

Communication on Progress

**of the Entrepreneurial Commitment of m:con – mannheim:congress GmbH
to the „Global Compact“ of the United Nations**

Mannheim, Germany, July 2008

For more than 100 years the Rosengarten has been one of the most popular and versatile facilities in Mannheim and the Rhine-Neckar Metropolitan Region. Since its foundation in 1903 as a place for fantastic and prominent cultural, scientific, economic and political events its offer and size has continuously grown during the years. Today it counts among the most important congress and cultural centres in Germany – building the platform for the gathering of people and for communications of all kinds.

As the operating company m:con for 17 years now does not only run the local Rosengarten as a Professional Congress Organizer, it also organizes and serves events throughout Germany and the neighbouring European countries.

In doing so, we always strive to be a professional partner for our customers in organizing and carrying out their events, to build a basis for interpersonal communication by providing our know-how and to lead an event to its success.

It is our goal to actively contribute to society by helping to communicate messages and knowledge and to take over social responsibility. We consider this as one of our main tasks. We for example promote and subsidize cultural events and provide capacities for them. About half of the events taking place every year at Rosengarten are cultural or social events - in 2007, 209 out of 418 events were of this nature. Moreover, we support non-profit projects and beneficial events taking place at the Rosengarten - such as the “Spiel des Herzens” (“Game of the Heart”) in 2004, the annually taking place “Pfenning-Basar” of the DAFAK (German-American Women’s Working Circle), the Lions Club Charity Banquet, the “Tag der Zukunft” (“Day of the future”) and beneficial concerts. But we also support beneficial events of other organizations such as the SAP beneficial concert “Zukunft für Nepals Kinder” (“Future for the children of Nepal”).

One of our major fields of business is the organization of medical and scientific congresses. As an agency m:con supports non-profit companies in planning, carrying out and following-up their congresses. In doing so, we help these organizations to find sponsors or to raise public subsidies. By its growing success over the past years m:con has continuously grown and offers a safe working place to a staff of more than 80 permanent employees – a team that in the meantime comprises three generations.

When in 2004 we learnt about the Global Compact of the United Nations, its guidelines and work, there was no doubt that we wanted to join this association, since our company in its sphere of action always represented these principles – especially human rights, environmental protection, labour legislation and protection from corruption. The m:con management and its staff hereby take over the obligation to adhere to and promote the ten principles of the Global Compact when doing business. In order to emphasize and prove this obligation, this document serves as a report on the steps that were already taken to this end. The following describes what we can and want to contribute to the realization of these principles and which results were already achieved in supporting the Global Compact.

In matters of respecting the international human rights (**principle 1**) we want to stress that m:con manager Michel Maugé as the honorary consul for the Republic of France supports the communication between the two countries France and Germany. He advises French citizens living in Mannheim or the area in social, legal or professional questions and needs. Together with his assistant, Mrs. Knop, he works voluntarily, running an office in Mannheim and thus providing active help for French citizens.

The m:con Congress Centre Rosengarten is one of the founder members of the Historic Conference Centres in Europe (HCCE) – an association of at present 25 conference centres from 13 European countries. Together with HCCE we currently mastermind the implementation of a cross-national exchange of trainees between HCCE members in order to mutually get to know and understand different cultures and kinds of management.

The granting of freedom of association and the effective acknowledgement of collective bargaining rights (**principle 3**) are assured by the following measures: as a 100 % subsidiary of the city of Mannheim m:con is liable to the tariff contract for public services (TVÖD) and must adhere to its rules and stipulations.

m:con realizes the granting of the freedom of association by a works council. It consists of staff members which are elected every four years by the staff and which represent their rights. The works council meets once a week, it has a voice in staff decisions and informs employees and management about news regarding tariff contracts, working rights etc. In 2007 for example flexible working hours and performance-related tariff compensation were introduced ("Ampelmodell", a special model – developed in order to introduce more flexibility). The aim of the introduction of flexible working hours is to be able to react more easily to customer's needs, to realize more "time sovereignty" for the employees and to grant the long-term protection of jobs.

The goal behind the introduction of a performance- and success-related compensation is the improvement of public services. At the same time it helps strengthening motivation, responsibility and leadership abilities of the employees. This measure also aims at a long-term protection of jobs at m:con.

In their staffing policy m:con consequently refuses discrimination when hiring and employing people (**principle 6**). All jobs are offered for both genders and are phrased without any discriminating restrictions. In the meantime, three generations of employees work together in a team, 54,3 % of them are women, 45,7 % are men. Last year 14 % of our team members were from other countries.

We would like to emphasize that m:con strongly supports the further education of its staff members. In order to recruit the next generation for our team we offer apprenticeships for the following jobs: Business Economists (BA), Certified Event Managers and Certified Event Technicians. In 2007 on the whole 13 trainees worked with m:con, 4 of them were newly hired in 2007. Above that, we offer numerous internships for pupils and students every year and it goes by itself that we strictly respect the regulations of the child labours law.

