



2008

TIMA UN GC Communication on Progress (CoP) 2007



Dr. Martina Timmermann

TIMA GmbH International

1. INTRODUCTION

TIMA GmbH is a signatory to the United Nations Global Compact, a platform for encouraging and promoting good corporate principles and learning experiences in the areas of human rights, labour, environment and anti-corruption. After having joined the GC in 2006, this first TIMA Communication on Progress provides an overview of our activities during 2007 in support of the Global Compact's objectives.

We have thus far communicated our efforts and achievements in different areas of our website, and would hereby like to call your attention to these areas according to the structure suggested by the Communication on Progress (CoP) Guidelines.

⇒ See: <http://www.tima-gmbh.de/globalisierungspower.html>

2. LETTER OF SUPPORT

TIMA International is committed to the international principles of the UN Global Compact. Our company works for and with enterprises that need to successfully meet the challenges of the market caused by globalization. TIMA develops new business models, organizes international clustering and trans-corporate processes for sustainable value creation and prosperity. For our clients, we successfully organize international interlinkage of functions.

TIMA International has developed an initial UN GC business model, the **TIMA UN Global Compact Cluster Business Model**, that ensures profit generation, sustainability, and an increasing corporate value through prosperity sharing within the framework of the UN Global Compact. Through transparent cluster management with process responsibility for the development and management of worldwide value chains, our business model lowers risks, raises the value of the company and its image. It thereby helps attract and bind highly qualified employees and ensures quality and sustainability. Our UN GC Cluster Business model thus convincingly meets nowadays challenges caused by globalization.

Our initial activity for the UN Global Compact was to lead a medium size company with about 3 300 employees into the UN GC and serving as UN GC coordinator in an important international project on women's health in India. In 2006, we decided to join the UN GC ourselves and have therefore concentrated in 2007 on modeling and strengthening our internal structures and human resources with a particular focus on human rights, environment and transparency.

We have published our TIMA International Business Code of Conduct which is posted on our website in accordance with the requirements of the UN GC CoP guidelines. Moreover, in October 2007, we conducted a UN GC training seminar with a group of our partners which resulted in their signing of the TIMA UN GC Code of Conduct. Our activities were published in the German UN GC yearbook 2007.

The 60th anniversary of the Universal Declaration of Human Rights in 2008 prompts us to further step up our efforts to proliferate these values. Our engagement with our business partners is being firmly engrained in our corporate policy, and the code of conduct for TIMA partners aims at serving as a model for others.

Support for the UN Global Compact – and the principles it sets forth – is thus an indispensable component of the sustainable development approach - defined and promulgated by our expert personnel from all different sectors.



Dr. Achim Georg Deja - CEO of TIMA GmbH International

3. PRACTICAL ACTIONS AND MEASUREMENTS OF OUTCOMES FOR THE 10 PRINCIPLES

The UN Global Compact (UN GC) is a platform for encouraging and promoting good corporate principles and learning experiences in the areas of human rights, labour, environment and anti-corruption. The GC asks companies to embrace, support and enact 10 principles of conduct within their sphere of influence.

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.
Principle 2	Businesses should ensure that they are not complicit in human rights abuses.
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle 4	Businesses should support the elimination of all forms of forced and compulsory labour.
Principle 5	Businesses should support the effective abolition of child labour.
Principle 6	Businesses should support the elimination of discrimination in respect of employment and occupation.
Principle 7	Businesses should support a precautionary approach to environmental challenges.
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

The Global Compact's ten principles in the areas of human rights, labor, the environment and anti-corruption enjoy universal consensus and are derived from:

- [The Universal Declaration of Human Rights](#)
- [The International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#)
- [The Rio Declaration on Environment and Development](#)
- [The United Nations Convention Against Corruption](#)

Find out more on the UN Global Compact at: <http://www.unglobalcompact.org>

3.1 HUMAN RIGHTS STANDARDS (PRINCIPLES 1-6)

Progress

Respect for human rights and fair labor standards have always been part of the corporate culture that TIMA GmbH lives on a day to day basis. This is formally reflected in our Business Guidelines. Those guidelines are mandatory for all our employees and business partners. We seek to promote these values in our sphere of influence. In the past year we have

- ✓ defined a TIMA Business Code of Conduct
- ✓ organized a first training seminar in October 2007 for our business partners resulting in the signing of the TIMA Code of Conduct and thereby committing to the UN GC principles.

