

Report on DB Actions and Outcomes

	Principle	Actions and outcomes	Further information
Human rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	General Commitment DB's Code of Conduct is a policy that underlines the respect of internationally proclaimed human rights: "We are convinced that the economic, social and environmental dimensions must be brought into lasting harmony in order to ensure the sustainable success of our company and social acceptance. Creating this harmony is consequently an indispensable element of our value-driven corporate management. All corporate activities are therefore bound by our obligation to be a good corporate citizen" (DB's Code of Conduct resolved at the Management Board meeting on December 3, 2013 - effective as of February 1, 2014). DB's Code of Conduct contains binding human rights standards and expectations regarding the day-to-day actions of all employees in the DB Group. These principles are binding for all board members, managing directors, managers and employees worldwide.	DB Group Compliance: www.deutschebahn.com/en/group/compliance Sustainability in the DB Group: www.deutschebahn.com/en/sustainability/ 2013 Annual Report, p. 64: http://www1.deutschebahn.com/ecm2-db-en/ar_2013/
		Activities The Compliance Risk Atlas was developed in 2013 and gives an overview of various compliance risks in Germany and abroad. It also addresses human rights risks - especially in countries in which DB Group companies operate. The Compliance Risk Atlas is an instrument that covers various risks, including those concerning human rights issues, within the DB Group.	Facts and Figures about Sustainability 2013, p. 42
		DB's Code of Conduct for Business Partners went into effect on January 1, 2013. It sets out binding principles on human rights and obligates our business partners to respect those rights.	Facts and Figures about Sustainability 2013, p. 4, 8, 42
		EcoVadis has been carrying out an evaluation of our company (Gold Status). We have made the results available to our business partners.	
		Further topics: <ul style="list-style-type: none"> - Health and safety - Right to education 	Facts and Figures about Sustainability 2013 p. 22, 24, 25, 33, 38 p. 5, 8, 20, 26, 39

		Participation / Involvement In autumn 2014, DB's second company-wide employee survey will take place. In this survey, over 300,000 employees will have the opportunity to provide feedback on their satisfaction or discontent with DB and their working life. Surveying employee satisfaction provides the basis for concrete changes and improvement measures.	Facts and Figures about Sustainability 2013, p. 21
	Principle 2: Businesses should make sure they are not complicit in human rights abuses.	General Commitment See DB's Code of Conduct detailed in Principle 1. In its Code of Conduct for Business Partners, DB has defined its requirements and principles for collaboration with its business partners. We expect our business partners to implement and comply with these principles throughout their organizations worldwide. Activities Integrity, continuity and transparency are indispensable to maintaining a good relationship with our stakeholders. The primary aims of the DB Stakeholder Dialogue are to make the company's decisions transparent and to understand stakeholders' expectations. In October 2013, we organized our second DB Sustainability Day, which was attended by 120 representatives from all stakeholder groups. Additionally, we initiated a stakeholder survey on 33 different topic areas. DB also invests a great deal of energy in creating a work place that is free of discrimination and bullying. All employees who believe they have experienced discrimination have the option of contacting the experts at the Ombuds Service , a team of 80 internal mediators.	DB Group Compliance: www.deutschebahn.com/en/group/compliance Facts and Figures about Sustainability 2013, p. 42: Stakeholder Dialogues: http://www.deutschebahn.com/en/sustainability/stakeholder.html Ombuds Service: http://www.deutschebahn.com/en/sustainability/top_employer/cultural_change.html
Labor	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	General Commitment See DB's Code of Conduct detailed in Principle 1. In its Code of Conduct, DB states: "The DB Group acknowledges the right of freedom of assembly and the formation of interest groups that are based on the principles of the rule of law." Activities All employees of the DB Group in Europe - which means more than 94 percent of the DB workforce worldwide (in FTE) - are covered by collective bargaining agreements. For the rest of its employees the DB Group organizes wage settlement processes pursuant to applicable national labor	Facts and Figures about Sustainability 2013, p. 22-23 Sectoral social dialogue - Railways: ec.europa.eu/social/main.jsp?catId=480&langId=en&in

laws in each country of operation.
The Demographics Collective Bargaining Agreement came into effect on April 1, 2013. It sets out more individual and flexible conditions for all phases of working life. The agreement includes measures for lifelong learning, age-appropriate work, job offers for all junior staff members after successful completion of vocational training and the option for managers of taking a sabbatical. The agreement is further developed on a continuous basis through annual evaluation, renegotiation and amendments.

