



Find out more now!

**Your benefits as an employee
of Fruchtlogistik**

REWE GROUP
**FRUCHT
LOGISTIK** 

An overview of your benefits at our Fruchtlogistik unit.



Click
your way
through.

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For more information
and application forms,
please speak to your
manager



Financial perks



1. Internal discounts

Employee discounts

We offer you the following discounts:

- **REWE:** 5 % instant discount on all food, drugstore and non-food items in all REWE stores, at many REWE partner retailers* as well as in the TEMMA organic markets and at the REWE delivery service**
- **PENNY:** 5 % instant discount on all food, drugstore and non-food items in all PENNY stores
- **DER Touristik and clevertours:** 4 % discount on bookings, 2 % discount on bookings from third-party tour operators in all DER travel agencies, 4 % discount on bookings via clevertours.com, 4 % discount on all REWE Reisen offers
- **Toom Baumarkt:** 4 % discount on the retail price for the entire product range, in most Toom Baumarkt stores

If you are employed with us on a full-time or part-time basis, you benefit from the discounts, both with a permanent contract and with a temporary contract (usually from an employment term of > 3 months). The discount will be deducted at the checkout when you present your PENNY employee card. Usually, you will receive your employee card by post about 2 to 3 months after joining the company.

*Participation of partner retailers is voluntary. To find out which stores grant the discount, check for a sign with 'Team-Markt' and a shopping cart symbol in the entrance area of the stores.

**In order to redeem the discount for the REWE delivery service, enter the number under the barcode of your employee card into the field for vouchers and coupons in the last order step.

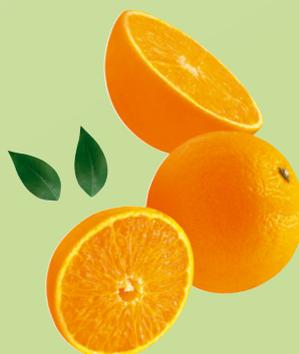


Your card is lost or damaged?

Call the Easy-Cash hotline (charges apply): **040-734404-9521**

You need to block your card?

To block your card, call: **01801003244**



Financial perks



2. Financial benefits

2.1 Christmas and holiday bonuses

Twice a year, you can look forward to bonuses: at Christmas and in the summer. The amount depends on the collective agreement and company agreement* which applies at your location.**

* You can ask your manager for the company agreement.

**The entitlement depends on your position and on how long you have been working for the company.

2.2 Anniversary bonuses

We're glad you've been a member of our Fruchtlogistik team for so long. That's why we celebrate your anniversary and gift you:

after 10 years of employment	→	310 €
after 25 years of employment	→	1.224 €
after 40 years of employment	→	2.450 €

Part-time employees receive a proportion of this amount according to the company agreement.

2.3 Financial support

- **Weddings:**
Congratulations on your wedding!
We are happy to support you in this new stage in life with €26 per full year of service up to a maximum amount of 260 €.
- **Births:**
Congratulations on the birth of your child!
We honour this special event in your private life with a grant of €50. If you are employed part-time, the amount will be calculated on a proportional basis dependent on your weekly working hours.
- **Retirement:**
If you have already been employed with us for 10 years and are beginning your well-deserved retirement, we would like to say thank you with a grant of €260. With every additional year, this amount increases by €26 up to a maximum of €520.



Financial perks



2.4 Leaves of absence

Are there special or challenging personal events coming up in your private life? Then we gift you days off work.

Collective bargaining zone	Leaves of absence for personal reasons* (min. / max. days)
Baden-Württemberg, Rheinland-Pfalz, Saarland	1 to 2 days
Bayern, Berlin, Brandenburg, Bremen, Hamburg, Niedersachsen, Mecklenburg-Vorpommern, Nordrhein-Westfalen, Sachsen, Sachsen-Anhalt, Schleswig-Holstein, Thüringen	1 to 3 days
Hessen	1 to 4 days

*This includes moving house, weddings, births and deaths.

2.5 Pension cover

Financial security in old age – what options are there?



Pension fund

We can pay into your pension account annually, to an amount determined by collective bargaining.

→ **Interested?**
Then ask your manager or HR partner for further information.

Capital-forming benefits

We support you with a monthly amount to help you form capital for your retirement.

→ **Interested?**
Then ask your manager or HR partner for further information.

Financial perks



3. External discounts

3.1 Employee offers

You can benefit from company group advantages, for example our wide range of employee offers. Why not check them out?



Questions? Contact: mitarbeiterangebot@rewe-group.com

Go to the offers: via the link or the QR code

Register: with your work or private email address



<https://rewe-group.vorteile.net/de/register>
with the registration code:
lebensmittel2013



<https://rewe-group.mitarbeiterangebote.de/registration>
with the registration code:
Zentral50668

3.2 Bikes - JobRad

You can get a JobRad bike from us, which you can use every day, whether it's on your way to work, in your everyday life, during the holidays or for sports.