After joining the UN Global Compact one year ago, the initial aim of the UN GC training seminar was to make TIMA's employees and partners familiar with the contents of the UN Global Compact, along with the economic possibilities and ethical duties this entails.

The second part of the seminar involved a discussion of TIMA's new Code of Conduct, which is based on the Global Compact guidelines. The idea behind this was already conceived in 2006. After its implementation within TIMA GmbH, the next logical step was to incorporate TIMA's service providers and invite them to commit voluntarily to a joint Code of Conduct – in line with the desiderata of the GC principles. In connection with this, it was discussed what employees and partners will need to do and what content requirements will need to be fulfilled in order to develop a joint CoP.

The third part of the seminar focused on the question of how to incorporate the 10 GC principles into the company's industrial practice in collaboration with TIMA's service partners. The TIMA UN Global Compact business model was introduced in response: This model envisages TIMA and its partners incorporating the GC principles into their comprehensive service portfolio of transitional and integrative management by introducing modules on vocational training, cluster formation, business process development, ICT solutions, validation and certification, as well as interim, process and project management. Thereby, TIMA will contribute with and through its services to a cross-company sharing of prosperity that is completely in line with the intentions of the GC. The model's objectives are thus aimed at the growth of prosperity in everyday business life and go beyond one-time charity activities. One of the main questions for the seminar participants was undoubtedly how to successfully implement the TIMA GC Business Model with customers in order to promote financial outperformance and the implementation of the GC principle of sustainability in the international network of value added chains. This approach was illustrated through a project from practice, which was successfully carried out in the medical engineering sector. TIMA had conceived the project idea in cooperation with the United Nations University and coordinated it throughout the implementation phase.

At the end of the first TIMA GC management training seminar, the company owners and shareholders from 12 companies agreed to sign a joint declaration in the tradition-steeped Bundeshaus in Bonn, in which they promise to comply with the 'TIMA Code of Conduct – voluntary commitment to the UN GC principles.'

They asserted that they will follow these principles in future dealings with TIMA and will thus make the first important steps towards introducing cross-company infrastructure services in the value-added chains, while incorporating the universal GC principles. The signatories to the declaration are thereby pursuing TIMA's objective of making the Global Compact principles into the foundation of all economic activity in order to achieve outperformance and sustainability. Within its first year of joining the GC, TIMA has taken its commitment to the Global Compact seriously and presented a TIMA Code of Conduct. TIMA has also taken the first steps to proactively include its partners in the pertinent Global Compact standards.



3.2 ENVIRONMENTAL STANDARDS (PRINCIPLES 7-9)

Progress

Within TIMA, we have:

- ✓ defined internal rules for paper, water and energy saving;
- ✓ bought new, more environmentally friendly, i.e. less Co2 producing IT- technology;
- ✓ introduced regular tele-conferencing;
- ✓ we have changed our business travel policy and shifted from automobile and air to travel by train – whenever logistically possible.

For some of our clients we have:

- ✓ developed a model for deep-sea-Co2-storage in cooperation with RWTH Aachen.
- ✓ developed a business-model for the automotive-sector to reduce Co2-production.

3.3 ANTI-CORRUPTION (PRINCIPLE 10):

Progress

TIMA takes a firm stand against corruption. Mandatory guidelines for all our employees, especially our Code of Conduct Guidelines, are very specific on this subject. We are in the process of developing measures for our internal business processes to eliminate possibilities for individual employees to act against these principles.

