



HR og infrastruktur

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Agenda

- Hvem er Agilent Technologies
- Hvorfor interessere sig for infrastruktur
- Hvad kan vi gøre i HR
- Hvad har vi gjort
- Virker det ?

AGILENT TECHNOLOGIES

Agilent Technologies Globalt

Agilent Technologies:

Agilent Technologies Inc. er på NYSE: A

Agilent er leder indenfor life sciences, diagnostics og applied chemical markets.

Vi leverer instrumenter, service, consumables, applications og ekspertise for at sikre vores kunder den indsigt/viden de har brug for.

Vi har 13.000 medarbejdere globalt (ca. 1/3 i hhv. Americas, Europa og Asien)

Vi er tilstede i over 100 lande

Agilent Technologies i Danmark

708 medarbejdere i Danmark, heraf ca. 600 i Glostrup.

Medarbejdere indenfor R&D, Produktions, Salg, Marketing, Service og Support funktioner

Vi har følgende medarbejder typer

- Ufaglærte medarbejdere
- Laboranter
- Akademikere
- Sælgere
- Servicefolk

HVORFOR INTERESSERE SIG FOR INFRASTRUKTUR

HR enables Agilent to
**Attract, engage, develop
and reward the best talent
to deliver on its goals**

HVAD KAN VI GØRE I HR

Hvad kan HR gøre

- Få fakta om egne medarbejderes transport via Transport undersøgelse
- Bruge fakta til at sætte infrastruktur på agendaen hos ledelsen
- Bruge SU til diskussioner om problemstillinger og løsninger
- Tage ejerskab for løsninger, som kan afhjælpe problemstillinger
- Arbejde med interne og eksterne stakeholders

Vores transport undersøgelse – et hurtigt overblik

374 deltagere (ud af 600 medarbejdere i Glostrup)

41 % of all employees have less than 15 km to work.

71 % of all employees get to work by car

18 % of all employees get to work by bike

13 % change from day to day.

45 % of the short trip is done by car (less than 5 km)

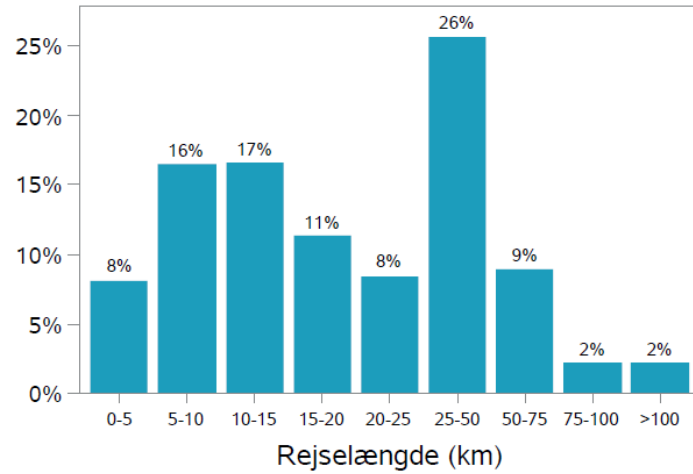
39 % of the trips between 5 and 10 km takes place by car

65 % of the employees is by car every day and will be heavily impacted by the construction work on Ring 3.

Employees have in average 26 km to work and travel time is in average 34 minutes.

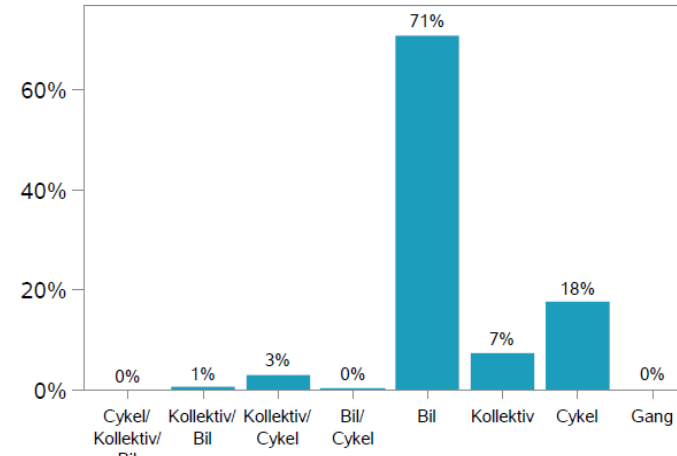
Hvad siger undersøgelsen

Hvor langt pendles der?



