

# LOOK!

Bell Food Group Employee Magazine

03 2023



***We'll get (it)  
there***

**BELL  
FOOD  
GROUP**





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Cover: Carola Forster has been working at Eisberg in Dällikon in Switzerland for over 30 years. She started as a commercial assistant in the sales department of what was then Gastro Star, and later changed to the purchasing department. For almost 10 years she was also responsible for the sales of Forster Gemüse AG products, including the market stall and HGV transportation. Since becoming a mum in 2004, she has now been working part-time in the purchasing department for almost 20 years.

## Would I do the same if it were my company?

Dear Colleagues,

During the Corona pandemic, many people of Europe's post-war generation experienced empty shelves in shops for the first time in their lives. Certain products were either not available at all or had become much more expensive. Shopping became a game of chance, where the winner was whoever got hold of a packet of toilet paper or a cube of yeast.

As a company in the food industry, such scenarios are not fundamentally alien to us, at least in theory. In procurement, we are always being confronted by different challenges. Find out more in the cover story of this issue.



### Local production is becoming important again.

This has changed the mindset in the industry. Prior to the pandemic, it was assumed that everything was available in sufficient quantities. Just in time was the measure of all things. Today, the situation is assessed differently. Safety has a higher priority. People are prepared to put a little more on the table for this safety, knowing that goods do not have unlimited availability. As a result, local production has become

more important again. One risk has turned out to be the reliance on major global players.

As the Bell Food Group, we were able to prove ourselves as a reliable partner during the crisis. We are a healthy company, and with an equity ratio of almost 50 percent, we are solid and solvent. We give our customers good quality, top workmanship, and we are able to invest. All the members of our group of companies benefit from this good image.

We are big enough to take advantage of synergies and to share experiences across the Group. At the same time, our decentralised structure allows us to be close enough to local markets to benefit from the market knowledge that we would not have if we were centralised.

This gives us the courage to charge the right price for our services. We all need the right mindset for this. We have to be entrepreneurs, valued employees. Whether we are selling goods, resources or offering services. To me, being an entrepreneur means acting and making decisions as if it were our own money, our own business.

At home, we all take entrepreneurship for granted. We also need this sense of responsibility in our work. The more entrepreneurs we have, the more successful we become.

Lorenz Wyss  
Chairman of the Group Executive Board



Joint learning successes with TopX

# Knowledge shared is knowledge doubled

Some people know how to successfully integrate the team, others how to systematically reduce losses. The second stage of TopX is about benefiting from each other's know-how. The TOPX Academy now also supports the training on every aspect of the improvement process with theoretical principles.

In Harkebrügge, Tjark Hubrich (Bell DE), Delphine Mournetas Cecchet and Josiane Constant (both Bell FR), Krzysztof Wieclaw (Bell PL), Jerome Boucharin (Bell FR), Natalia Tkaczyk (Bell PL), Mike Lamand (Bell FR) and Marc Spanuth (Bell DE) got together to share knowledge (from left to right).



Since TopX started almost three years ago, the knowledge of how processes can be improved has grown steadily in the Bell Food Group. A cooperation between Bell Germany, Bell France and Bell Poland is a good example of how this knowledge can now be multiplied.

In March, colleagues from France and Poland visited the German logistics and slice centre in Harkebrügge. Among other things, they learned about the measures the company has taken since the start of the improvement process to significantly reduce the number of cuts in the ham slicing process.

Hosts and visitors shared experiences and insights that benefited everyone during a tour of the facility. Shortly thereafter, our Polish colleagues were able to implement the first ideas from the meeting in their company.

«Inspired by the team from France, they replaced a gripper on the slicing machine and were able to reduce cuts by 0.6 percent,» says Marc Spanuth, Top Excellence Manager at Bell Food Group. «In addition, a loading ramp was optimized and a scissor lift truck was purchased to improve ergonomics.»

Such exchanges between sites and divisions will continue to be strongly promoted within TopX. The idea is to bring together companies that do particularly well in one area with other companies where there is room for improvement in that area. The findings from the system reviews help to network such pairings profitably.



Another way to share knowledge is through the communities on the various TOPX pillars in Microsoft Teams. This platform also offers those responsible the opportunity to exchange views on subject-specific topics such as «Environment, Health & Safety», EHS for short, or «Quality & Processes».

At TopX, «improvement» doesn't only happen in the projects, but the new TopX Academy now takes the training for the optimization process to the next level. It was launched in June.

In TopX Academy, there is now a standardized, digital training program that all participants can use to deepen their knowledge in addition to attending workshops – in all eleven of the Bell Food Group languages.

First of all, the Litmos learning platform offers a basic training course and a course on the principles of focus projects. E-learning sessions on the individual phases of focus projects are to follow soon.

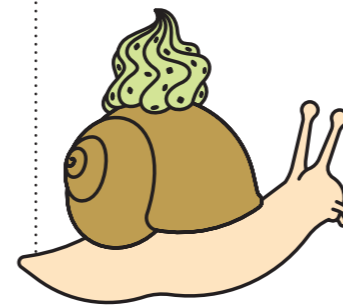
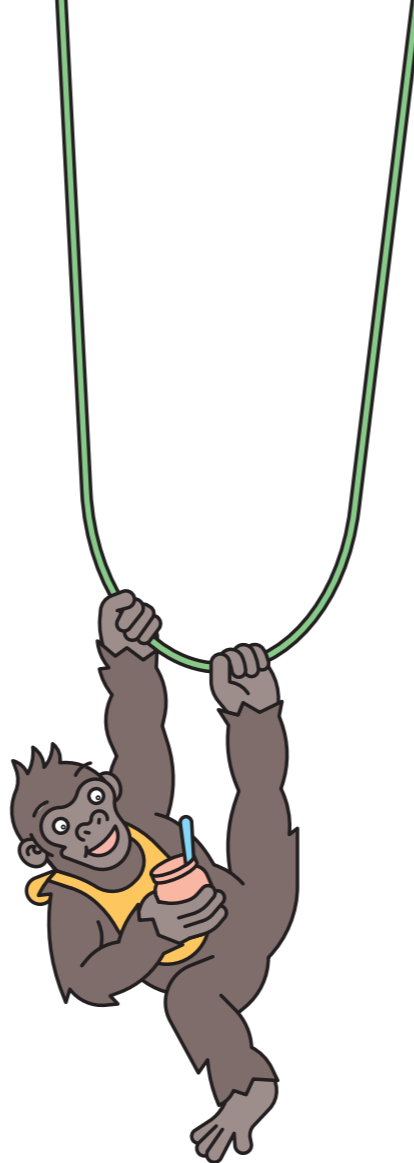
«Our goal is to support the employees who deal with TopX in expanding their knowledge of the program in the best possible way,» Marc Spanuth explains. «And this is supported by the sharing of experiences and by the theoretical basics provided by the TopX Academy.» • mr

**TopX Academy helps to increase the knowledge and understanding of the process.**

Amazing and curious things from the Bell Food Group

# SAUSAGE BITS, BABY CHIMPS, AND A LITTLE ROMANCE IN THE ARCTIC

What do a church, Dutch vineyard snails and a fiery baguette have in common? They all provide material for entertaining anecdotes from the Bell Food Group! • *ap*



## IN THE FAST LANE WITH SNAILS

**Bresc:** Why do people in France and neighbouring countries like to eat snails? Because they don't like fast food – but let's be serious for a moment. Bresc specialised in the breeding of vineyard snails in 1991, and this is still reflected in the «esc» in the company's name, which comes from the French word for snail, «escargot». Company founders Jan Hak, Ruud Seltenrijch and Henk Brunt bred the delicacies, which are protected in many countries and cannot be collected in the wild, and supplied them in jars to the catering industry. Herb butter was developed later, and goes extremely well with snails. The production of vineyard snails was discontinued about 20 years ago, and the focus shifted to garlic and herb products.

Do you have an exciting, curious, or funny anecdote from the history of your company? Then tell us about it at [look@bellfoodgroup.com](mailto:look@bellfoodgroup.com).



## AD SHOOT WITH BENEFITS

**Bell:** The end product might look relaxed on TV, but it's a lot of work in production. So there are times when shooting a commercial might take a little longer. And if you're an actress who has to hold a tasty veal sausage in her hand for ages and the scene isn't quite going right, there comes a time when you can't resist. Several models got a taste for them on a set in South Africa. They began discreetly nibbling at the freshly grilled sausages, starting at the bottom, as they held them out to the camera. It was only when just a tiny piece was left protruding from the tip of the napkin and the performance became increasingly difficult that there was no hiding the situation, much to the amusement of the entire set. Luckily, replacements were already sizzling away on the grill.



