

NO-NAIL BOXES considers its workers' well-being

Well-being at work has become essential for companies today. They are increasingly more involved in improving working conditions, combating stress and promoting well-being at work. Within the framework of its CSR policy, NO-NAIL BOXES is striving continuously to improve its employees' well-being.

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CSR approved, NO-NAIL BOXES is committed to integrating the three pillars of sustainable development: economic, social and environmental. On a social level, the company ensures that their employees feel good.

“Since we want to attract and keep valuable employees who are competent and motivated, and as our financial means are limited, we listen to the wishes of our workforce which are conducive to the profitability of our company”, says Michèle Detaille, Managing Director.

Flexible hours

At the request of our employees, NO-NAIL BOXES has adopted a flexible hours policy: the workshops work from 6:00 until 14:00 after a majority vote by the blue-collar staff. Management can choose to stagger their 40-hour working week between 7:00 and 18:00.

By implementing these flexible hours, the company is helping the environment. “In agreement with the town of Wiltz and various relevant authorities, we suggested that our employees use the Bastogne-Wiltz-Ettelbruck bus instead of their own cars. Following our initiative, a bus stop was erected at the Salzbaach Zone d’Activité entrance. If necessary, we can adapt working hours”, says Michèle Detaille.

Developed working areas

In addition to the on-going safety and ergonomic improvements in the workshop, NO-NAIL BOXES is working towards the optimisation of its work places. The company has developed two open spaces. Several areas have been created for “quick meetings”. They are ideal for getting together briefly to quickly discuss an issue.

But NO-NAIL BOXES, like the ALIPA Group, does not stop there! The company has just invested in new office chairs which are even more ergonomic. The next stage will be to replace all the desks with electric height adjustable desks.

“Then there is a series of small daily gestures which both improve well-being and contribute to good health. For example, we provide fruit and water every day. We have also installed a “private desk” so that employees can make telephone calls, whether they are professional, confidential or private, away from their usual working area”, concludes Ms Detaille.

Established in Wiltz, No-Nail Boxes has been manufacturing folding plywood and steel crates for industry since 1961. Every year, some 300,000 cases, 90% of which are tailor-made, come out of its production lines. Certified ISO 9001 and 14001, AEO, PEFC, CSR, SuperDrecksKëscht fir Betriber and Dry at Gesond mat System, No-Nail Boxes is integrated in the packaging division of the ALIPA Group, a Luxembourg specialist in industrial packaging and lifting, which counts at total about 130 employees.

[NO-NAIL BOXES](#)