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Employment Conditions:
http://www.deutschebahn.com/en/sustainability/top_employer/employment.html

Employment guarantee

Employees in Germany covered by the Collective Agreement on Safeguarding Jobs receive permanent employment guarantee as part of the cooperation between employer and employee at DB. These employees cannot be laid off for operational reasons.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

General Commitment

DB's Code of Conduct states explicitly: "We reject child labor and any form of forced labor."
DB's Code of Conduct for Business Partners stipulates: "In addition, our business partners do not tolerate any form of forced labor."

DB Group Compliance:
www.deutschebahn.com/en/group/compliance

DB Code of Conduct:
<http://www.deutschebahn.com/en/group/compliance/standards.html>

Activities

The Compliance Risk Atlas provides an overview of country-specific risk-evaluations concerning the risk of forced and compulsory labor. It covers all countries in which the DB Group operates.

Principle 5: Businesses should uphold the effective abolition of child labor.

General Commitment

DB's Code of Conduct states: "We reject child labor and any form of forced labor."
DB's Code of Conduct for Business Partners also states: "Our business partners strictly reject child labor and comply with applicable laws on the prohibition of child labor."

DB Group Compliance:
www.deutschebahn.com/en/group/compliance

DB Code of Conduct for Business Partners:
<http://www.deutschebahn.com/en/group/compliance/ge-schaeftpartner/>

Activities

The Compliance Risk Atlas provides an overview of country-specific risk-evaluations concerning the risk of child labor. It covers all countries in which the DB Group operates.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	General Commitment	Facts and Figures about Sustainability 2013, p. 20-22
	See DB's Code of Conduct detailed in Principle 1. In its Code of Conduct, DB states: "The employees of the DB Group reflect the diversity of society, languages, cultures and lifestyles. [...] We do not tolerate any discrimination against individuals, in particular due to their race, religion, sexual orientation, nationality, origin, political or trade union activities or owing to their age, gender or any disability."	Homepage on sustainability: www.deutschebahn.com/en/sustainability/
	Activities To take employees' specific needs into account, DB has initiated programs enabling employees to organize their working days individually based on their personal needs (e.g.: part-time work, gradual retirement, working from home, comprehensive health management, etc.). DB also supports various programs including "Deutsche Bahn Trainees against Hatred and Violence".	Facts and Figures about Sustainability 2013, p. 20-24
	In addition, DB has set itself the goal of increasing its share of female employees and women in management positions and has implemented suitable programs to this end. In 2013, the percentage of female employees at DB grew to 22 percent and the percentage of female executives also rose to nearly 17 percent during the reporting year. In recognition of its commitment, DB received the Total E-Quality Award. This award is given to companies that successfully work to achieve equal opportunities for women.	Deutsche Bahn Trainees against Hatred and Violence http://www.deutschebahn.com/en/sustainability/corporate_social_responsibility/social_commitment/culture_of_tolerance.html
		Facts and Figures about Sustainability 2013, p. 21-22
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	General Commitment
		Facts and Figures about Sustainability 2013, p. 28-36
		We have committed ourselves to finding environmentally friendly solutions in passenger transport and logistics. To meet this goal, DB is reducing its energy and resources consumption, emissions and noise: the use of modern vehicles and more renewable energies in the grid has led to a reduction of 18.7 percent of worldwide specific CO ₂ emissions. Furthermore, we are working on a continuous basis to increase our energy efficiency and reduce air pollution. Examples are the low-pollutant shunting locomotives in use at DB Schenker Rail or the new hybrid buses operated by DB Arriva.

