia Joyeux, 31 December, Bell, Basel
Mario Laino, 31 December, Bell, Basel
Marius Manetsch, 31 December, Bell, Oensingen
Rene Schmutz, 31 December, Bell, Zell
Elisabeth Wyser, 31 December, Bell, Oensingen
Vitore Mirakaj, 31 January, Bell, Zell

Bell International

20 Years of Service

Patricia Mialhe, 3 December, Bell, Parthède
Annerose Gebler, 1 January, Süddeutsche Truthahn AG, Ampfing
Matthias Ibetsberger, 2 January, Hubers Landhendl GmbH, Pfaffstätt
Alensander Nalepa, 8 January, Bell, Niepołomice
Nathalie Constant, 4 February, Bell, Teilhède
Josef Ratzinger, 8 February, Frisch Express GmbH, Pfaffstätt
Tatjana Eigensner, 18 February, Bell, Harkebrügge
Irina Harms, 18 February, Bell, Harkebrügge
Denny Henke, 18 February, Bell, Seevetal
Lidija Maljako, 18 February, Bell, Harkebrügge
Francoise Özen, 18 February, Bell, Seevetal

25 Years of Service

Jeannette Melchert, 2 December, Bell, Edewecht
Janusz Martuś, 12 January, Bell, Niepołomice
Sylvie Ploivy, 13 January, Bell, Saint Symphorien
Guido Wulf, 13 January, Bell, Harkebrügge
Hannelore Bronn-Hartzke, 11 February, Bell, Harkebrügge

30 Years of Service

Carola Hälke, 1 February, Bell, Edewecht

Retirements

Eda Staneikiene, 31 January, Süddeutsche Truthahn AG, Ampfing (*added*)
Anatolij Tschaban, 28 February, Süddeutsche Truthahn AG, Ampfing (*added*)
Meryem Siyahturp, 30 September, Hubers Landhendl GmbH, Pfaffstätt (*added*)
Gérald Faure, 31 January, Bell, Teilhède

Deceased

Gabor Orsos, May 6, Süddeutsche Truthahn AG, Ampfing

Convenience

20 Years of Service

Alessio Calzone, 1 December, Hilcona, Schaan
Oskar Böhler, 3 December, Eisberg, Villigen
Miroslava Nešporová Medová, 17 December, Hügli, Zásmuky
Pavel Švéda, 27 December, Hügli, Zásmuky
Kurt Gschliesser, 1 January, Hilcona, Schaan
Hajreta Kasumbasic, 1 January, Hilcona, Orbe
Thomas Roth, 1 January, Hilcona, Schaan
Wolfgang Zeh, 1 January, Hügli, Radolfzell
Dobrinka Pajic, 28 January, Hilcona, Orbe
Eldis Salihovic, 28 January, Hilcona, Orbe
Maria Seghrouchni, 28 January, Hilcona, Orbe
Michaela Hoheisel, 1 February, HFC GmbH, Bad Wünnenberg
Christian Weiland, 1 February, Hilcona, Schaan
Karin Turk, 14 February, Eisberg, Dällikon
Eddie Barten, 18 February, Eisberg, Dällikon
Carlos Werner Kloser, 24 February, Hilcona, Schaan

25 Years of Service

Khaled El Bahi, 16 December, Eisberg, Dänikon
Kornelia Juretzka, 2 January, Hügli, Radolfzell
Julio Lopez Santamaria, 3 January, Hilcona, Schaan
Hüseyin Dogac, 17 February, Eisberg, Dänikon
Marzena Wiszniowska, 28 February, Eisberg, Legnica

30 Years of Service

Carola Forster, 1 December, Eisberg, Dälliken
Laura Schäfer, 18 December, Hügli, Radolfzell
Mario Römer, 1 January, Hügli, Radolfzell
Peter Beck, 1 January, Hügli, Steinach
Sabine Jäger, 1 January, Hügli, Radolfzell
Stephen Holmes, 13 January, Hügli, Redditch
Donato Mazziotta, 13 January, Hilcona, Schaan
Nikolaus Hubert, 10 February, Hügli, Radolfzell
Manuel Figueroa, 17 February, Hilcona, Schaan

