









Elmos ESG Policies



Section:	Social
Chapter:	Employees and working conditions
Policy:	Additional benefits
Coverage:	German locations of the Elmos Group ¹
Supported UN SDGs:	  

Addressed GRI Standards: 401, 403, 404

Elmos is an attractive high-tech employer with a unique corporate culture. Alongside fair pay, generous social benefits, and individual opportunities for continuing and professional education, Elmos offers many other benefits to recruit and retain employees. Here is a brief introduction to some of these benefits:

	Health Management	Not only do we ensure the health and safety of our employees in the workplace, we also strive to promote a healthy lifestyle through aspects such as preventive examinations and vaccinations. Elmos also participates regularly in local sporting events such as corporate runs.
	Remote Work	To improve their work-life balance, we offer our employees the option to work remotely.
	Flexitime	We offer our employees flexible working hours with core working hours and a time account.
	Professional Development	Alongside extensive internal and external training and further education options, we also offer our employees free German and English language classes. The English classes can be taken right up to the level of a Cambridge certificate.
	Accessibility	Accessibility covers various aspects. For example, we make certain our buildings are accessible to wheelchair users, so there are ramps and elevators in various places. We also take care to ensure accessibility in our media (print and online). For example, we choose high contrast to help those who have difficulty seeing colors.
	Career Opportunities	We hold annual meetings with individual employees, discussing their desires and goals and exploring career opportunities. In addition, we maintain a talent pool, an internal platform for high potentials, as another way to support career development internally.

¹ As of December 31, 2024, more than 93% of the Elmos Group's employees worked at German locations and more than 83% at our main location in Dortmund.

	Gym	All employees can use the in-house gym at the company's main location in Dortmund free of charge. In cooperation with a Dortmund-based yoga studio, we also offer free yoga classes several times a week. Moreover, we offer massage services.
	Canteen	The cafeteria at our main location in Dortmund offers a wide selection of tasty, healthy dishes at low prices. Beyond that, we organize on-site food truck events at our location in Dortmund.
	Fresh Fruit	We provide water and fresh fruit from a regional merchant for our employees, free of charge.
	Events	In addition to official company meetings, we foster cohesion, community, and communication by holding additional company events for our employees, including summer festivals and Christmas celebrations and even an on-site Christmas market.
	Bike-Leasing	We offer our employees an attractive leasing program for bikes and e-bikes. The leasing of cargo bikes is also possible.
	DeutschlandTicket	In cooperation with DSW21, we offer the DeutschlandTicket as a discounted JobTicket. In addition, Elmos grants all users a further financial subsidy for the DeutschlandTicket.
	Parking Garage	We offer numerous bike and car parking spaces, along with electric charging stations for e-bikes and company-owned e-cars.
	Retirement Provision	Elmos provides an employer supplement as a contribution to employee capital formation. Employees can defer this supplement and use it for their occupational pension. For this, employees can choose to cooperate with one of several providers for their pension.
	Accident Insurance	Elmos maintains a group accident insurance covering all employees of Elmos Group affiliates in Germany. It provides extensive insurance coverage, including accidents occurring outside of work.
ESG policies		Employee communication and feedback process Employee training Health promotion of our employees Compatibility of family and work life