





Elmos Semiconductor SE 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 as a matter of course, we also strive to promote and improve the health of our employees.

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 headquarters in Dortmund, employees have access to the company gym with a wide range of fitness courses and massages. In addition, Elmos' in-house health team provides various medical examinations and influenza vaccinations for employees as well as Corona vaccinations 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	Work-life balance and reconciliation of work and family life Occupational health and safety Health, safety, and hygiene measures in the COVID-19 pandemic
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