



This is our Communication on Progress  
in implementing the principles of the  
United Nations Global Compact.

We welcome feedback on its contents.



# UNITED NATIONS GLOBAL COMPACT COP 2013

THINKING AHEAD – MOVING FORWARD



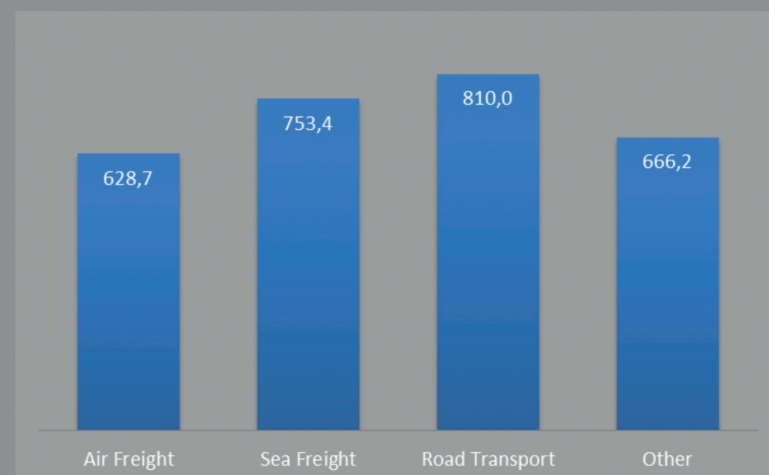
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# Hellmann at a Glance 2013



Revenue for the divisions in 2013 in million €



## Managed by owners in the fourth generation



Logistics since

**1871**

**245**

own branches worldwide

Located in

**57**

countries



green roofs on our  
facility buildings

**145**

locations are  
certified worldwide  
with ISO 9001:2008

We constantly strive to develop better, more efficient ways to do business, whether it is by implementing cutting-edge technology, increasing the number of services we provide, or expanding our network of branches and warehouses.



