

EMPLOYEES

- 41** Recruiting
- 42** Compensation and benefits
- 44** Human resource development
and continuing training
- 46** Diversity management
- 49** Work-life balance
- 50** Occupational safety and
health management

Our objective

We are shaping our business success of tomorrow by continuing to strengthen and empower our employees amid a state-of-the-art environment founded on trust.

Over 25,000 people work for our company all over the world, around half of them outside Germany. The motivation, expertise and skills of our employees lay the foundation for the long-term development of the company.

The composition of our workforce is as international as our business: TÜV SÜD's workforce comprises more than 100 nationalities. The 250 Executives (Senior Management) are from 28 countries, about two thirds of them from Germany.

Regular employee surveys paint a clear picture: people enjoy working for TÜV SÜD and appreciate the opportunities offered to them by our company. Our intention is to continue building on this strength. As part of our HR Strategy 2025, we aim to promote a culture of collaboration at TÜV SÜD, and nurture it into a tangible benefit for our employees and managers in combination with a clear focus on our customers. In light of this, we launched a wide-ranging culture initiative in 2019. As our markets change, our way of working has to change too – across all borders and hierarchical levels, toward a corporate culture that is embraced by all employees. In a first step, we held almost 40 workshops in fiscal 2019 which were attended by approx. 600 employees from all divisions and regions. By year-end, this had produced a target vision that will shape future collaboration at TÜV SÜD.

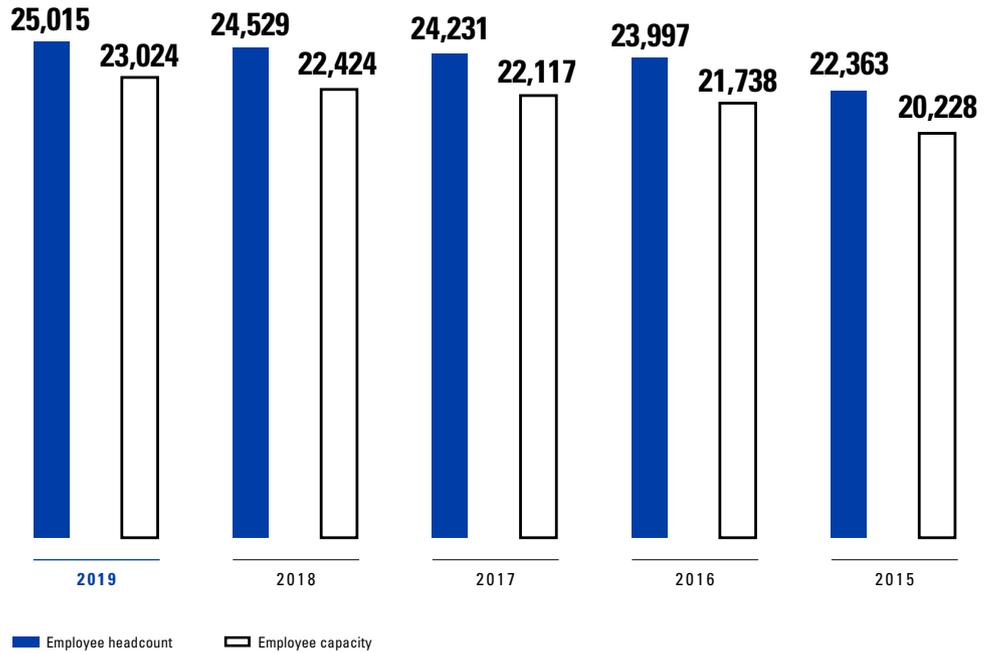
This target vision is particularly important in view of our company's development in the future. Our planned expansion of capacity and average churn rate at a normal level will result in the need to recruit approximately 30,000 new employees over the coming ten years. The task of identifying these people, attracting them to TÜV SÜD, and integrating them and their skills and abilities into our company is a key challenge for our Human Resources operations.

Against this backdrop, sustainability activities in our "Employees" field of action focus on the following topics: recruitment, pay and benefits, continuing training and development, diversity management, work-life balance, healthcare management, and occupational health and safety. 1109

Employee development

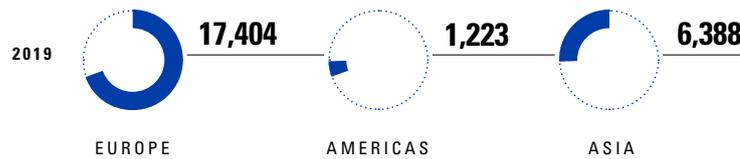
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EMPLOYEE HEADCOUNT AND EMPLOYEE CAPACITY ON AN ANNUAL AVERAGE



Employee headcount by region

ii 10



Employee headcount by segment

ii 11



41	Recruiting	46	Diversity management
42	Compensation and benefits	49	Work-life balance
44	Human resource development and continuing training	50	Occupational safety and health management

ORGANIZATION AND MANAGEMENT

The majority of HR administration operations at TÜV SÜD are concentrated in shared service centers. This structure frees up capacity for HR business partners and enables them to act as strategic partners and provide comprehensive advisory services to the senior experts and executives in their care.

