



**Elmos
ESG Policies**

Section: Social
 Chapter: Employees and working conditions
 Policy: Health promotion of our employees
 Coverage: Elmos Group
 Supported UN SDGs:



Addressed GRI standards: 403

Not only do we ensure the health and safety in the workplace, we also strive to promote and improve the health of our employees. Our managers are made responsible for this through trainings on health and attendance management, for example, and their tasks are formulated accordingly.

In cooperation with the company medical service, we ensure the required company health standards and also provide additional, voluntary offers to promote the health of our employees. At the main location in Dortmund, employees have access to the company gym with a wide range of classes focused on physical and mental fitness as well as massages. In addition, Elmos' in-house health team provides various medical examinations and vaccinations for employees in cooperation with general practitioners and company physicians. The Elmos health team also organizes participation in local sporting events, such as company fun runs, and promotes the use of bicycles through an attractive employee leasing program.

We offer any employees who are sick for an extended period of time as much support as we can when they return to the workplace. For this reason, we have optimized our integration management program in the last years, incorporating Berufsförderungswerk Dortmund, with its extensive integration management expertise, into the organization as an integration management case manager.

ESG policies Compatibility of family and work life
 Occupational health and safety