

Employees

As of December 31, 2015, Sunrise had 1,762 employees (1,701 full-time equivalents) in all areas of Switzerland. Although they are scattered across many Sunrise locations, what unites them is the unique Sunrise corporate culture anchored in the values of fairness, transparency and customer orientation.

As of December 31, 2015 Sunrise had 1,701 full-time employees in Switzerland. Compared with the previous year, the number of full-time positions decreased by 173. This reduction in workforce was primarily the result of the organizational changes announced on September 22, 2015. Employees are spread across the Zurich headquarters, business offices in Prilly, Kloten, Geneva, Bern, Basel and Lugano and 83 point of sale locations throughout Switzerland.

Women account for 30 % of the Sunrise workforce, with a higher proportion of female employees in the Corporate Center and Finance units. 16.5 % of employees hold management positions, 15 % of whom are women. Top management comprises approximately 104 employees, with women accounting for 14 %. The average age of Sunrise employees is 37.6 years. Employees work at Sunrise for an average of 6.2 years.

Approximately 41 % of Sunrise employees are citizens of countries other than Switzerland. This diversity is reflected in the company's daily operations, where multiple languages are spoken and an international, open-minded work environment prevails. Sunrise has chosen German and English as its corporate languages.

Employee Development

Sunrise trains about 110 apprentices for positions as business managers, retail associates, IT specialists and customer service professionals. In general, Sunrise offers continued employment to nearly 60 % of apprentices upon completion of their training.

When hiring new employees, Sunrise gives priority to candidates who have relevant expertise and who, in addition, uphold and support the Sunrise values of fairness, transparency and customer orientation. Thanks to a recently revised recruiting process, this concept has become an integral part of candidate selection.

Sunrise places great value on the continuing development of its employees and the organization. In this context, Sunrise focuses on corporate strategy, corporate values and management principles. The regular employee evaluation process allows Sunrise to manage and lead employees based on performance criteria. Employees receive regular feedback on their performance and progress and get the support they need to reach specific goals. To accomplish this, a company-wide process is in place. Personal employee development is divided into three pillars:

- Management development curriculum for management employees
- Project management training for employees working in a project-driven environment
- Various individual continuing education opportunities, such as language or IT training, for all employees

In addition, employees have access to a computer-based learning management system for in-house training and continuing education. Sunrise Academy, the company's Training and Development department, is continually developing new learning modules and training courses; most recently, it created a career path for employees in sales with clearly defined career steps.

If its in-house training resources do not meet employee training needs, Sunrise turns to external training programs.



Sunrise trains more than 100 apprentices for positions in four apprenticeship programs.

Occupational Safety and Health

In 2015, Sunrise adopted a company-wide occupational safety and health concept based on the directives of the Federal Coordination Commission for Occupational Safety. Sunrise revised its training concepts and safety devices for network locations, office buildings and Sunrise retail shops. Employee training included an emergency action plan for shop staff, first-aid training for office workers and climbing and rescue courses for network employees. In addition, Sunrise continues to review safety and climbing equipment at mobile sites and has adapted fire-fighting equipment to comply with new regulations issued in 2015.

Employees as shareholders

Approximately 30 % of the Sunrise employees benefit from the employee participation program launched as part of the IPO. This means they are part owners of the company.

Collective Bargaining Agreement (CBA)

Since January 1, 2013, Sunrise has had a collective bargaining agreement in place that covers the majority of its employees. The CBA enables Sunrise to implement work regulations that extend beyond legal minimum requirements. Sunrise has a positive and close working relationship both with employee representatives and with syndicom, the external trade union. Employee representatives and management discuss current topics during regular meetings and jointly review and implement collaborative solutions.

Initial Public Offering (IPO)

Sunrise places great value on an environment where employees feel a sense of shared responsibility for the company's performance. This is partly facilitated through the performance evaluation process, but is also strongly enhanced by the employee stock option plan launched as part of the IPO. In connection with the IPO in February 2015, all employees had the opportunity to purchase a limited number of company shares at a reduced price.

Values

At Sunrise, the corporate values of fairness, transparency and customer orientation are lived. Within their respective teams but also on a company-wide basis, employees regularly examine these values and discuss their practical implementation both inside and outside of the company.