Since 2005 m:con supports the initiative "Jugend denkt Zukunft" (www.jugend-denkt-Zukunft.de). It is one of the sponsor of this initiative and offers students the possibility to get an impression of the congress and event business by a 5-days-business exercise offered by our staff. They can thus experience entrepreneurial thinking and acting. In working groups they can develop innovative products and services all by themselves. The interaction of companies, school and young people is an unavoidable step in supporting young people in their readiness for innovation and consequently in assuring the future of economy and society on the long run. For this reason we want support and promote this initiative in future as well.

In order to give our long-time employees the chance to continuously learn and be trained we support the participation in branch specific training classes of the “International Event & Congress Academy” that was founded by m:con. In 2008 this academy concluded a cooperation contract with the SRH University Heidelberg. By means of this contract the diploma of “International Congress Organizer” is certified in compliance with the university law of the land Baden-Wuerttemberg. It is accepted for further studies at other universities. Moreover, m:con manager Michel Maugé is an assistant professor at the University of Applied Sciences in Worms, the University of Cooperative Education in Mannheim as well as at the Heilbronn University. He regularly holds lectures in tourism and event management and is a member of the board of trustees of the International Business Academy in Heidelberg. Over the next years we wish to extend our activities in the field of further education. Two of our department heads are also in close contact with the University of Cooperative Education in Mannheim and plan an honorary guest lectureship. For all these reasons m:con strongly contributes to the further education of its own staff as well as for the employees of the entire congress and event business.

Additionally, we offer our employees the possibility to use home office working places, e.g. during pregnancy, in order to achieve a better compatibility of family and job. At present three of our employees successfully work from home.

The responsible treatment of the environment and the use of environment-friendly technologies are priorities in operating the CC Rosengarten (**principles 7 to 9**). During planning and construction of the expansion building that was completed in December 2007, we set value on the consideration of ecological aspects. For the new glass front special isolating glass was used which keeps both cold and warmth and thus helps to cut costs for heating and air-conditioning. At the same time the glass absorbs the sound of our events. The so-called “Flüsterasphalt” (“Whispering Asphalt”) that was put outside of the building also helps avoiding noise pollution during the events.

All technical facilities (air-conditioning, heating, lighting etc.) are frequency controlled which allows for a continuously variable adjustment upon operation. The new escalators can work intermittently, meaning that the stairs only work if they are being activated by a light-barrier. Throughout the whole building old bulbs were replaced by new energy saving lamps in order to make use of the saving potential. Additionally, the new glass front floods the foyer and most of the halls with daylight which also saves energy for lighting. For the operation of the technical facilities m:con concluded a contract with the regional energy-provider MVV. This contract mainly comprises energy contracting and the management of all technical facilities. Due to the extensive experience of MVV as an operator, the technical facilities are being operated and maintained as efficient as possible. This also comprises a comprehensive reporting system which is to show saving potentials and possibilities of optimisation and to make use of them in future.

In order to promote environment-friendly travelling and to get cars off the roads, a flexible ticket is offered by Rosengarten in cooperation with the local transportation company VRN. For the period of validity this ticket permits congress visitors to use all public busses and trams. It is also valid in all trains of the German railway which are free of extra charges (regional trains and suburban trains).

Another measure to be mentioned is that the Dorint Congress Hotel - being the partner hotel of Rosengarten - completely does without disposable dishes when catering our events. For big concerts and cultural events they use re-usable hard plastic cups instead of disposable cups. We consider it as a matter of course that in our house – no matter whether with or without ongoing events – we strictly separate our rubbish. All our old papers are collected separately and are picked up by a recycling company for further use. Upon first glance the

points last mentioned may seem as only a little contribution to environmental protection. But these little steps help supporting a responsible way of dealing with nature.

As far as it is in our sphere of influence we resolutely act against all kinds of corruption **(principle 10)**. During the construction works the European law on call for tenders for investments before placing orders was strictly adhered to. The architect in charge as well as the assigned project controller saw to it that performances were tendered according to contracting rules for award of public works (VOB) throughout Europe in order to grant fair competition. At the same time the companies charged had to give proof that they neither carry out compulsory or child labour nor employ people illegally **(principles 4 and 5)**.

In the operating business as well, we will in future tender performances before placing orders so that fair competition and transparency of offers are granted. At the same time, due to municipal benefits we are under the obligation to tender any investment higher than 15.000,- €. We respect this obligation and adhere to it.

This declaration as well as the measures described herein will from July 2008 on be communicated to the stakeholders of our company on our homepage under

www.mcon-mannheim.de .

Moreover, we will advertise our membership in Global Compact in public media and thus promote the Global Compact in public.



Michel Maugé
General Manager
Consul Honoraire de France

m:con – mannheim:congress GmbH
Rosengartenplatz 2
68161 Mannheim
Germany