

Social Reporting 2022

Employees

Bauer-Walser AG has approximately 162 employees.

Apprenticeship positions are advertised every year. In 2022, Bauer-Walser AG trained 9 apprentices in 6 trades:

- 1 x electronics technician for building and building services engineering
- 1 x merchant for digitalization management
- 1 x Management assistant for IT systems management
- 1 x precious metal tester
- 2 x industrial clerk
- 1 x factory assistant
- 2 x process engineer

The company holds the "Excellent Training Company" certificate and covers the associated range of services. Always at the beginning of the new training cycle in September, a "get-to-know-you" meeting of the new trainees is held with the trainees who have been with the company for several years. This is not only intended to promote cooperation between the young adults, but also to build mutual trust.

The company also provides internships on request.

For 2022, two dual students in the following courses of study have been recruited through a partnership with the Duale Hochschule Karlsruhe:

- 1 x Business Administration - Industry Management
- 1 x Business Informatics - Software Engineering.

At Bauer-Walser AG, long-serving employees were honored in 2022:

- 10-year company anniversary 4 employees
- 15-year company anniversary 2 employees
- 20-year company anniversary 3 employees
- 25-year company anniversary 0 employees
- 30-year company anniversary 2 employees

In addition, recognition is given for milestone birthdays from the age of 50.

Two employees are active as volunteers in fire departments and are regularly released from work by the company for this purpose.

Bauer-Walser AG currently has 14 trained first aiders.

Two first aiders have been trained by the company doctor and are thus qualified to carry out rapid corona tests on employees if required.

Bauer-Walser AG offers opportunities to further improve motivation and the working atmosphere with a summer party, a company Christmas party and a company outing. It is also intended to promote loyalty to the company by providing a change from the daily work routine.

Company parking spaces are made available to employees, with allocation based strictly on length of service.

Social commitment

Bauer-Walser AG is socially committed and supports charitable institutions:

Arlinger Lebenshilfe e.V. daycare center for children

At the end of each year, the Arlinger Lebenshilfe e.V. daycare center for children is supported with a donation. Contact with the children's home continues regularly throughout the year, so that a good relationship has been established.

Pforzheim University

The Pforzheim University is also supported with an annual donation.

Health care

Company doctor

Since 2021 there is a new company doctor at Bauer-Walser AG, who also carries out the annual medical examinations for all employees on site as part of this cooperation. As required, she is involved in company integration management. In 2022, various vaccinations were again offered to employees by the company doctor such as the necessary Corona vaccinations, flu vaccinations and TBE vaccinations. This service by the company doctor was carried out during working hours and was well received by the employees.

Accident insurance

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

Business bike

Employees can lease bicycles and e-bikes; a leasing agreement has been concluded for this purpose. In 2022, the offer was extended to all specialist dealers throughout Germany who offer business bike leasing, so that the choice of desired bicycle brands has increased considerably for employees. At the end of 2022, 32 bikes were on lease.

Group health insurance

There is a group health insurance for employees. Depending on the length of service, each employee has a certain budget that can be used for health measures. For example, for dental cleanings and treatments, vision and hearing aids, massages, treatments by osteopaths or alternative practitioners, and much more.

General improvement of working conditions

- Hot drinks are subsidized by the company at the vending machine
- Participation in optical glasses for screen work as required
- Comprehensive offer for working in the home office
- Reconciliation of work and family life
- Flexible working hours
- Opportunities for further professional development through various training programs