

Fraport Health Management (FHM) Measures

**Aktiv für die
Gesundheit**

„**Gesundheit**
ist der Zustand des
vollständigen physischen,
geistigen und sozialen
Wohlbefindens, der sich nicht
nur durch die Abwesenheit
von Krankheit oder
Behinderung auszeichnet.“

Gesundheitsdefinition der WHO

1. Fraport Health Management (FHM)

Promoting health at the Airport – Even if science uses other technical terms, such as setting approach, living environments, and social and behavioral prevention, prioritizing health is the clear mission of the many stakeholders involved in the Fraport Health Management strategy for employees at Frankfurt Airport.

Fraport Health Management develops and implements various measures and activities tailored to meet the needs of its target group, thereby helping to improve employee well-being and thus also increase the attendance rate. In this context, Fraport Health Management works closely with Occupational Health and Safety, Occupational Medicine, Human Resources Management, Human Resources Development, the Works Council, and the Disabled Employees Committee, as well as the managers of the individual sections.

After conducting a comprehensive analysis, measures and offers specific to each target group are developed and implemented. The data analysis on the incapacity to work (Work Data Analysis) shows the actual health status in the company. The analysis provides information on the frequency and duration of the medical conditions certified by a physician. This information can be used to identify the causes of diseases and draw up targeted measures to improve the health of employees. The Work Data Analysis conducted by the health insurance companies is carried out in anonymized form and provides important information to Fraport Health Management.

Fraport Health Management offers employees a wide range of preventive, health-promoting, and curative measures. These relate to both physical as well as mental health. The measures are regularly reviewed for their effectiveness and adjusted where necessary. In addition, the spectrum is complemented by a variety of annual activities within the scope of the health campaign.

The Steering Committee is an important decision-making body for Fraport Health Management, given that it makes decisions on the financial, personnel, and material resources of Fraport Health Management as well as the fundamental direction of its efforts. The Steering Committee is made up of managers from Fraport AG Human Resources as well as the individual sections, the Executive Director of Labor Relations, the Head of Fraport Health Management, the Senior Occupational Safety Expert, the Senior Company Physician, the officer responsible for medical issues, the employer's officer for the interests of severely disabled workers, the Chairman of the Works Council, the spokeswoman for the AGS (Committee on Work, Health, Social Affairs, Construction, and Environment), the Head of Human Resources as well as the individual HR managers of the operational sections.

Here is an overview of some relevant measures:

1.1 Health programs for employees

In order to maintain and promote the health of all employees of Fraport AG and its Group companies, Fraport Health Management offers numerous preventive measures to promote healthy lifestyles. These are often developed and carried out in cooperation with other departments, such as Occupational Health and Safety. Measures tailored to the target group as well as on general health topics are offered.

1.1.1 The Fitness Truck

Over the entire history of Frankfurt Airport, musculoskeletal disorders have been the number one issue regarding the incapacity to work and the corresponding absenteeism at Fraport AG, particularly among employees in operational areas. Existing offers are designed to address the year-round, continuous occurrence of musculoskeletal disorders. However, additional measures must be implemented, in particular to reduce the peaks in the summer months. Furthermore, the existing offers only meet the needs of employees in operational areas to a limited extent. The great advantage of having a mobile



component is that it can be used directly at the workplace, thereby avoiding long travel times for employees, and they can easily take advantage of the offer.

A specially equipped van with additional superstructure features an analysis and training machine, which enables employees to train their core muscles. In addition, the mobile training unit offers additional functions with training equipment that can be customized for each individual training session. The 10-minute training is completed in normal work clothes.

The Fitness Truck is used for about three to four months per area in order to ensure a sustainable level of training and an appropriate evaluation.

The aim of the training is to increase the strength of the core muscles as well as to build up the spinal stabilizing muscles so as to ensure employees are well prepared for the stressful operating activities at the Airport and to remain fit in private everyday life. The training is both preventive and rehabilitative to improve back problems and thus also to reduce the level of absenteeism due to the incapacity to work of the affected employees in the company.

1.1.2 Company fitness



In Fraport's operational areas, there are several opportunities for employees to actively participate in fitness, prevention, and sports offers. For a variety of reasons, however, these offers are not used by a large number of employees. In particular, the poor accessibility of the Airport's own gym, especially for commuters who use public transport, training together with colleagues and executives, as well as the fact that the facilities are used at full capacity are some reasons why many employees in the operational areas do not take advantage of the existing offers even though they are interested in a fitness program.

