

Social Reporting 2020

Employees

The company Bauer-Walser AG has approximately 146 employees. Every year the company offers apprenticeship places. In 2020 Bauer-Walser AG has **13 trainees in 5 skilled occupations**. The company is particularly pleased that in 2020 once again an apprenticeship to become a production assistant was taken up. The skilled occupation of "Clerk for digitalisation management" was included in the range of available positions for the first time and it was possible to fill the position immediately in September 2020. The company has been awarded a certificate for "Outstanding achievement for vocational training" and covers the associated performance requirements. At the start of the new apprenticeship year in September a meeting always takes place to allow the new trainees to get to know the trainees who have already completed some years of training. This is designed to promote the interaction of the young people and also to build up mutual trust. In addition, on request the company offers internships. In 2020, due to the Corona restrictions, it was unfortunately not possible to offer internships as the company was forced to comply with the regulations. In 2021, the company plans to have a partnership with the Baden-Württemberg Cooperative State University in Karlsruhe and 3 students will be trained at the company and its subsidiaries according to the dual system in the following studies:

Business administration - Specialisation in industrial management

Business administration – Digital commerce management

Business information technology.

At Bauer-Walser AG in 2020 long-term employees were honoured for their years of company service:

10-year anniversary 2 employees

15-year anniversary 2 employees

20-year anniversary 1 employee

30-year anniversary 3 employees

35-year anniversary 1 employee

The company also recognises milestone birthdays from 50 onwards.

Two employees serve the voluntary fire brigade and are regularly released by the company for deployment actions. Bauer-Walser AG currently has 13 trained first-aid workers.

Two first-aid workers were trained by the company physician and are therefore authorised to carry out Corona quick-tests with employees.

Bauer-Walser AG usually organises a summer party, a Christmas party and a company excursion to provide opportunities to motivate employees and also to improve the working atmosphere. The idea is to offer a diversion to everyday working life and at the same time strengthen company loyalty. Unfortunately, due to the Corona regulations the company was unable to carry out these measures in 2020.

There are parking spaces for employees at the company, whereby the allocation of the places is made strictly according to the period of employment with the company.

Social commitment

Bauer-Walser AG is socially committed and supports charitable institutions, for example at the end of the year the charitable institution "Lebenshilfe Pforzheim" is supported with a donation. Under normal circumstances the trainees also provide a social service in a nursery school where they spend a day there to participate in handicrafts and play with the children. This was also unfortunately not possible in 2020 due to the Corona measures. However, there was regular telephone contact with the nursery school throughout the year in order to maintain the good connection. The visits of the trainees will naturally be resumed as soon as permitted by the circumstances.

The company also supports the Pforzheim University of Applied Sciences every year with a donation.

The foundation of Bauer-Walser AG supports the care home "Heim am Hachel" in Pforzheim with an annual donation.

Health care

In 2020, Bauer-Walser AG was able to obtain an occupational health physician who will also carry out the annual medical examinations for all employees. As is required, the physician will also support occupational reintegration management. In 2020, all the employees were offered a general vaccination for influenza which was carried out by the company physician.

The company Bauer-Walser AG has taken out accident insurance for all its employees.

Employees continue to be able to lease bicycles and e-bikes and a leasing contract was concluded for this purpose. In 2020, the offer was extended to include an additional specialist dealer and employees now have a correspondingly greater choice with regard to the desired bicycle brand. At the end of 2020 employees had leased 40 bicycles.

Improvement of working conditions

- the company subsidises hot drinks on dispensers
- the company contributes to the costs of spectacles for computer work if required
- the company offers extensive opportunities to work at home
- the company seeks to reconcile work and family life
- the company offers flexible working times
- the company offers employees various development opportunities