



People and Social Report 2021







OUR MISSION

Accelerate insights from the world's data.

OUR VISION

Be the analytics platform trusted by the world's most ambitious organization.

OUR VALUES

-  **Extraordinary Customer Experiences**
-  **All for One, One for All**
-  **Every Voice Counts**
-  **Always Learning**
-  **Bring It**
-  **Hearts and Minds**

Social

Exasol's social responsibilities are always at the forefront of thinking across the business. From the work that's done each day to make sure the organization is diverse and inclusive through to the considerations involved in hiring, developing and managing its people, improvements and refinements are constantly being made. 2021 has continued to pose new challenges and demanded a huge amount of attention as many of the team continue to work remotely and experience upheaval and stress in their personal lives.

Employment Principles

Employees are the heart of what Exasol does. Our employees are treated with respect and dignity. No employee may be subjected to any verbal, physical, sexual, or psychological harassment.

Decisions about hiring, salary, benefits, career development, performance management and termination of employment cannot be made based on personal characteristics or characteristics or beliefs, such as age, disability, sex, sexual orientation, marital status, national origin, religion, membership of an association, or political opinion. Instead, we focus on the skill level and experience of our applicants in order to hire the best person for our vacancies

We believe in hiring the best talent across borders.

[Careers - Exasol](#)



	Dec 2021
Employees worldwide:	256
Permanent contracts:	99 %
Nationalities:	35
Women worldwide:	30 %
Women in Management Positions:	23,5 %

[Get to know our employees on www.Exasol.com](http://www.Exasol.com)
[Careers - Exasol](#)

Working Environment

The general working time is 40 hours unless other regulations apply in the countries based on laws or collective bargaining agreements (e.g., Austria). Rest periods according to the respective valid regulations will be observed.

We offer flexible, remote working models according to our business needs and support our employees in personal emergency situations with time reduction models and special leaves.

[Remote Working Guidelines - Human Resources - Exasol Intranet](#)

We also empower our employees to connect with each other easily

[Event and Team Building Tool Kit - Human Resources - Exasol Intranet](#)

We are also more than willing to respond to individual requirements and wishes of each employee and to find individual solutions for special situations.

Diversity and Inclusion (D&I)

Throughout H1 2021, Exasol's group of Diversity Champions continued to drive forward initiatives that contribute to making the company inclusive and representative of every member of society.

Attracting and retaining employees from diverse backgrounds and cultures also means having different religious events that some of our employees might want to celebrate. We want to encourage our employees to celebrate either a religious event or even a personal event such as their birthday and offer them an extra-day-off paid by the company.

[Global Floating Day Policy - Human Resources - Exasol Intranet](#)

D&I training

Training sessions run by external consultants from the EW Group have continued to take place on a regular basis, meaning that all new starters and existing employees benefit from expert insight and advice with regards to diversity and inclusion. These regular sessions ensure that key messages and positive behaviors are firmly embedded across the team. There is also a dedicated section of Exasol's



onboarding training, focused on Diversity and Inclusion, so every Exasol employee will receive the benefits of this education from the start of their time with the company.

[All information at one page for newbies - Human Resources - Exasol Intranet](#)

Launch of D&I hub

The team has built a dedicated section on Exasol's intranet that provides a wide range of resources that all employees can access to learn more about Diversity and Inclusion and how each individual can make a positive contribution in this regard, within the workplace.

As part of this knowledge sharing and opportunities for learning and development, the Diversity Champions team have organized TED-talk style voluntary sessions that employees can drop into, covering a wide range of D&I topics, from rethinking privilege and racism to unconscious bias and disability awareness. These sessions will continue a regular basis throughout the year.

Employee Health & Well-Being

At Exasol we care about our employees' well-being. A good Work-Life-Balance is important to us. We continuously consider and implement measures to support our employees' mental and physical health. Psychological support is available through our extensive health benefits.

We also offer an up-to-date list of phone and on-line support options for mental health outside of our benefits and ensure that this is circulated to the employees throughout the year

After long-term absences we support the employee with individual return-to-work programs and reduced working time models.

