

Fraport Health Management Measures 2020

**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 von 1986)

Fraport Health Management (FHM)

Occupational health management at Fraport AG has always focused on preserving the health, performance, and therefore productivity of employees in the long term. Fraport is actively committed to maintaining the health of its employees and considers occupational health management as part of its corporate strategy. Innovative and tried and tested concepts and tools aim to limit or reduce the sickness rate, which is increasing overall for various reasons.



Fraport health management implements various general and target group-specific measures and campaigns to improve the health situation of employees and thus also to increase the attendance rate. The clear mission is to bring health and prevention services to employees and engage them in a long-term pro-health lifestyle. 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.

With the onset of the COVID-19 pandemic at the beginning of 2020 and the first and second lockdown, various health services listed here could only be presented in part if at all and were converted into digital offers. In 2020, many employees in different working time models were also on short-time work schedules.

Relevant Measures - Summary:

Health programs for employees

In order to maintain and promote the health of all employees of Fraport AG and its subsidiaries, Fraport Health Management has been offering numerous preventive and health-promoting measures for many years. Measures tailored to the target group as well as on general health topics are offered. In its implementation, Health Management also cooperates with various providers of prevention-oriented measures such as health insurance companies.

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.

Complementary measures must be used, however, particularly to reduce peak workloads in the summer months or in operational areas that are under particular demand. 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. In addition, the mobile training is functionally supplemented with additional training equipment, fascial training and health advice, so that individual training is possible. The 10-minute training is completed in normal work clothes.

The Fitness Truck is used for about three months per area in order to ensure a sustainable level of training and an appropriate evaluation. Regular training once or twice a week is recommended.

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.

Corporate 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. The bonus is refunded retroactively for 12 months as a total amount.

my WW

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.

The courses take place at different times and at two locations in order to enable as many employees as possible to participate, especially shift workers.

Since November 2019, the new program has been called "meinWW". For example, participants have the option of choosing between three different diet plans to shape their daily lives according to their preferences and lifestyle. The upcoming costs for the offer have to be borne by the participating employees themselves.

Fit and healthy at the fire department

In order to take a holistic view of the topic of health at the in-house fire department at Frankfurt Airport, the EU-funded project "Laurentio – Good and Healthy Work in Airport Firefighters" was approved in 2018 and launched in 2019. The aim is to improve the work situation for many years to come. In the long term, specialists and managers should be more closely tied to the organization. On the other hand, we as an employer want to make the employment as firefighters more appealing for future recruitment. Concepts have been developed for this purpose, which are intended to have a positive impact on the maintenance and promotion of the capacity of employees, both physically and psychologically (*subproject 1: Sports and health coaching & good and healthy work*).



Fit with the fire department



Kick-off for trainees in theory & practice fit and healthy in the fire department

In addition, the aim is to strengthen managers through (needs-based) qualifications in order to strive for demographically appropriate personnel development (*subproject 2: Development of a sustainable and demographically oriented qualification concept*). This includes identifying alternative career paths and creating individual competence profiles (*subproject 3: Strengthening and retaining specialists and executives*).

Two lectures were held in 2020 as part of subproject 1:

- Keynote lecture "Healthy in shift work (nutrition, weight management, healthy sleep)"
- Keynote lecture "Healthy training management and G26"

Within the scope of sustainability measures, the target group-specific program at Fraport AG serves as an important key instrument for health-oriented preparation for occupational health screening G26.3. This ensures long-term active duty in the in-house fire department.

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.



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, 12 brainLight loungers were installed at ten 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.

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 attractive aspect is the option of an immediate consultation with a physiotherapist if employees suffer from back pain. A novelty in 2019/2020 was an additional component in the inpatient area, with the benefit of a single or double room and treatment by a chief physician. Almost 3,000 employees

within the Group, including family members, have now taken up this offer. There are plans to add a care component to the product in 2021.

Public relations

Given the large number of employees at Fraport AG and the distances between the 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.

Health topics on the intranet, extranet, myFraport app, and external apps

As digitization increases, new media are becoming increasingly important. In addition to the classic on-site and in-person measures, the topic of health can be conveyed via another new medium. The advantage is to gain access to a wide range of health topics quickly, easily, and almost anywhere via an app on a mobile phone, for example. The health management of Fraport AG is also considering introducing such a program and has tested different providers on this topic. The company's own myFraport app is currently being used. It is still to be decided whether additional external offers will also be implemented.



Use of digital solutions

Fitness deck, nutrition block, 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.

Building on the fitness block, a nutrition block was also produced due to high demand in order to address the topic of nutrition as a supplement.

Greeting cards for special occasions

Polite and respectful interaction with each other is the basis of any positive corporate culture. Appreciation towards employees can have a positive effect on motivation and the physical and mental health of each individual. An expression of appreciation usually includes an invitation to participate in personal events. For this reason, a slider box with two card designs for seven different occasions has been designed for managers and administrative assistants, which are related to special events in employees' private lives: birth of a child, birthday, wedding, wishes of recovery in case of illness, thank you, beginning of a new phase of life (part-time or full-time retirement, sabbatical, etc.), and condolences for a period of bereavement.



Contact

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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.