# Our BENEFITS for you

Gönn Dir was!
Mitarbeiter-Benefits

**Joy of life and a willingness to perform have always been closely linked at esz AG. To keep it that way, esz has a wide range of measures and offers.**
**This brochure gives you an initial overview of the esz benefits.**



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# ABOUT US

esz AG calibration & metrology is one of the leading and most modern metrology laboratories in Europe and belongs to "Bavaria's Best 50" medium-sized companies. The company focuses on the calibration of industrial measurement technology.

Custom-fit software solutions, a large service portfolio as well as cost transparency have characterized it for over 40 years. The calibration laboratory is headquartered in Eichenau near Munich and has branches in Germany and Europe.

## Awarded Employer

2011 and 2020, esz AG received the "Bavaria's Best 50" award from the Bavarian Ministry of Economic Affairs. An award that everyone in the company is very proud of. After all, it shows that esz AG is not only on the right track due to its outstanding sales and growth figures, but also meets all the criteria of a modern and likeable employer.

## The customer at the focus

The successful development of our company depends on the satisfaction of our customers. We continuously identify the current and future needs of our customers, and aim to meet them to their fullest satisfaction.

## Environmental protection at esz

esz AG was recognized as an ECOPROFIT company for its measures to improve operational environmental protection. The measures exceed the legally prescribed minimum requirements in many areas.

## Philosophy

Flat hierarchies ensure fast paths in the company management and among the employees. Highly trained personnel as well as continuous training and further education training measures allow esz AG to to take on technically demanding projects and to develop special solutions.
Regular in-house training courses, a positive working atmosphere and various social benefits make the company, which has grown steadily, a modern and attractive employer.
The company management is always concerned that acquired knowledge is strategically anchored in the company.
Employees are systematically promoted with a view to corporate goals.

# JOB & **FAMILY**

To ensure that personal life planning can be easily reconciled with professional responsibilities, esz AG has a wide range of offers and measures. Our flexible working time models, such as flexitime and teleworking (home office), help to reconcile career and family.

We support our employees returning to our company from parental leave and offer financial assistance in caring for their children. We also help our employees in special life situations by providing additional vacation days.

## Flexible working hours

Our flexible working time models, such as flexitime and application-free overtime compensation of up to 4 hours a day, are designed to help reconcile work and family life.

## Remote working

Provided that the work content, workplace and working environment allow, each employee is entitled to 50 days of remote working per year (once a week) without justification. Additional days (maximum 50% of the working days in a year) can be flexibly approved in consultation with the supervisor.



## Special leave

We want to support all our employees in special life situations and therefore grant additional vacation days. Additional vacation days are available for the following reasons:

| **Reason** | **Special leave (up to)** |
|---|---|
| Birth of own child | 2 days |
| Own wedding | 2 days |
| Death of close relative | 2 days |

## Catch-up holidays

Every employee is happy about public holidays. However, if they fall on a Sunday, there are often long faces. At esz AG, things are different, because we want satisfied colleagues.
Therefore, two holidays per year that fall on a Sunday are made up for by one day of special leave. The only exceptions are holidays such as Easter Sunday or Whit-Sunday, which by definition always fall on a Sunday.

# WORK LIFE **BALANCE**

Special private circumstances sometimes require special measures. We know that a healthy work-life balance is important for the health and performance of our employees.

Therefore, it is sometimes necessary to be able to adjust the volume of work to personal needs and necessities. With our flexible working time offers, this is possible at any time.

## Full or part time work

We enable the flexible modification of existing employment contracts into temporary part-time or permanent part-time work. Upon informal application and with the approval of the team or department head, temporary part-time models in the range between 16 and 32 hours per week, as well as changes to full-time contracts with more than 32 to 45 hours per week can be implemented on a temporary or permanent basis.

## Team Events

For us, external team-building measures are a special kind of employee development, which should be carried out by our managers on their own initiative. These can be dinners with colleagues from the department, special team days or sporting activities such as the b2Run company run.

## Company events

Celebrations should be celebrated as they fall. At esz, we attach great importance to the exchange of ideas among all employees. This also includes the six locations throughout Europe. That's why we sponsor company parties and employee events twice a year and charge part of the participation time as working time.
Whether at the esz Christmas Market, the Hüttengaudi at the esz Summit Meeting or at a summer barbecue - we know how to celebrate.

# BONUSES & **SUBSIDIES**

## Overnight stay bonus

Employees on sponsored business trips (training, audits, committee work, or on-site calibrations) that require an overnight stay will receive an overnight bonus on their salary.

## Paid overtime

If time off from overtime accounts is not possible, overtime hours above the 25 hour threshold will be automatically compensated as a monthly bonus through payroll.