Fraport AG therefore supports local fitness offers as part of the *company fitness* measure. If Fraport AG employees show proof of having attended 35 training sessions within a year, Fraport AG will pay a monthly additional bonus to reward their regular commitment. Over a 12-month period, at least one workout must be recorded per quarter. The bonus is paid out retrospectively for 12 months as a lump sum and will only be awarded to

staff who are not yet a member of the company's Fitpoint gym.

1.1.3 Fit in the Workplace



The “Fit in the Workplace” campaign was launched primarily for the employees in administrative areas. One part of the initiative is to tackle the issue of movement in the workplace. The aim is to have employees work to stretch and loosen muscles and strengthen the throat and neck area as well as the shoulder and back area, and to stimulate blood circulation through various movement exercises. The initiative is rounded out with specific tips for “extra” movement in both a professional and private setting.

In addition, as a preventive measure, the topic of ergonomics in the workplace is offered with the aim of protecting people at work from physical injury, including where they repeatedly perform their activities over a longer period of time. Normal everyday equipment, such as a desk, desk chair, computer, keyboard, computer screen, and the office surroundings in the broadest sense, is also taken into account. Lighting, background noise, room design, as well as the working and operating environment all play a significant role in mental and physical well-being. The aim is to structure working conditions and behavior in such a way that health is not compromised. Together with a specialist in occupational safety, the office workplaces are given a closer look and adjusted as required from an ergonomic point of view. In addition, employees receive tips and suggestions for activities during their break time which promote health.

1.1.4 WeightWatchers At Work

WeightWatchers At Work courses are regularly offered to employees at Fraport AG as well as some Group companies. The objectives of the 13-week course are:

- joint efforts to lose weight and healthy nutrition integrated into the daily routines of employees,
- a long-term change in diet,
- an increase in individual well-being,
- reducing the risk of diet-related diseases.

In this course, employees are given the opportunity to learn about nutrition over a longer period of time, ask questions to the coach, and exchange experiences with the other participants.



Fit am Arbeitsplatz!

Kursstart WW (Weight Watchers): ab 23.01.2019 (13-Wochen)
Kurstreffen: Mittwochs - vier Kurszeiten - zwei Standorte - im Geb. 161 und im Geb. 700

Kosten : 40 € Eigenanteil

Anmeldung unter anmeldung-atwork-fraport@weight-watchers.de - Bitte angeben:

Name	Vorname	Personalnummer	Fraport-Bereich oder Tochterunternehmen	Mail-Adresse	Telefonnummer
<p>Infotreffen (ohne Anmeldung) 19. Dezember, 11:30 Uhr oder 16. Januar, 11:30 Uhr Geb. 161, LS 25</p>					

Angebot für Beschäftigte: **Fraport AG und einiger Töchter**

Weitere Informationen im Skynet/Galaxynet
 Bei Rückfragen: 069/690 – 25516

WW At Work

The courses take place at different times in order to enable as many employees as possible to participate, especially employees who work in shifts.

1.1.5 Fraport is and eats healthy

Vorsicht Zuckerfalle
Hätten Sie das gedacht?

Fraport

Produkt	Inhalt (g Zucker)	Äquivalent (Zuckerwürfel)
Sodentale	0 g	0
BIONADE	14,2 g	5
Lipton	22,5 g	8
(unbenannt)	35 g	12
ViO	47,5 g	16
Frucht Butter Milch	50,5 g	17
Coca-Cola	53 g	18
MONSTER	55 g	18

Wussten Sie, dass bereits über fünf Millionen Menschen in Deutschland an Diabetes Typ 2 leiden?
Als Hauptursache hierfür gilt ein ungünstiger Lebensstil mit übermäßigem Zuckerkonsum und Bewegungsmangel.

Dabei ist Zucker nicht immer als solcher zu erkennen. Es gibt über 70 Lebensmittel-Kennzeichnungen dafür, zum Beispiel „Fructose“, „Dextrose“ oder „Glukose“. Experten empfehlen eine maximale Zufuhr von 50 Gramm Zucker pro Tag. Das entspricht 16 Würfelzuckern. Und wie viel nehmen Sie zu sich?

Bitte beachten Sie: Gesunde Ernährung und Diabetes sind im November Thema im Präventionskalender.
Weitere Informationen gibt's im „SkyNet“ unter: [Für unsere Beschäftigten/Gesundheit & Sport/Prävention.](#)

Nutrition is also an important topic in the activities presented by Fraport Health Management. As part of the *Fraport is and eats healthy* nutrition campaign, employees learn more about a healthy and balanced diet both in their professional and private lives through a targeted seminar and counseling program. The main nutrition tips can be found in a separate brochure.