We systematically embrace the possibilities offered by digitization in order to ease the burden of routine work on staff in HR and offer management a reliable basis on which to make decisions in HR matters. In the most recent example, the HR Dashboard, established in 2019, provides an overview of the key indicators and shows the development of factors such as the churn rate or age structure. High levels of transparency allow potential problems to be detected at an early stage or even avoided altogether.

To support more precisely targeted planning and decision-making, we are currently establishing an integrated planning process for Human Resources. This systematic process, taking in both relevant internal data and external market data, forms the foundation of needs-based anticipatory planning through which appropriate employee recruitment and retention measures can be launched in good time.

For TÜV SÜD, adherence to various standards and laws relating to human rights, diversity, and combating discrimination is of paramount importance. Close collaboration with workers' representatives has been a key pillar of our corporate culture from our earliest beginnings. Inclusion of our employees in codetermination processes and establishment of employee representatives at intracompany level and above takes place in accordance with German law.

In Germany approximately 8,700 employees of the Group were covered by union-agreed working conditions as at year-end 2019. The interests of TÜV SÜD's German employees are additionally represented by the Group Works Council under the company's codetermination process.

In today's "World of Work 4.0," a collaboration between company and employees that is based on flexibility and trust needs both parties to work together on driving digitization and innovation in the company while protecting the individual rights of our employees. By doing so we ensure our employees can make use of the best possible technical equipment and working conditions while the protection and security of employee-related data remains the focus of our negotiations.

TÜV SÜD champions fair, reasonable pay for its employees that sufficiently reflects living costs. But our activities also extend beyond the active working age of our employees. For more information on the type and scope of pension schemes and similar provisions, see the TÜV SÜD 2019 Annual Report, Consolidated Financial Statement).

As a member of the German nonprofit association aba Arbeitsgemeinschaft für betriebliche Altersversorgung e.V. (Association for Occupational Pensions), we and over 1,100 further companies work to maintain and expand Germany's company pension system.

→ ANNUAL REPORT 2019,
NON-FINANCIAL PERFORMANCE
INDICATORS
SEE PAGE
77

→ ANNUAL REPORT 2019,
NOTES TO THE CONSOLIDATED
FINANCIAL STATEMENTS
SEE PAGE
131 FF

Recruiting

To reach our growth objectives, we need to attract qualified recruits to TÜV SÜD across the world. To do so, we will focus on appealing to a global pool of candidates with wide-ranging skills and qualifications and attracting versatile and diverse talents at local and international level to our strong employer brand. Our HR Strategy 2025 sets out corresponding goals and targets to achieve this aim.

Optimized recruitment processes based on integrated HR planning and supported by digital technologies will likewise contribute. 21 countries have now introduced a central application platform offering an extensive range of positions. In 2018 we began to counter the impending shortage of specialist skills by setting up focused recruiter hubs to support executives at cross-regional and cross-division level in their search for new recruits.

A key role in the success of these activities is played by the strategic target-group-oriented positioning of TÜV SÜD as an employer brand. TÜV SÜD has been one of Germany's top-ranked employers for many years. The company is held in particularly high esteem by engineers, technical experts and technical graduates, as our consistently good results in relevant surveys and rankings clearly show. In recent years we have also built up an outstanding reputation abroad, with numerous awards and distinctions confirming the attractiveness of our employer brand – including in 2019 in Spain and China. We plan to continue consolidating and expanding this strong position. To foster a unified perception of TÜV SÜD as an employer, in 2019 we developed a fresh and professional employer brand to demonstrate our attractiveness for a variety of industries and target groups at global level. This brand profile is now communicated by appropriate campaigns at local and international level. December 2019 saw TÜV SÜD win Silver at the Employer Branding Award as “Best Employer Brand 2019” in the “Global Player” category.

New employees

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		2019	2018
Headcount	Number	25,015	24,529
New employees during the reporting period, total	Number	3,764	3,690
	%	15	15
Thereof joined in the Europe region	Number	2,160	2,044
	%	9	8
Thereof joined in the Asia region	Number	1,335	1,239
	%	5	5
Thereof joined in the Americas region	Number	269	407
	%	1	2

Employee churn¹

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		2019	2018
Employee churn during the reporting period, total	Number	1,762	1,686
	%	7	7
Thereof in the Europe region	Number	683	707
	%	3	3
Thereof in the Asia region	Number	942	918
	%	4	4
Thereof in the Americas region	Number	137	61
	%	1	0

1 _ Voluntary churn

TRAINING AND QUALIFICATIONS – SAFEGUARDING THE FUTURE

Training and qualifications for young people are traditionally a cornerstone of TÜV SÜD, serving to meet the company's future requirements for skilled employees. 127 trainees embarked on their careers at TÜV SÜD in Germany in 2019 (155 in the previous year). Many choose to combine theoretical and practical training in work/study programs (Duales Studium), primarily in the areas of mechanical, electrical, and vehicle engineering. TÜV SÜD's permanent aim is to offer positions to as many of its graduates as possible and to continue their training as testing engineers or officially approved experts.