## MON DIEU, MY BAGUETTE IS BURNING!

**Bresc:** Bringing chilled herbal products to the market can be a challenge. Especially in terms of communicating and presenting products at demos and food fairs. The situation can become critical when these products are combined with coating products such as tapenades, pastes and pestos. At the first food fairs, many customers first enjoyed a slice of baguette with pesto or tapenade, and then moved on to another slice with a thick layer of Herbes de Provence ... or generously sprinkled with fiery hot chilli peppers. Well then, bon appetit ...

## FROZEN LOVE

**Eisberg:** Last year, it took extreme athletes Gábor Rakonczy and Nóra Vámos 30 days and 5 hours to cross the world's largest island. On the Iceberg-Greenland expedition, the couple pulled their two sleds around 600 kilometers through a world of snow and ice. With an average temperature of minus 20 degrees, often accompanied by blustery winds and heavy snowdrifts, a romantic candlelit dinner was out of the question. «It wasn't exactly a couples' therapy situation, but it was good for our relationship,» Rakonczy says, winking as he looks back. «It is only in a crisis that you really see what a relationship can take,» adds Vámos, who also reveals that humour helped the couple through some difficult moments. Sponsor Eisberg followed the two on their expedition daily, and two top athletes were delighted with their successful adventure in the Arctic.

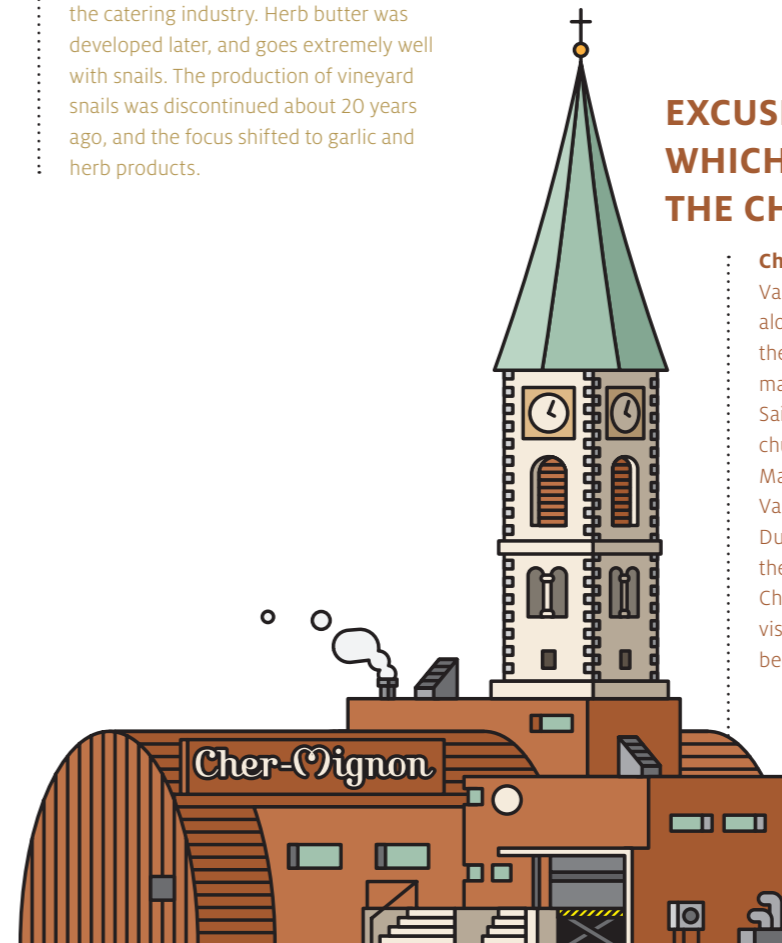


## BRINGING UP BABY TO BE BIG AND STRONG

**Bell:** At the beginning of the 1950s, Bell launched its «Bébé-Vite» baby food range in Basel. Nutritional physiological studies had shown that adding meat to toddler food offered significant benefits. So Bell developed a meal made from spinach, carrots, cauliflower, potatoes, beef, liver, butter, cornstarch and a little salt, and offered it as a puree and in a chopped version. «Bébé-Vite» became world famous at the end of 1959, when Goma, the first gorilla baby to be born in a European zoo, was not being fed by her mother, Achilla, and so was «adopted» by the family of the zoo's director, who raised and fed her on «Bébé-Vite». In 1960, Goma paid a visit to the Bell factory site. In 2018, the lady gorilla of Basel Zoo died at the age of 58, a very old age for a great ape.

## EXCUSE ME – WHICH WAY TO THE CHURCH?

**Chermignon:** Anyone who has ever visited the canton of Valais, or perhaps driven through it, may well know that, along with the impressive four-thousand-metre peaks, there are also lots of monasteries, churches and chapels to marvel at. To give just two examples, there is the Abbaye de Saint-Maurice, the oldest monastery in the West, and the rock church of St. Michael, where the German speaker poet Rainer Maria Rilke is buried. So people in Cher-Mignon, in the central Valais, were not too surprised to receive an enquiry from a Dutch tourist who, on his way to Crans-Montana, had noticed the rounded shapes of the ripening rooms in the village of Chermignon. He inquired whether the «church» was open to visitors. And since that day, the two drying chambers have been officially called Cathédrale and Basilique.



ICT Security Awareness

# Man is the last firewall

Even the best ICT security department is only as good as its users. This is why the Bell Food Group will be working with the provider KnowBe4 in future to raise employee awareness. There is still some catching up to do, as a group-wide phishing campaign has shown. • sh

Cyber attacks are omnipresent. In fact, seven days a week, 24 hours a day, you are constantly under attack in the digital world.

A combination of technical tools such as a firewall, antivirus software and network activity monitoring systems provides good protection, but that's not enough. Because human beings are usually the critical weak point.

### Three out of ten have clicked on the link

Something else that was also confirmed by the last phishing campaign in the Bell Food Group: in an imitated phishing email, employees were asked to click on a link and enter personal data. Around 30 percent of people clicked on the link, and just over 10 percent entered the data. However, in the worst case scenario, it only takes one person's credentials for cybercriminals to gain access to a company's ICT\* systems. Employee awareness is now as important as technical measures, if not more so.

### ICT Security Awareness with KnowBe4

Bell Food Group has recently partnered with KnowBe4 for ICT security training for its employees. Employees can be trained while using KnowBe4. Whether what has been learned is effective is tested at irregular intervals with phishing simulations.

In addition, employees with computer workstations who have access to the Modern Workplace (e.g. via Microsoft Teams) can register in the «ICT Security» community. There they can ask questions and regularly receive news and tips from ICT Security.

**Raising awareness among staff is important.**

Click here to go to the community:



\* ICT stands for Information and Communication Technology.



## TIPS FOR AT HOME

### 2-Factor Authentication (2FA), Multi-Factor Authentication (MFA)

In today's world, we often see the terms 2FA or MFA in e-banking systems. After logging in, access must be confirmed via a token or an additional app on the smartphone. 2FA and MFA should always be used when they are offered. They ensure that cyber criminals cannot log in even if they know the password and user name. 2FA/MFA should always be set, especially for email accounts, as other logins are often reset via email. One of the most commonly used MFA apps is «Microsoft Authenticator».



### Virustotal.com

Files and links on this website can be checked for harmful content. Security software from various manufacturers checks and evaluates the content. Depending on the result, you can decide whether you want to open the file or the link or whether you would rather delete it.



### HaveIBeenPwned.com

This website checks whether your email address has been stolen in the past. To do this, it searches through freely accessible lists of stolen data. Anyone who has a hit in these lists should definitely update the log-in data in question. Incidentally, some browsers, e.g. Google Chrome, offer the function of specifying how many places you use the same password for (if you save the passwords in the browser). It is best to use a different password everywhere.



## Are you already a Cyber Hero? Test your knowledge!

### What does the term «social engineering» mean?

- Exploiting the helpfulness, insecurity or good faith of people, for example, to obtain confidential information.
- A motivational method to increase the safety awareness of employees.
- The technical monitoring of activities on the company computer using software.

Social engineering exploits people's vulnerabilities to obtain information or data. These vulnerabilities include helpfulness, insecurity or good faith. For example, someone pretending to be from the IT department comes to install new software, inserts a USB stick – and the computer is infected. After all, who can possibly know all the employees in a large company personally?

