

# Cultivating Social Togetherness

Sustainability and  
Social Responsibility at bock





# Cultivating Social Togetherness

"Anyone who is meticulously dedicated to the care of human beings must be equally committed to the world, in which we humans live."

**KLAUS BOCK**





# The biggest assets for bock: The people within the company

The bock company is developing with great strides. Many things within the company are changing: the products, the key figures, and, of course, our processes. However, what we are and will always remain is a dynamic, medium-sized company with strong regional roots in East-Westphalia-Lippe.

A company with a powerful workforce that is many things at the same time: a fascinating community which provides support. A team which pulls together. A vibrant community which secures its competitive edge with innovative strength, craftsmanship, and technical finesse.

These are the people that are committed to bock.  
Just as the company bock is doing its utmost for them.

All images in these charts show bock employees. More CSR in action is not possible.  
Nor is more commitment – a big thank you for that.



People within the company

## Work-Life Balance

**36% of the employees make use of flexible working time models.**

This includes

- Solutions to work from home
- 30 days annual leave
- Monthly benefits
- Holiday pay
- Pension schemes
- Health check-ups

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People within the company

# Participation

We want employees with opinions. We encourage an active suggestion scheme, offer a lot of personal freedom of choice, and actively incorporate the **workers' council** into processes.

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People within the company

## Preventative Health Care

Ergonomic workplaces, personal protective equipment for all employees, fresh fruit every day, health bonus, eye and back check-ups and ...  
**a company vaccination offer (influenza, COVID-19).**

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People within the company

## Parental leave

Doing something good for the next bock generation:  
In 2020, the average parental leave was 4.3 months.  
**37.5%** of the employees on parental leave were men.



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People within the company

## Feel Good

Be it a department event, regular information from the company management, a Christmas party or the “bock rocks” campaign – bock places great emphasis on an authentic, transparent **feelgood atmosphere**.

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People within the company

## Diversity

At bock, multicultural cooperation doesn't only exist on paper: More than **193 people** from more than **16 nations** work here.

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People within the company

## Company service and loyalty

We are proud that many bock employees have been a permanent part of our company for a very long time.

**0–10 years with bock: 63.1%**

**10–20 years with bock: 17.4%**

**Over 20 years with bock: 19.5%**

We are glad to repay this loyalty: the company sticks by its employees, even in periods of crisis.

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People within the company

## Health and Safety

- Ear protection, protective equipment and work clothing
- Safety is an obligation under the German Occupational Health and Safety Act, the Working Hours Act, the Works Constitution Act, the Plant Regulation on Industrial Establishments, the European Machinery Directive, the Standards of the German Employer's Liability Insurance Association and ISO 9001
- Meetings of the Occupational Safety Committee
- Occupational health examinations
- Documentation of internal measures
- Basic health examinations



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## Looking beyond the company's boundaries: Keyword Social Responsibility

No company stands alone. Clients, business partners, suppliers, the people around, the strong regional inclusion, industry-specific requirements: we assume social responsibility wherever we as a company are in an exchange with our environment. At bock, we are happy to do so.





Social Responsibility

## Regional Roots

We are from Verl and also produce here: consistently "made in Germany". As this area has given us so much, we give something back. We are involved in the community, support local sports clubs and are an active partner in the region.



## Social Responsibility

# Responsibility at bock

Be it the accessibility of the company facilities in Verl, the integration of refugees into the bock workforce or worker participation through the works council: we attach great importance to social responsibility.



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A photograph of a middle-aged man with grey hair and a beard, wearing a white t-shirt and plaid trousers, sitting on a modern hospital bed. He is looking towards the camera. The bed has a grey frame and white mattress. In the background, there are grey curtains and a wooden bedside table with a glass of water and some books. The floor is a light grey.

Social Responsibility

## Ethics in Care

As a member of the German Industry Association for Optics, Photonics, Analyses and Medical Technology "SPECTARIS", bock signed the declaration of commitment to take ethical aspects into account in the production of care beds.