4. ATTACHMENTS

⇒ TIMA Business Code of Conduct - October 2007 (also available at: <http://www.tima-gmbh.de/globalisierungspower.html>)

⇒ TIMA UN GC Training Workshop Report, Going Beyond Charity, in: German UN Global Compact Yearbook 2007, Münster: Macondo 2008.



TIMA Business Code of Conduct

19. Oktober

2007

Guidelines for Business Conduct of
TIMA Employees and Partners

UN GC Self-
Commitment

TIMA GMBH INTERNATIONAL BUSINESS CODE OF CONDUCT

GUIDELINES FOR BUSINESS CONDUCT OF TIMA EMPLOYEES

Integrity guides our conduct toward our business partners, colleagues, shareholders and the general public. This basic statement of our Corporate Principles constitutes the foundation of the Business Conduct Guidelines.

Both our strategic considerations and our day-to-day business must always be based on high ethical and legal standards. To a substantial degree, our Company's public image is determined by our actions and by the way each and every one of us presents and conducts himself or herself. We all share the responsibility for having our Company meet its corporate social responsibility worldwide.

The Business Conduct Guidelines are globally binding rules applicable to every employee. They shall help us meet ethical and legal challenges in our day-to-day work.

Any employee who has questions and/or comments is encouraged to contact his or her superior or another office designated for that purpose.



Dr. Achim G. Deja

President of TIMA GmbH International

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A. BASIC BEHAVIOURAL REQUIREMENTS

A.1. BEHAVIOUR WHICH ABIDES BY THE LAW

Observance of the law and the legal system is a fundamental principle for our Company. Every employee shall obey the laws and regulations of the legal systems within which they are acting. Violating the law must be avoided under all circumstances, especially violations punishable by jail, monetary penalties, or fines.

Regardless of the sanctions foreseen by the law, any employee guilty of a violation will be liable to disciplinary consequences because of the violation of his/her employment duties.

A.2. RESPONSIBILITY FOR THE IMAGE OF TIMA

To a substantial degree, the image of TIMA is determined by our actions and by the way each and every one of us presents and conducts himself/herself. Inappropriate behaviour on the part of even a single employee can cause the Company considerable damage.

Every employee should be concerned with the good reputation of TIMA in each country. In all aspects of performing his/her job, every employee must focus on maintaining the good reputation of, and respect for, the Company.

A.3. MUTUAL RESPECT, HONESTY, AND INTEGRITY

We respect the personal dignity, privacy, and personal rights of every individual. We work together with women and men of various nationalities, cultures, religions, and races. We tolerate no discrimination and no harassment or offence, be it sexual or otherwise personal.

We are open and honest and stand by our responsibility. We are reliable partners who make no promises we cannot keep. These principles shall apply to both, internal cooperation and conduct towards external partners.

A.4. MANAGEMENT, RESPONSIBILITY, AND SUPERVISION

Every manager bears responsibility for the employees entrusted to him/ her. Every manager must earn their respect by exemplary personal behaviour, performance, transparency, openness, and social competence. He/ she shall set clear, ambitious, and realistic goals lead by trust and confidence and leave the employees as much individual responsibility and leeway as possible. Every manager shall also be accessible in case employees wish to discuss a professional or personal problem.

Every manager must fulfil duties of organization and supervision. It will be the responsibility of every manager to see to it that there is no violation of laws within his/her area of responsibility which proper supervision could have prevented or rendered more difficult. The manager still remains responsible, if he/she delegates particular tasks. The following shall apply in particular:

1. The manager must carefully select the employees for their personal and professional qualifications. The duty of care increases with the importance of the obligation to be entrusted to the employee (duty of selection).
2. The manager must formulate the obligations in a precise, complete, and binding manner, especially with a view to compliance with provisions of the law (duty of instruction).
3. The manager must see to it that compliance with provisions of the law is monitored on a constant basis (duty of monitoring).
4. The manager must clearly communicate to the employees that violations of the law are disapproved and will have employment consequences.

