



AMADEUS FIRE

RECRUITING SERVICES

Report on Gender Equality and Equal Pay

Published as an Annex to the 2017
Management Report

It is important for us to establish a basis that gives everybody the **same opportunities** to participate in life and make the best of their individual situation. What counts is humanity and how we treat one another.

quote from the 2017 sustainability report
of the Amadeus FiRe Group

We bring people and
companies together.

Temporary staffing · Permanent placement
Interim management · Training

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Report on Gender Equality and Equal Pay

Measures to promote gender equality and achieve equal pay for women and men and their effects

The German Act on the Promotion of Pay Transparency between Women and Men became effective on 6 July 2017. Under this law, employers that usually have more than 500 employees and that are required to prepare a management report in accordance with sections 264 and 289 of the German Commercial Code must prepare a report on gender equality and equal pay. The report should detail measures to promote equality between women and men and their effects in addition to measures to achieve equal pay for women and men and their effects.

In addition, the report must contain data broken down by gender on the average total number of employees and on the average number of full-time and part-time employees. We have satisfied these legal obligations below.

Measures to promote equality and their effect

Equality between women and men is ensured by our internal company guidelines. The company's internal guidelines have never, do not and will never distinguish between women and men, and therefore women and men in the company are treated 100% equally and are therefore 100% equal. Accordingly, every person (woman or man) has the same opportunities in our company. This is also guaranteed by the high certified quality standard of our existing structures and processes in accordance with DIN EN ISO 9001:2015, which are subject to continuous improvement processes. The career path of every employee is determined by her or his potential and her or his will for advancement. Every person (woman or man) is aided in this by individually tailored training and continuing professional development.

In accordance with the German Act to Promote the Participation of Women in Management Positions, the Management Board of the Amadeus FiRe Group has set a target of a share of women for the first and second management levels below the Management Board of at least 10%. At 11%, this was slightly exceeded as at 30 June 2017. The Management Board has adopted a new resolution for a minimum quota of 11% to be implemented by 30 June 2022.

At our company, the same regulations on part-time and full-time employment apply to both women and men.

Measures to achieve equal pay and their effect

Our internal company guidelines contain clear regulations on hiring criteria for employees and their remuneration. Employees are always sought, recruited, promoted and remunerated in line with market conditions on the basis of their qualifications and abilities – regardless of gender. The remuneration system of the Amadeus FiRe Group is performance-based, competitive and transparent for all employees.

External employees also benefit from the iGZ/DGB collective wage agreement for temporary work, which is subject to a binding code of ethics. In summary, all external employees therefore receive remuneration that at least corresponds to the collectively agreed regulations – regardless of gender. In addition, the regulations in the corresponding sector bonus wage agreement have applied since 2012. Furthermore, the new equal pay regulation introduced in the German Temporary Employment Act has applied since 1 April 2017. In order to guarantee market-driven remuneration, employees also receive voluntary bonuses above the general pay scale and further financial benefits on the basis of their qualifications and abilities.

Under the German Act on the Promotion of Pay Transparency between Women and Men, all personnel who make HR decisions and members of works councils were actively informed about the changes in the law and the associated obligations.

Statistical data

Statistical data on employees of the Amadeus FiRe Group

Annual average	2017	2016
Total employees	2,946	2,859
of which female	1,798	1,743
of which male	1,148	1,116
Full-time employees	2,631	2,525
of which female	1,519	1,453
of which male	1,112	1,072
Part-time employees	315	333
of which female	279	290
of which male	37	44

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