### Which of the following passwords is the best?

- MdniL&hbin25J!
- Fg67
- .:-\_#+-<!\$%&(){}=?@
- Hans1960

MdniL&hbin25J! – My dog's name is Lupo and his birthday is on 25 January! – is the winner. Simple, yet complex. In this principle, they shorten an easily remembered sentence to a series of at least twelve letters, numbers and punctuation marks. Nfg67 is too short. Most people can't remember a password manager. Hans1960 is pretty self-explanatory.

### Who is responsible for ICT security in a company?

- The IT department
- The CEO
- The Security Officer
- Everyone

ICT security is the responsibility of the entire company. Cyber criminals can target everyone. Everyone should therefore know about ICT security and be alert and attentive in their daily work.

Special Cuts of Beef

# Making every single cut something special



Fillet, rump or entrecôte no longer cause your stomach to growl in anticipation? Then the time is ripe for the so-called Special Cuts. They are the new hot trend from the steak department, and impress with their special textures and intense meaty flavour. At the same time, they support the nose-to-tail approach, i.e., utilization of the entire animal.

Admittedly, Special Cuts are not entirely new. Rather, they belong to the food trends that are emerging as a result of a revival. Until the 1970s, these cuts were also very popular as pan-fried dishes.

Then came prosperity, and with it the prime cuts from the back of the cow, such as fillet or rump steak. Necks, shoulders and bellies were increasingly seen as second choice, often referred to as «secondary cuts», and ended up in a Dutch oven or as sausages.

Wrongly so, as many meat lovers are discovering once again today. Properly cut, these steaks offer more variety when cooked or grilled. And if you buy special cuts, you are also making a commitment to conscientious meat consumption, where the whole animal gets the attention it deserves.

Every cut is different, and you can taste it as well as see it. And to add to the confusion, the same cut often has several names. But don't worry, our LOOK! guide to the world of special cuts will help you keep track. • *mr*



## Flat Iron Steak <sup>a)</sup>

{ Butler's Steak · Shoulder Joke · Middle Bend }

The Flat Iron Steak owes its most popular name to its flat shape, which resembles the sole of an iron. It is obtained from the shoulder blade in the middle part of the beef shoulder. It is made up of two muscle parts that are joined together by connective tissue and have a large, very tough tendon running between them. When it is removed, the result is two juicy, tender, flavourful steaks with pronounced marbling.

Because of its tender bite, some people compare this cut to fillet. It is ideal for grilling or frying – preferably medium rare. Then simply season with coarse sea salt and black pepper. As they can weigh between 500 and 600 grams each, a «flat iron» is easily enough for two.

## Teres Major <sup>b)</sup>

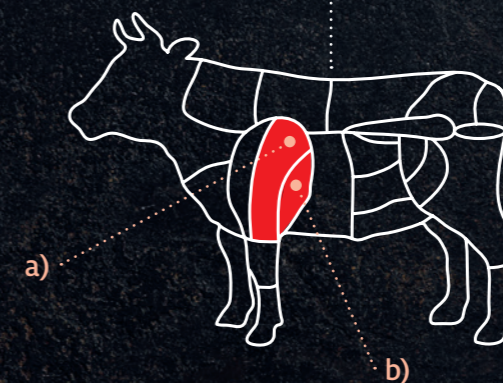
{ Petit Tender · Shoulder Tender · Butcher Cut · Flat Fillet }

Let's get to an insider tip among the rediscovered cuts: the teres major. It is cut from the eponymous large round muscle «Musculus teres major».

Under light pressure, this muscle produces tender, juicy meat with a beautiful marbling – unlike other pieces of beef shoulder, which tend to be marbled and therefore not suitable for pan frying.

The fact that teres major is also known as a butcher's cut in Germany is probably due to the fact that butchers liked to keep this cut for themselves – as a cheap, high quality steak.

When buying, you should ask if the meat is well hung and sufficiently mature. The best guarantee of a tender result on the plate.



## Onglet<sup>c)</sup>

{ *Kidney cone · Hanger Steak · Hanging Tender* }

The onglet, also known as the hanging tender, began its triumphant progress in the USA and France. It comes from the supporting muscle of the diaphragm, which is located between the fillet and the ribs. An animal only has one of these cut, which makes it one of the premium special cuts.

The steak is slender and usually evenly interspersed with fatty tissue. This gives it a pronounced marbling, a tender bite and a strong meat aroma.



It is not only ideal for pan frying and grilling, but can also be cooked sous vide, where spices are added in a vacuum bag to gently flavour the meat without overpowering its natural flavour.

After the low-temperature phase, the steak is briefly fried or grilled over high heat to add the necessary roast flavours.

## Vacío<sup>f)</sup>

{ *upper belly · upper thinning · Flap Steak · Bavette d'loyau* }



Vacío, as it is called in Argentina, is the flank steak's big brother. It is also relatively coarse-grained and firm to the bite, and comes from the belly of cattle.

This piece is very popular not only in Argentina, but also in France, where it is called bavette d'loyau and is often used for the classic combination of steak and chips.

As the vacío can weigh up to two kilos, it is perfect for a barbecue evening with a slightly larger group. Like the flank steak, it is thinly sliced after grilling and then scores with its intense flavour.

## Tri-Tip<sup>d)</sup>

{ *Mayor's Piece · Pastor's Piece · Lady's Shoe* }

Legend has it that an American butcher discovered tri-tip by chance when he ran out of conventional steaks and used it as a substitute.

The English name refers to the triangular shape of the cut. In Germany, the steak is also known as the «Mayor's cut» or «Pastor's cut». In the old days, after the slaughter, the best parts were reserved for high dignitaries.

And so it's no wonder that the tri-tip is very popular due to its tenderness and great aroma. It is located between the hip and the base of the abdomen above the ball of the shank bone. At 750 to 1000 grams, it is a comparatively large piece. Therefore, a tri-tip is also enough for at least three to four people.



## Spider Steak<sup>e)</sup>

{ *Oyster Steak · Bat steak · Tiled meat · Topside* }

Spider steak is a rare find on the butcher's counter, as it is hidden on the shank bone of the beef. Extracting it requires a great deal of intuition, even by a trained expert.

Anyone who gets hold of such a steak – well hung and matured – will immediately see where the name comes from: three thin tendons run through it like a spider's web.

The heavily marbled meat is a little firmer in the mouth than other special cuts after cooking, but has a strong meaty flavour.

Another plus of this cutting: due to the high fat content in the muscle meat, it cannot be overcooked as quickly as some lean cuts, which then immediately become too dry.

## Flank Steak<sup>g)</sup>

{ *lower belly · lower thinning · Bavette Steak · Bavette de Flanchet* }

This cut, a classic in the USA for years, is gaining popularity in Europe. As the name suggests, the flat steak comes from the flank of the beef. This is the rear, lower part of the belly.

Flank steak is the leanest of the varieties presented here, with an average fat content of seven to eight percent.

The meat is also very long-fibred, which can be seen very clearly on the raw cut. This property gives it a firm bite after preparation. This is why it is customary to cut the flank steak into thin slices after grilling – always across the grain, otherwise the teeth have to work really hard.

If you follow this tip, you will be able to concentrate fully on the exceptionally strong meaty flavour of this cut.



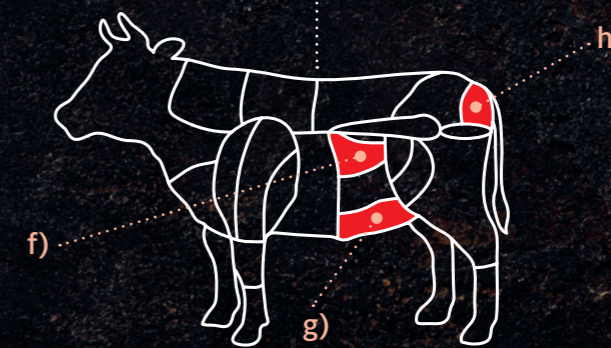
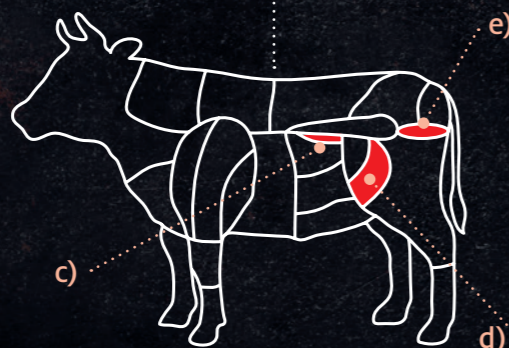
## Picanha<sup>h)</sup>

{ *Top Sirloin Cap · Rump Cap · Coulotte Steak · Tafelspitz with fat cover · Beef rump cover with fat cover* }

The picanha hails from Brazil, from where it found its way to Portugal and then to other countries.