Rail Solution-  
reducing carbon  
emission

by

**80%**

compared to  
road transport

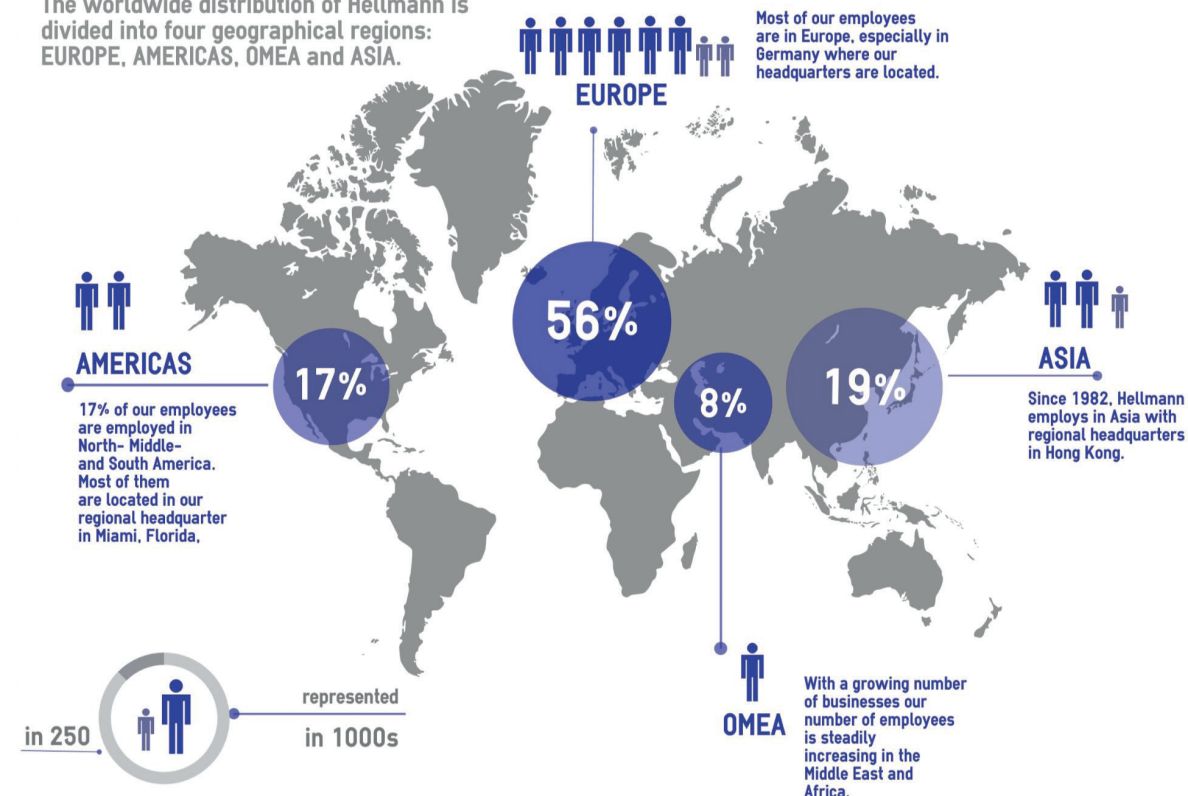


Who we are and what we  
do- a short film says more  
than thousand words.

## Our diverse F.A.M.I.L.Y

### Employees Worldwide

The worldwide distribution of Hellmann is divided into four geographical regions: EUROPE, AMERICAS, OMEA and ASIA.



### Our Services



**Road**

From upwards of two loading meters in capacity, six euro-pallet spaces or 2.500 kg, loading with direct load is worth it. Whether trailer truck, euro, mega trailer or any other existing standard truck, we organize the equipment.



**Rail**

We are keeping it on track, in Germany and the rest of Europe.

Thanks to Rail Eurasia we can also offer rail transports between Europe and China. Goods are transported in a reliable, on-time and sustainable way.



**Sea**

Multimodal solutions in pre-and post-carriage complete our service package. In addition to conventional road transport, the use of rail and inland waterways allows us to meet the increasing demand to combine ecology and economy.



**Air**

Strategically located across five continents, our air freight teams constantly monitor direct flights, consolidations and both door-to-door and express traffic using our powerful, state-of-the-art global IT solutions.



# FOREWORD KLAUS AND JOST HELLMANN

Over the past years, we have always needed to adapt to the ever-changing environment, but we never left out of sight what matters most to us: our F.A.M.I.L.Y values.

By integrating the UNGC principles in how we work, we want to inspire our stakeholders to be innovative and think outside the box. We believe in what we are doing because it is in our Corporate DNA. Therefore, we started at the heart and engine of the organization: our employees.

Through a diverse range of trainings we enable them to further improve their skills and discover undeveloped potential in order to get the chance to develop themselves into positions where they can foster their creativity. In 2013, we therefore focused on personal development trainings as well as anti-corruption and anti-bribery e-learning modules, which more than 5.300 employees passed successfully.

To further challenge undetected potential, it is important to look at everyone individually. Our family, like every family, also consists of many different characters. Every day our family grows in regard to diversity. For communicating this topic throughout our organization, diversity has been integrated into several policies, such as our Business Code of Conduct. In 2013, we set the basis for making diversity an omnipresent goal throughout our company. Concrete measures have already been taken in Germany, home of our corporate

headquarters, and will be rolled out globally over the next months, beginning in 2014.

We are not only focusing on our family but trying to influence our environment and have a positive impact on the communities and families around us. For over 20 years, we have always been searching for new environmentally-friendly technologies and methods to further develop our services. Strong attention has been put on supporting social institutions, which focus on people, especially children, in need.

We are driven by an inner force and will further carry those principles in our mindset and services in order to improve and inspire ourselves and everyone around us, every day.

◀ Jost and Klaus Hellmann (Managing Partner)






 A photograph of Karl Engelhard, Managing Director, speaking at a podium. He is wearing a dark suit, a white shirt, and a red and white striped tie. He is holding a small golden trophy of a muscular figure. On the podium, there are two glasses of water and a microphone. The background is a plain, light-colored wall.
 

STATEMENT

**KARL ENGELHARD**

We have been an active member of the UNGC for more than two years, now. In 2012, I took the initiative to join in and sponsored the membership. The Management Board has come to believe that our public commitment to the ten principles of the UNGC underlines the way we have been thinking and doing business for years. These principles confirm and manifest our long-term Corporate DNA and encourage us to continue in this direction.

We are proud to be a member of the UNGC, and we are certain that shaping our business with a focus on fairness, sustainability and transparency will result in an increasingly important competitive advantage.