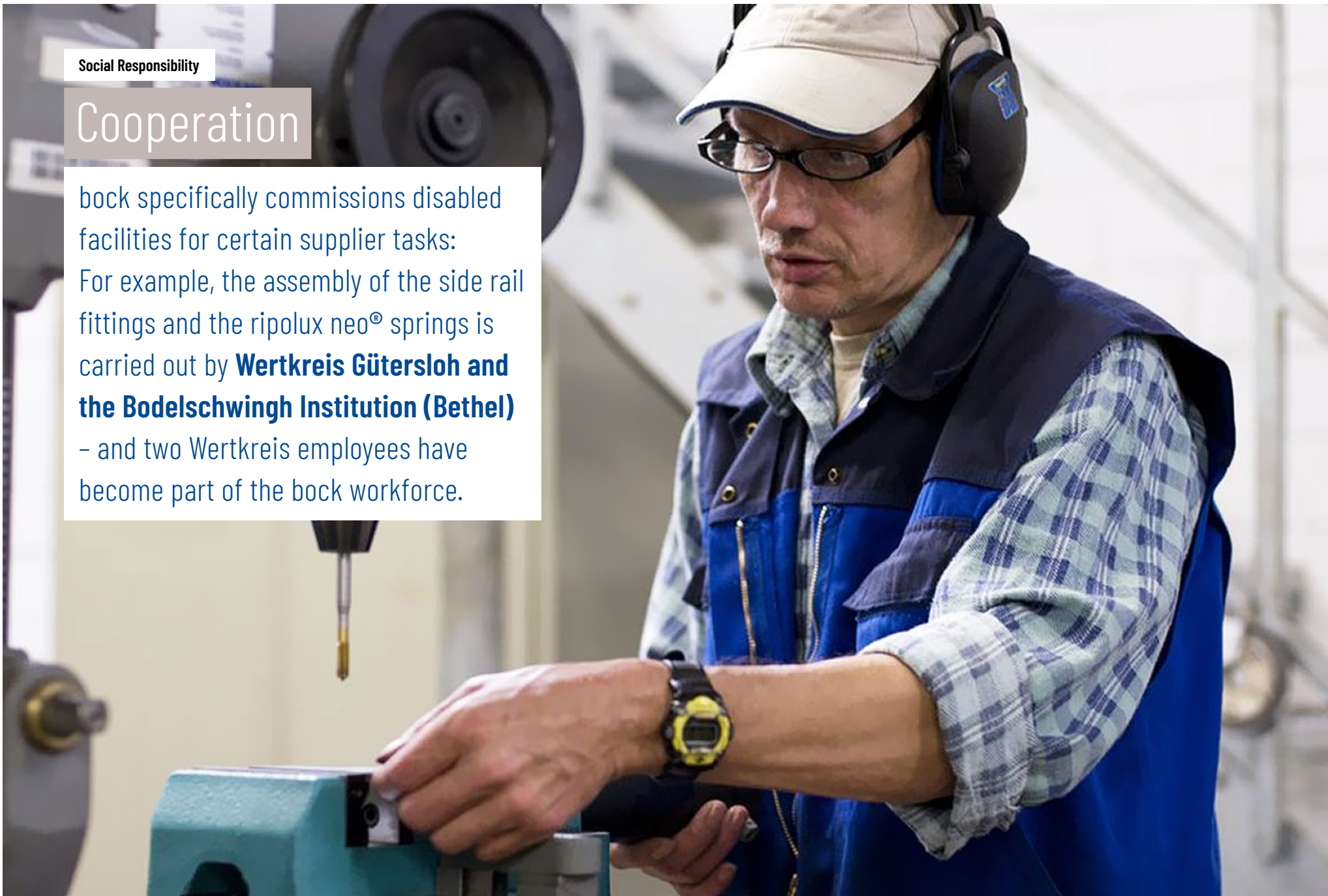
This declaration is based on the existing care charter, which sets out the rights of people in need of help and care in 8 articles.



Social Responsibility

## Cooperation

bock specifically commissions disabled facilities for certain supplier tasks: For example, the assembly of the side rail fittings and the ripolux neo® springs is carried out by **Wertkreis Gütersloh and the Bodelschwingh Institution (Bethel)** – and two Wertkreis employees have become part of the bock workforce.



## Participation

bock is committed to the following regional and national projects and organisations:

- **Adamekor:** Development of an adaptive and multifunctional multi-component robotics system for use at the care bed.
- **zig:** Centre for Innovation in Health Management in East-Westphalia-Lippe (zig)
- **Paracelsus Medical University Salzburg**







# What tomorrow will be like is being decided today: Sustainability

At first glance, sustainability is probably the keyword of the decade. At a second glance, however, it conceals a great opportunity: If you really take sustainability seriously and go through your everyday life – or your own company – with a keen eye, you will quickly realise that even small measures can make a big difference. That is why our catalogue of sustainability measures is dynamic: The more consciously we think and act, the more we notice possibilities for change. Here are some examples.



Sustainability

## Electromobility

At our company in Verl, we already have **electric car charging stations**. Furthermore, the bock company cars are gradually being converted into hybrid and electric vehicles.

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Sustainability

## Buildings

The bock office building in Verl is consciously designed with environmental considerations in mind, both inside and outside. A car park without sealing, a heat pump for cooling and heating using geothermal energy, a ventilation system with heat recovery and LED lighting controlled in part by presence detectors are just a few examples of this.

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In cooperation with ORCA GmbH, an environmental and ecological model was defined:

“An integrated corporate objective at Hermann Bock GmbH is a long-term and considerate approach to nature and its resources so that the latter are preserved, or can even be recovered. It follows the understanding that this is the only way that we can act in a responsible manner as entrepreneurs!”

The following environmental goals were derived from this:

- significant reduction of the ecological footprint in all environmentally relevant areas
- priority: climate optimisation to achieve climate neutrality
- proactive: using and/or developing successful environmental strategies



Sustainability

## Production, Service, and Logistics

Especially in production, bock acts sustainably. Our care beds are delivered in a pre-assembled state by reusable transport systems without boxes. Substances that are toxic or harmful are banned from production. Customer service tours are planned in an environmentally optimised manner as a general rule.

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## Supplier Audits

In addition to compliance criteria, we also select our suppliers according to CO<sub>2</sub> criteria, and we prefer regional partners. Furthermore, we require our suppliers to observe a clearly defined CSR code, which we consider as an essential basis for cooperation.

*Supplier code  
of the company  
Hermann Bock GmbH*



# Actively Forward: the bock future package

For bock, “Corporate Social Responsibility” means an ongoing optimisation of the status quo. How can we continue to reduce our ecological footprint? Which processes can be positively changed from a sustainability perspective? Which measurement procedures give precise information about how sustainably we already act and where improvements are still necessary? As a responsible company, this is the path we are now taking together with you, our customers, suppliers, and business partners around the world.





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