

Social Reporting 2023

Employees

Bauer-Walser AG has approximately 173 employees.

Apprenticeship positions are advertised every year. In 2023, Bauer-Walser AG trained 12 apprentices in 9 trades:

- 1 x electronics technician for building and building services engineering
- 1 x businessman for digitalization management
- 1 x IT specialist for application development
- 1 x IT systems management clerk
- 1 x precious metal tester
- 3 x industrial clerk
- 1 x factory assistant
- 1 x Machining mechanic
- 2 x process technologist specializing in metal

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 2023, three 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
- 1 x Business Administration - Digital Commerce Management.

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

- 10-year company anniversary 1 employee
- 15-year company anniversary 5 employees
- 20-year company anniversary 1 employee
- 25-year company anniversary 4 employees
- 30-year company anniversary 1 employee

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 17 trained first aiders.

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 employment.

Health care

Company doctor

Since 2021 there is a 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 2023, various vaccinations were again offered to employees by the company doctor.

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. The offer applies to all specialist dealers throughout Germany who offer business bike leasing, so that the choice of bike brands available to employees is very diverse. At the end of 2023, 34 bikes were on lease.

Group health insurance

There is a group health insurance for employees. Depending on the length of employment, 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
- Net wage optimization through fuel and meal vouchers
- Development opportunities through various further training programs
- Allowance for long company anniversaries

Social commitment

Bauer-Walser Stiftung, a charitable foundation majority-owned by Bauer-Walser AG, together with Bauer-Walser AG, has a long-standing sponsorship with the Protestant Diakonissenverein Siloah and the Lebenshilfe in Pforzheim. In particular, the following institutions are supported:

Retirement Home “am Hachel”

The foundation and the company provide long-term support to the retirement home and make an annual donation.

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. Bauer-Walser AG supports the Jewellery Technology Institute as part of the Faculty of Engineering.

The former villa of Ruth A. Walser, née Bauer, and Edwin Walser is currently being converted into a day care facility by the Bauer-Walser Foundation with funding from the state of Baden-Württemberg. In addition to providing support for 20 adults in need of care, this also offers the opportunity to preserve the memory of the deceased company owners. The facility is expected to open in spring 2025.

Environment & sustainability

In addition to the photovoltaic systems, which can already cover 25-30% of our annual electricity requirements, and the use of exhaust air from the incinerators to heat the company premises, hydrogen production from photovoltaic electricity is another project to expand sustainability, which is expected to be implemented by spring 2025.

Since 2021, Bauer-Walser AG also has a bee partnership via "Beeswe.love". Here, bee populations are sustainably strengthened through responsible beekeeping, new flowering pastures are created for native animal and plant species and bee mortality is counteracted accordingly. The resulting honey is passed on to customers and employees.