

Our Personnel Policy Principles



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Our activities are characterised by technological innovation and diverse customer demands. We actively support all our employees as a matter of course and help them to keep up with increasing demands. In return, we expect our employees to be fully committed to professional development alongside their day-to-day work. To maintain our current market position and anticipate the constantly evolving needs of our customers, we have to prove ourselves day in and day out.

Employee retention and independence

We want our employees to stay with us for as long as possible, but we will never stand in their way if they want to advance their career elsewhere.

Employee recognition

Recognising good performance by our employees is important to us, as it helps to motivate them. We pay competitive salaries, adequately reward good performance and provide regular feedback. Professional competition is welcome, but it should not get in the way of camaraderie and teamwork nor trigger selfcentred competitive behaviour.

Leadership

Leadership and management are crucial to our continued success. Our managers have four key qualities: specialist expertise and a knack for identifying promising trends; the ability to build and maintain long-term relationships with our internal and external customers; excellent interpersonal skills that enable them to instil a sense of duty, self-initiative and openness to change in their staff; an understanding of operational interdependencies within our company.

Functional and managerial responsibility

We are interested in employees who specialise in a specific field; we offer them challenging projects with the opportunity to enhance their skills. Our managers will always try to accommodate the individual development needs of each employee. By managing interdisciplinary projects, employees can decide whether they see themselves as a future manager.

Freedom and innovation

We give our employees the freedom to organise their own work. In return, we expect them to be hard-working, conscientious, proactive and creative. We believe there are two sides to innovation: on the one hand, it is about optimising existing services and – in particular – standard processes; on the other hand, it is about creating innovative, marketable products and services. It is important to us to incorporate the knowledge of our employees into decision-making in a structured process.

Diversity and unity

It is important to us that our employees are familiar with all parts of the company. Only by having a full overview can they see what unites us and what we share in common across our company's various business activities. This overview is crucial to our success.

Knowledge and training

We see knowledge as a raw material. We are committed to continuously enhancing relevant knowledge and skills. We expect our employees to actively learn and improve through training and development and by consistently making use of our global links to science and business. We see recruitment as an important tool for complementing and enhancing our portfolio of relevant skills. This allows us to work with a mix of newer and longer-serving employees.

External representation

We expect suitable employees to represent the interests of the company in industry-specific, economic and political bodies. We expect all employees to see themselves as company ambassadors outside of work.