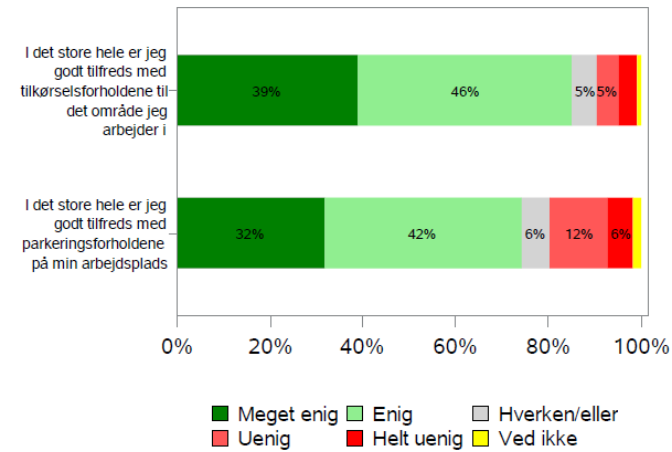
Figur 1

Howdan pendles der til arbejde?



Figur 2

Tilfredshed med parkering og tilkørselsforhold



Figur 8

Endnu et kig ind i undersøgelsen

- 41% say that they would drive with others if they could get a guarantee for coming home if the ride is cancelled
- 39% say that they would use the bike more if we had Bike Service on the site
- 43% say that they would use public transportation if the company offered "Erhvervskort"
- 40% say that they would use public transportation if they could use the transportation time as worktime



Mobility in Agilent – an active choice

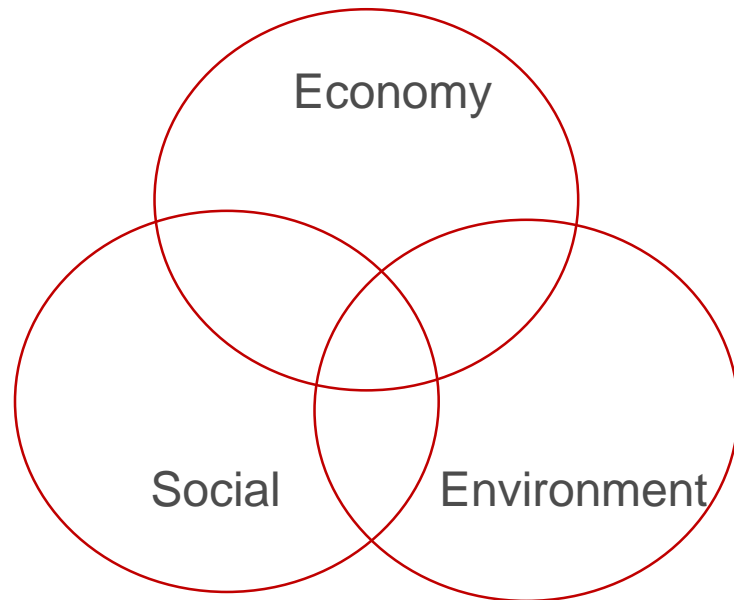


Amount of space required to transport the same number of passengers by car, bus, or bicycle.

Event info at www.facebook.com/Urban.Ambassadors - Photos by www.tobinbennett.com

(Des Moines, Iowa - August 2010)

Why talk Mobility ?



Transport issues – availability, time to get to work,
transport opportunities

Healthy and engaged employees medarbejdere

An attractive work place

Environmental and society development



The Business Strategy

CSR

Environment– CO₂

HR strategy

Communication

Facility management

Finance

'Next Level' in mobility

The bigger perspective

Trends within transport and infrastructure is going through changes

Traffic planning:

More roads = more cars

- Deliberate choice between bikes, busses, cars

Lack of suitable infrastructure will prevent growth and can impact attraction and retention of employees

- As a company we impact the traffic situation and we are accountable for that

The challenge now

From 2018: Letbanen along Ring 3 will impact transport to work over the next 5-6 years.

HVAD HAR VI GJORT

Dette gør vi idag!

- Cykel parkering
- Badefaciliteter og skabe
- Mulighed for at arbejde hjemme (for nogle medarbejdere)
- Fleksible arbejdstider
- Virtuelle møder
- Rabatordninger (bl.a. Rabat på cykler)
- DSB erhvervskort
- Pendler info på Intranet
- Vi cykler til arbejde kampagner



Præsentation til den lokale ledelse i oktober 2017

Strategy:

- ✓ Discuss CSR/transport in DK Leadership team

Practical proposals:

- More Lockers
- Bike parking (locked)
- Promote biking
 - Bike battle
 - Bike service
- Erhvervskort and information about public transportation
- Promote Car Pool
- Promote relevant app's
- Pender bikes (actual proposal could be presented if this is supported)

Information:

- Information to employees about transport patterns in Loop city
- Information about Letbanen during the construction phase



VIRKER DET

Virker det ?

Vi ved det ikke – endnu, men

- 27 har valgt Erhvervskort
- SU har vist interesse i problemstillingerne og løsningerne