It is a cut from the rear hip of the cattle, also known as the Tafelspitz – but preferably from Angus cattle and with a top layer of fat. For a Brazilian picanha, the meat is cut into pieces about five to seven centimetres thick and put on a skewer. It is then grilled over an open fire. The marbling and the fat layer ensure that the meat becomes particularly tender and juicy when grilling.

However, this cut is also suitable for slow grilling in one piece at about 110 degrees Celsius in a kettle grill. Then slice thinly and serve with a spicy sauce.

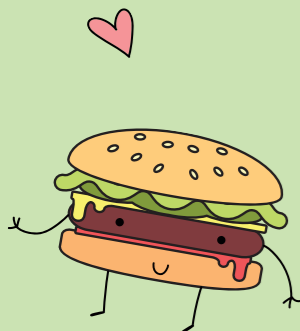




The product developers of the Bell Food Group have been active again

# The new happy-makers

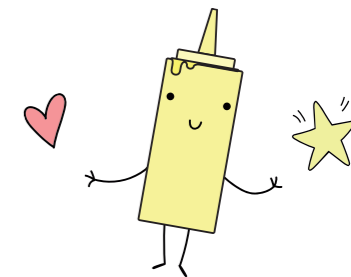
Good food can lift your mood. Even scientists know this, and they say it's down to the neurotransmitter dopamine. But then, who would want to get involved in scientific research when you can just try Bell Food Group's new products? • *mr*



## Bell Switzerland For a spicy autumn

Switzerland is going all crispy and hearty and crispy in October: With new «Fried Bacon with Paprika», Bell is bringing a new highlight to the retail trade for all bacon fans. The cured pork is seasoned with lots of paprika and a hint of garlic for a lingering spiciness. Perfect for a hearty breakfast or to wrap around a chicken breast, as in our recipe suggestion.

### Switzerland is going all hearty and crispy in October!



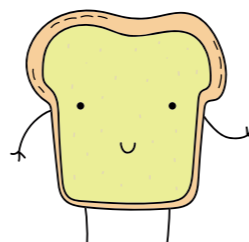
## Bell France Spain says hello to its neighbour

A range of Spanish specialities recently launched in France under the Sanchez Alcaraz brand is another example of good cooperation within the Bell Food Group. The new products include «Lomo de Cebo Ibérico», «Jamón de Cebo Ibérico» and «Chorizo Ibérico», three cold cuts made from the high quality meat of the famous Iberian pig. These specialities can be stored without refrigeration and have very little plastic packaging.



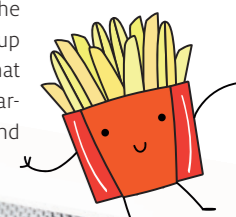
## Bell Poland For sandwiches with Mediterranean flair

Bell Poland is bringing a bit of the holiday feeling of the south to the north for its customers. The new «Mortadella with Olives» was launched in May. It is made with pork and turkey, and finished with original Spanish olives. This means that Polish consumers will once again have a delicious alternative to the sandwiches that are so popular in the country.



## Stein's Best Three classics in mini format

Just in time for summer, Hügli's Stein's Best brand introduced ketchup, mayo and mustard in practical portion packs for its food service customers. The varieties are all made in Switzerland, the ketchup with the high tomato content of 65 percent that is customary at Stein's Best. The sticks are particularly popular in restaurants, snack bars and takeaways, as the sauces can be transported easily and contain just the right amounts. perfect for burgers, fries and more.



Perfect for burgers, fries and more.



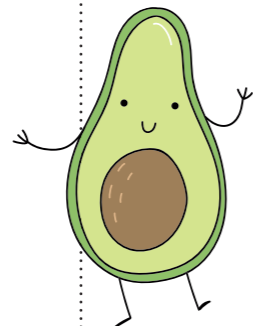


**Sylvain & CO.**

Fun and freshness for salad lovers

«Fun & Fresh» is the name of the new line with which the Eisberg brand Sylvain & Co. has been attracting Swiss customers' attention since the end of June. The range currently includes the classics «Mixed Salad & Eggs», «Caesar Salad» and «Pasta Pesto Salad» under the heading «Crazy Yummy». The range also includes the «Oriental Bowl» under the title of «Veggie Good Trip», which takes salad fans on a sensual journey to the Middle East. The ultra-fresh products in the practical cardboard trays with the fun banderole contain a balanced mix of salads, vegetables, proteins, starches and grains. For those who want to eat well between meals, they are a convenient healthy option.

**Sensual journey to the Orient for salad fans.**



**Eisberg Austria**

The freshness duo

With the «Chicken Style Tandori» sandwich, Eisberg Austria has created a novelty for a well-known Austrian retailer, which is expanding its own-brand range this late summer. And with the new pineapple slices, they're making it easy to enjoy fresh fruit.

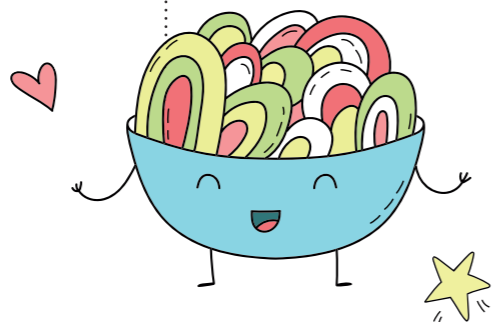
Best wishes to the winter immune system!



**Eisberg Switzerland**

Vitamin kick to the power of three

From mid-September, all friends of Eisberg Switzerland's Buddha Bowls can once again look forward to three seasonal novelties. Cauliflower, lentils and sweet potatoes are ingredients that will fill you up and make you happy on cooler days. The «Roasted Cauliflower & Quinoa» and «Roasted Pumpkin & Sweet Potato Falafel» varieties are suitable for a vegan diet, while the «Roasted Sweet Potato & Taboulé Beetroot» variety is aimed at vegetarians.



**Recipe tip**

**Chicken breast with pumpkin wrapped in bacon**

**For 2 servings**

- 4 chicken breasts each approx. 140 g
- 12 slices of bacon, e.g. Bacon with Bell Pepper by Bell
- 4 tsp grainy mustard
- 1 Hokkaido pumpkin
- 2 tbsp hazelnut kernels, coarsely chopped
- 1 tablespoon butter
- a little nutmeg, freshly grated
- 1 orange, squeezed
- 2 tbsp sunflower or rapeseed oil
- 3 sprigs thyme
- Salt, pepper

How it's done: For each chicken breast, place three slices of bacon next to each other, overlapping slightly. Brush the chicken breasts with mustard and place them on the bacon slices. Wrap the bacon slices around the chicken breasts and secure with a toothpick.

Grease a baking tray with half the butter. Cut the pumpkin into quarters and remove the seeds. Finely slice the flesh with a slicer and place on the baking tray with the hazelnut kernels. Season with salt, pepper and nutmeg. Add the juice of the orange and mix well.

Brush a piece of baking paper with the remaining butter and place on top of the pumpkin. Place the pumpkin in the middle of a preheated oven at 175 °C (top and bottom heat), and cook for approx. 10 minutes.

In the meantime, fry the chicken breasts in a pan in hot oil for 2–3 minutes on each side until crispy.

Take the pumpkin out of the oven at the end of the cooking time. Remove the baking paper and place the chicken breasts on the pumpkin. Sprinkle over the thyme sprigs and put the baking tray back in the oven without the baking paper. Continue cooking for about 15 minutes until the pumpkin is cooked and the chicken breasts are nice and tender.

Season with salt and pepper and serve immediately.



Successfully mastering the challenges of grocery purchasing

# We'll get (it) there

When the fridge is empty, we can usually find everything we need to fill it again at the supermarket in an instant. For the Bell Food Group, purchasing raw materials for food production is not that easy in many cases. The weather, the economic situation or changing customer wishes are among the challenges that need to be taken into account. To achieve this, the Bell Food Group relies on a wide range of solutions – starting with a broad base of suppliers and continuing to its participation in innovative concepts. • *mr*



## Prices always on the radar

In the last two years, customers have had to pay significantly more for items such as cooking oil, vegetables, dairy products and bread. What they experience as the end result at the checkout actually starts much earlier in the value chain: rising prices of raw materials and energy.

«This year, for example, we have seen a 50% increase in the price of tomatoes as a raw material,» reports Ulrich Freund, Head of Procurement at Hilcona and coordinator of the Bell Food Group's Strategic Procurement Competence Centre. «The reason for this is a shortage of supply due to viral infestations, crop failures and floods.»