B. TREATMENT OF BUSINESS PARTNERS AND THIRD PARTIES

B.1. ABIDING BY FAIR COMPETITION AND ANTI-TRUST LEGISLATION

Only fair competition enjoys the right of developing freely. The principle of integrity also applies to the battle for market shares. Every employee is obligated to abide by the rules of fair competition. Anti-trust evaluation can be difficult in individual cases. However, some types of behaviour regularly constitute a violation of anti-trust legislation: For instance, employees and competitors may not have talks in which prices or capacities are arranged.

It is also inadmissible to enter into an agreement not to compete with a competitor; to submit bogus offers for bidding; or to divide up customers, territories, or production programs. Our employees must have no influence upon the resale prices charged by our purchasers, nor may they attempt to put through export or import prohibitions.

B.2. OFFERING AND GRANTING ADVANTAGES

- We battle for orders with the quality and the price of our innovative products and services.
- No employee may directly or indirectly offer or grant unjustified advantages to others in connection with business dealings, neither in monetary form nor as some other advantage.
- Client gifts to business partner employees must be selected so as to avoid any appearance of bad faith or impropriety in the mind of the recipient. In cases of doubt, the recipient should be asked to obtain prior permission for the gift from his/her supervisor. If the recipient balks at this request, this means that this person himself/herself considers the gift to be improper.
- Gifts must not be made to public officials or other civil servants.
- Employees concluding contracts with consultants, intermediaries, agents, or comparable third parties must see to it that these also offer or grant no unjustified advantages.

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B.3. DEMANDING AND ACCEPTING ADVANTAGES

No employee may use his/her job title to demand, accept, obtain, or be promised advantages. This does not apply to the acceptance of occasional gifts of insignificant value, but any other gifts must be refused or returned.

B.4. SPECIAL RULES FOR AWARDING CONTRACTS

Any bidder for a contract expects us to examine his/her bid fairly and without prejudice. Employees whose work involves the awarding of contracts must particularly abide by the following rules:

1. The employee must inform his/her supervisor of any personal interest he/she could possibly have in connection with the execution of his/her professional duties.
2. There must be no unfair discrimination for or against any suppliers in their competition for contracts.
3. Invitations from business partners may only be accepted if the occasion and scope of the invitation are appropriate and if refusing the invitation would be discourteous.
4. Gifts from business partners must be refused and returned unless they are occasional gifts of insignificant value.
5. No employee may have private contracts fulfilled by companies with which he/she has company business dealings if he/she could derive any advantage there from. This is particularly applicable if the employee exercises or is capable of exercising a direct or indirect influence upon having that company receive a contract from TIMA GmbH or one of its Partners.

B.5. DONATIONS

As a Corporate Citizen, TIMA makes monetary or product donations for education and science, art and culture, and public welfare. Our offices receive requests for donations from the most varied of organizations, institutions, and associations. The following rules apply to granting donations:

- Applications for donations submitted by individuals are to be rejected in principle.
- Payments to private accounts are inadmissible.
- In no case may the grant be made to any person or organization that would damage our reputation.
- The donation must be transparent. The recipient of the donation and the recipient's actual use thereof must be known. One must at any time be able to justify the reason for the donation and its use for the purpose served thereby.
- The donations should be tax-deductible.

Quasi-donations are prohibited as violating the principles of transparency. Quasidonations are grants which are intended to look like compensation for a particular performance. However, the compensation is substantially greater than the value of the performance. At least in part, it is thus a matter of a grant for other purposes.

C. AVOIDING CONFLICTS OF INTEREST

The Company considers it important to prevent its employees from succumbing to conflicts of interest or of loyalty in their professional activities. Such conflicts can come about if an employee is active on behalf of, or has interests in, another company. The following rules thus apply for all of us.