Compensation and benefits

Clearly defined pay policies are the foundation for an array of processes in Human Resources, from employer branding and talent recruitment to employee retention, motivation, continuing training, and change. They thus accompany our employees throughout their entire period with our company. Given this, pay policies must create a balance between market orientation, transparency, and flexibility within a straightforward and, above all, globally standardized structure, while taking individual factors into consideration as far as possible. All our pay policies are designed to strengthen TÜV SÜD as an employer brand and to recruit employees, retain them over the long term, and support their technical and professional development.

Our aim is to foster a corporate culture based on collaborative and innovative cooperation. To achieve this, an integrated picture of employees' performance is gained by means of annual objective setting and achievement reviews. In addition to individual goals and targets, employees are assessed in terms of their performance and its reflection of our corporate values and competence model. Conduct that reflects our values impacts both on the level of actual variable pay elements and on pay development in the future.

Our pay policy is based on binding rules that apply equally to all employees in the company. Pay is not influenced by nationality, origins, or gender. Our global, regional, and local payment policies and rules thus reflect the principle of equality of treatment and opportunity that applies across our company. We are currently working with our regions to develop pay standards that will represent a globally uniform procedure, thus further enhancing the sustainability of our pay policy principles.

Empirical experience and a range of studies by recognized consulting companies have shown that basic pay rates have the highest influence on employees' decision to stay at a company. TÜV SÜD thus aims to provide employees not covered by collective bargaining agreements with competitive basic pay rates at market levels plus market-oriented target bonuses. In areas covered by collective bargaining agreements and collective bargaining law, pay and bonuses are agreed with the bargaining partners. External market data from regional employment markets are collected annually; pay and benefits are based on the applicable market levels.

An impartial grading system at TÜV SÜD creates a uniform global understanding of job valuation and scopes of responsibility; at the same time, it builds the framework for a general pay system that is structured, competitive, well-balanced, objective, and market-oriented. Basic pay levels, variable elements, and benefits are permeable and cascaded down from top management to executives and specialists at management and professional level. They are based on the employees' pay grades, taking market conditions and business requirements into account.

Global, regional, and local plans for variable pay elements and the corporation-wide standardized continuous feedback process are mutually complementary and supportive. Short- and long-term incentive plans (profit-sharing, STI, and LTI) in the Group also take performance indicators into consideration that pay into stable, sustainable corporate development over a period of one or more years. To focus more closely on the strategic goals and targets of TÜV SÜD in addition to our purely financial success, non-financial performance indicators will be established in variable pay schemes in the future.

Human resource development and continuing training

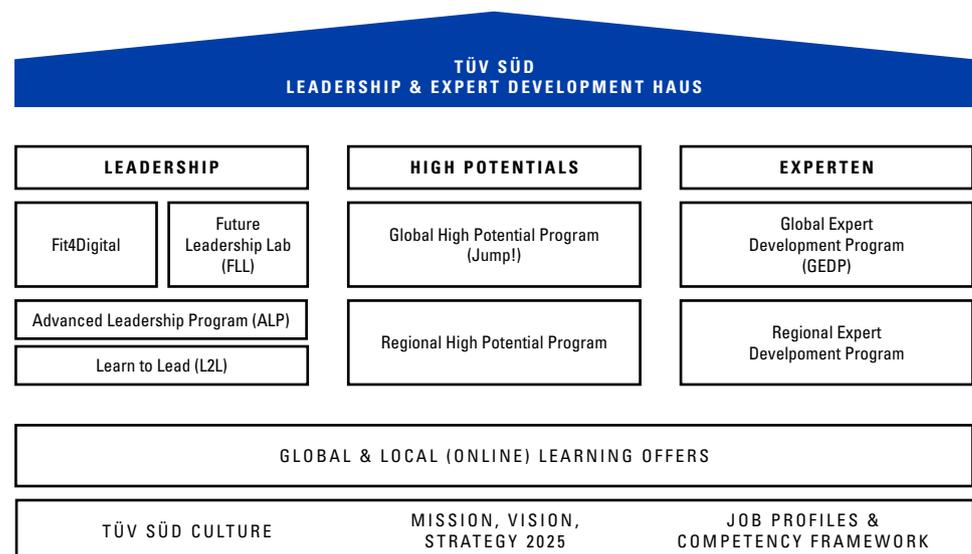
Technological progress, digital transformation, and an increasingly close-meshed global economy are drivers of continuous change in the tasks we face as a service provider, and thus in the requirements we ask our employees to meet. We aim to empower our employees to master these challenges by providing wide-ranging qualification and continuing training offers. By doing so, we fulfill the most important condition for successful implementation of our corporate strategy.

Our objective is to provide all of our employees with the optimum opportunities for their development based on their responsibilities, position, training, and knowledge. To achieve this, we aim to establish flexible possibilities for our employees' continuing specialist and multidisciplinary training and development. We regard integrated learning platforms and maximum personalization as key factors for the success of these offerings.

In 2019, TÜV SÜD employees around the world completed approximately 67,700 days of initial and continuing training (previous year 64,400 days). A total of EUR 18 million was invested in external training costs (previous year: EUR 18 million).