**While some materials are becoming more expensive, others are becoming cheaper.**

Other factors that can drive up costs include rising energy prices, political conflicts such as the war in Ukraine that impede the flow of goods, and changing consumer behaviour, for example the increasing demand for plant-based proteins.

«The issue of supply reliability has become increasingly important for us in recent years,» says Ulrich Freund. «The decisive key factor for this top priority is having trusting and long-term relationships with our suppliers.»

Among other things, Hilcona relies very successfully on integrated production, for which the company works very closely with around 500 Swiss farmers. To minimise price volatility for vegetables grown in this way, prices are set transparently and fairly between farmers and their organisations and processors ahead of the season.

For Hilcona's experienced procurement experts, it is also very important to keep a close eye on the markets for the more than 2,000 different raw materials required throughout the year and to understand what is happening in these markets. These can be, for example, weather conditions that affect harvests or production cutbacks in plastics.

When it comes to pricing, Hilcona benefits from the fact that individual materials often become more expensive, while others can be purchased at lower prices. In addition, Schaan is working intensively with the development department and the factories to reduce cost increases by adapting recipes, qualifying new suppliers and streamlining processes.

In addition, the Group's material requirements are regularly offered on the market in a bundled form in cooperation with all procurement units of the Bell Food Group in order to achieve the best prices in line with the market.

Should the supply situation prove difficult, especially for critical raw materials, Hilcona has also built up a tried-and-tested network of secondary suppliers over the past few years so it can be on the safe side when it comes to procurement.

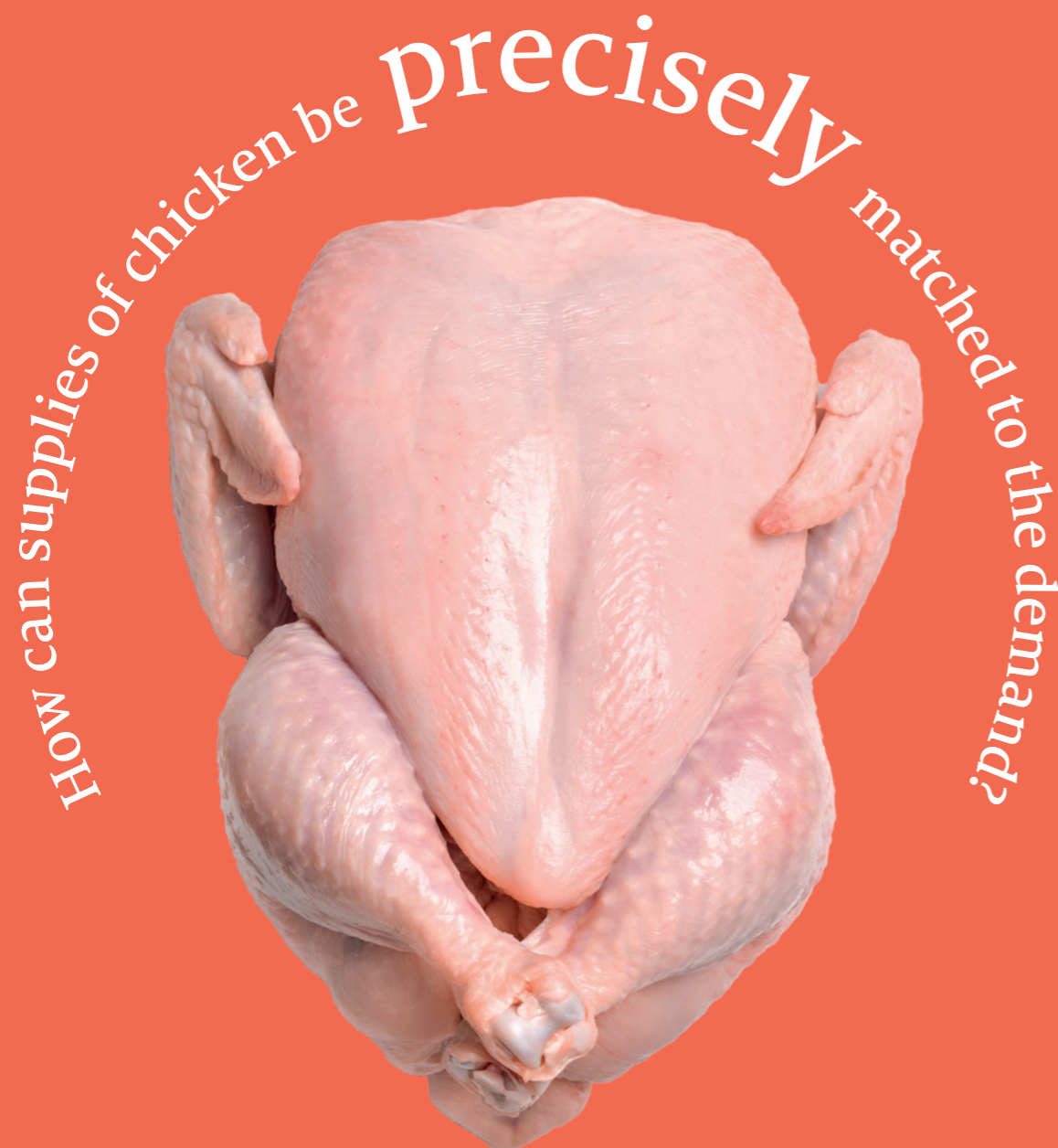
«In addition, our quarterly «Hilcona Market Radar» enables us to see very quickly when price risks are occurring somewhere, so we can hedge against them early on. For example, by building up a stock of certain raw materials or making fixed price agreements with our suppliers at an early stage.»

When it comes to agreeing on product prices with retailers and passing on increased costs, our sales colleagues need a lot of skill and persuasiveness.



Ulrich Freund,  
Head of Procurement,  
Hilcona

Coordinator Competence  
Centre Strategic  
Procurement,  
Bell Food Group



## The right amount at the right time

Statistically speaking, the Swiss currently eat just under 15 kilos of poultry meat per head per year. Trend: increasing. And that's not the only area where the consumption curve is on the rise. In almost all European countries, the consumption of poultry meat is growing – and so is the demand.

In order to meet this demand as precisely as possible, the Bell Food Group relies on integrated poultry production in the DACH region. A traditional method that has been used since

### The automatic deboning system brought the breakthrough.

the 1960s. «In contrast to procurement on the free market, for example for live animal production of beef, we have our own farms for poultry as well as partner farms that we work closely with,» explains Stephan Wolf, Head of the Poultry Organisational Unit at Bell in Switzerland. «So this means we are effectively extending the value chain for chicken backwards.»

This chain begins with the parent animals, continues through the hatcheries where the chicks hatch, and ends with the farms where the chicken is raised. Integrated production also means that Bell offers its partners a complete solution, from the barn construction concept to feed procurement and veterinary care.

«Integrated production helps us to plan ahead so that we always have the right quantity available at the right time in the right quality,» says Stephan Wolf. «Since we need about twelve weeks' lead time to regulate production, we set the required quantities on a quarterly basis.»

Among other things, this ensures that only as much chicken meat arrives at the poultry organisation unit in Zell, for which Stephan Wolf is responsible, as can actually be used.

And this is about the meat of the whole animal today. In the past, the main focus was on chicken breasts. Today, the whole chicken is used for economic and sustainability reasons.

The big breakthrough in Zell came seven years ago with the investment in a fully automated plant that is capable of boning up to 6,000 legs per hour.

Stephan Wolf explains: «We have found that the thigh meat is eminently suitable for the production of both convenience and charcuterie products.»

This type of processing, combined with the already high demand for poultry meat, has meant that Bell in Switzerland has been operating at near capacity for the past three years. But there are already solutions for this as well. «In the short term, one way we cope is by importing poultry meat,» Stephan Wolf says. «In the medium term, however, we also want to increase our own capacities and build more barns. We are optimistic that we will be able to achieve this goal despite the strict legal requirements.»



Stephan Wolf,  
Head of Poultry  
Organisation Unit,  
Bell Switzerland

### Mosa Meat: the new meat culture

In the search for meat alternatives without the need to slaughter animals, the Dutch start-up Mosa Meat is leading the way worldwide. The company takes a few cells from a cow that are then grown into muscle meat in the laboratory. This cultured meat is no different from conventional meat in terms of structure and composition. Since 2018, Bell Food Group has been investing in the up-and-coming company, supporting the search for more sustainable meat alternatives that also meet the ethical demands of many consumers.



