

Responsibility in thought and action

Corporate responsibility is an instrument that is used to reinforce the corporate values that are put into practice with the aim of anchoring among the staff thought and action characterised by foresight and responsibility. To this end, Haniel creates a uniform understanding of CR and raises the awareness of employees on how to conduct themselves responsibly in their day-to-day work. Because the employees are a vital element in establishing sustainability firmly in the company. By continually improving their work processes, they play a part in conserving resources and reducing the impacts on the environment. That is why their awareness and training are especially important. In addition to information events, the holding company has developed an internal training format for CR: in what is known as the CR Smartie, participants are given an overview of global challenges such as climate change and the scarcity of resources and are encouraged to integrate sustainable behaviour into their day-to-day business life. Moreover, Haniel encourages all employees to get involved in things outside their job – for example in company projects in the area of the promotion of education or location responsibility.

As the portfolio manager, Haniel enjoys great leverage when it comes to reducing the ecological impacts at the divisions, in the hands of which the operating business lies. Nevertheless, the holding company also initiates a variety of measures in order to reduce the ecological and social impacts of its own business activities. For example, heating and cooling generation equipment has been installed with the goal of reducing energy consumption from 2016 onwards by 15 per cent in comparison to 2014. In addition, an electric car was procured for the vehicle fleet in 2015 that every employee can use for business trips. In this pilot project, the company wants to test the use of alternative drives in company cars in order to thus establish the vehicle fleet in a more environmentally friendly way in the long term.

Elektrisch unterwegs

9,388 km

have been driven since July 2015 using the electric pool car

1,760 kWh

has been tanked up with green electricity since July 2015

38%

of the holding company's employees have registered for use of the electric car

Suppliers

In its role as a strategic holding company, Franz Haniel & Cie. GmbH procures goods exclusively for non-trading purposes, such as office supplies, IT equipment and company cars. A variety of criteria apply when selecting suppliers: in addition to the price, the quality of the products and the processing of the order play an important role. The holding company additionally prefers to use internal Group suppliers. The purchasing policy of the holding company ensures that minimum requirements are complied with in purchasing and tendering processes. When procuring goods and services, attention is additionally paid to the protection of the environment and the conservation of resources – for example when purchasing company cars. The holding company introduced a green car policy in 2013, which stipulates a continual reduction in the CO₂ limits. Furthermore, employees can choose between a contribution to the annual pension plan or an annual season ticket for Deutsche Bahn (German Railways) as an alternative to a company car. The divisions have also issued

regulations in order to further drive an environmentally friendly set-up of their vehicle fleets. The choice of electricity provider is also made in consideration of sustainability criteria: since 2013, the holding company and also the divisions CWS-boco, ELG and TAKKT have procured 100 per cent of their electricity at their locations in Germany from renewable energy sources.

Responsibility for society

In accordance with the Haniel values, the holding company also makes a social commitment beyond the core business. As a corporate citizen, it provides financial, factual and ideal support for initiatives and projects at its location in Duisburg – with the goal of increasing the quality of life in the city and creating long-term benefits for the region. In order to achieve more through a combined effort and to bundle skills together, Haniel works together with strong partners here. In co-operation with the non-profit Social Impact gGmbH, of the Prof. Otto Beisheim Foundation and the KfW foundation, Haniel launched a start-up laboratory for social entrepreneurs in Duisburg in 2015. Start-up entrepreneurs who solve social challenges with their business ideas receive a scholarship for eight months that encompasses professional consultancy, coaching, workshops and the necessary work infrastructure. Haniel also understands corporate responsibility to include deploying the skills and abilities of employees to the benefit of society. The holding company is planning a mentor programme for 2016 in which experts and managers will get involved in the start-up lab on a voluntary basis and support the scholarship holders with their expertise in an advisory capacity.

Promoting social entrepreneurs

2015

Year of foundation of the Social Impact Lab at the Duisburg headquarters

6

Promoted start-ups that solve social challenges through their business ideas

2016 target

Expansion of the scholarship programme for start-ups

25

Workplaces for social start-ups in the Co-Working Space

Haniel is a co-founder of the initiative "We together – The integration initiative of the German economy" ("Wir zusammen – Integrationsinitiativen der deutschen Wirtschaft"), which was officially unveiled in the beginning of 2016. Participating companies pledge to make a tangible, lasting contribution to the integration of refugees in Germany. Haniel coordinates directly with the City of Duisburg to provide assistance when there are acute shortages in support for refugees and will promote cultural, technical and language training measures as well as child care and youth services. The Haniel Group is also making plans to assist with the professional integration of refugees granted rights of residence.

Hand in hand for Duisburg

In the area of the promotion of education, the company and the Haniel Foundation work hand in hand in Duisburg: in order to improve the prospects of socially disadvantaged children and youths, the co-operation project 'Education as an opportunity' was launched in 2010 together with Ashoka Germany and the three social entrepreneurs apeiros e.V., Chancenwerk e.V. and Teach First Deutschland. All three educational initiatives are targeted at the same group, but pursue a different approach: while Teach First Deutschland sends outstanding university graduates to schools for two years to provide educational support, Chancenwerk offers qualified private tuition to students from financially less well-off families. The goal of apeiros is to get drop-outs back to school. By dovetailing these solutions

in Duisburg, more can be achieved through the combined strength of the entrepreneurs in order to reduce barriers to education and pave the way for a successful professional future for pupils.

Education as an opportunity

2010

Initiation of the 'Education as an opportunity' project

2015

3

Social entrepreneurs

18

Schools in Duisburg

1,200

Students

In addition to the commitment described above, Haniel also champions a great many initiatives and projects at its business location. In co-operation with Deutsche Oper am Rhein, the city of Duisburg and the Duisburg Philharmonic Orchestra, the company organised the second Haniel Classic Open Air in 2015, providing around 7,000 visitors to Duisburg's city centre with access to some high culture. More detailed information on the social commitment of the company is published on the website under 'Responsibility'.

You can find more information on the commitment of the Haniel Foundation on the website.