[Well-being at Exasol - Human Resources - Exasol Intranet](#)

To ensure occupational safety across our organization, we evaluate and monitor health & safety risks and run mandatory safety trainings. The accident rate in 2020 was 1%.

[Occupational Safety - Human Resources - Exasol Intranet](#)

We offer all our employees medical and parental leave benefits, depending on legislative differences in some countries.

Association & Collective Bargaining

Exasol AG and all of its affiliates recognize and respect the right of employees to join and organize associations of their own choosing and to bargain collectively. In some of the countries we are operating, e.g., Austria and Belgium the employment contracts are subject to collective bargaining agreements.



Pandemic Response

Our remote work culture grew in 2021 due to the COVID-19 pandemic. We now offer every employee the option to work from home, whenever possible. We provide ongoing information on the development of the Pandemic and any changes to working policies that may result from it. We also ensure a safe environment for those who must come to the office, by reporting according to the legal requirements. Additionally, we provide Self-Tests on a daily basis to those employees who come to the office. [COVID-19 - Human Resources - Exasol Intranet](#)

People Development

Global learning and development policy

One of Exasol's core values is that the team is 'always learning' and a huge part of the work done in Human Capital Development is focused on ensuring this is continuously put into practice for all employees.

To manage these initiatives, Exasol's Global Learning and Development Policy was established in January 2021. It is fully focused on making sure that employees are supported in their development in an individual and structured way. As a part of this policy, every employee has a dedicated training budget with 10 days per year set aside for training, fully paid. In addition to methods such as attending events, formal training sessions and Job shadowing, all employees have access to a license with Udemy, a global marketplace for learning and instruction. Udemy provides employees with access to materials and training courses covering a huge range of topics, from technical skills directly relevant to the day Job through to options to learn more about personal development and wellbeing. Employees also have full access to courses within Exasol's own Exacademy.

Languages courses in German/English are available to will support our international employees as they integrate in the new home country.

Employee engagement

Monthly Pulse surveys to measure employee engagement are shared with the business to make sure management is constantly taking on feedback from the global team and, most importantly, acting on it to make positive changes across the business. The implementation of the global learning and development policy is a clear example of this. This policy was created following employee feedback and is already making a difference to the team globally.



Rewards and benefits

A clear procedure was implemented in March 2021 to ensure efficiency and transparency with regards to what, how and when benefits are available to all permanent global employees. This will continue to be monitored and reviewed to ensure that employees are appropriately rewarded and motivated in their roles.

All legal requirements relating to salary and benefits must be met in the countries where we operate. Salary must equal or exceed the minimum wage required by the country specific law. This applies accordingly to the compensation of overtime.

For us, equal treatment of men and women also applies to salary setting.

Recruiting Procedure

As a rapidly growing international company, there needs to be a clear strategic approach to recruitment that is continuously adapted as needs and requirements change. To meet this need, Exasol introduced a comprehensive Recruitment Procedure in February 2021 that outlines the role that HR, managers, Head of Finance and the Executive Board have to play in the process. As part of the procedure, HR holds the recruitment plans for each department and a clear approval structure is in place to ensure Exasol hires people with the right expertise to drive the business forward. As a next step, training for hiring managers is due to be rolled out to help the team conduct better interviews and incorporate Exasol's values into the recruitment process.

Onboarding/offboarding/transition procedure

To build on an optimized recruitment process, Exasol implemented clear procedures that describe the structures for how employees are introduced to Exasol, how they are assigned a new role within the organization and how they leave the company. Introduced in March 2021, these play an important role in ensuring that any onboarding, offboarding or transition procedures run smoothly across all departments and locations within the organization.

Succession Planning Process

The HR team created and implemented Exasol's new succession planning process in May 2021. It gives employees and managers an overview of how succession planning is handled and a clear guide to ensure that key positions are replaced efficiently without disrupting any part of the business.

[Planning Process - Human Resources - Exasol Intranet](#)