At the beginning, we focused on communication and training concerning the ten principles with the active involvement of all managers and employees in our subsidiaries worldwide. Establishing a synchronized reporting system throughout our company was one of our main tasks last year.

In 2014, we are intensifying our activities in national UNGC networks. We want to be involved in the active implementation of the UNGC principles by the exchange of experience and cooperation with further members of the UNGC and we are especially interested in cross-company value chains.

I would like to thank all of our employees for having helped to integrate the intentions of the UNGC principles in our daily business.

◀ Karl Engelhard (Managing Director)

### Forward-looking Statements

This Communication on Progress (CoP) Report contains forward-looking statements that are partly based on estimates as well as currently available information. These statements are in no way a guarantee of prospective corporate performance. They may be subject to risk and uncertainties, which are beyond our area of control and therefore may cause actual results and developments to differ from expectations expressed in this CoP.

### Report Profile

This report is the second Communication on Progress Report (CoP) we have published on behalf of our commitment to the United Nations Global Compact. Data and information reported in this CoP refer to the time frame from January 1st, 2013 to December 31st, 2013. The reported data mainly refer to branches in our 40 countries (excluding joint ventures, etc.).

# STANDARD DISCLOSURE







## OUR STRATEGY

**W**e have committed ourselves to being the leading global logistics provider in terms of service excellence, quality, innovation and environmental care.

We recognize that people are the foundation of our success. We make every effort to provide them with a fulfilling and engaging working environment. We carry out our commitment to customers by being responsive to their needs and providing them with logistics solutions that create value and support their success.

THINKING AHEAD – MOVING FORWARD



## VALUE-BASED MANAGEMENT

**D**NA is short for deoxyribonucleic acid, the "building block of life" which carries hereditary codes and traits from parent to child. Like individuals, every company has its own DNA in the form of a unique culture and way of doing business.

Our Corporate DNA defines who we are and what makes us stand out. It also ensures our heritage endures through successive generations by enabling new team members from around the world to share our values. At Hellmann, we see our Corporate DNA as being far more than mere words on a piece of paper. Ultimately, our corporate genes inspire the way we think. They determine the motives behind our actions and define what we should expect of one another. Most importantly, they highlight the qualities that ensure we are, and always will be, different from other Logistic Service Providers.

Family defines not only who we are, but also forms the basis of our Corporate DNA: F.A.M.I.L.Y. Our corporate genes and family values continue to inspire the way everyone in our global network thinks and acts - from country to country and from generation to generation. They also continue to determine the integrity and mutual trust with which we build both our business and our partners' business.



