

SIJ

SIJ Group is the largest Slovenian steel producer and one of the largest producers of stainless and special steels in Europe with leading market shares at niche steel markets. With around 3,800 employees, SIJ Group is one of the largest employers in Slovenia. Age average (in 2021) is 41,6 years, 322 workers have disabilities. Because of nature of steel work there are only 16,8% of women. Approximately 70% of employees work in production environment, which also means mainly physical work and no time to exercise while at work, so SIJ Group implemented different physical activity programs in their local communities that are available for employees and their family members, thus also giving a chance to spend quality social time with family or co-workers when being physically active.

Main measures promoting physical activity and supporting employees to be active during worktime or spare time:

- **Team of experts** within corporate communications and HR Department involving Happiness manager carry out regular structural research for assessment of the needs and aspirations of employees regarding physical activity and well-being
- SIJ Group offers **a variety of activities**, so all employees (and their family members) can take part in expert guided activities after work: *bowling, running, cycling, swimming, nordic walking, hiking, football* ... there is an activity for all ages, all fitness levels and all preferences of exercise – solo or in company, outdoor-indoor
- Being **sponsor of several sport clubs** as well as *Olympic Team Slovenia* enable the company to engage elite, well known, Slovenian athletes – even Olympic medallists, to take part of physical and other well-being activates, that significantly encourage and motivate employees to participate.
- **Seminars and workshops on healthy and active lifestyle** with elite athletes, Olympic medallists, members of sport clubs or Olympic team sponsored by SIJ Group production of street workout polygons donated to local communities across the country as well as *cycling pump* tracks constructed by slag, by-product in steel industry special programme for employees with disabilities (physical and mental) developed by experts for their working development and assess their physical activity needs systematically communication with employees by internal tools using successful communication methods.

“Due to the nature of our work, encouraging and engaging employees in sports and recreational activities as part of work is a greater challenge than in organizations where work takes place in office spaces. As many times before, we steel workers, have proven that with steely will and ingenuity we can enable our employees to participate in various forms of sports.”

Sara Wagner and Katja Mramor Krumpak, Corporate Communications, SIJ Group