	<p>Activities</p> <p>Together with the International Union of Railways (UIC), DB has developed the "UIC Declaration on Sustainable Mobility and Transport."</p> <p>Positive evaluations in various rankings confirm the success of our efforts in implementing green activities and the increasing number of environmentally friendly products we provide. For the reporting year 2013, DB was awarded an "A", the best possible score, in the CDP Ranking, for its performance, and achieved 99 out of a possible 100 points with regard to transparency.</p>	<p>UIC: www.uic.org/download.php/publication/525E.pdf</p> <p>CDP Award: http://www.deutschebahn.com/en/group/im_blickpunkt/8375336/climate_protection_rating.html https://www.cdp.net/en-US/Results/Pages/Company-Responses.aspx?company=41143</p>
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility	<p>General Commitment</p> <p>DB has long been taking a proactive approach to environmental responsibility and has also set challenging targets for the future to ensure its activities are environmentally friendly and to safeguard the company's future viability.</p> <p>Activities</p> <p>Environmental Protection</p> <p>We are active in different fields of environmental protection:</p> <ul style="list-style-type: none"> - Reducing air pollution: 39 percent of DB's own bus fleet and 80 percent of DB Schenker Logistics' trucks comply with Euro V and VI standards - Waste reduction - Nature conservation and geographic information systems - Stakeholder dialogues together with environmental organizations - Environmental footprint - Improving energy efficiency: driver assistance systems are used in 580 trains in the UK <p>Climate Protection</p> <ul style="list-style-type: none"> - CO₂-free products: five million BahnCard and season ticket holders travel with 100 percent renewable energy on long-distance trains within Germany - Noise reduction: whisper brakes on freight cars; 62 kilometers of noise barriers newly built in 2013 	<p>Facts and Figures about Sustainability 2013, p. 28-36</p> <p>Facts and Figures about Sustainability 2013, p. 33-35</p> <p>p. 33 p. 35-36 p. 28 p. 28-29 p. 8 http://www.deutschebahn.com/en/sustainability/environmental_pioneer/db_and_climate_protection.html</p> <p>p. 8, 12, 28-30 http://www.deutschebahn.com/en/sustainability/profitable_market/green_products.html</p> <p>http://www.deutschebahn.com/en/group/im_blickpunkt/6429226/eco_plus.html</p> <p>p. 32 http://www.deutschebahn.com/en/sustainability/environmental_pioneer/db_and_noise_reduction.html</p>

		<p>In Kerpen-Horrem, near Cologne, Europe's first carbon neutral station was completed. In this station, different technologies allow operation of the building to be carbon neutral: a solar power system produces the required electricity, warm water is generated by solar thermal energy and a geothermic system is used for heating and cooling.</p>	<p>http://www.deutschebahn.com/en/group/im_blickpunkt/4083346/20130624_fluesterbremse.html</p> <p>Sustainable Stations: http://www1.deutschebahn.com/ecm2-susstation/start</p>
	<p>Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>General Commitment The use and further development of environmentally friendly technologies is of great importance to DB as a large consumer of materials and resources.</p> <p>Activities We are active in the development of environmentally friendly technologies:</p> <ul style="list-style-type: none"> - Growing number of photovoltaic systems: in all, 14.4 MWp has been installed on DB property - Increasing share of renewable energy: more than 35 percent renewable energy in DB's electricity mix - Regenerative braking rate increased - Whisper brakes on freight cars - New hybrid buses in use at DB Arriva - Carsharing and electromobility: 580 e-cars available from Flinkster and Multicity 	<p>Facts and Figures about Sustainability 2013, p. 28-36 p. 30</p> <p>p. 29</p> <p>p. 30</p> <p>p. 32</p> <p>p. 35</p> <p>p. 12</p> <p>www.multicity-carsharing.de/ www.flinkster.de/</p>
<p>Anti-Corruption</p>	<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>General Commitment See DB's Code of Conduct detailed in Principle 1: In its Code of Conduct, DB states: "The DB Group will not condone corruption and unfair business practices by employees or third parties commissioned by us. Fraud, corruption or any other criminal action will not be tolerated."</p> <p>Activities: Development of a Compliance Risk Atlas, which provides an overview of the compliance risks associated with business activities in Germany and abroad.</p> <p>In 2013, compliance training seminars were conducted for around 6,500 managers and employees within Germany and abroad.</p>	<p>The DB Group anticorruption program: www.deutschebahn.com/en/group/compliance/</p> <p>DB Group Compliance: www.deutschebahn.com/en/group/compliance</p> <p>Facts and Figures about Sustainability 2013, p. 42:</p>