



We are Medela!

Information for applicants



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Welcome to Medela!

Medela is a small, family-owned company. It's a place where employees can meet each other easily and informally – no matter what corporate level they are on – and where decisions can be made quickly. At the same time, Medela has, over the past few years, grown into a global company that meets all the challenges of a digitalised and globalised business world and brings together people from diverse cultures and backgrounds who speak a variety of languages.

This starting position is an intriguing one. Plus, there is also a sense of pride in working at Medela because we find meaning in our work. Our “*Destiny Statement*” is the guiding principle for this: “*Medela exists to further people’s health and wellbeing. To do this, we apply knowledge-based and innovative solutions in the fields of breastfeeding and medical vacuum technology.*” This advocates a motivating and diverse work environment characterised by mutual respect and trust, and where passion and commitment are highly valued.

We depend on qualified employees like you to ensure that our customers continue to trust us. We offer our employees interesting assignments and challenges, as well as opportunities for development and a healthy work-life balance.

Daniel Frutig, CEO

“ Medela exists to further people’s health and wellbeing. To do this, we apply knowledge-based and innovative solutions in the fields of breastfeeding and medical vacuum technology. ”

Research at Medela

Medela was founded in 1961 by Olle Larsson. His family are still represented on the Board of Directors. Medela concentrates on two business units: „Human Milk“, which is a leader in the development and manufacture of breastfeeding products and all-in-one solutions, and „Healthcare“, which engineers and manufactures highly innovative medical vacuum technology solutions.

Medela is a research-based company that invests in basic and more in-depth research in collaboration with global key opinion leaders, leading scientists, medical experts and universities.

This collaboration allows us to make use of the latest knowledge in developing new, innovative products.



“ Quality requires research. ”

Human Milk

Medela's Human Milk business unit aims to promote the health of mothers and babies by way of the vital benefits breast milk provides. Therefore, mother's milk is central to all of our work.

We are actively involved in breast milk research and share the results of our research during our annual breastfeeding and lactation symposium.

We advise mothers in regard to all nursing- and breast milk-related issues – during pregnancy, at the hospital, when they return home and during the first few months of their babies' lives. Together with researchers and medical experts, we also develop innovative products that help mothers feed their babies breast milk in any life situation and for as long as they choose to do so.

Human Milk



NICU* / Professional



Consumer



*Neonatal Intensive Care Unit

Healthcare

Medela's Healthcare business unit carries out pioneering work in the production of high-quality medical vacuum technology solutions. Our research is always based on a comprehensive and coherent approach.

Medela Healthcare provides pioneering solutions in the area of vacuum technology, including surgical suctioning and respiratory tract suctioning, vacuum delivery, collection systems, digital heart/thoracic drainage therapy and negative pressure wound therapy (NPWT).

Healthcare



Negative Pressure Wound Therapy



Professional Vacuum Systems

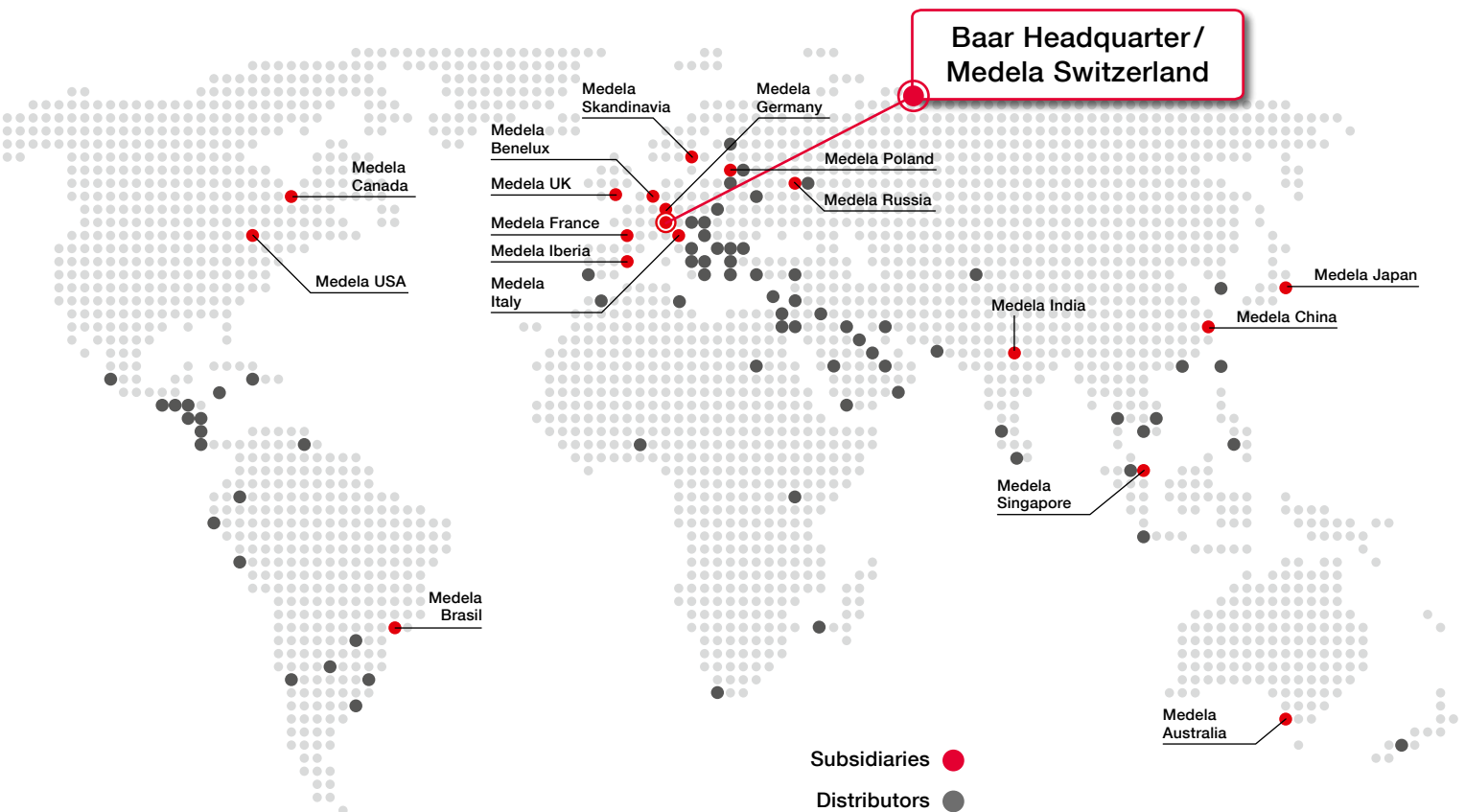


Cardiothoracic Drainage System



Subsidiary companies and distributors

Medela has 18 subsidiaries in Europe, North America and Asia, and, together with independent partners, distributes its products in more than 100 countries. The company has more than 1,700 employees worldwide, with 400 of them located in the Canton of Zug, Switzerland.



4.1 Locations in Switzerland



Lättich, Baar
Administration



Lorze, Baar
Administration / Market CH



Sennweid, Steinhausen
Logistics centre



4 Towers, Steinhausen
Production and assembly

Medela competencies

Interacting with each other respectfully and considerately is one of the unique strengths of the Medela culture. Respect, trust and face-to-face dialogue are all important to us. In this context, we need to know what we can and should expect from each other, and which behaviours we consider to be prerequisites for the creation and maintenance of a positive and success-oriented working environment.

These principles are described in the behavioural and management competencies. Together with individual targets, these form the basis for performance appraisal in the Performance Management process. They are also an important component in the selection of new employees.



Behavioural competencies

- Individual responsibility ●
- Dedication ●
- Positive attitude ●
- Adaptability ●
- Team orientation ●
- Trustworthiness ●
- Integration of other cultures ●

Management competencies

- Results orientation
- Strategic thinking and acting
- People orientation
- Effective communication
- Employee development
- Mobilising others

General Information

6.1 Company

Medela is a financially stable company that is owned by Olle Larsson Holding AG and operates in a growth-oriented environment. We place great value on social competency, a high level of quality consciousness, innovative products and employee-friendly employment conditions.

6.2 Culture

Independent, responsible and highly motivated employees contribute to a positive work atmosphere. They value our mutual trust, innovative spirit, regular discussions with employees and culture of constructive feedback.

6.3 Offices

Our pleasant office facilities with views of the surrounding greenery are equipped with state-of-the-art infrastructure.

6.4 Food and drink options

Medela provides lounges equipped with conventional and microwave ovens. There are cafeterias with free tea and coffee on a number of floors.

6.5 Parking

Parking is free at the following locations: in front of the building in Lättich, in the underground parking garage in Lorze and at our Sennweid site.

6.6 Working hours

The scheduled number of weekly working hours is 40.

6.7 Leave

20 days	Age 30 and older	▶	22 days
	Age 45 and older	▶	25 days
	Age 50 and older	▶	27 days
	Age 60 and older	▶	30 days

6.8 Continuing education

We strive to enable our employees to do exceptional work and retain their market value. The necessary continuing education units are discussed and planned out together with the employee's supervisor on an annual basis. By sharing the cost and/or providing time off, we try to motivate our employees to continue their professional development and support them in this effort.

To promote language proficiency, we offer in-house German and English classes. In addition, we provide in-house product training sessions, as well as seminars and workshops on numerous topics on a regular basis.

6.9 Insurance benefits

Accident: In addition to the statutory accident insurance, Medela provides supplemental insurance with world wide and personal coverage, as well as insurance for salaries and wages exceeding the statutory accident insurance. If you are absent as a result of an accident, Medela pays your full salary/wage for three months; after that, insurance benefits of 80% of your salary/wage are paid out for up to a maximum of two years.

The premium for non-work-related accidents is shared, with the employee paying 1% and the company assuming the remainder.

Illness: The company provides a collective daily illness allowance insurance (loss of earnings insurance). If you are absent as a result of an illness, Medela pays your full salary/wage for three months; then, insurance benefits of 80% of your salary/wage are paid out for up to a maximum of 720 days. Medela assumes the entire premium.

6.10 Pension fund

Medela is working with Profond Vorsorgeeinrichtung (Profond Pension Fund; www.profond.ch). For the pension, your entire salary/wage including the target bonus less the coordination deduction applicable at the time is taken into consideration.

Employees can enrol in the pension fund starting at age 25; invalidity and death risks are insured from the age of 18 onwards. The contributions are usually paid at 50% by the employee and 50% by Medela; depending on the pension plan, the company might assume a larger portion. Employees may select from Mini, Midi and Maxi savings plan options.

6.11 Sports enthusiasts

Medela is ideal for those who like sport. Everything is nearby: running or biking along the Lorze river, a Vita exercise course and an indoor and outdoor pool and gym at discounted prices. In addition, Medela offers yoga classes twice a week at lunchtime. Shower facilities are available in-house.

6.12 Special occasions for employees

By organising various events, Medela encourages employees to socialise with each other. Examples include team events, a summer party with employees' families and a Christmas meal.

6.13 Benefits

We support our employees in maintaining their health and physical and intellectual fitness. Therefore, we provide various services such as fresh fruit and a washing and ironing service as part of our health programme. Medela is also a sponsor of the Theatre and Music Society of Zug, the Luzerne symphony orchestra and the LK Zug Ladies' handball league. For these events, we offer prize draws in which our employees can win free tickets.

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