



## Job, Life & Family

Deutsche Börse Group offers its employees various possibilities for balancing their personal and working lives (“job, life & family”). The concept focuses on the following topics:

### **Job flexibility (telecommuting)**

Employees in Germany have the opportunity to work from home (home office) thanks to the technical WeBRAS solution: this enables all eligible employees to log on to the IT environment of Deutsche Börse Group via their personal computer with Internet access. This being so, they have access to the same desktop with all applications as in the office. Due to legal restrictions, employees in Luxembourg are excluded from the home office programme.

### **Flexible working hours (for example working part-time)**

At almost all locations of Deutsche Börse Group, flexible working hours and part-time models do already exist. Currently, further opportunities for more flexible working hours and their compatibility with local conditions and business needs are being examined.

### **Financial contribution provided for costs of childcare**

Employees in Germany will receive up to € 255.65 net per child and month in accordance with the tax rules until mandatory schooling starts. The amount may be used as subsidy for attending kindergarten or renting a day-care mother.

■ Employees

■ Environment

■ Economy

■ Society

### **Responsible department**

Human Resources

### **Contact**

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### **Goals**

1. Supporting employees in different stages of life
2. Providing a better balance between work and leisure and therefore a healthier (less stressful) attitude of employees and managers to work
3. Increasing employees' motivation through more autonomy
4. Enhancing attractiveness of Deutsche Börse Group as employer and long-term retention of employees
5. Creating opportunities for managers with children to develop a career
6. Increasing the awareness of the demographic development in Germany to develop a career

### **Emergency childcare**

In case of emergencies, employees in Germany can use the service of a so-called back-up centre of pme Familienservice GmbH for up to five days a year. For example, there is an emergency if the regular day-care centre does not work unexpectedly. The back-up centre provides for kids of all ages short-term care on weekdays, on weekends and at night. The service is free of charge for our employees



### **Emergency parent-and-child office**

On days when there is a problem with the regular childcare, employees at the locations in Luxembourg and Eschborn have been able to use emergency parent-and-child offices in the premises of Deutsche Börse Group since mid-2012.

### **Places in nursery facilities**

Deutsche Börse Group has obtained rights on places in an Eschborn nursery facility, so that from now Deutsche Börse grants and funds nursery places for Deutsche Börse employees' children up to the age of 3.

### **Supervised holiday programmes**

Deutsche Börse Group offers employees' children aged from 5 to 15 years to participate in a supervised activity programme during their holidays from school. Depending on the day, the supervised holiday programme may incur additional costs for the employee.

### **Care for elderly people and family**

In order to support staff members in caring for family members with a significant need for nursing and care, a programme promoting the care of elderly and family was introduced for Germany and Luxemburg in 2012. Employees have the opportunity to reduce their working hours for a certain period of time.

They can either take a sabbatical or work part time, as they choose. The HR departments shall endeavor to find an individual solution that meets the employee's needs best during this difficult time.

In addition, the Group offers its employees an individual consultation free of charge via the pme Familienservice GmbH on all aspects of the planning and funding of a temporary or permanent outpatient or inpatient care service as well as preventive measures.

### **Sabbatical**

Staff members in Germany can take a sabbatical to pursue private (recreational) interests, such as further training, taking time for family/private projects or longer volunteering activities. This offer is subject to the approval of the respective line manager.

### **Health promotion**

Staff members at all locations are allowed to take advantage of a broad spectrum of services for the promotion of health and well being. For more information, see the fact sheet "work-life balance – health promotion." members with a significant need for nursing and care, a programme promoting the care of elderly and family was introduced for Germany and Luxemburg in 2012. Employees have the opportunity to reduce their working hours for a certain period of time.