

PRESS RELEASE

Zeppelin Group given seal of quality for its work/life balance and performs outstandingly in German employer ranking

The award underlines the company's high HR policy standards.

Garching near Munich, March 19, 2018. The “berufundfamilie audit” certificate has been presented to the Group’s management holding company, Zeppelin GmbH, as well as its Construction Equipment EU, Rental, Power Systems, and Plant Engineering in Germany strategic business units. The seal of quality recognizes HR policies that are especially sustainable in terms of their attitude toward families and people at different stages of their lives. The patrons of the audit are the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, and the Federal Ministry for Economic Affairs and Energy. The Group also became 144th overall in the ranking of the 1,000 best employers in Germany.

The “berufundfamilie audit” certificate

Following the footsteps of the management holding company Zeppelin GmbH, which received the “berufundfamilie audit” seal of quality back in 2015, the Zeppelin Group’s German business units now also bear the sought-after hallmark. Companies looking for a positive audit score need to demonstrate very good results as well as forward-looking targets and measures in the action areas of working hours, work structure, workplaces, information and communication, leadership and management, HR development, pay components, benefits in kind, and services for families. As an employer, Zeppelin offers flexible working hours models, fringe benefits, and a family-oriented corporate culture, among other things. The audit also evaluates follow-up measures such as consistent rules on mobile working, corporate health care management, and the provision of childcare options during school holidays. “Work/life balance is a key priority at the Zeppelin Group,” says Peter Gerstmann, Chairman of the Management Board of Zeppelin GmbH. “Our positive audit result confirms that our strategic initiative ‘Focus on our People’ is on the right track. Alongside remaining an attractive employer, we also want to ensure a high level of job satisfaction among our employees in future too.”

Every year, external auditors assess whether the action areas and planned measures are actually being implemented in practice. The “berufundfamilie audit” seal of quality is valid for three years. The Zeppelin Group’s long-term goal is to formulate common standards for work/life balance in order to provide a framework for guidance and action that its international subsidiaries and the Z Lab strategic business unit can use it too.

A top employer

The Zeppelin Group puts employees at the heart of its HR policy, as shown not least by the results of a nationwide evaluation of employers. In early 2018, Focus-Business news magazine, in collaboration with the kununu employee application platform, conducted its sixth search for Germany's best employers. No fewer than 127,000 employee assessments were evaluated from an independent online survey, a survey of XING members, and recent kununu data. The assessment included topics such as working environment, remuneration, management style, and image. Another key question was whether employees would recommend their own employer to others.

Zeppelin became 144th in the overall rankings of the 1,000 best employees in Germany, achieving 11th place in the "mechanical and plant engineering" category and securing 7th spot in the "rail vehicle, ship, aircraft and other vehicle construction" sector. "We are very proud of our excellent showing in the employer rankings," said Peter Gerstmann. "Our employees are key to the Group's success. This is why we will continue to make sure that every single one of them has the opportunity to develop at Zeppelin."

About the Zeppelin Group

The Zeppelin Group operates 190 sites around the world. Its over 8,000 employees achieved sales of 2.36 billion euros in the 2016 fiscal year. Group-wide collaboration in the Zeppelin Group revolves around a management holding company and six strategic business units: Construction Equipment EU (sales and servicing of construction machines), Construction Equipment CIS (sales and servicing of construction and agricultural machines), Rental (rental and project solutions for the construction and industry sectors), Power Systems (drive, propulsion, traction and energy systems), Plant Engineering (engineering and plant engineering), and Z Lab (new digital business models). Zeppelin GmbH is the Group holding company. It is legally domiciled in Friedrichshafen and has its head office in Garching near Munich. For more information, visit zeppelin.com.

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