The seminars are offered within the framework of the current centralized training program, but they can also be held on site in each area if desired. Individual nutritional advice rounds out the program.

The menu in the 7 cafeterias is plentiful - from a salad and fruit bar to delicious wok dishes and a noodle bar. Throughout the year, targeted campaign days on various topics are organized. Among other things, Weight Watchers dishes are also regularly integrated into the menu.

1.1.6 Fit and healthy at the fire department

Firefighters are among the professionals who have the most cost-intensive training at Fraport AG. Working for the fire department places high demands on the physical and mental performance of every firefighter. Firefighters must therefore be fit enough to perform with endurance and at peak demands at all times. Regular occupational health examinations for this group of workers are required by law. Every three years, and every year for workers over the age of 50, firefighters are examined in terms of health and performance in accordance with the various examination principles set by the professional associations; the focus here is on the G 26.3 (respiratory protection devices).



The current level of performance among firefighters is considered to be good. There continues to be room for improvement regarding the topics of nutrition, stress management, and physical health/fitness with targeted training sessions under guidance to increase stamina and coordinative skills as well as to promote resilience in their day-to-day work. Everyday life at the firehouse is marked by times of inactivity, particularly when it comes to standby time. Compared to professional fire departments, the firefighters at Fraport do not have a sports program as part of their professional duty. However, firefighters have the opportunity to use the well-equipped fitness rooms at the individual firehouses while they are on call.

Together with fire department management and medical airport service GmbH, a wide-ranging offer for this target group was developed. This includes the following modules:

- endurance and strength endurance,
- the positive impact of dietary behavior,
- power and agility as well as improving coordination and speed.

Joint cooking sessions with nutritional analysis and counseling in theory and practice round out the overall program.

1.1.7 Fit Apprentices



Having healthy and motivated apprentices is a major advantage for the company. In order to promote a healthy lifestyle from the very beginning, the *Fit Apprentices* program was launched with practical offers on the topics of nutrition, exercise, and dealing with stress.

Two program components from "Fit Apprentices" are already an integral part of the training. These include the two sports evenings at Ronneburg (the apprentices' introductory week), in order to provide an initial incentive right at the start of the apprenticeship.

This is followed by health workshops held separately

for men and women, *Active for female/male health*, which aims to raise awareness of each employee's own health. The individual modules of the health workshops were designed and are continuously developed in cooperation with the Hessian Ministry of Social Affairs and the German Society for Nutrition (DGE).

In addition, various sporting events are held throughout the year with the support of Fraport AG's company sports department with the added aim of inspiring young employees to take advantage of the various company sports groups.

1.1.8 Series of talks on health

For several years now, Fraport Health Management has been organizing a series of talks on various health issues in order to provide employees of Fraport AG as well as some Group companies with specific information on the importance of health in both professional and private life as well as on various prevention options. Employees can attend the lectures during regular working hours with the consent of their superiors. Over the years, competent internal as well as external speakers have been recruited for the lecture series, and the pool of speakers is constantly growing. A comprehensive and varied program has been developed which attracts a great deal of interest. By filling out a feedback questionnaire,

participants can help to shape the lecture series and give their opinion as well as ideas for further lectures.

In addition to the classic offers on prevention, such as exercise, nutrition, addictive behavior, and stress management, alternative healing and prevention methods, such as eye training or herbal medicine, are also increasingly offered. For executives, there are special lectures on *leadership and health*.



1.1.9 Health workshops and health circles

Health workshops and health circles serve as beacons of communication and ideas in the company on actively involving employees in identifying and analyzing causes of stress and burdens during operations in order to then specifically work out proposals for solutions for their area of employment as experts of their work situations.

Since 2012, these instruments have been used in a number of areas, and they have had a positive impact on the health rate. Within the scope of the one-off health workshops or the regular health circle sessions, a range of ideas have been developed to improve the work atmosphere, work organization, and individual health competence, and they have been compiled in a comprehensive catalog of measures. In particular, it is also important to clarify the responsibility of management but also that of each individual employee for the individual measures.

1.1.10 Relaxing with brainLight loungers



Based on a suggestion for improvement, the benefits and acceptance of relaxation loungers were examined by Fraport Health Management in a test phase.

Following its successful completion, 10 brainLight loungers were installed at nine locations. These have particularly been made available to employees in the operational areas to provide them with a means of relaxation. This offer has been received very positively, and employees are very happy to use the loungers.

Employees can choose between a 10- or 20-minute relaxation session. Various relaxation as well as motivational programs are also available. The introductory program is offered in different languages.

1.1.11 Occupational health insurance

Occupational health insurance has been launched in the Fraport Group. The possibilities of foregoing an otherwise mandatory health check, avoiding waiting times, and taking advantage of health services have made this offer very convenient for Fraport's employees.

All in all, the benefits package means improved protection in the event of illness, combined with additional services in the form of prevention measures, added benefits for dental care, and alternative medical services. Another appealing aspect is the option of an immediate consultation with a physiotherapist if employees suffer from back pain.



1.2 Events

Fraport Health Management regularly organizes various health activities in order to keep employees abreast of health topics and to present its own measures. Fraport Health Management also provides support at events in other areas or with external partners and thus contributes to promoting health issues.

1.2.1 Health care market

The health care market is generally held in a two-year cycle for employees of Fraport AG as well as the Group companies at the Frankfurt site. Experts from the health sector are invited to discuss a range of topics such as health checks and consultations. As part of an additional offer, speakers also provide information and advice on specific health issues. The objective of the health care market is to gain a selective overview of one's own health status, get to know different forms of treatment, and find offers that can benefit one's own health.

1.2.2 Participation in the Apprenticeship Safety Day

The Apprenticeship Safety Day is an annual event for Fraport AG trainees, organized primarily by Occupational Safety and Health. On this day, the participants are divided into groups and move through various stations, ranging from the topic of first aid to a digital behavior analysis as well as training on extinguishing fires.



Fraport Health Management regularly provides support with various activities and talks. There is a wide range of topics from exercise to nutrition and the topic of “staying in shape in winter”.

1.2.3 Annual General Meeting for Safety and Health

This joint event organized by Occupational Safety and Health and Fraport Health Management is held once a year. The target group includes all security officers, anyone interested in occupational health and safety, and the managers of the company. Speakers on the topic of health are invited to the day-long event so that participants can benefit from their wealth of experience. In addition, a number of health promotion services are presented at this event.

1.2.4 The Fraport Run



For many years, the Fraport Run has been a fixed institution at Frankfurt Airport to which all airport employees are cordially invited. Participants can compete and run together for a good cause on either a 5-km or 10-km route. The event is rounded off with a large information and health care market, which invites all participants to take part in various campaigns. A highlight is the raffle for the runners, which always offers attractive prizes.

1.3 Public relations

Given the large number of employees at Fraport AG and the distances between the employees' many workplaces, some of which are quite far apart, communicating the measures of Fraport Health Management presents a major challenge. A variety of channels are in place to inform employees about these measures.

1.3.1 Health platform

The health platform brings together and compiles all topics related to health on the company's own Intranet. Interesting information on prevention, medical care, family & health, fitness & wellness, as well as leadership & health can be found in various topic groups. Employees can access these around the clock, internally as well as from the comfort of their own home. In the sports partner exchange forum, employees can easily find – at the click of a mouse, so to speak – a suitable sports and training partner in all age groups. The health platform's virtual information desk is regularly updated to include new and interesting topics. Use of the platform is free of charge.

1.3.2 Fitness deck, fitness poster, and movement cards

Musculoskeletal disorders are a major issue at Fraport AG. In the administrative area, given the mostly sedentary work activities, and in the operational area due to the heavy physical strain from lifting and carrying. In order to offer all employees an opportunity to carry out various simple muscle exercises directly at their workplace, a fitness deck was developed, initially for employees in the administrative area.

This deck contains a stack of ten cards, each with a different exercise for stretching and strengthening muscles; these exercises can be performed directly in the office chair as well as standing up. Pictures were taken of Fraport AG employees doing the exercises to enhance their identification with the company. The fitness deck is handed out to employees at events or meetings, and it is also given to external partners.

Based on the fitness deck, a fitness poster *Join in, stay in shape!* was developed which can be hung on the walls in the copying room or directly at the workplace. It comes in a variety of sizes.

As the fitness deck and fitness poster are aimed primarily at administrative staff, movement cards have also been created for employees in the operational areas. These cards are compiled in a small booklet and include exercises for mobilization, conditioning, stretching, and relaxation.

2. Contact

If you have any questions, please get in touch with the following contact:

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Note: For improved legibility, this report only uses the masculine form, however, this naturally also always relates to the feminine form.

The measures listed are only an excerpt of the existing catalog of Fraport Health Management measures. The catalog of measures is regularly reviewed and expanded with new measures.