

STRONG AS A DUO WORKING FOR YOU ON THE SUPERVISORY BOARD!

Jan Koltze, 60,
Head of the IG-
BCE Hamburg/
Harburg district



"I am a trained power plant electronics technician and have been head of the Hamburg/Harburg district of the IGBCE with 16,000 members since 2005. Together with my team, I look after the interests of around 40,000 employees in around 200 companies in the Hamburg metropolitan region. My issues include modern collective agreements, safe and good work, equal opportunities, prosperity, the environment and quality of life - regardless of the region. Wherever possible, I am committed to networking our interests with politics, society and associations. For example, I have more than 20 years of extensive supervisory board experience. As a trade union representative, I was involved in the successful Hamburg Industry Master Plan. In Hamburg's state parliament, the Bürgerschaft, I have been the SPD parliamentary group's spokesperson for the labor market and trade unions since 2020 and am active in the committees for business and innovation as well as labor, social affairs and integration."

Isabel Eder,
46, Head of the
Legal and Diver-
sity Department
at the DGB Fede-
ral Executive
Committee



"As an IGBCE member, I currently represent employees and interest groups in the umbrella organization of the IGBCE, the DGB, in the policy-making capital of Berlin. There, I provide guidance on legislative procedures. This is an activity that is essentially shaped by my many years of experience in consulting and in the companies as head of the co-determination department of the IGBCE until fall 2023. Together with Jan Koltze, I guided and advised the interest representation committees at Beiersdorf for over six years. In addition, my range of activities also increasingly includes European regulations, and right now, for example, the current EU regulation on artificial intelligence and sustainability. I represent the DGB as a member of the Advisory Board of the Federal Anti-Discrimination Agency on the topics of diversity and anti-discrimination. I have over 10 years of supervisory board experience."

Beiersdorf AG ++ BSS ++
BMH ++ BMWa/BML ++
BMB ++ tesa SE ++ tWHH
++ tMH ++ tWO ++
La Prairie Group D

ELECTIONS TO THE SUPERVISORY BOARD on February 21 and 22, 2024, at Beiersdorf AG

Your voice in the trade unions

LIST 1 IGBCE

One list, two heads. We are
THE TWO FROM THE INDUSTRY



Jan Koltze



Isabel Eder

Further information in the flyer
"Good to know"

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Images: Isabel Eder: F. Schellhorn; Jan Koltze: Martin Brinckmann



SOME OF OUR CONTRIBUTIONS FOR YOU AND FOR BEIERSDORF



Securing locations and shaping the future with strategic decisions: With further investments, such as the new plant in Leipzig and others in new production facilities to modernize the plants. The two new headquarters of tesa SE and Beiersdorf AG are also a commitment to future-proof jobs in Germany.

Increase attractiveness as an employer: Addressing the shortage of skilled workers with improved working conditions, more promotion of women and greater diversity, including increased capacity for own training.



OUR RELIABLE COLLECTIVE BARGAINING SUCCESSES FOR YOU. IN GOOD TIMES AND BAD.

3,000 euros

Inflation premium

1,400 Euro

Bridge money

750 euros

Demographic amount

Doubling

of the vacation pay

100 %

Annual output

3.25 %

Pay rate increase (from Jan. 2024)

The **2024 round of collective bargaining** is due to take place this year.

THINKING OUTSIDE THE BOX: WE TAKE CARE OF MORE



Double pack: We contribute both in-depth industry knowledge and the necessary external perspective. Always on an equal footing with the others on the Supervisory Board, we make a significant contribution to the success of the social partnership. At the same time, we keep an eye on the company's success.

We exert intensive pressure to represent the interests of members and employees. This also has a positive effect at Beiersdorf: For example, we supported the introduction of electronic certificates of incapacity for work. We want better opportunities for legal action in the General Equal Treatment Act (AGG) and the introduction of the Employee Data Protection Act. And, of course, we are representing employee interests in the drafting of the EU regulation on artificial intelligence.



Networking is our strength: We are present in all areas of public life – at sectoral level and beyond. We maintain contact with all relevant associations and political institutions, including at European level. We always have job security in mind. This requires acceptance of industrial manufacturing in society and reliable framework conditions.

Our core values:

- We stand for social justice and solidarity in peace and freedom.
- We reject anti-Semitism, racism and populism.
- For us, diversity and inclusion are the pillars of democracy.
 - We rely on objective discourse!



MORE ABOUT OUR BASE:

