

## audit

## berufundfamilie

### Brief profile

Grünenthal Pharma GmbH & Co. KG

Stolberg/Aachen

Zieglerstr. 6, 52078 Aachen

Certificate from 2011  
audit berufundfamilie

The certificate for the berufundfamilie (“Career and family”) audit was granted on 17.03.2011.

The Grünenthal Group is an independent, internationally active, research-based pharmaceuticals group, under family control and with its central offices in Aachen, Germany. Building on its unique competence in the treatment of pain, the group’s objective is to become maximally patient-orientated and a leader in innovative therapies. In total, the Grünenthal Group is represented through subsidiaries in 35 countries around the world. Grünenthal products are available in more than 100 countries, and around 4,900 employees work for the Grünenthal Group across the globe. This certification covers the German locations in Aachen and Stolberg.

At the time of the audit, there were 2,000 employees.

As of: 17<sup>th</sup> March, 2011

### Objective of the audit

With the berufundfamilie audit, Grünenthal intends to introduce an integrated procedure for life-cycle-related variable weighting of career and family. A further intention is to identify potential for improvement in the systematic development of a family-friendly working environment, enabling maximized individual performances. The objective behind this is to increase the satisfaction of employees and the attractiveness of the group as a family-friendly employer. In this context, Grünenthal understands “family” to mean a long-term relationship in which closely-connected parties assume responsibility for each other, but which does not have to be legitimized by either blood-relationship or legal formality.

### Existing policies

(selected)

- flexible structure of working hours
- various possibilities and models for part-time working
- internal agreement on (alternating) tele-working/home office
- holiday activities for children
- family party
- special leave for childcare and for employees with a duty of care
- offers of measures to promote good health

## Future policies

(selected)

- formulation of further possibilities for the flexibilization of working hours
- continuation of the availability and implementation of (alternating) tele-working/home office
- needs-based support for occasional and long-term requirements for childcare via co-operation with an external family service offering advice and arrangements in childcare and general care across Germany
- ongoing communication of all policies and offers and the regulations relating to family-friendly offers
- raising the sensitivity of management on all levels towards the topic of the compatibility of career and family
- building up a pool of talent so as to promote women with potential in leadership positions
- development of a programme for maintaining contact and enabling re-entry to the workforce for those taking parental leave or who have temporarily become carers