Ronni Diepstraten,  
CPO and Key Account  
Food Service Europe,  
Eisberg

## When the lettuce has to relocate

Spain is considered the vegetable garden of Europe. Last year alone, it produced around 29 million tonnes of fruit and vegetables – more than a quarter of the European Union's total. This makes the Iberian country one of Eisberg's main sourcing countries. But in recent years, climate change, high heat and drought have been causing problems for local farmers.

«Since 2018, we have already experienced 12 crisis periods in Spain», reports Ronni Diepstraten, CPO and key account food service Europe at Eisberg, which is based in Aguilas in southern Spain. «In particular, the winters have become significantly warmer. For example, on 27 January this year, the temperature was 27 degrees. Normally it would have been

between 16 and 20 degrees.»

### Aguilas was once the largest tomato-growing area in Europe.

The consequence: growing tomatoes or endive, for example, is becoming increasingly difficult in the region around Aguilas, once the largest cultivation area for these products in Europe.

To solve this procurement problem, Eisberg is pursuing several strategies at once. The most important of these is purchasing in other regions. Further north in Spain and in other countries such as Morocco, Tunisia or Greece, new cultivation areas have already emerged from which the salad experts can obtain supplies. Together with a seed producer, Eisberg is

also supporting a project with farmers in Albania and Serbia to create more areas there for growing lettuce in winter.

«A lot is happening in Italy as well,» says Ronni Diepstraten. «While in the past 50 years the focus has been on high quality and expensive varieties such as baby spinach, Italian growers are now increasingly growing other lettuces as the situation has changed.»

Eisberg's other approaches include looking into new varieties and cultivation methods. However, developing new types of lettuce that are better adapted to higher temperatures is a lengthy process that can take up to five years of development.

Promising methods also include innovative cultivation techniques such as hydroponics. In this case, the plants are grown in water-based mineral nutrient solutions rather than in soil outdoors or in a greenhouse. This system is also used by the vertical farming start-up Yasai (see box), in which Eisberg is involved.

«I believe we will have to deal with changing conditions for a long time to come,» Ronni Diepstraten explains. «But I remain confident that there will still be enough lettuce and vegetables to meet our needs. They just might come from a different region then.»

### Yasai: The vertical future

The vertical farms of the start-up Yasai, founded in Zurich in 2020, are based on the principle of the circular economy and thus support sustainable cultivation. Currently, there is a pilot farm that supplies the supermarkets of the parent company Coop in northwestern Switzerland with fresh herbs. In the future, indoor farms like this one could be established almost anywhere in the world with Yasai's help. Because the concept works independently of external conditions. The Bell Food Group is supporting this promising start-up not only with an investment through its Iceberg division, but also by having CEO Lorenz Wyss join Yasai's board of directors.



What are the options for purchasing palm oil responsibly?



## Sustainable sources are the solution

Palm fat has many good properties for the production of food. For example, there is palm fat, which, unlike many other vegetable fats, remains solid at room temperature, which not only facilitates transport and storage, but also allows for a variety of uses. Also, palm fat does not oxidise as quickly, so it does not go rancid as easily.

Furthermore, oil palms are significantly more productive than other oil-bearing crops such as rapeseed or soy. One consideration that contributes to the fact that palm fat is a lot cheaper than other fats.

Despite all that, though, this raw material has come under criticism. The reason: oil palms grow almost exclusively in regions with tropical rainforests – and they are often cleared illegally for their cultivation.

Palm fat is also an indispensable raw material for Hügli, which uses it in items such as its paste-like bouillon cubes.

«Since we cannot yet manage without this ingredient, we decided many years ago to use only certified palm fat,» explains Steffi Mesnjak, Category Manager for the Fats and Oils product group at Hügli. «There are four levels for the certification of palm fat, and as of this year we only use the two highest levels.»

Hügli mainly relies on the second highest certification level «Segregation». It stands for sustainably certified palm oil that has been separated from non-sustainable goods along the entire supply chain. A few products also contain palm oil of the highest certification level «Identity Preserved», which has been produced sustainably and must also be traceable back to the producer plantation.

«For the procurement of these raw materials, we work with a handful of selected and appropriately certified manufacturers within the Hügli Group,» explains Steffi Mesnjak.

**Palm fat is indispensable at Hügli.**

One of the challenges Hügli had to overcome last year was an export ban on palm oil from Indonesia. Fortunately, it only lasted a few weeks, and Hügli's suppliers were well able to bridge it.

«Events like these make it particularly important for us to work with experienced partners who have robust global supply chains», says Constantin Degro, Category Cluster Lead Raw Material at Hügli.

In recent years, Hügli has also repeatedly looked for substitutes for palm fat in its products. Possible substitutes include shea butter and coconut oil, but these are only suitable for some items.

«At the moment, we are often not able to replace palm oil with other fats for technical reasons,» reports Steffi Mesnjak. «In addition, abandoning it completely does not make sense for environmental reasons, as much larger areas would be needed for the cultivation of other vegetable oils. Therefore, in my view, we have chosen a good middle ground by using certified palm oil.»



Steffi Mesnjak,  
Category Manager  
Product group fats  
and oils, Hügli



Constantin Degro,  
Category Cluster Lead  
Raw Material, Hügli

### The «Don'ts List» Not to be used at all

Not all of the raw materials that are the subject of criticism are as well certified as palm oil. In order to avoid products and forms of production that are not in line with the Bell Food Group's philosophy, there is what is known as the Don'ts list. It defines clear exclusion criteria for the Bell Food Group's product portfolio. This includes that the Bell Food Group refrains from using products from acutely endangered species, from products that are not kept in a species-appropriate manner and from products that are obtained in a cruel manner. From foie gras to sea turtles to genetically modified food, it currently lists a total of 17 products and product groups that are banned throughout the group.

Clever recycling instead of disposal

# We can still use that!

Yesterday's pasta becomes today's delicious pasta pan.  
A side table for the terrace made of wood left over from the new garden fence. Sometimes leftovers can be a real treasure.  
But does this also apply to the food industry? Clear answer: yes!  
The Bell Food Group has the evidence to prove it.

**It's all about reducing waste as much as possible.**

What does a crunchy salad from Eisberg have in common with creamy hummus from Hilcona? Okay, both taste great and are suitable for vegans. But there is a less obvious similarity too. The production of both products generates waste, which is cleverly recycled.

The initiatives of Eisberg Romania and Hilcona are two examples of how Bell Food Group companies are supporting the Group's sustainability goals for waste reduction.

The aim is to reduce waste and residual materials at the production sites as much as possible, and ideally to avoid them altogether. And this works best if they can be reused sensibly elsewhere.

For Eisberg Romania, «elsewhere» is only four kilometres from the Pantélimon farm, and the lucky recyclers have fur or feathers. Since 2016, the site has delivered leftovers from its salad preparations at least once a day to the nearby farm with around 700 cows and an attached farm for children, with horses, goats, emus and other hungry mouths and beaks.

«I learned the most important rule right at the first meeting with the owner of the farm, who is also a veterinarian,» says Gabriela Boldeanu, quality manager at Eisberg Romania. «It states that we can only feed the cows with leftovers that have not touched the ground, so they are not contaminated with pieces of wood or nails from the pallets, for instance. Because

The animals on the nearby farm are very happy with the leftovers from Eisberg Romania's salad preparation.



cows can't distinguish between plant parts and foreign bodies when they eat.»

However, as it is not possible to completely prevent leaves and stalks from falling, and as the amount of waste is sometimes more than the farm needs, the site was looking for another environmentally friendly solution to recycle the waste. It found it in a biogas plant in Ploiesti, which generates energy from green waste. This means that 100 per cent of Eisberg Romania's salad waste is put to sustainable use.

**Vegan egg alternatives**

Hilcona shows that upcycling is not just a trend in fashion or furniture. The competence centre for vegetarian products in Landquart, along with the Swiss start-up EggField, has come up with a creative solution to give chickpea cooking water a second life.

Because Hilcona is one of the leading hummus producers in Switzerland, it is produced in large quantities. Thanks to the idea of upcycling sustainable food, since last year this cooking water, which would otherwise be disposed of as waste water, has been used to produce new plant-based egg alternatives.

«The numbers speak for themselves: In 2023, we brought around 24 tonnes of chickpea water back into circulation. That equates to about 300 000 eggs,» reports Angela Blattmann, Sales Manager B2B Industry at Hilcona. «We have a clear goal for the year ahead: we want to double that amount to 600 000.»

