

.hess

MAKING A DIFFERENCE TOGETHER.

## .hess **Enhancing urban spaces**

Thanks to an extremely varied range of luminaires, Hess is able to fulfil every lighting design requirement for outdoor public spaces and exterior illumination of objects and properties. Perfectly matched, high-quality site furnishings round out the product portfolio.

Hess stands for the very best lighting solutions and unparalleled expression of design. Combining lighting and site furnishings to optimum effect allows integrated concepts and custom solutions to be implemented in urban and outdoor spaces in line with our slogan 'Enhancing urban spaces'.

Another focus of our company is on multifunctional lighting systems for illumination, supply and design of urban and smart living spaces.

Hess supports architects, planners, cities and municipalities as well as industrial and private builders from the planning stage to installation – throughout Europe and far beyond its borders. Hess has been a subsidiary of the Nordeon Group since 1 October 2013.

**Hess – enhancing urban spaces**





## Hess – offers more!

We stand for flat hierarchies and uncomplicated decision-making. Appreciation for our employees and the way we work together respectfully sets us apart as an employer. We have an open-door policy for all, because only satisfied employees perform at their best and astound with their achievements.

### **WORKING HOURS**

We offer our employees a high degree of flexibility through various worktime models, a flexible office (with the option to work from home) and flextime that works for everyone, resulting in optimal work-life balance.

### **FRINGE BENEFITS AND PERKS**

- Net subsidy for monthly childcare costs
- Special one-time bonuses for births and weddings
- Bonuses to recognise long-standing service
- Employer contributions to the company pension scheme and special terms and conditions through framework agreements
- Recruitment bonuses for successful referral of new hires
- Bonus leave for special occasions (such as weddings and childbirth)
- Recognition for good marks in training and continuing education

## TRAINING AND DEVELOPMENT

Our employees are the foundation of our success. We therefore cooperate with regional training and continuing education institutions to make further training available to our employees alongside their work. This guarantees an optimal balance between your professional life and further education.

In addition, with training tailored to each job, we keep our employees' expertise on the leading edge – just as you would expect from Hess.





## CAFETERIA

In our cafeteria, we offer our employees a well-rounded breakfast as well as a freshly prepared lunch every day – and we ensure it is affordable by sharing in the costs.

We also provide water, fruit, tea and coffee to our employees at no charge.

The cafeteria functions as both a communication hub and community centre. We offer table football, darts and ping pong for taking a break with coworkers.



## HEALTH MANAGEMENT

The well-being of our employees is very important to us. We therefore work continuously on expanding and improving our health care management.

Our current options include:

- Fitness club discounts
- Company bicycles (JobRad bike leasing)
- Weekly yoga
- Regular sporting events
- A variety of health services





## VOCATIONAL TRAINING

We are thrilled and proud to be able to offer young and motivated people a start in their careers, year after year.

An exciting time awaits our trainees. They are taught a wide variety of company processes, learn on the job and are able to deepen their knowledge through supplementary seminars. At the same time, we also provide them space for making their own ideas a reality.

Through excursions and additional projects that benefit the less fortunate in the community, we also help the trainees get to know each other outside work.



## OUR LOCATION – ATTRACTIVE THROUGH AND THROUGH!

- Great leisure activities and recreational opportunities
- Many shopping options
- Culture and tradition
- Good transportation connections and excellent proximity to Switzerland, Lake Constance, Feldberg, Austria and France





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