As well as offering training that is open to all employees, we also focus on targeted development of our executives and experts with the goal of enabling them to continuously grow their talent and knowledge – the bedrock of our success. Our longstanding Leadership & Expert Development (LED) program places systematic and continuous human resource development of specialists and executives at the heart of our international human resource operations. 112

Optimizing development opportunities for all 112



DIGITIZATION AS A LEARNING OBJECTIVE

Human resources have a key role to play amid the advancement of digitization. In this context, centralized human resource services in Germany, assisted by the employee academy must work hand in hand with support at managerial level with the common goal of supporting employees along the way to digital transformation and the new business areas unlocked by the process.

Global human resource operations provide a range of programs designed to achieve “digital maturity.” Middle and top management levels can take part in the global programs “Future Leadership Lab (FLL)” and “Fit4Digital.” The FLL training workshop enables participants to experience the complexities of leadership in a VUCA world – one driven by volatility, uncertainty, complexity, and ambiguity. The Global Expert Development Program (GEDP) is targeted at the senior technical experts in our company and prepares them for the coming challenges in key areas of core competence. Here the focus is on innovation, product development, and customer orientation, but also on change management and exchange of knowledge. Around 100 senior technical experts have completed the international program since 2014.

Further, all global employees can access the Digital Learning Page with information and training opportunities on core topics related to digitization. The Intranet offers resources including Learning Nuggets and a multilingual web-based training course providing insight into selected digital projects at TÜV SÜD and practical information on topics such as highly autonomous driving and IT security. We work with partners including Digital Service GmbH to select and provide new learning content on an ongoing basis.

EVALUATING PERFORMANCE

We aim to assess the performance of our employees with the maximum possible objectivity in accordance with uniform corporation-wide standards. To achieve this, we have established a global structured process for target agreements, feedback, and assessments, further supported in some countries by a standardized IT-based procedure. The online process enables executives and employees to compare goals and targets against their achievement at any time. But the process extends far beyond agreeing and assessing targets. Wherever they are in the world, our employees always have the chance to discuss their performance status and development opportunities with their supervisors. This includes on-the-job development or training for higher positions, but also – and primarily – measures such as job rotation and working abroad, which can enable employees to expand personal knowledge and skills and gather international experience within the company.

Many countries in which TÜV SÜD operates engage in performance assessment that is explicitly and/or implicitly based on performance and conduct benchmarks. With continuous advancement, sustainability, and strengthening collaboration in mind, we take an integrated view of performance; this goes beyond specific targets to take in the development and application of skills and competencies and the practice of TÜV SÜD values. Regular dialogue between employees and executives strengthens and supports our strategic objectives of continuous further development, qualification, and preparation for constantly changing and new roles and challenges.

SETTING HIGH POTENTIALS ON THE RIGHT COURSE

Identification and encouragement of high potentials is a further key strand of our human resource strategy. We plan to use dedicated measures and programs to support these employees in their professional and personal development and strengthen their loyalty to our company, thus preparing them for cross-division and cross-regional leadership roles. Spring 2019 saw the fifth year of “JUMP!” – our global high potential scheme with 18 participants from seven countries.

The scheme is made up of several modules held at various TÜV SÜD locations worldwide and focuses on the core competencies that will be essential for these executives of the future. Leadership & Business, Team, Culture. In addition to the participants’ routine responsibilities, they spend the interim periods between modules working in international teams on projects of high strategic importance. In addition, mentoring and digital learning provide support for the participants as they progress their personal and skills development.

TÜV SÜD’s CHAMP (Corporate High Achievers’ Management Program) also offers regional high potential schemes for the support and advancement of employees showing high potential as future executives. CHAMP programs have already been enormously successful in Asia and the Americas, and this year marked the successful completion of the European pilot. The program focuses on three areas of development: Leading Self, Leading Team, and Leading Business. It combines face-to-face learning, interactive simulations, learning projects, and mentoring.

TÜV SÜD also provides high potentials with the option of joining the PEP! personal development program, founded in 2017. Available at all TÜV SÜD companies in Germany, PEP! is tailored to employees with the potential to take on their first functional or disciplinary leadership role in the next one to three years.

Diversity management

→ DIVERSITY AT TÜV SÜD
FUTURE IN YOUR HANDS

TÜV SÜD promotes diversity and equality of opportunity. We signed the German Diversity Charter (Charta der Vielfalt) as early as 2017 and pledge to uphold its principles of creating a working environment that is free from prejudice. All employees deserve to be appreciated, regardless of their gender, nationality, and ethnic origin, religion or worldview, physical and mental ability, age, and sexual orientation and identity. All members of our company should have equal opportunities for personal and professional development. Our goal is to nurture a corporate culture of appreciation in which our individual employees can fully develop their personal talents and thus contribute jointly to the success of our company.

We work ceaselessly to optimize our diversity management and root its themes even more firmly in our company. We believe that successful diversity management begins with commitment from the top management level and is reflected in corporate values and corporate culture. At the same time, we aim to create appropriate framework conditions and strong structures in the fields of recruitment, human resource development, and working conditions. High levels of transparency are a primary factor in the success of these measures.

