

# **SOCIAL RESPONSIBILITY**

We want to win over the existing talent pool in the region and become the No. 1 option in the region. To this end, we continue to maintain and build on the positive company image.

### **SOCIAL SECURITY**



We take the personal well-being of our employees into account in our corporate actions. To this end, we create secure jobs and promote the social security of our employees with a fair remuneration policy for men and women as well as contemporary concepts.

### OCCUPATIONAL HEALTH AND SAFETY



We are committed to complying with the legal provisions on occupational safety and health protection and to monitoring them regularly. We pay great attention to prevention. To this end, we take appropriate organisational and ergonomic measures to maintain the health of our employees in the workplace.

#### PERSONNEL DEVELOPMENT



We want to enable our employees to successfully meet the professional challenges of the future. To this end, we promote and support adult education in the form of internal and external training and further education. An important part of our personnel development is also the training of young apprentices from our region.

# SOCIAL AND COMMUNITY INVOLVEMENT



We are committed to society with targeted support for non-profit organisations in the areas of the environment, education, human rights and humanitarian causes, and support our employees in their personal, unpaid contribution to social cohesion.