

United Nations Global Compact Communication on Progress 2013/14

Being a member of the United Nations Global Compact – the world's largest initiative for corporate responsibility – helps METRO GROUP to firmly embed sustainability in its company strategy. As well as this, it provides the right framework for our long-term commitment to responsible and ethical business practices.

With this Communication on Progress, METRO GROUP is fulfilling its obligation to demonstrate which guidelines and measures it is using to improve its performance in the fields of human rights, working standards, environmental protection and the elimination of corruption and to ensure that the Global Compact's ten basic principles are adhered to in strategic decision-making and day-to-day work both now and in the future.

Düsseldorf, December 2014

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In the following table, we show examples of commitments and management systems that serve the ten principles, measures that we have taken and results that we achieved in the reporting period 2013/14.

Human rights and working standards

| Principle | Commitments and management systems | Measures 2013/14 | Achievements 2013/14 |
|---|--|--|---|
| PRINCIPLE 1: Support for human rights | METRO GROUP Corporate Principles | Producers in defined risk countries (based on Business Social Compliance Initiative [BSCI] evaluation) that supply METRO GROUP with clothing, shoes, toys and consumer durables via its import company MGB METRO GROUP Buying Hong Kong are assisted in implementing the BSCI standard or an equivalent social standard system. At national level, METRO GROUP continued the social dialogue with employee representatives such as works councils and trade unions. This resulted in many collective labour agreements at business unit, country or store level – depending on the laws and standard practices in the regions in question. METRO GROUP has been on the Board of Charta der Vielfalt e. V. since 2013. In the reporting year, a regional diversity network was founded with 16 other companies. In financial year 2013/14, METRO GROUP updated its voluntary commitment to increasing the proportion of women in managerial positions. The aim is for the proportion of women in managerial positions (levels 1 to 3) to be 25 per cent throughout the group | Of the 835 BSCI-relevant producers, 58 per cent have passed the social audit in accordance with BSCI specifications. |
| PRINCIPLE 2: Elimination of human rights abuses | METRO GROUP Business Principles Anti-discrimination guidelines | | See the key performance indicator for suppliers suppliers passing the social audit. |
| PRINCIPLE 3: Freedom of association and the right to collective bargaining | METRO GROUP guidelines on fair working conditions and social partnership International standards throughout the supply chain (BSCI) | | The proportion of women at management levels 1 to 3 was 18.5 per cent on the reporting date, 30 September 2014. |
| PRINCIPLE 4: Elimination of all forms of forced labour | ILO (International Labour Organization) key labour standards, embedded in a variety of corporate guidelines | | See the section on employee KPIs. |
| PRINCIPLE 5: Abolition of child labour | Social standards clause in supplier contracts | | Further developed commitment to fair working conditions and social partnership, group-wide information provided via a brochure and an e-learning module on the principles of fair working conditions. |
| PRINCIPLE 6: Elimination of discrimination | OECD principles for multinational companies, embedded in a variety of corporate guidelines | | Ongoing dialogue with international trade union organisation UNI Global Union and reaffirmation of commitment to a good, long-term working partnership and to striving to ensure fair working conditions by signing a joint declaration in December 2013. Signed a new agreement with the METRO GROUP Euro-Forum in its function |

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|-----------|------------------------------------|--|---|
| | | <p>in the calendar year 2017. At METRO AG, the target is for women to make up 25 per cent of the first two management levels below the Management Board in the calendar year 2017 as well.</p> <p>The employee network Women in Trade (WiT) now has some 130 members. It is instrumental in increasing the proportion of women in managerial positions sustainably, promoting internal and external dialogue and creating better underlying conditions for women within the group.</p> <p>Active involvement in the area of inclusion and diversity, occupational safety and health management and employer-employee relations. See the "Employees" section of the Corporate Responsibility Report 2013/14 and the "Employees" chapter in the Annual Report 2013/14.</p> | <p>as the European works council in April 2014.</p> <p>Developed resources for internal safety training and published them on the intranet.</p> <p>Implemented a system for monitoring the number, source and severity of accidents at work.</p> <p>See the "Employees" chapter in the Annual Report 2013/14.</p> |

Environmental protection



Anti-corruption measures