We have made great strides, particularly in the past two years; new reports and performance indicators have been introduced in HR management and diversity factors have been added to existing observation parameters to ensure our progress is quantifiable.

To flesh out the concept of diversity for our employees, an issue of the quarterly employee magazine TÜV SÜD IN was devoted to the subject in collaboration with our internal Corporate Communications function. The magazine, entitled “BUNT” (COLORFUL), was published in the fall of 2018 and contained articles on the inhouse Women’s Network, ways to address unconscious stereotyping, interviews with responsible members of the company and researchers, and numerous portraits of employees.

In March 2019, we welcomed DiversityParcours® to our Munich location for five days. A blend of touring exhibition, information hub, and experimental lab, DiversityParcours® casts light on the topic of diversity at a series of themed information points. Over 300 people took the opportunity to explore the “parkour” course independently or by taking one of the twelve guided tours available, or attended the opening speech addressing diversity in the company.

We provide proactive support for networks set up as individual employee initiatives aiming to foster diversity and equal opportunity in our company. Networks play various roles, including representing the interests of the employees who are their members, providing them with a common voice, and serving as strengthening influences and demonstrations of appreciation. TÜV SÜD currently has two such employee networks: the Women’s Network and prOut.

Founded in 2019, prOut provides a center for general LGBTIQ-focused dialogue and activity planning at TÜV SÜD. The group is open to anyone interested in the topic or in providing support.

At the same time, as a company we support the international Women’s Network, founded in 2017 as an individual initiative. A center for dialogue and organizer of regular meetings and a mentoring program launched in 2018, the network fosters transparency and raises awareness of relevant topics within the company.

» 13

Challenges and trends for TÜV SÜD

» 13

DIVERSITY MANAGEMENT



CREATING AWARENESS

e.g. educational videos on unconscious bias



FRAMEWORK CONDITIONS

e.g. flexible working hours



STRUCTURAL MEASURES

e.g. fine-tuning options in recruitment process

- 41 Recruiting
- 42 Compensation and benefits
- 44 Human resource development and continuing training

- 46 Diversity management
- 49 Work-life balance
- 50 Occupational safety and health management

ADVANCEMENT OF WOMEN IN OUR COMPANY

In our capacity as employer, we have also designated the advancement of women in our company as a major priority. We face the challenge that in Germany especially, the proportion of women specialists and graduates in STEM (Science, Technology, Engineering, Mathematics) subjects is relatively low, but that TÜV SÜD recruits the majority of its workforce from these areas.

In the Group's Gender Balance initiative, which is part of our efforts to promote diversity at the company, we have been working since 2016 to significantly increase the proportion of women in specialist and management careers.

For more information on equal opportunities and specifically on the advancement of women in the company, see our 2019 Annual Report.

→ ANNUAL REPORT 2019, DECLARATION ON THE EQUAL REPRESENTATION OF WOMEN AND MEN IN MANAGEMENT POSITIONS SEE PAGE 36

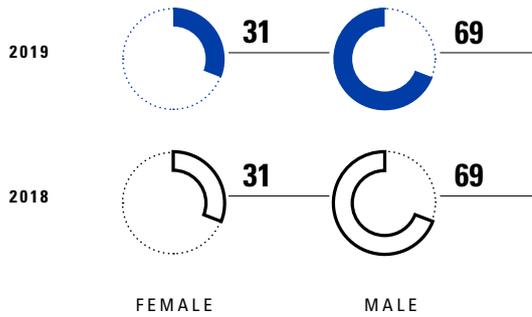
→ ANNUAL REPORT 2019, MANAGEMENT REPORT, NON-FINANCIAL PERFORMANCE INDICATORS, EMPLOYEE REPORT SEE PAGE 78

|| 14, 16

Employees by gender

|| 14

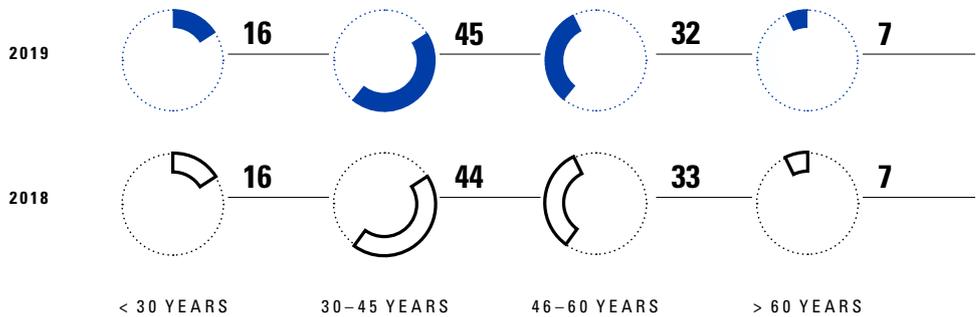
Group, in %



Employees by age

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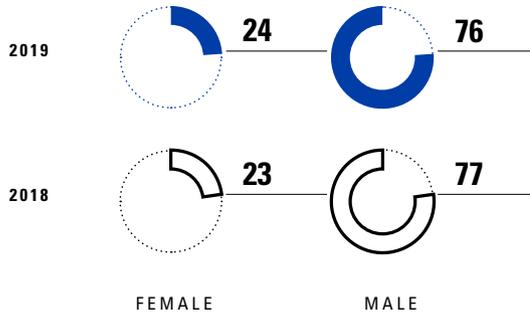
Group, in %