The egg alternatives are suitable as ingredients in cooking and baking – and not only for vegan dishes. They can replace whole eggs, egg whites and yolks in many recipes because their properties are similar to the original.

And there are other benefits too: it does not resemble the taste of the legume, is free of allergens, and has a longer shelf life than eggs. • mr

**Chickpea water is given a second life.**

Hilcona and EggField have developed a clever food upcycling idea together.



Service anniversaries and retirements from October to December 2023

## «Could he please step in because my wife had just given birth to our son.»



**Hermann Lüken**  
40 Years of Service

**Position:**  
Butcher, cutting

**Division:**  
Bell International

**Where:**  
Bell Germany, Edeweicht



**Samuel Müller**  
40 Years of Service

**Position:**  
Telephone Sales/  
Food Service Industry

**Division:**  
Bell Switzerland

**Where:**  
Bell Switzerland,  
Cheseaux-sur-Lausanne

**How did you come to apply to your company 40 years ago?**

**Hermann Lüken:** At the time, I lived just a few hundred metres from the company. And since Schinken Schumacher\* paid 50 pfennigs more than my previous employer, I changed jobs.

**Samuel Müller:** When I was old enough to leave school, I decided to train as a butcher. As a native of Basel, I decided to do this at Coop. After I completed my apprenticeship, I worked at Coop for 17 years as a bank butcher and head butcher. On 1 August 2002 I then joined Bell in telephone sales in western Switzerland, where I still work.

**What has changed the most in the 40 years since you joined the company?**

**Hermann Lüken:** A lot has changed. The hygiene standards are much stricter today. The heavy work is made easier by technological advances such as palletants (e.g. lift trucks), etc. There has been a marked increase in productivity.

**Samuel Müller:** Everything happens much faster than it used to. The workload is getting bigger and bigger. The processes are becoming more and more complicated. The pressure on staff is increasing. Customers' requests are becoming more specific.

**Is there anything in your daily working life that has not changed at all in all these years?**

**Hermann Lüken:** There was and is no standstill. Everything has changed steadily. The size of the company, the number of employees ...

**Samuel Müller:** Despite all the technical modernisations in sales, the interpersonal aspect is still the most important thing in contact with the customers.

**What experience from your career at the company will always remain in your memory?**

**Hermann Lüken:** Well, there's been so much in 40 years that you don't know where to start. In the early 1990s, a few colleagues and I went to Seevetal for a week to salt ham. There was a time in Harkebrügge when we had to work for almost 30 hours straight because the order books were so full. We also had great and unforgettable company parties in Hamburg. In the 1980s and 1990s, I alternated weekly with Helmut Behrens on weekends and as a holiday replacement, opening and closing the company and bringing the security dogs – two Great Danes – onto the premises and letting them out again on Monday. At that time, there was no gatekeeper or security service.

On 15 April 1989, a Saturday, it would have been my turn too. I called Helmut Behrens from the delivery room at five o'clock in the morning to ask him to step in because my wife had just given birth to our son.

**Samuel Müller:** The change from Coop to Bell. The closure of the slaughterhouse and the FF decomposition in Cheseaux.

**What do you enjoy most about your job today?**

**Hermann Lüken:** The cooperation with colleagues. I am proud to have been part of the company for so long.

**Samuel Müller:** Like on the first day: contact with the customers.

### 20 Years of Service

**Vera Harms** • 1 July, Bell Germany, Harkebrügge (*Addendum*)

**Manuela Koch** • 1 July, Bell Germany, Harkebrügge (*Addendum*)

**Willi Spaller** • 1 July, Bell Germany, Seevetal (*Addendum*)

**Henning Evers** • 15 July, Bell Germany, Harkebrügge (*Addendum*)

**Tanja Derkatsch** • 1 August, Bell Germany, Harkebrügge (*Addendum*)

**Gregor Hoten** • 1 August, Bell Germany, Harkebrügge (*Addendum*)

**Sabrina Teuber** • 1 September, Bell Germany, Harkebrügge (*Addendum*)

**Isabelle Burkle** • 1 October, Bell Switzerland, Basel

**Luca Calzone** • 1 October, Hilcona, Schaan

**Robert Flack** • 1 October, Bell Switzerland, Basel

**Mihail-Liviu Mayer** • 1 October, Eisberg Romania, Pantelimon

**Elena Miller** • 1 October, HFC, Bad Wünnenberg

**Tobias Mittelbach** • 1 October, Bell Switzerland, Basel

**Bruno Sitterle** • 1 October, Bell Switzerland, Basel

**René Hunkeler** • 6 October, Bell Switzerland, Zell

**Jimmy Guerinoni** • 13 October, Bell Switzerland, Basel

**Sinavere Qufaj** • 13 October, Eisberg Switzerland, Dällikon, Feldhof

**Tuelay Yener** • 13 October, Bell Switzerland, Gossau

**Annemarie Weissauer** • 17 October, Hubers Landhendli, Pfaffstätt

**Irena Wicher** • 20 October, Bell Germany, Harkebrügge

**Kemal Karic** • 21 October, Hubers Landhendli, Pfaffstätt

**Marina Hochradl** • 27 October, Hubers Landhendli, Pfaffstätt

**Christophe Balou** • 1 November, Bell Switzerland, Basel

**Domenico Dedato** • 1 November, Hilcona, Schaan

**Tahsin Samanci** • 1 November, Eisberg Switzerland, Dällikon, Feldhof

**Tomáš Starý** • 1 November, Hügli Czech Republic, Zásmuky

**Walter Toedtli** • 1 November, Hilcona, Schaan

**Swetlana Heister-Urbach** • 3 November, Bell Germany, Harkebrügge

**Lydia Hoffeschneider** • 3 November, Bell France, Parthède

**Dmitri Ivanov** • 3 November, Bell Germany, Harkebrügge

**Radisa Trajic** • 3 November, Inter-Planing, Langenhaslach

**Frédéric Jenn** • 10 November, Bell Switzerland, Basel

**Cornelia Zingg** • 10 November, Hügli Switzerland, Steinach

**Tomasz Żyła** • 25 November, Bell Poland, Niepołomice

**Hamit Atici** • 1 December, Bell Switzerland, Basel

**Xavier Buro** • 1 December, Bell Switzerland, Basel

**Brice Monteillet** • 1 December, Bell France, Parthède

**Husein Muminovic** • 1 December, Hilcona Gourmet, Orbe

**Jean-Louis Ribstein** • 1 December, Bell Switzerland, Basel

**Tony Roger** • 1 December, Hilcona Gourmet, Orbe

**Maria Alcina Seixas da Silva Magalhaes** • 1 December, Hilcona, Schaan

**Antonio Vieira De Azevedo** • 1 December, Hilcona Gourmet, Orbe

**Yannick Wettlé** • 8 December, Bell Switzerland, Basel

**Leonard Gjergji** • 22 December, Bell Switzerland, Zell

### 25 Years of Service

**Emma Bertram** • 1 August, Bell Germany, Harkebrügge (*Addendum*)

**Montserrat Bonnard** • 22 August, Bell France, Teilhède (*Addendum*)

**Lenka Kolářová** • 3 September, Hügli Czech Republic, Zásmuky (*Addendum*)

**Theodor Wessels** • 10 September, Bell Germany, Edeweicht (*Addendum*)

**Nathalie Bonnier** • 28 September, Bell France, Teilhède (*Addendum*)

**Andreas Altevers** • 1 October, Bell Germany, Seevetal

**Jose Augusto Chaves de Sousa** • 1 October, Hilcona, Schaan

**Rosaria Leppert** • 1 October, Geiser, Schlieren

**Agostinho Marques Do Amaral** • 1 October, Hilcona, Schaan

**Michael Pueringer** • 1 October, Hilcona, Schaan

**Walter Riedmann** • 1 October, Hilcona, Schaan

**Andre Sungu** • 1 October, Bell Switzerland, Basel

**Maria de Lourdes Ibarra de Frommelt** • 15 October, Hilcona, Schaan

**Sergei Pavlov** • 19 October, Bell Germany, Harkebrügge

**Katrin Cavegn-Brunhart** • 1 November, Hilcona, Schaan

**Sven Keck** • 1 November, Bell Switzerland, Basel

**Olivia Machado Rebelo** • 1 November, Hilcona, Schaan

**Reinhard Pointner** • 1 November, Hilcona, Schaan

**Mary Masila Sinnarasa** • 1 November, Eisberg Switzerland, Dällikon, Feldhof

**Burhan Güven** • 16 November, Eisberg Switzerland, Dällikon, Feldhof

**Karin Schwenninger** • 16 November, Hilcona, Schaan

**Leonard Lleshi** • 30 November, Bell Switzerland, Zell

**Mickael Inacio** • 1 December, Bell Switzerland, Basel

**Detlef Schröder** • 1 December, Bell Germany, Edeweicht

**Franz Heinrich** • 7 December, Frisch Express, Pfaffstätt

**Fatmire Dakaj** • 10 December, Bell Switzerland, Oensingen

**Jean-Claude Truffa** • 21 December, Bell Switzerland, Cheseaux

For current job offers,  
please visit  
[bellfoodgroup.com/careers](https://bellfoodgroup.com/careers)

\*The Harkebrügger ham smokehouse Helmut Schumacher was taken over by Abraham in 1985. Abraham has been part of the Bell Food Group (then Bell Group) since 2009 and has been operating as Bell Deutschland GmbH & Co since 2012.

