



**Elmos
ESG Policies**

Section: Social
 Chapter: Employees and working conditions
 Policy: Apprenticeship
 Coverage: German locations of the Elmos Group¹
 Supported UN SDGs:



Addressed GRI standards: 401, 402, 404

Elmos places great emphasis on promoting and supporting young people and is highly committed to apprenticeship, which it sees as an important investment in the future.

Elmos offers a total of twelve different training professions and integrated degree programs at its German locations, primarily at the main location in Dortmund. High-quality training at Elmos is tailored to our needs as an innovative, high-tech company and offers young people an excellent starting point for their professional careers. In addition to technical training, Elmos also places a strong emphasis on the personal development of its apprentices and dual-track students. To this end, a dedicated development program has been launched, in which participants learn self-efficacy, self-management, and clearer, more effective communication skills.

Elmos regularly presents itself at career fairs for the purpose of recruiting new trainees. In addition to that, Elmos uses various social media channels such as LinkedIn and Instagram.

Elmos also works extremely successfully with renowned universities and colleges, with the Elmos Foundation awarding a variety of scholarships and giving students the opportunity to combine their studies with practical experience at the company. Through this strategy, Elmos is successful at attracting talented young people at an early stage and broadening their career prospects.

A youth and trainee representation represents the trainees' interests vis-à-vis the management.

Additional documents [Elmos Career site](#)
[Elmos Image brochure](#)

¹ As of December 31, 2025, more than 88% of the Elmos Group's employees worked at German locations and more than 77% at our main location in Dortmund.