C.1. PROHIBITION OF COMPETITION

It shall be prohibited to operate a company which competes in whole or in part with TIMA GmbH or any of its Partners.

C.2. INTERESTS HELD IN COMPANIES NOT QUOTED ON THE STOCK EXCHANGE

It is not permitted to hold direct or indirect interests in a competing company not listed on the stock exchange which competes in whole or in part with TIMA GmbH or any of its Partners. Prior permission in writing is required to hold the following interests:

- in companies which are business partners of TIMA GmbH or one of its Partners;
- in companies in which TIMA GmbH directly or indirectly holds voting rights of more than 20%;
- in companies for which capital is directly or indirectly made available by TIMA GmbH.

Permission will be granted by the appropriate member of top management and documented in the personnel file. Permission shall be withheld or withdrawn if the employee has business dealings with regard to the company in question. The same shall apply if the employee is able to influence the business policy of TIMA GmbH or any of its Partners with regard to this company. Any interests held by members of an employee's immediate family in a competing company or another of the above described companies must be communicated to the Personnel Department in writing and documented in the personnel file, insofar as the employee is aware of them.

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C.3. SIDELINE WORK

Anyone who intends to begin paid sideline activities must inform his/her immediate superior beforehand in writing. Permission for such activities may be denied if it leads to a decrease in work performance, contradicts the employee's duties within the Company, or threatens to present a conflict of interest. Exceptions are occasional writing activities, lectures, and comparable occasional activities.

D. HANDLING OF COMPANY PROPERTY

The devices and equipment in offices and workshops (such as telephones, copying machines, PCs, software, Internet/ Intranet, machines, tools) are to be used only for company business. Exceptions, and payment if applicable, can be agreed upon locally.

In no case may any information be retrieved or transmitted which incites racial hatred, glorification of violence, or other criminal acts, or contains material which is sexually offensive within the respective cultural background.

No employee shall be permitted without the consent of his/her superior to make records, databases, video and audio recordings, or reproductions unless this is directly due to company business.

E. HANDLING OF INFORMATION

E.1. RECORDS AND REPORTS

Open and effective cooperation requires accurate and truthful reporting. This applies equally to the relationship with investors, employees, customers, and business partners, as well as with the public and all governmental offices.

Any records and reports produced internally or distributed externally must be accurate and truthful. According to proper bookkeeping principles, data and other records must always be complete, correct, and appropriate in terms of time and system. The requirement of truthful statements applies to expense accounts as well.

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E.2. CONFIDENTIALITY

Confidentiality must be maintained with regard to internal corporate matters which have not been made known to the public. As an example, this includes details concerning the Company's organization and equipment, as well as matters of business, manufacturing, research and development, and internal reporting figures. The obligation to maintain confidentiality shall extend beyond the termination of the employment relationship.

E.3. DATA PROTECTION AND DATA SECURITY

Access to the Intranet and Internet, worldwide electronic information exchange and dialogue, electronic business dealings—these are crucial requirements for the effectiveness of each and every one of us, and for the success of the business as a whole. However, the advantages of electronic communication are tied to risks in terms of personal privacy protection and data security. Effective foresight with regard to these risks is an important component of IT management, the leadership function, and also the behaviour of each individual.

Personal data may only be collected, processed, or used insofar as this is necessary for pre-determined, clear, and legitimate purposes. High standards must be ensured with regard to data quality and in technical protection against unauthorized access. The use of the data must be transparent for those concerned; and the rights of the latter must be safeguarded with regards to information and correction and, if applicable, to objection, blocking, and deletion.

E.4. INSIDER TRADING RULES

People who have insider information with regard to TIMA GmbH or someother company are not allowed to deal in these companies' securities, whether listed on the stock exchange or in free trade. Insider information means any information which is not public knowledge and which can be used to influence an investor's decision to purchase, sell, or keep a security.