Management executives by gender

di 16

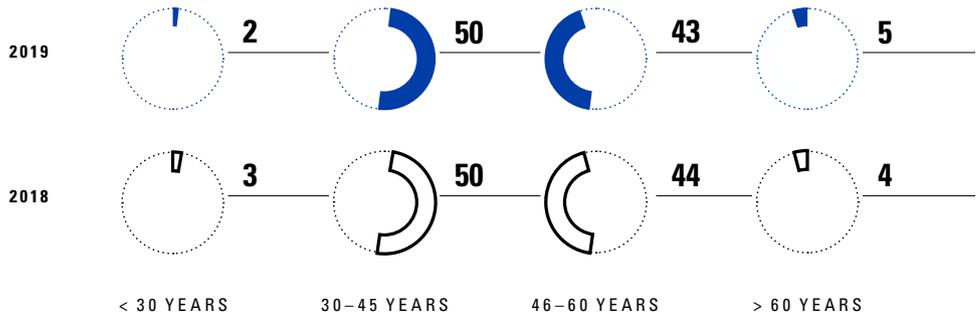
Group, in %



Management executives by age

di 17

Group, in %



Work-life balance

Reconciling the demands of career and family is a key element of our corporate culture and simultaneously an important aspect of our corporate social responsibility. To this end, for some years now we have offered our employees a wide range of programs. The services offered range from generally accessible information and specific support such as reserved daycare and kindergarten spaces to a large number of working hours models and mobile working.

Employees can access this range of offerings through a dedicated online portal. In 2019 we extended our range of working hours models by adding specific offers for home carers, catering to growing demand from employees seeking possibilities to combine caring with professional duties. To do so in Germany, we embarked on a partnership with a company specializing in home care support, which provides our employees with information and practical assistance services at all times.

Since 2009 we have regularly participated in the “berufundfamilie” (career and family) audit to safeguard the high quality of the services we offer; the audit took place for the fourth time in 2018. It focused on how we communicate the range of services we provide to support our employees in optimizing their work-life balance – particularly in families with children – while enabling them to advance professionally at the same time. As an increasingly important topic, career and care played a foremost role in our recertification.

Reconciling the demands of career and family¹

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	2019	2018
Employees on parental leave	801	700
Percentage of employees in part-time employment during parental leave	25.1%	25.1%
Total percentage of employees in part-time employment	19.6%	19.6%
Average duration of parental leave	4.0 months	4.6 months
Thereof women	14.7 months	12.4 months
Thereof men	1.3 months	1.8 months

¹ _ Germany only.**YOUTH EXCHANGE AND INTERNSHIP PROGRAM**

We marked our company's 150th anniversary in 2016 by launching the successful international youth exchange program "Horizonte" (Horizons). Since then, every year we have invited children of our employees aged 14 to 18 to experience the variety of different cultures in the countries where TÜV SÜD operates. The program is designed to boost these young people's personal development and build links between our employees and their families beyond all borders.

TÜV SÜD covers the costs of the exchange and works with AFS Interkulturelle Begegnungen e.V., a nonprofit intercultural relations organization, to provide professional program management and support. Acceptance of "Horizonte" has remained high, with a total of 40 families taking part in the program in 2019 (38 in 2018), half of them from Germany.

Students from employees' families aged between 18 and 25 can also join the "Explore" program, where they complete a paid internship of up to eight weeks at an international TÜV SÜD location. The arrangement provides the opportunity for them to gain work experience in an international setting. 15 students took part in the program in 2019 (14 in 2018), around one-third from Germany and two-thirds from our international locations.

Occupational safety and health management

TÜV SÜD has traditionally prioritized our employees' occupational health and safety. As a responsible employer, we ensure that our employees around the world can work in a safe and healthy occupational environment. To achieve this, we focus on all aspects of their responsibilities, from classic desk-based duties to physically challenging activities and work with complex equipment or hazardous materials.

At the same time, we rely on our employees to take personal responsibility for their health and aim to raise their health-consciousness in professional and private settings by offering a broad range of measures. Specific prevention-based services improve our employees' motivation and performance and help to counteract sickness-related absenteeism and the consequences of demographic change. The measures we provide often extend far beyond the requirements of the law.

GLOBAL HEALTH POLICY IS THE FRAMEWORK

Reflecting the internationalization strategy of our company, our corporate health management (CHM) follows an international approach by combining the concepts of statutory healthcare (including occupational health and safety) and voluntary health promotion.

Our Global Health Policy, adopted in 2017, provides the framework for this. Internationally oriented, it defines company-wide minimum standards and key indicators in areas including first aid and emergency management, risk assessment, and workplace hygiene. It is thus complementary to our corporate health management agreement developed in 2014 with our Group Works Council.

