

UN Global Compact Communication on Progress 2020



Sustainability is an integral component of Haniel's corporate strategy. Franz Haniel & Cie. GmbH underscored this by joining the UN Global Compact on 27 March 2014 and reconfirmed it in 2020 by committing to support and disseminate the ten principles. In its 2020 progress report, the Haniel holding company reports on management systems and measures to implement the 10 principles in the areas of human rights, labour standards, environmental protection and anti-corruption.

Principle	Obligations and management systems	2020 measures	Performance in 2020
Human rights and labour standards			
1. Supporting human rights 2. Excluding human rights abuses 3. Safeguarding the freedom of association and the right to collective bargaining 4. Eliminating all forms of forced labour 5. Abolishing child labour 6. Eliminating discrimination	Code of Conduct "enkelfähige" investments by the holding company: A: Management processes throughout the investment cycle phases B: Decision-making processes for financial investments	Human rights aspects and labour standards are embedded in the Code of Conduct; divisions are required to issue appropriate regulations Revision of investment process and criteria: Companies are only acquired and financial investments are only made if they correspond to the Haniel vision of a Future Worth Living (FWL) as well as satisfying the relevant economic and legal criteria. The principles of the UN Global Compact continue to be integrated into the management processes throughout the investment cycle phases and in the decision-making process for financial investments. The principles form part of the definition of the Haniel vision of a Future Worth Living.	Continual A: Application of Future Worth Living rating to all potential target companies; establishment of a sustainability community and inclusion of the topic of sustainability in the Haniel Operating Way (HOW) B: Application of sustainability aspects in the decision-making processes for financial assets
	Investment projects of the divisions: Investment and business valuation policy	Integration of sustainability aspects and principles of the Code of Conduct in the guideline	Application of sustainability aspects in the decision-making processes for investment projects of the divisions
	Sustainable purchasing	Holding company purchasing policy taking into account sustainability aspects and the principles of the UN Global Compact	Continually
	Anti-discrimination	Continued safeguarding of compliance with statutory regulations through information for employees on the German General Equal Treatment Act (AGG), an AGG officer and a complaint form available to download on the intranet, among other things	Continually
	Development and further training	A: Annual individual performance assessment for employees B: Offer of an online training programme via the "Die Zeit" academy C: Offer of participation in subject-specific external education and training online as required	A: Annual employee dialogues on skills and potential with all employees and agreement of individual development measures B: No internal training measures in 2020 (due to the coronavirus) C: Continually
	Health management	Further development of the company health management in line with requirements (to the extent possible given the coronavirus conditions)	Participation in flu vaccination, medical check-ups and massage offered to all employees
	Maintaining employability	Works agreement on managing reintegration into the workplace following long-term sickness	Internal communication and individual solutions on working hours and workload for affected employees

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Human rights and labour standards			
	Work-life balance	<p>A: Flexible working time models on the basis of applicable works agreements on trust-based working hours and extensive telecommuting/working from home</p> <p>B: Parental leave concept: Establishment of a patron model; childcare subsidy for children below school age</p> <p>C: Member of the "Fair Company Initiative"</p> <p>D: PME Familienservice with a range of free webinars and coaching sessions, home senior care, childcare, health coaching, life coaching and crisis consultation</p>	<p>A: Continually</p> <p>B: Continually</p> <p>C: Continually</p> <p>D: Continually</p>
	Coronavirus assistance fund	Creation of a coronavirus assistance fund to support employees in difficulties around the world	Around a quarter of the fund has already been utilised; the remaining funds remain available for emergency situations and cases of hardship
	Diversity	<p>A: Promoting the proportion of women in management positions</p> <p>B: Works agreement on partial retirement</p>	<p>A: Efforts to achieve a target of 50 percent in terms of the proportion of women at management level</p> <p>B: Internal communication and individual consulting for interested employees</p>
Environmental protection			
7. Precautionary environmental protection	Code of Conduct	Environmental aspects are embedded in the Code of Conduct; divisions are required to issue appropriate regulations	Continually
8. Promoting greater environmental responsibility			
9. Diffusion of environmentally friendly technologies	Reduction of ecological impacts	<p>A: Carbon footprint measurement and development of an ambitious climate strategy for the Haniel holding company</p> <p>B: Increase in energy efficiency at the business location</p> <p>C: Procurement of electricity from renewable energy sources</p> <p>D: Sustainable fleet: Car policy</p> <p>E: Climate-neutral letter mail</p> <p>F: Sustainable works restaurants: Procurement of regional and environmentally and socially responsible food</p>	<p>A: Measurement and analysis of the holding company's carbon footprint (Scope 1 & 2 and relevant sub-scopes of Scope 3 in line with GHG protocol: market-based and location-based); development of climate strategy successfully completed (resolution in 2021)</p> <p>B: Reduction in electricity consumption of almost 15 percent compared with 2019</p> <p>C: Use of electricity from 100% renewable sources by the holding company</p> <p>D: Procurement of solely hybrid or fully electric vehicles; expansion of charging infrastructure</p> <p>E: Continually</p> <p>F: Continually; tap water dispenser and organic coffee; limited use of frozen products at the employee restaurant and at least one vegetarian dish on the menu</p>
	Commitment to biodiversity	Beehive at the company's headquarters	Yield of 9.3 kilograms of honey in 2020
Anti-corruption			
10. Measures against corruption	Code of Conduct	Compliance-related issues, e.g. anti-corruption aspects, are embedded in the Code of Conduct; divisions are required to issue appropriate regulations	Continually
	Compliance management systems	Continued safeguarding of compliance with statutory and internal company regulations through preventive measures, including a compliance reporting system, a compliance officer and a compliance helpline	Continually
	Raising awareness of employees	Training in compliance-related issues	Continually