



Achieving a good work/life balance

We support our employees in achieving a successful balance between private and professional goals in many countries, Germany included.

Family services in Germany

A successful career also hinges on a good balance between private and professional goals. To support its employees in this regard, Group headquarters, the Gases and Engineering Divisions, and participating subsidiaries in Germany have joined forces with an external consultant to help employees find appropriate childcare. This system has been in place for more than two years now, and caters for children of all ages. Having reviewed the age structure of our employees, we also introduced a Homecare or Eldercare service in January 2008 to support employees with family members who are ill or require special care. Offering support when family members become ill or require special care is becoming more and more valuable, as a significant number of Linde employees belong to the sandwich generation – in other words, they are raising children while their parents are arriving at an age where they may also require special care. What makes the situation all the more difficult is the need to act quickly, as illness or the need for special care can often arise without warning. Support services offered by an employer can be vital in such cases. As an employer, Linde covers all consultation and service-finding fees. The actual care services such as childminders, crèche facilities, or nursing care for the elderly are paid for by the employee.

Childcare vouchers in Great Britain

Employees at our British subsidiary can take advantage of childcare vouchers. These are classed as non-cash benefits and the value of the voucher is added to the gross salary before tax. The vouchers can be redeemed at state-approved childcare facilities. We are currently conducting an international review in order to determine the Linde locations where similar family-oriented programmes have already been introduced.

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