- 36 monthly instalments (deducted from your salary)
- This way, you can **save up to 40%** compared to a normal purchase

For more information simply scan or click on the QR code!



3.3 Deutschlandticket as JobTicket

The Deutschlandticket costs you just **€34.30** per month instead of €49. With the ticket, you can use local public transport all over Germany There is no blocking period and no minimum term. That means you can decide flexibly which months you want to use the ticket in. **Interested?** You can request Deutschlandticket on the website of Deutsche Bahn or by scanning the following QR code. Just click on 'Abo auswählen' (select subscription) and enter the company code. Company code: **DTVREWEGrp**



4. Employees recruit employees - bonus

You will receive a bonus of **€500** as a 'thank you' for recruiting new employees in logistics. This is paid to you after the new employee has successfully completed their probationary period.

Does not apply to recruiting managers.

Work, family and private life



1. awo lifebalance

Our awo lifebalance partner supports you with professional advice and helps you find childcare and other care arrangements. All services are free of charge for you.

1.1 Childcare

- Support in searching for places in day care centres
- Arrangement of caregivers such as childminders, babysitters and au pairs
- Arrangement of short-term care in emergencies

1.2 Care

- Care offers and services
- Assistance to ensure living in own apartment
- Respite services and costs
- Entitlement to benefits and costs
- Healthcare proxies and advance directives



Do you require further information?

<https://login.awo-lifebalance.de>

User name: Fruchtlogistik

Password: Rewegroup

How to contact awo lifebalance:

Phone: 0800 296 2000

(Monday-Friday from 8 am to 8 pm)

Email: info@awo-lifebalance.de

Work, family and private life



2. Sabbaticals

Need a break?

The Fruchtlogistik makes it possible for you.
You can take a full leave of absence for a period of **1 to 6 months**.

- **Interested?**
Then ask your manager or HR partner for further information.

3. Networks

- **f.ernetzt**
Are you a woman and want to discuss career topics or personal matters?
Then you've found the right place.
Contact: Iris Nguyen, iris.nguyen@rewe-group.com
- **di.to.**
We stand for diversity; if you would like to find out more, you're welcome to contact the
LGBTIQ network of the REWE Group.
Contact: Martina Weinhold, martina.weinhold@rewe-group.com



Health services



1. Top fit together

Gemeinsam. *topfit*

Gemeinsam.topfit is our digital health platform.

The following useful information is available on the platform, including short videos:

- All about health
- Free courses (including nutrition, sports) and much more!



Questions?

Contact: gesundheitsmanagement.rzo@rewe-group.com

How to register?

<https://topfit.app/>

Company ID:

TopfitCode (platform is available as a web version or as an app)



2. Healthcare

2.1 Cancer screening

You can take advantage of a cancer screening under the motto **'You are important'**.

We will credit you with one hour of work for the time you need to take off for the screening.

- **Interested?**
Then ask your manager or HR partner for further information.

2.2 Vaccinations

Ask your manager or HR partner for further information regarding vaccinations.

The company doctors at our location carry out the vaccinations.

Who are the company doctors at your location?*



Simply scan or click on the QR code!

*Please select PENNY and the relevant region.



3. Support and counselling in all life situations

3.1 Let's go - LoS!

Are you currently going through a tricky period in your life or just need someone to talk to? The LoS! Multipliers (trained colleagues) are happy to help advise you with practical tips. The following topics, among many others, are covered:

- Care
- Divorce
- Finances
- Grief/Bereavement
- Illness
- Addiction (specially trained colleagues who can help with in-depth knowledge)
- Domestic violence
- Much more

3.2 Occupational healthcare & counselling

Do you need an occupational medical health examination, for example? Then contact your company doctor now.

We offer the following medical services and many more:

- G37 test (glasses for employees working on computers)
- G46 test (strain on the musculoskeletal system)
- Personal consultations

3.3 Sports offers

Want to be active in sports? Talk to your manager. They can provide you with further information.

Who are the company doctors at your location?*



Simply scan or click on the QR code!

*Please select PENNY and the relevant region.



Further development opportunities



1. Further training

You have the opportunity to select the right match for your situation from various further training options. Simply browse through the table, and feel free to contact your manager if you have questions.

Qualification programmes	Refresher and specialisation options	REWE Group offers
FkQ course (Specialist in quality control for fruit and vegetables) <ul style="list-style-type: none"> • Legal foundations • Practical quality control • Group structure/processes • Merchandise knowledge 	Merchandise knowledge	LoS! Multiplier
FLEP (Fruchtlogistik development programme) <ul style="list-style-type: none"> • Management responsibility • Guiding principles in fruit logistics • Self-organisation • Motivating employees • Conflict management • Intercultural management 	Employment law	Gemeinsam.topfit offers
—	Fire safety	Lernen.Katalog
—	First responder	—



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