

# PRESS RELEASE

## Award for Weinmann – Hamburg Family Seal

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## Hamburg Medical Technology Company is Especially Family-friendly

**Hamburg – Weinmann, the Hamburg-based medical device manufacturer, today became the 50th business in Hamburg to be awarded the Hamburg Family Seal in recognition of its family-friendly policy. A representative of the Hamburg Chamber of Commerce presented the award to Weinmann Managing Director Marc Griefahn during a ceremony at the company's headquarters.**

"We are very happy about this award," said Griefahn, "because it honors our efforts to give our employees personal responsibility in equal measure for their work, their health and their families. In doing so, we have established flexible conditions to accommodate family-related needs and wants to a great extent." Weinmann, an employer of 250 at its Hamburg headquarters and another 250 around the world, is a traditional family-run business, founded in Ludwigshafen in 1874.

Today the company is owned and operated by the Feldhahn and Griefahn families and is located in Hamburg-Stellingen. Weinmann develops, produces and markets diagnostic, therapeutic and life-saving devices and system solutions such as emergency ventilators, defibrillators, diagnostic devices for sleep labs, therapy devices for patients with sleep-related breathing disorders (e.g., sleep apnea) and oxygen therapy.

### Home Office, Super Flex-time, Individual Solutions

For many years the company has pursued a family-friendly personnel policy which provides employees with a variety of ways to balance job and family. Among other things the company offers:

- Use of home office workstations for up to three days per week (on regular/irregular schedules)
- Personal responsibility for individualized vacation planning
- Flexible scheduling of full-time work between 35 and 40 hours per week
- Part-time work during and after parental leave
- No restrictions (no core time, no minimum number of hours) on daily work hours between 6:30 a.m. and 8 p.m.
- Compensatory time off for employees who use timecards
- Personal decisions about time off for employees exempt from time-clock use
- Time-off flexibility when children are ill or for other family-related concerns

### Company Events for All Family Members

"Beyond these formal rules," said Griefahn, "we consider it very important to include the families of our employees when the opportunities arise. We take part in Girls' Day, for example, when parents bring their daughters to spend the day at work and we invite family members to company events like open house, dedications and our annual Cyclclassics event."

### **Modern Families need Creative Working Time Offerings**

"When my daughter was born two-and-one-half years ago," said Chief Financial Officer Philipp Schroeder, 33, "it was completely clear that my wife would soon go back to work. It was just as clear that we would share childcare. So I made an agreement with my employer that I would work in my home office one day a week. The arrangement makes me really flexible and gives me the chance to take care of my daughter and – much more closely than other fathers – to watch her grow." Everything on offer at Weinmann is open to both men and women. "I'm very happy that my employer supports such 'modern' concepts in family matters and that I don't have to worry about my involvement with my family putting me at a disadvantage at work," said Schroeder.

Weinmann extends its family-friendliness beyond children. If an employee looks after any family member requiring care, he or she can take advantage of all the flexible arrangements that help to strike a balance between job and family.

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