



**GAHRENS+
BATTERMANN**
MENSCHEN BEGEISTERN

EMPLOYEE SATISFACTION AND SURVEYS

AUGUST
2026



Employee Satisfaction and Surveys

Objective

Our employees' perspectives are an important part of our company's development.

GAHRENS + BATTERMANN will conduct a company-wide, anonymous employee survey in 2026. The goal is to gain a structured understanding of perceptions, satisfaction, expectations, and areas for improvement within the company.

The survey is part of our approach to viewing developments not solely from a management perspective, but to systematically incorporate the experiences and assessments of our employees.

Implementation

The employee survey is conducted company-wide and anonymously.

Topics covered include assessments of teamwork, the work environment, communication, company development, and opportunities for suggestions for improvement.

The anonymous format is intended to facilitate open and as unbiased as possible feedback.

Analysis and Actions

Once the survey is complete, the results will be analyzed in a structured manner.

The goal is to identify, in particular, recurring themes, areas for improvement, and relevant areas of action.

Based on this:

- prioritized key areas of action,
- defined appropriate improvement measures,
- established responsibilities,
- documented the implementation of relevant measures, and
- communicated results and subsequent steps transparently..

This means the process does not end with the survey. What is crucial for us is to use the insights gained to identify specific improvements and to track their implementation.

Continuous Improvement

The employee survey is intended to serve as another building block in a systematic, continuous improvement process at GAHRENS + BATTERMANN.

In the future, insights from the survey will be combined with additional internal and external feedback. Through this, we aim to continuously improve quality, collaboration, and sustainability.

Bergisch Gladbach, August 2026

GAHRENS + BATTERMANN GmbH & Co. KG