### F.A.M.I.L.Y

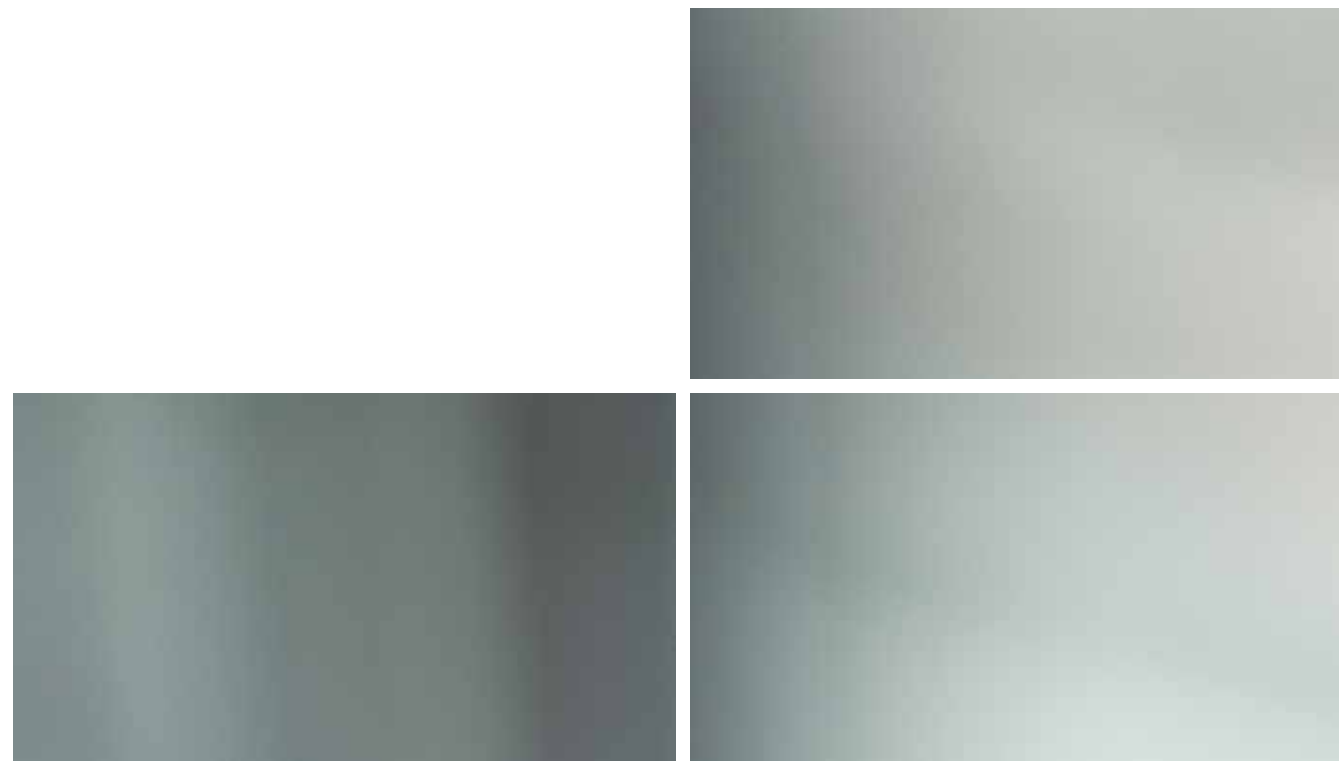
**F**irst, people first  
**A**ll about the customers, always  
**M**aking it work better, everyday  
**I**nnovation and entrepreneurship  
**L**ive sustainability  
**Y**ou and Me!





**HUMAN  
RIGHTS**





»We at Hellmann firmly believe in adopting and embracing respect for human rights (as articulated in the United Nations Universal Declaration of Human Rights) all around the world and therefore, compliance with this policy as well as our Business Code of Conduct which is mandatory for every employee and office. It is our policy to act with integrity and fairness and treat all employees and persons with dignity, decency and respect by providing a healthy, safe and secure work environment.«

» George Passarella (Facility Security Coordinator)

## OCCUPATIONAL HEALTH AND SAFETY

In order to constantly improve our health and safety standards, we are currently examining and assuring that the regional minimum standards in each country, which are defined by the local government, are fulfilled. Furthermore, we will develop internal principles as a guideline for further health and safety standards. Concerning this topic, a workshop for health and safety officers will take place in 2014.

The USA can be named as one of the best practice examples due to its new and extensive Occupational Health and Safety Administration (OSHA). Following a brief statement from our Facility Security Coordinator, George Passarella:

»USA has implemented a health and safety guideline under the regulatory governmental agency called OSHA. The USA standard practice consists of having each branch file a risk assessment followed by a safety audit of the branch. Each violation (if any) is classified in one of three

categories first, items needing immediate attention (one month) second, medium attention (one to three months) and low attention (within six months). A final audit is held within the time frame specified to ensure all items are addressed. Once a branch passes an audit a safety plaque is presented to the branch for display in the reception area so customers and employees will see that we at Hellmann take the health and safety of our employees and visitors seriously.«

The OSHA guideline explained above is a model that could be prospectively implemented in all our Hellmann countries.





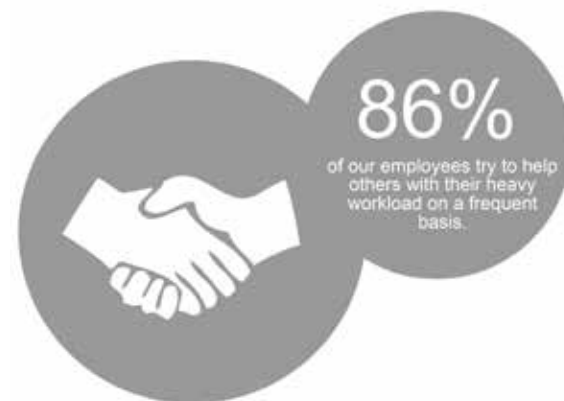
## EMPLOYEE FEEDBACK

In mid-2013 we carried out a global Employee Opinion Survey (EOS) aiming to find out more about our employees' needs and concerns. The participation of all our branches worldwide gave everyone the opportunity to express their opinion about working with us. Globally, 5,704 of our employees took part in the survey. The results allowed us to find out if we are on the right track and to identify potential for improvement.

