



Work-Life Balance

Work-Life Balance is part of the Job, Life & Family initiative of Deutsche Börse Group which aims at raising employee's awareness of health issues and enabling employees to achieve a better balance between work and leisure. Core elements of the Work-Life Balance programme are the promotion of healthcare as well as occupational health and safety provisions.

Healthcare

At all locations, employees can take advantage of a wide range of options to promote their own health; here are some examples:

In **Frankfurt/Eschborn** regular workshops, training and coaching sessions are offered free of charge to promote health and wellbeing, e.g. business yoga, back exercises or programmes for quitting smoking. Participation in these courses aims at increasing the quality of life as well as satisfaction in the professional and private lives of employees. Here, employees can also learn how to increase their performance and how to cope with stress. Additional offers, also free of charge, such as regular eye tests, flu vaccination or blood donor sessions round off the programme.

The company building in **Luxembourg** has its own fitness studio which is supervised by a qualified trainer and also offers physiotherapy. In **London** and **Prague** the range of sports on offer is supported, for example, by corporate memberships or contributions to the membership fees of a fitness studio.

- Employees
- Environment
- Economy
- Society

Expert areas responsible

Corporate Training/Corporate Responsibility/
Organisation & Administration

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Objectives

1. Prevention of physical and mental illness or relapse
2. Promote wellbeing of employees and raise awareness of their personal health
3. Promoting healthier work habits
4. Increasing employee motivation

Occupational health and safety

Occupational health and safety measures are applied and monitored at all locations of Deutsche Börse Group. These measures are documented and published. Workplace inspections take place regularly. If necessary, employees with health problems receive extra equipment for their workplace, for example a height-adjustable table after suffering a slipped disc.