Local TÜV SÜD legal entities are responsible for implementing occupational health and safety measures in compliance with the legal framework in place in their country. Under central coordination and management, over 30 Regional Health & Safety Managers are in charge of workplace health and safety and implement our healthcare management principles at local level. Working with specialists in occupational health and safety and occupational physicians, they perform hazard assessments for all areas of work, develop concrete measures based on their findings, and oversee their implementation. They are also responsible for regional campaigns and provide support for Group-wide healthcare programs by organizing appropriate local activities. Our local employee representatives are always part of these processes; with their assistance we initiated a mental health risk assessment process in Germany in 2019, to name just one such example.

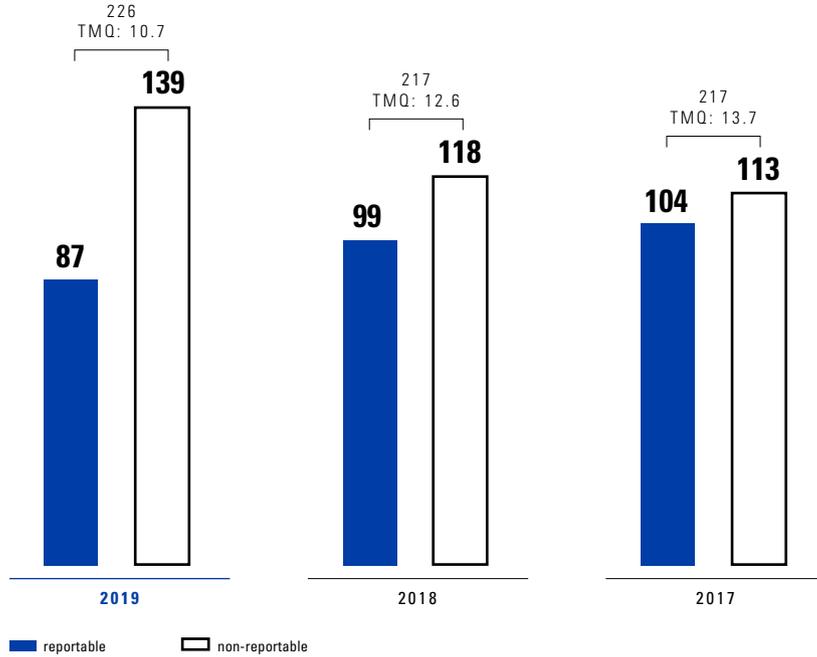
Occupational health management performance is tracked by applying the Health Index, a performance indicator determined from the regular global employee surveys. Covering various factors, it assigns ratings from 1 (best) to 7. Based on the 2018 employee survey, the Health Index is currently at 2.83 (2015: 2.95). Virtually all its categories showed improvement, from working conditions and quality of responsibilities to work-life balance; only the volume of work increased from the viewpoint of the employees. The Health Index is fleshed out with local performance indicators and indexes such as accident and sickness rates and health program participation rates.

Given the widely differing conditions at our locations all over the world, Group-wide collection of performance indicators is a complex process. We are nevertheless working on establishing a standardized reporting procedure for occupational health and safety. However, this report focuses on Germany as the country where most of our employees are based.

Reportable accidents¹

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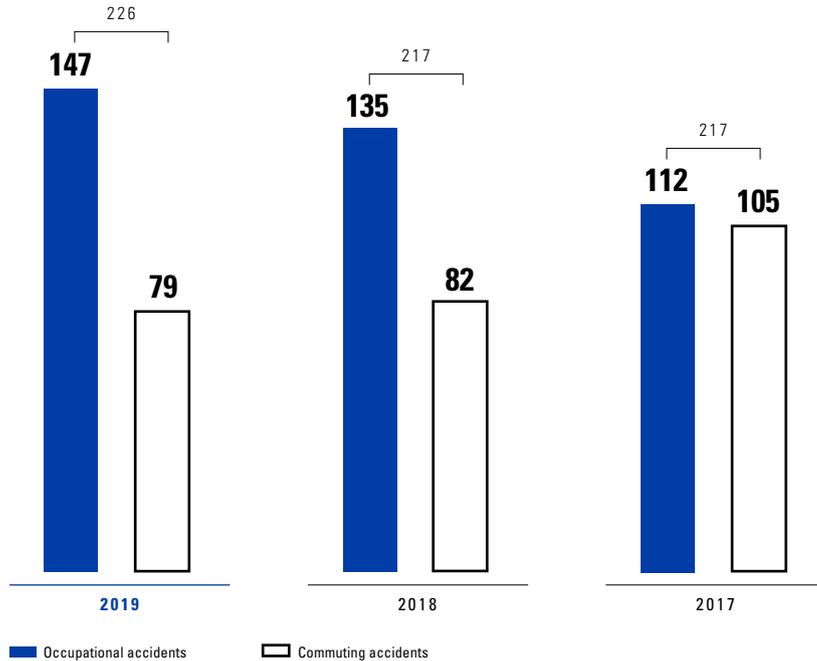
NUMBER AND TMQ²



Commuting and occupational accidents¹

19

NUMBER



¹ _ Company doctors and safety engineers from ias health & safety GmbH provide services for the majority of our subsidiaries. These figures therefore focus on this cooperation. Individual companies also use local service providers to tailor services more closely to their individual needs. These cases are not yet included in the figures. Our objective is to establish a general reporting system that takes in all TÜV SÜD employees in Germany.