In order to avoid even the appearance of a violation of the insider trading rules, the members of the uppermost management level may generally effect no transactions in TIMA securities in the time from two weeks prior to the end of a quarter until two days subsequent to publication of quarterly results, and in the time from two weeks before the end of a fiscal year until two days subsequent to publication of the results of the fiscal year just ended. The same applies to employees of TIMA whose activities or function gives them access to financial results not yet published.

Insider information must not be transmitted without authorization to persons outside TIMA (e.g. to journalists, financial analysts, customers, consultants, family members, or friends). Even within TIMA, such information may only be transmitted if the recipient truly needs it in order to perform his/her job. Furthermore, one must always make sure that insider-relevant knowledge is so secured or kept under lock and key so that unauthorized persons cannot gain access to it. Persons who have insider information are also not allowed to give investment tips to third parties. In addition, the following is to be noted:

Managers can be held personally liable for damages if an employee violates insider trading rules and if proper supervision could have prevented such violation.

F. ENVIRONMENT, SAFETY, AND HEALTH

F.1. ENVIRONMENT AND TECHNICAL SAFETY

Protecting the environment and conserving its resources are high priority targets for our Company. An environmental management ensures observation of the law and sets high standards for this purpose. Already at the service development stage, environmentally friendly design, technical safety, and health protection must be fixed targets. Every employee in his/her job must contribute to an exemplary performance in this field.

F.2. WORK SAFETY

Responsibility vis-a-vis employees and colleagues requires the best possible accident prevention measures. This applies both to the technical planning of workplaces, equipment, and processes and to safety management and personal behaviour in the everyday workplace. The work environment must conform to the requirements of health-oriented design. Every employee must constantly be attentive to safety.

G. COMPLAINTS AND COMMENTS

Any employee may lodge a personal complaint with his/her supervisor, the Personnel Manager, or some other person/unit designated for this purpose or indicate circumstances which point to a violation of the Business Conduct Guidelines. The matter will be investigated thoroughly. The corresponding measures will be implemented if appropriate. All documentation will be kept confidential. No reprisal of any kind will be tolerated. Employees should exhaust the internal possibilities of mediation.

H. IMPLEMENTATION AND CONTROLLING

The management of TIMA GmbH and its Partners shall actively foster the widespread distribution of the Business Conduct Guidelines and see to it that they are implemented permanently.

Compliance with the law and observance of the Business Conduct Guidelines shall be monitored in all TIMA projects on a regular basis. This shall be done in accordance with the national procedures and legal provisions in question.

In order to ensure a fair and corruption-free competitive conduct, Compliance Officers are specially designated at the level of TIMA GmbH and Partners as well as at the level of the projects.

I. CONVENTIONS AND RECOMMENDATIONS OF INTERNATIONAL ORGANIZATIONS

Besides the laws and regulations in each country there is a number of Conventions and Recommendations from international organizations. They are primarily addressed to Member States and not directly to companies. Nonetheless, they are important guidelines for the conduct of the TIMA GmbH and its partner companies and their employees. TIMA therefore emphasizes the importance of being globally in accordance with these guidelines. TIMA also expects this from its suppliers and business partners.

Hereafter, we list the most relevant Conventions of this kind as of 2007: (UN-GC)

- Universal Declaration of Human Rights, UNO 1948, and European Convention for the Protection of Human Rights and Fundamental Freedoms, 1950
- ILO (International Labour Organisation) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, 1997 and ILO Declaration on Fundamental Principles and Rights at work, 1998 (specially with following issues: elimination of child labour, abolishment of forced labour, prohibition of discrimination, freedom of association and right to collective bargaining)
- OECD (Organisation for Economic Co-operation and Development) Guidelines for Enterprises, 2000
- Agenda 21" on sustainable development (final document of the basic UN conference on environment and development, Rio de Janeiro 1992).