### 30 Years of Service

- Martina Schulz** • 1 July, Bell Germany, Seevetal (*Addendum*)
- Pavel Sarantscha** • 28 July, Bell Germany, Harkebrügge (*Addendum*)
- Katharina Resch** • 9 September, Bell Germany, Harkebrügge (*Addendum*)
- José Ferreira Sergio** • 1 October, Hilcona Gourmet, Orbe
- Adrian Hofer** • 1 October, Bell Switzerland, Oensingen
- Daniel Casagrande** • 15 November, Bell Switzerland, Basel
- Herminio Das Neves** • 22 November, Bell Switzerland, Cheseaux
- Thomas Friday** • 22 November, Hügli Germany, Radolfzell
- Guhrun Ogriseck** • 27 December, Hügli Germany, Radolfzell

### 35 Years of Service

- Erika Kruse** • 9 September, Bell Germany, Harkebrügge (*Addendum*)
- Eric Blumert** • 3 October, Bell Switzerland, Basel
- Jean-Luc Groell** • 3 October, Bell Switzerland, Basel
- Christophe Boesch** • 18 October, Bell Switzerland, Basel
- Pashalis Potolidis** • 24 October, Hilcona, Schaan
- Ueli Gerber** • 1 November, Bell Switzerland, Zell
- Ulrich Minder** • 1 November, Bell Switzerland, Zell
- Elwira Seitz** • 11 November, Hügli Germany, Radolfzell
- Willi Koller** • 14 November, Hilcona, Schaan
- Thavarajah Ponnampalam** • 1 December, Bell Switzerland, Basel
- Philippe Diemunsch** • 18 December, Bell Switzerland, Basel

### 40 Years of Service

- Karin Grüner** • 31 October, Inter-Planing, Langenhaslach
- Hermann Lüken** • 14 November, Bell Germany, Edewecht
- Samuel Müller** • 2 December, Bell Switzerland, Cheseaux

### 45 Years of Service

- Barbara Schiaffo** • 20 July, Hügli Germany, Radolfzell (*Addendum*)

### Early Retirements

- Rolf Anti** • 30 June, Bell Switzerland, Basel (*Addendum*)
- Teresa Grosch** • 30 June, Hilcona, Schaan (*Addendum*)
- Monika Müller-Gassner** • 30 June, Hilcona, Schaan (*Addendum*)
- Ivan Fischer** • 30 September, Bell Switzerland, Basel (*Addendum*)
- Antonio De Brito Alves** • 31 October, Hilcona, Schaan
- Josef Aregger** • 30 November, Bell Switzerland, Zell
- Maria Antonia Mancuso** • 30 November, Bell Switzerland, Cheseaux
- Maria Fernandes** • 31 December, Bell Switzerland, Zell
- Daniel Lang** • 31 December, Bell Switzerland, Basel
- Florinda Reais Ferreira Silva** • 31 December, Hilcona Gourmet, Orbe
- Dominique Wolf** • 31 December, Bell Switzerland, Basel

### Retirements

- Alfreda Urych** • 13 February, Bell Poland, Niepołomice (*Addendum*)
- Marie Krejčová** • 29 April, Hügli Czech Republic, Zásmuky (*Addendum*)
- Eva Košťálková** • 31 May, Hügli Czech Republic, Zásmuky (*Addendum*)
- Hanspeter Gutenberger** • 30 June, Bell Switzerland, Basel (*Addendum*)
- Martine Torres-Gabriel** • 30 June, Bell Switzerland, Basel (*Addendum*)
- Peter Boss** • 31 October, Bell Switzerland, Oensingen
- Maria Teixeira Gonzalez** • 31 October, Eisberg Switzerland, Dällikon, Feldhof
- Pascal Tessier** • 31 October, Bell Switzerland, Basel
- Urs Probst** • 30 November, Bell Switzerland, Oensingen
- Renate Schulze** • 30 November, Bell Switzerland, Basel
- Nicolas Montoya** • 31 December, Granovita, La Vall d'Uixó

### We bid farewell to

- Vincent Mamoun** • 5 June, Bell Switzerland, Basel

We would like to express our condolences to the relatives, family and friends of the deceased.

**BELL FOOD GROUP**

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## Apprenticeship completion and start 2023



A few weeks ago, 52 newly-qualified professionals joined the labour market. They successfully completed their training in the summer and are now embarking on their professional careers. And the next batch is already with us. Following in their footsteps are 51 new apprentices and students who started their training in August and September. • sh



My highlight was the visit and further training at the Hügli factory. The spice lesson was great. I will also miss the variety between the different departments.

Tobias Straub, Bell GE



I particularly enjoyed the S7 programming. I was also able to build a traffic light system from scratch. I didn't expect this profession to be so varied.

Hendrik Oltmanns, Bell GE



The apprenticeship enabled me to discover the fascinating world of metalworking and acquire precise manual skills.

Mateusz Marciniak, Hubers Landhendl (AT)



I was impressed by the team spirit and the support from within the company – especially the accommodating attitude of the management. I am delighted to be staying with the company.

Michael Pöttinger, Hubers Landhendl (AT)



Hard work and diligent learning pay off. I am now looking forward to new experiences and opportunities.

Alex Miranda Machado, Hügli (CH)



I can now operate a plant completely on my own and know how everything works. The accuracy of my work has also improved. It was a good time.

Ruben Pereira, Hügli (CH)



Before my apprenticeship, I had no idea of how our products got to the customers or the number of processes that required. The fact that I was able to take on so much responsibility in exports will definitely help me in the future.

Berat Altundemir, Hügli (CH)



Albion Duraku, Hügli (CH)



Sarah Despotakis, Hügli (CH)



Noah Serafini, Hügli (CH)



Kim Straub, Hügli (GE)



Joschka Messmer, Hügli (GE)



Jannik Walz, Hügli (GE)



Tim Werner, Iceberg (CH)



I am proud to see how I have developed during my training. I particularly enjoyed the stay abroad at Bresc in Werkendam.

Friederike Schultz, Hügli (GE)



Keven von der Pütten, Bell (GE)



Marvin Eric Cramer, Bell (GE)



Pascal Thönes, Hügli (GE)



Yasemin Brooks, Hügli (GE)



Kim Straub, Hügli (GE)

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**Michael Pöttinger** • Mechatronics Automation Technology and SPS Technik, Hubers Landhendl, Pfaffstätt (AT)



During the apprenticeship – I started as a meat specialist and finished as a business administrator – I learnt to work and think independently instead of simply accepting tasks.  
Igor Vaskovic, Bell (CH)



Goncalo das Neves, Hilcona (FL)



André Gal, Hilcona (FL)



Manuel Jörg, Hilcona (FL)



Aleyna Atmaca, Hilcona (FL)



A cool company, lots of variety and wonderful people who have also become good friends. A really great time!  
Amira Shakjiri, Hilcona (FL)

The fact that an automation engineer works in so many areas surprised me the most. An automation engineer really does do everything! I will miss the vocational school; it was a pleasant change from the company.  
Michal Karczmarzyk, Hilcona (FL)

Bell (CH), f. l. t. r.: Benoit Brüderlin, Dominic Rettenmund, Alen Mumdzic, Firouz Yousefi, Aron Debesay, Valerio Capizzi, Toprak Kizilyatak, Lukas Schmid, Lena Pogalzyk, Michael Frey, Rafey Shehzad, Jan Reist, Vanessa Voehringer, Florian Nyffenegger, Igor Vaskovic, Samantha Leuenberger, Lars Kreis, Tabea Meyer, Alessandro Sommer, Isabelle Kerwin, Teumzgi Hadish (not in the photo: Aziz Eqbali, Arcangelo-Cem Grandazzo, Tarik Hadzic)



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