



Corporate responsibility is an integral component of Haniel's corporate strategy. That was confirmed by the holding company when it signed up to the UN Global Compact on 27 March 2014. In its second 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	Measures in 2015	Performance in 2015	Further information
Human rights and labour standards				
1. Supporting human rights	Code of Conduct	Human rights aspects and labour standards embedded in the code of conduct; divisions are required to issue appropriate regulations to the extent permitted by law	Continual	2015 CR report: Living out values (LINK)
2. Excluding human rights abuses				
3. Safeguarding the freedom of association and the right to collective bargaining	Investment and business valuation guidelines	Integration of CR aspects and the principles of the code of conduct in the guideline	All applications for approval for investment projects of the divisions with integrated CR aspects	2015 CR report: Living out values (LINK)
4. Eliminating all forms of forced labour				
5. Abolishing child labour	A: Management processes throughout the investment cycle phases B: Decision-making processes relating to financial investments	Integration of appraisal criteria in accordance with the principles of the UN Global Compact in key management processes throughout the investment cycle phases and in the decision-making process in financial investments	A: Application of negative industry list and CR criteria catalogue (in all potential acquisition opportunities) B: CR aspects were taken into consideration in all decision-making processes in new financial investments in 2015	2015 CR report: Enhancing value (LINK)
6. Eliminating discrimination				
	Development and continued education	A: Continuation and establishment of the employee dialogue with the aim of achieving 100 per cent penetration B: Offer of an extensive training programme at the Haniel Academy as central building block of HR development within the Haniel Group C: Extensive offer for participation in external education and training	A: In 2015, managers held interviews with 100 per cent of the holding company's employees about their skills and potential and agreed individual development plans as required B: Continual C: Launch of a monitoring system for external education and training	2015 CR report: Enhancing value (LINK)
	Health management	Further development of the company health management in line with requirements	Holding of a health day and offer of dietary advice for all employees as well as development of an employee brochure giving an overview of all benefits on the subject of health	2015 CR report: Living out values (LINK)
	Family and staff-friendly conditions	A: Works agreement on trust-based working hours and on telecommuting / home office B: Further development of the parental leave concept in line with requirements C: Member of the Fair Company Initiative D: Expansion of the information offer for employees	A: Employees whose area of work can be done by telecommuting or with trust-based working hours were able to make use of these options in 2015 B: Introduction of a patron model in 2015 for employees on parental leave C: 'Family-friendly company' award in 2015 from the Duisburg Family Alliance D: Offer of a meeting to exchange ideas with the FHC Management Board for each corporate department	2015 CR report: Living out values (LINK)

Principle	Obligations and management systems	Measures in 2015	Performance in 2015	Further information
Environmental protection				
7. Precautionary environmental protection	Code of conduct	Environmental aspects embedded in the code of conduct; divisions are required to issue appropriate regulations to the extent permitted by law	Continual	2015 CR report: Living out values (LINK)
8. Promoting greater environmental responsibility	Increasing employee awareness	A: Employee training and presentations on the topic of CR	A: CR 'Smartie', onboarding process for new employees	2015 CR report: Living out values (LINK)
9. Diffuse environmentally friendly technologies		C: Internal communication on the topic of CR, including an action week with extensive information of the issues of water, paper, mobility and energy	B: Continual	
	Reduction of the holding company's ecological impacts	A: Increase in energy efficiency at the business location B: Procurement of electricity from renewable energy sources C: Launch of a project to test alternative drives in the vehicle fleet	A: Installation of heating and cooling generation equipment with the goal of reducing energy consumption from 2016 onwards by 15 per cent in comparison to 2014. B: The holding company procures 100 per cent of its electricity from renewable energy sources C: Procurement of a pool vehicle with an electric drive	2015 CR report: Living out values (LINK)
	Reduction of the divisions' ecological impacts	Agreement of targets with the divisions that contribute to a reduction in the ecological footprint	A: Paper consumption at TAKKT was reduced in 2015 from 20.8 tonnes to 18.2 tonnes per EUR 1 million in sales B: CWS-boco has equipped 80 per cent of the service drivers in 6 countries with a route tool and has been able to reduce the distance driven by 1.2 million kilometres C: ELC has conducted a study on saving CO ₂ emissions when using recycled material in comparison to primary raw materials	2015 CR report: Enhancing value (LINK)
Fighting 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 to the extent permitted by law	Continual	2015 CR report: Living out values (LINK)
	Compliance management system	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	2015 annual report: Corporate governance (LINK)
	Raising awareness of employees	Training in compliance-related issues	Implementation of e-learning modules on the issues of 'corruption prevention' and 'practical questions of competition law' for all executives and employees who require training based on their work	2015 annual report: Opportunities and risks report (LINK)