Wachtberg, 19 October 2007

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Going beyond charity

TIMA International, Agentur für Interims- und Change-Management mit zur Zeit 103 Mitarbeiter/-innen und Partnern, bestritt am 19. Oktober 2007 sein erstes Global Compact Management Seminar mit 12 Vertragspartnern im Bundeshaus in Bonn.

VON DR. ACHIM DEJA & DR. MARTINA TIMMERMANN

Ziel des Management Seminars war es für die TIMA ein Jahr nach ihrem Beitritt zum UN Global Compact, ihren Mitarbeiter/-innen und Leistungspartnern im ersten Schritt die Inhalte des UN Global Compact, seine wirtschaftlichen Möglichkeiten und ethischen Verpflichtungen vertraut zu machen.

Zweiter Baustein des Seminars war die Diskussion des neuen und an den Richtlinien des Global Compact orientierten TIMA Code of Conduct. Die Konzeption des Code of Conduct begann bereits im Jahr 2006. Nach der Selbstimplementierung innerhalb der TIMA GmbH folgte nun als logischer nächster Schritt die Einbindung und Selbstverpflichtung ihrer Leistungslieferanten durch den gemeinsamen Verhaltenskodex – entsprechend dem Desiderat des GC. In diesem Zusammenhang wurden schließ-

lich auch die Notwendigkeit und inhaltlichen Erfordernisse an die Mitarbeiter und Partner für die Erarbeitung eines CoPs diskutiert.

Im dritten Teil des Seminars stand die Frage im Mittelpunkt, wie die 10 Prinzipien des GC in den praktischen Industriedienstleistungen des Unternehmens mit seinen Leistungspartnern berücksichtigt werden können. Als Antwort wurde das TIMA UN Global Compact Business Modell vorgestellt:

Die TIMA und ihre Partner bringen in diesem Modell die GC Prinzipien in ihrem umfassenden Leistungsspektrum zum Transitions- und Integrationsmanagement ein mit Modulen in Ausbildung, Firmenclusterbildung, Geschäftsprozessgestaltung, ICT Lösungen, Validierung und Zertifizierung, sowie im Interim-, Prozess- und Projektmanage-

ment. TIMA trägt so mit und durch seine Dienstleistungen zur firmenübergreifenden Prosperitätsteilung ganz im Sinne des GC bei. Das Modell zielt auf den Wirtschaftsalltag mit seinen Zielsetzungen der Prosperitätsentwicklung und geht so über einmalige Charity-Aktivitäten hinaus.

Die erfolgreiche Umsetzung des TIMA GC Business Modells bei Kunden für deren finanzwirtschaftliche Outperformance und GC Nachhaltigkeit in vernetzten internationalen Wertschöpfungsketten stand deshalb zweifellos auch im Zentrum des Teilnehmerinteresses.

Illustriert wurde dieser Ansatz deshalb am Beispiel eines erfolgreich durchgeführten Projekts in der Medizintechnik, das von der TIMA in Kooperation mit der United Nations University konzeptionell entwickelt und in der Umsetzungs-



phase praktisch begleitet wurde.

Zum Abschluss dieses ersten TIMA GC Management Seminars, erklärten sich die Inhaber und Gesellschafter aus 12 Unternehmen in einer gemeinsamen Erklärung im traditionsreichen Bundeshaus in Bonn zur Einhaltung der 'TIMA Code of Conduct - UN GC Selbstverpflichtung' bereit. Sie erklären, diesen Prinzipien in ihren zukünftigen Tätigkeiten für die TIMA zu folgen und damit die ersten wichtigen Schritte auf dem Weg zu firmenübergreifenden Infrastruktur-

dienstleistungen in Wertschöpfungsketten unter Einbeziehung der universellen GC Prinzipien zu tun.