² _ TMQ = Relative accident frequency per 1000 full-time equivalents, all reportable accidents

Further occupational health and safety figures ¹

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	2019	2018	2017
Employees surveyed in Germany (full-time equivalents)	8,171	7,853	7,604
Average days of absence per accident	7.6	11.2	9.7
Percentage of trained first aiders at TÜV SÜD locations in Germany	9.5%	7.6%	7.3%

Participation rates for selected healthcare campaigns in Germany

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	2019	2018	2017
Flu vaccination	8.0%	9.3%	7.6%
Colorectal cancer screening	37.0%	35.0%	34.0%

As a technical service provider we supply our customers with day-by-day support with certification, including the areas of occupational health and safety and healthcare management. We are familiar with the requirements and also follow them in our own activities – although we are naturally not permitted to certify ourselves. At our customers’ request or where required by law – for example, in sub-areas of Industry Service, Chemical Service, Product Service, or Automotive – our laboratories, processes, and management systems are certified in compliance with the relevant standards or are currently undergoing certification.

In Germany, a centrally coordinated first aid and emergency management system was set up in 2016 to ensure safety in all procedures along the emergency response chain and efficient management of first-aiders appointment and training. Our engagement in proactive emergency response management extends beyond the requirements of the law. For example, many of our German locations have installed automated external defibrillator (AED) sets.

We also set high standards for the safety of our employees during business travel. We further emphasized our commitment by signing the 2017 Singapore Declaration of the International SOS Foundation. Since then, all TÜV SÜD employees traveling on business can rely on a global network of assistance centers providing fast professional help for medical emergencies or security-relevant issues. They operate around the clock and are currently available in around 70 countries and over 90 languages.

FOCUS ON PREVENTION

TÜV SÜD subsidizes individual health prevention measures. Well-established offers of influenza vaccination, colorectal cancer screening, and health campaigns at individual locations have had high employee take-up rates for many years. Our activities have also been recognized outside the company; in 2018 our decade-plus of commitment to colorectal cancer screening won us second place at the prestigious Felix Burda Award in the category “Prevention at Work.”

¹ _ Company doctors and safety engineers from ias health & safety GmbH provide services for the majority of our subsidiaries. These figures therefore focus on this cooperation. Individual companies also use local service providers to tailor services more closely to their individual needs. These cases are not yet included in the figures. Our objective is to establish a general reporting system that takes in all TÜV SÜD employees in Germany.

Our “Company Bike” campaign, launched in 2017, provides employees at various German locations with the option of hiring a bicycle to boost their physical fitness. A similar initiative, “Cycle to Work,” was launched at TÜV SÜD locations in the UK in 2017.

Group-wide campaigns are a cornerstone of our health management activities. They encourage our employees to embrace preventive measures in their personal healthcare. In 2019, we successfully wrapped up the two-year campaign “Listen to your heart.” All TÜV SÜD employees were invited to take part in the Global Step Challenge. In this Group-wide informal competition, individual employees or teams could track and save the intensity levels of their daily physical activities on a central platform and compare them to other coworkers or teams. The Challenge encouraged our employees to increase their exercise levels and also fostered team spirit and solidarity at international level. Over a 60-day period, more than 3,400 entrants notched up a total running distance of 900,000-plus kilometers – equivalent to 22.5 times the circumference of the earth or around 21,330 marathons. This campaign also earned public recognition, was nominated for the 2019 Duty of Care Award (category Communication) and won the HR Excellence Award in the category “Corporations/Wellbeing.”

Moreover, 2019 saw the launch of a Germany-wide prevention campaign for diabetes, issuing free blood sugar test kits to employees and their families and arranging consultation with a doctor in the event of any irregularities. Continuing our commitment to employee healthcare, our next global health campaign will focus on the topics of sleep and resilience.

CURRENT HEALTHCARE ACTIVITIES – PROTECTIVE MEASURES AGAINST CORONAVIRUS

Shortly after the end of the reporting period, the coronavirus pandemic swept through all parts of the world. To provide the very best protection for employees and their families, an emergency pandemic team was set up as early as the end of February. Initially meeting daily, the team now meets weekly at national and international level. The company’s existing pandemic plan was implemented under the control of Corporate HR and Global Health & Safety, defining clear roles and responsibilities and setting out the necessary actions. In parallel, findings were used to draw up a revised version of the pandemic plan. Regular consultation with the CEOs of the regions/legal entities and the Regional Health & Safety Managers forms the basis of a coordinated Group-wide approach that also takes specific local needs into consideration, such as procurement of appropriate personal protective equipment for field and in-house employees with close customer contact. Employees that are able to work from home can continue to do so, particularly if they fall into an at-risk category. The teams organize rotating shifts to ensure office spaces are occupied by only one employee at a time. In-person meetings have been replaced by MS Teams video meetings. Business travel outside national borders continues to be subject to strict conditions. Cleaning cycles in our premises were naturally adjusted to reflect the situation and additional measures were set in place in line with our cleaning and sanitation plan.