35 Years of Service

Inês de Jesus Sota Malveiro Parreira,
 16 January, Eisberg, Villigen

Retirements

Heike Kallmann-Strillinger, 30 September, Hügli,
 Radolfzell (added)
Ingrid Bingger, 31 December, Hügli, Radolfzell
Jiří Kroupa, 31 December, Hügli Food, Zásmuky
Lothar Mehl, 31 December, Hügli, Radolfzell
Enrico Meier, 31 December, Hilcona, Schaan/Basel
Veronika Block, 28 February, Hügli, Radolfzell

Early retirements

Edgar Ledergerber, 31 January, Hilcona, Schaan

Deceased

Heinz Dätwyler, 8 August, Hilcona, Schaan
Ayse Zenen-Arslan, 3 October, Bresc, b.v. Werkendam

RAFFLE QUESTION

Win an indulgence package from the Bell Food Group

Discover the product world of the Bell Food Group: whether clever convenience products, regional specialities or ingenious new developments. And you don't even have to go shopping for them. Take part in the next prize draw and, with a bit of luck, the enjoyment package with delicacies from the Bell Food Group will soon be yours!

Which of these statements is correct?



A)

The Bell Food Group operates in 97 different countries.

B)

The employees of the Bell Food Group are made up of 97 different nationalities.

C)

97 people work at the Bell Food Group's smallest site.

Prizes

1 × various products from the entire Bell Food Group to the value of EUR 400
 10 × shopping vouchers worth EUR 30 for a local supermarket

Closing date is 15 March 2022

Send the answer together with your name, your (former) place of work and employer to look@bellfoodgroup.com.

The winners will be chosen from the entries with the correct answer. Multiple answers will not be included.

The winners will be informed directly. No correspondence will be entered into regarding the draw, nor will any information be provided by telephone.

Talent search in vocational education and training

A whole bouquet of measures

There are no fewer than 20 different professions to learn in the companies of the Bell Food Group. There is something for every taste. Attracting the best people for this is a challenge that is gladly taken up.



The most important recruitment tool is the good old trial apprenticeship.

From meat specialist to food technologist to computer scientist, the Bell Food Group offers the young professionals of tomorrow an extremely diverse range of training opportunities. But how do you attract attention as a company and how do you succeed in winning over the best people for the job? Andreas Begré, Head of Vocational Training at Bell in Switzerland, knows the answers to these questions. The various professions are as diverse as the people who practise them, and this is already evident in the search for candidates. «In order to reach as many young people as possible, we use the whole bouquet of channels, platforms and contacts,» says Andreas Begré.

At apprenticeship fairs, on online portals or at speed dating events, learners meet apprenticeship seekers and tell them first-hand how they experience their training. School visits are also a promising instrument for generating enthusiasm for the diverse training programme. «It goes down particularly well when students are visited by people who went to the same school and perhaps might even have been taught by the same teacher,» says Andreas Begré. In most cases, personal contacts through acquaintances or family members who are employed by Bell, but

also relationships with public offices, state organisations, teachers or vocational coaches lead to success.

The most important recruitment tool is not social media, but the good old trial apprenticeship. Nothing has changed in terms of getting to know each other personally compared to the past, but today you have to put in a lot of effort as a company in order to be perceived as an attractive training company. «Young people don't ask us what they need for an apprenticeship, but what we have to offer them,» says Andreas Begré. It is important to take into account the diversity of the professions on offer. A prospective computer scientist has different expectations from an applicant who is interested in training as a butcher.

It is crucial that the visited departments deal in depth with the «tasters» for young people and give them a detailed insight into the company with a professional taster apprenticeship programme. Whether the end of the trial apprenticeship means the beginning of an apprenticeship relationship is strongly related to the experiences in personal contact with future colleagues and superiors. «We people make the difference,» is how Andreas Begré sums it up. • ap