

Agenda Sustainability Council

Measures / ongoing activities (extract)

	Goal / measure	until?	Status	Origin	
P r e c u r e n t i o n a r y	PROTECTION OF HUMAN RIGHTS Increase in supply chain transparency Performing manufacturer audits on at least 50% of defined suppliers	by the end of 2017		Concept and budget released, implementation phase	Reporting period 2013/14
	Help children and disadvantaged people Support for social projects and aid organizations in Germany	ongoing		in 2015/16: Donations amounting to € 443,400 to various social projects and aid organizations, including support for the Tafel	Reporting period 2013/14
u n t i o n a r y	FAIR LABOUR CONDITIONS Protection / increase of employee health Implementation of systematic and target group-oriented health management (definition of contents, schedule, budget, etc.)	2018		Average sickness rate as of 2016: 7.4% Implementation phase; various individual measures such as health days, company runs, etc. performed	Materiality 2016
	Offer work-life balance seminars for effective self-management and dealing with stress or negative stress	2016	✓	per 2016: 10 trained employees, "probationary phase"	Reporting period 2013/14
a n t i c o r r u p t i o n	ENVIRONMENTAL PROTECTION Expansion of the "sustainable" product range Analysis of eight to ten selected product categories to determine action	by the end of 2017		Implementation phase, 500 new environmentally friendly articles in the packaging sector	Materiality 2016
	Reduction of CO2 emissions Reduce the car fleet average by 4g carbon dioxide per kilometre annually	2022		Car fleet average as of 2016: 126,6g/km	Materiality 2016
	Resource efficiency in the field Software implementation to optimize customer visits and route planning in order to reduce the number of kilometres driven per customer visit	2016/17	✓	Software implemented and in use; compared to the reporting period 2013/14, 7% fuel was saved in relation to sales	Reporting period 2013/14
	Reduction of paper consumption Electronic processing of incoming invoices	2017		techn. conditions created, Implementation phase	Reporting period 2013/14
	Increase energy efficiency in buildings Use of state-of-the-art technologies in new buildings and extensions as well as in existing buildings	ongoing	✓	8 photovoltaic plants (by 2016: approx. 2,000 MWh / year), geothermal energy, LED lighting, heating renewal ... 2012-2016: Building energy reduced by 20% in relation to sales	Reporting period 2013/14
p r o p a g a n d	ANTI CORRUPTION corruption prevention Introduction of employee training	2016/17	✓	Implementation phase; by August 2017: 612 employees trained (quota = approx. 75% of the employees to be trained)	Reporting period 2013/14
	Preparation of a guideline for handling grants	2016/17	✓	Guide released and communicated	Reporting period 2013/14
a n t i c o r r u p t i o n	LAW CHANGES Information of the stakeholders on the CLP conversion Distribution of information material, implementation of training courses, advice on assortment adjustments, etc.	2016	✓	successfully implemented; until 2016: approx. 1,000 participants in CLP seminars	CLP-Regulation by 01.06.2015
	STAKEHOLDER DIALOGUE Expansion of social media as an important communication tool Hiring a social media expert	2017		Implementation phase	Materiality 2016
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