

# UN Global Compact

## Communication on Progress

### 2019



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 2019 by committing to support and disseminate the ten principles. In its 2019 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	2019 Measures	Performance in 2019
<b>Human rights and labour standards</b>			
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	Human rights aspects and labour standards are embedded in the code of conduct; divisions are required to issue appropriate regulations	Continual
	Sustainable investments by the holding company: A: Management processes throughout the investment cycle phases B: Decision-making processes for financial investments	Integration of appraisal criteria in accordance with the principles of the UN Global Compact into the key management processes throughout the investment cycle phases and in the decision-making process for financial investments	A: Application of negative industry list and consideration of sustainability aspects for all potential target companies; specification of key pillars for sustainability management and organisation in the divisions 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	Continual
	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	Continual
	Development and further training	A: Annual individual performance assessment for employees B: Offer of an extensive training programme at the Haniel Academy as central building block of HR development within the Haniel Group C: Offer of participation in subject-specific external education and training as required	A: Annual employee dialogue on skills and potential with all employees and agreement of individual development measures B: 119 participations by holding company employees in 33 seminars or other training programmes at the Haniel Academy in 2019 C: Continual
	Health management	Further development of the company health management in line with requirements	- Participation in short health tests, flu vaccination, massage, weight training, sports courses and company sports groups offered to all employees - Stress management, nutrition advice, help to quit smoking - Prevention services for all employees (back exercises, lectures on nutrition, eye exercises) - Check-ups for employees over 50 - Fresh fruit free of charge

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<b>Human rights and labour standards</b>			
	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
	Work-life balance	A: Flexible working time models on the basis of applicable works agreements on trust-based working hours and on telecommuting/working from home B: Parental leave concept: Establishment of a patron model; childcare subsidy for children below school age C: Member of the Fair Company Initiative	A: Continual B: Continual C: Continual
	Diversity	A: Promoting the proportion of women in management positions B: Works agreement on partial retirement	A: Efforts to achieve a target of 50 percent in terms of the proportion of women at management level B: Internal communication and individual consulting for interested employees
<b>Environmental protection</b>			
7. Precautionary environmental protection	Code of Conduct	Environmental aspects are embedded in the code of conduct; divisions are required to issue appropriate regulations	Continual
8. Promoting greater environmental responsibility	Reduction of ecological impacts	A: Increase in energy efficiency at the business location B: Procurement of electricity from renewable energy sources C: Sustainable fleet: Car policy D: Climate-neutral letter mail E: Sustainable works restaurants: Procurement of regional and environmentally and socially responsible food	A: Reduction in electricity consumption of 10 percent compared with 2018 by investing in LED lighting and systems technology B: Use of electricity from 100 percent renewable sources by the holding company C: Procurement of solely hybrid or fully electric vehicles; expansion of charging infrastructure D: Continual E: Continual; tap water dispenser and organic coffee; limited use of frozen products at the employee restaurant and at least one vegetarian dish on the menu
9. Diffuse environmentally friendly technologies			
	Commitment to biodiversity	Beehive at the company's headquarters	Yield of 20 kilograms of honey in 2019
<b>Fighting corruption</b>			
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	Continual
	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	Continual
	Raising awareness of employees	Training in compliance-related issues	Continual