

Fair payment (UN GC Principle 6, GRI 102-35)

AURELIUS offers its employees a salary that is well above the industry average (private equity, average salary for employees). Even career starters benefit from an attractive salary structure at AURELIUS. We want to continue to offer our employees attractive salary packages, thus giving them a significant share in the company's success.

Our remuneration guidelines, which apply to all employee groups, define the framework conditions and minimum requirements for the structure of our remuneration systems. Among other conditions, it stipulates for remuneration to be based on the requirements of the specific position (taking into account, among other things, knowledge, skills, responsibility and scope of decision-making) and, if applicable, the performance of the individual, regardless of gender, origin or other personal characteristics.

Within the framework of internal audits, we will examine selected aspects of the guidelines and its compliance on a random basis every year.

Income review discussions for employees and managers should be held regularly. In these discussion rounds with the relevant managers, which should be controlled by the human resources departments, we ensure transparency in salary decisions while observing data protection regulations. The development potential of individual employees should also be discussed here.

If employees are dissatisfied with their remuneration, they can raise this with their managers.

Management and remuneration instruments (GRI 401-2, 405-2)

We use standardised leadership tools to support our managers and employees in their tasks. The tools aid in promoting cooperative work processes as well as in tracking and quantifying the impact of our measures.

This process comprises an annual final discussion: here, supervisors agree upon goals and work priorities together with their employees. In addition, the discussion presents an opportunity to establish work behaviour expectations and qualification measures. Further discussions are made possible in the middle of the year for reassessment. Topics include initial progress and possible measures to support the employee until the end of the year. At the end of the year, the progress as well as the employees' work behaviour and development potential are assessed and discussed by the respective management teams.

The managers then discuss the results of the standardised management process personally with the employees. Agreements on professional development are also made at this stage.