



## Elmos Semiconductor SE ESG Policies

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Section:	Social
Chapter:	Employees and working conditions
Policy:	Work-life balance and reconciliation of work and family life
Supported UN SDGs:	   
Addressed GRI standards:	401, 402

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Elmos promotes a healthy work-life balance by offering a wide range of measures and activities, including:

- the opportunity of remote office, offering employees a large degree of flexibility
- flexitime and trust-based working hours for variable working patterns
- individual part-time models to unite private obligations and professional commitments
- paid leave for weddings, company anniversaries, births, house moves, bereavement, etc.

Besides the aforementioned measures to promote greater flexibility in the workplace, Elmos also has a range of services to promote a healthy lifestyle as well as an integration management program to enable our employees to maintain the best possible work-life balance and reconciliation of work and family life (see separate “Promoting a healthy lifestyle for our employees” policy).

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<b>Accompanying documents</b>	-
<b>KPIs</b>	-

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