

PRESS RELEASE

More personal responsibility and more flexibility: GERRY WEBER gears its new working time concept ZEITHOCHDREI (TIME³) to the needs of its employees

Halle/Westphalia, 04.11.2022 2022 It's time for new working hours. The focus is on the employees and their individual needs. The company is guided by this principle and is taking its working time model to the next level in 2023 with ZEITHOCHDREI (TIME³).

For more than 10 years, the motto has been "work when you want".

With the onset of the Corona pandemic, the option of mobile working was added. "Work where you want" is the motto that the company has stuck to ever since and has had positive experiences without exception. Employees choose whether they work mobile on 1, 2, 3, 4 or 5 days. Or not at all.

"Work how much you want" describes the dimension that is now being added.

"People and their needs are very different. Needs can change with life situations. In order to do justice to this, we rely on very flexible framework conditions and more personal responsibility on the part of our employees," explains Dirk Wefing, Director Human Resources.

Behind this is a modular concept.

4-day week

In future, employees will be able to choose whether they want to spread their weekly working hours over four or five weekdays. And this every week. The only prerequisite: agreement with superiors, because the functioning of departments should continue to be guaranteed from Monday to Friday. The offer applies to both full-time and part-time employees.

Reduction of working hours

Employees have the right to reduce their weekly working hours by 10% to 25%. Permanent or temporary. The gross salary is reduced proportionally for this option.

Time off

Every two years, employees can take up to four weeks of unpaid leave. All options can be combined.

"From a survey of our employees, we know how important a good balance between work and private life is to them. Many are willing to give up money for more time. The new choices are another step towards New Work and will make an additional contribution to the satisfaction of our employees. Satisfaction, in turn, is a prerequisite for loyalty, commitment and high productivity," says Dirk Wefing. "In addition, we see great opportunities to attract people to a career at GERRY WEBER who we have not yet been able to inspire."

GERRY WEBER

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The new working time model "ZEITHOCHDREI" (TIME³) will be introduced for all employees at the headquarters on January 1, 2023. Later fine-tuning is not ruled out. The employees in Retail are already using flexible working time models today.

About the GERRY WEBER Group

Headquartered in Halle/Westphalia and employing some 2,100 people, GERRY WEBER International AG is one of the largest fashion and lifestyle companies in Europe. The company sells trend-oriented modern classic mainstream fashion in 54 countries. In addition to the GERRY WEBER brand, the GERRY WEBER Group also owns the younger TAIFUN brand and the plus-size brand SAMOON. For more information, visit www.gerryweber.com

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