## Company pension plan

All employees have the option of taking out a company pension plan. A portion of the gross salary is paid into the selected pension plan.

## Free drinks and fruits

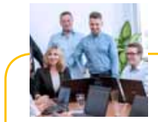
Coffee, food and beverages are offered for sale at esz at the purchase price of the pure value of the goods. Other costs are included in our food and beverage bonus.

## Professional development

esz AG wants to become better and better, be innovative and set trends. We can only succeed with qualified and motivated employees. That is why we support our employees and give them the opportunity to train themselves. We support new colleagues already before and during the training phase.

### Training grant

We will cover the cost of accommodating employees in a furnished apartment for more than two weeks of training and education in a location other than their future place of work.



### Language courses

We assume the costs for in-service and company-initiated language courses. The course hours are credited to the working time account for a period of 6 months.

### Relocation, Travel, Rent

We support new employees who have to move to one of our locations in order to work for esz AG with a travel subsidy (e.g. introductions) as well as relocation allowances and rent payments.

### Seminar, tuition fees

Employees can take advantage of free participation in training courses, continuing education, seminars or the payment of tuition fees as further training measures for their career at esz AG.

# EVEN **MORE**

## Meal subsidy

For voluntary or ordered work on weekends, or in additional shifts outside the usual closing times, the employee receives a meal allowance, provided the meal is arranged by the team leader.

## Company parking

Whenever possible, we try to provide a sufficient number of free parking spaces for the use of private vehicles at all our sites. At the Eichenau site, employees have access to a company-owned parking area.

## Electric charging station

At our electric charging stations, we enable refuelling of up to four vehicles at the same time for all employees and their private vehicles.

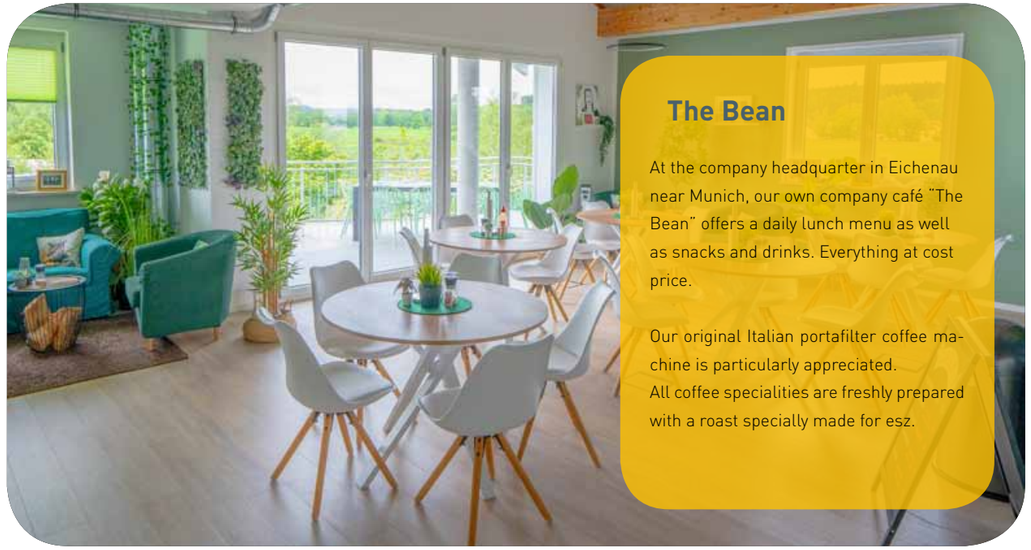
## Driver safety training

The aim of driver safety training is to help employees become better acquainted with the behavior and limits of their cars and to practice driving techniques that will enable them to be better equipped for serious situations. We regularly offer driving safety training on a recurring basis to our employees who work in the field.



## Screen glasses

VDU workplace glasses enable more relaxed working. We want our employees to be able to see clearly and therefore support the purchase of glasses for the workplace. The costs for the visual aid are borne by esz AG. You only bear the additional costs for special requests for the frame and lenses.



## The Bean

At the company headquarter in Eichenau near Munich, our own company café "The Bean" offers a daily lunch menu as well as snacks and drinks. Everything at cost price.

Our original Italian portafilter coffee machine is particularly appreciated.
All coffee specialities are freshly prepared with a roast specially made for esz.

A successful company
lives from the culture of the
employees.

## Contact

+49 8141 88887-0

info@esz-ag.de
www.esz-ag.de

Max-Planck-Str. 16
82223 Eichenau

Bayerns Best 50
Preisträger 2020

Familienpakt Bayern

UMWELTPAKT BAYERN