Die Unterzeichner der Deklaration verfolgen damit das TIMA Ziel, die Global Compact Prinzipien zur Grundlage wirtschaftlicher Aktivitäten zu machen und damit Outperformance und Nachhaltigkeit zu erreichen.

TIMA hat damit in ihrem ersten Jahr nach Beitritt zum GC begonnen, ihrer Selbst-Verpflichtung des Global Compact nachzukommen und einen TIMA Code

of Conduct vorzulegen. Sie hat außerdem die ersten Schritte unternommen, ihre Leistungslieferanten und Partner proaktiv in die geltenden Global Compact Maßstäbe einzubinden. Die Erarbeitung des TIMA CoP in Kooperation mit den Partnern ist der konsequente nächste Schritt zu gemeinsamer Ausbildung und Wertschöpfung.

TIMA dankt dem American-German Business Club für die freundliche Unterstützung bei der Organisation der Veranstaltung.

Going beyond charity

TIMA International, Agency for Interim and Change Management, which currently has 103 employees and partners, launched its first Global Compact Management seminar, together with 12 contractual partners, on 19th October 2007 in the Bundeshaus (the former Federal Parliament Building) in Bonn.

BY DR. ACHIM DEJA &
DR. MARTINA TIMMERMANN

After joining the UN Global Compact one year ago, the initial aim of the management seminar was to make TIMA's employees and partners familiar with the contents of the UN Global Compact, along with the economic possibilities and ethical duties this entails.

The second part of the seminar involved a discussion of TIMA's new Code of Conduct, which is based on the Global Compact guidelines. The idea behind this was already conceived in 2006. After its implementation within TIMA GmbH, the next logical step was to incorporate TIMA's service providers and invite them to commit voluntarily to a joint Code of Conduct – in line with the desiderata of the GC principles.

In connection with this, it was discussed what employees and partners will need to do and what content requirements will need to be fulfilled in order to develop a joint CoP.

The third part of the seminar focused on the question of how to

incorporate the 10 GC principles into the company's industrial practice in collaboration with TIMA's service partners. The TIMA UN Global Compact business model was introduced in response:

This model envisages TIMA and its partners incorporating the GC principles into their comprehensive service portfolio of transitional and integrative management by introducing modules on vocational training, cluster formation, business process development, ICT solutions, validation and certification, as well as interim, process and project management. Thereby, TIMA will contribute with and through its services to a cross-company sharing of prosperity that is completely in line with the intentions of the GC. The model's objectives are thus aimed at the growth of prosperity in everyday business life and go beyond one-time charity activities.

One of the main questions for the seminar participants was undoubtedly how to successfully implement the TIMA GC Business Model with customers in order to promote financial outperformance and the implementation of the GC principle of sustainability in the international network of value added chains.

This approach was illustrated through a project from practise, which was successfully carried out in the medical engineering sector. TIMA conceived the project idea in cooperation with the United Nations University and coordinat-

ed it throughout the implementation phase.

At the end of the first TIMA GC management seminar, the company owners and shareholders from 12 companies agreed to sign a joint declaration in the tradition-steeped Bundeshaus in Bonn, in which they promise to comply with the 'TIMA Code of Conduct – voluntary commitment to the UN GC principles.' They asserted that they will follow these principles in future dealings with TIMA and will thus make the first important steps towards introducing cross-company infrastructure services in the value-added chains, while incorporating the universal GC principles.

The signatories to the declaration are thereby pursuing TIMA's objective of making the Global Compact principles into the foundation of all economic activity in order to achieve outperformance and sustainability.

Within its first year of joining the GC, TIMA has taken its commitment to the Global Compact seriously and presented a TIMA Code of Conduct. TIMA has also taken the first steps to proactively include its suppliers and partners in the pertinent Global Compact standards. Developing a TIMA CoP in cooperation with its partners will be the logical next step towards a joint advanced training scheme and value-creation.

TIMA wishes to thank the American-German Business Club for its kind support in organising this event.