When looking at the overall results of our company in comparison to an external benchmark across several industries, we received positive results in essential areas like our above average results in the category "present engagement capital". It deals with the well-being of the employees at work. Also in the category "customer satisfaction", which includes statements such as "My organization is committed to customer satisfaction" or "I am fully aware of the needs of our customers." We performed above average, which gave us the confirmation that our organization focuses on our good relationship with our customers. 86% in the category "discretionary effort" is the sign of a positive atmosphere at work and, for us, going the extra mile and supporting our colleagues is common practice.

In the next step we need to focus on the areas, which show potential for improvement. Therefore, we analyzed the results on a global

scale and defined general measures together with our international boards. In addition, we worked together with representatives of all our countries to analyze the national results and to create dedicated action plans per country. Every manager shared the results with his or her team and added individual actions.



As the real work starts after conducting an employee opinion survey, we are now focusing on the follow-up and motivating the country representatives by regular calls and meetings to keep working on the areas of improvement which were defined.



## COMMITMENT

We are caring about communities and environments around us and supported them in the best possible ways. This kind of support varies from first aid for people who suffer from natural disasters to local schools and institutions, depending on where help is needed and where we can have an impact on the current situation.



Hellmann Spain shared their logistical knowledge in order to help the Philippine population which suffered from the severe typhoon in October 2013. In cooperation with the social initiative "Ayuda a Filipinas", we also convinced several of our customers that their support was needed to provide victims of the catastrophe with basic

goods for survival, such as rice, water, working equipment etc.



Due to the current civil war in Syria, many Syrian inhabitants have been trying to leave the country and are seeking for refuge in neighboring countries as well as Europe. Germany was also one of these countries, where people have been searching for shelter, with many children among them.





# We Care -



not only about internal issues and topics but also about the communities and environments around us. This map shows only some of our many commitments worldwide.

## Spain

Donation of first aid for inhabitants of the Philippines who were affected by the Thyphoon in November 2013.

## Germany

Our trainees are independently developing projects for a good cause by supporting local institutions.

## South Korea

Employees donated second-hand clothes and sent them to the non-profit organization "Otcen", which sells them in order to support children in the Third World.

## Thailand

Donation of school supplies for children in Prachinburi.

## Canada

Church of Good Shepherd - supporting homeless with clothing, toiletries and blankets.

## Mexico

Food donations to the children's home "Albergue Infantil Los Pinos AC".

## Brazil

Donations and joint event for children of the streets of Sao Paulo together with Associação Criança e Consciencia.

## Mozambique

Allocation of life-saving goods for people who suffered from the catastrophic flooding in January 2013.

## Dubai

Supporting the Rashid Paediatric Therapy Centre which provides quality education and therapy services to children with special needs.

## South Africa

Supporting the organization "Reach for a dream". It grants children, who are fatally ill, a chance to do something they really want to experience before they pass away.



One of these refugee camps, providing initial accommodation for several of the Syrian refugees, is located close to our headquarters in Osnabrueck. On hearing about the high number of people who had come to this camp, we wanted to offer our help. In cooperation with the refugee camp, supported by a public authority, we



decided on the donation of school starter sets, to supply the children who settle in Germany with a basis of daily school materials to simplify the first days in the new country and schools.



# WHAT WE HAVE DONE AND WHAT WE WANT TO ACHIEVE

## Actions in 2013

## Actions in 2014

### Principle 1

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>Implemented Corporate Volunteering Initiative ("Perspektivwechsel")               <ul style="list-style-type: none"> <li>Managers in charitable organizations (e.g. disabled people's workshops)</li> <li>Began cooperation with the following institutions: Christophorus-Werk Lingen and Martinshof Bremen</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Integrating a Corporate Volunteering Initiative ("Perspektivwechsel") in our Learning and Development Program</li> <li>Exploring the options for a foundation which supports and coordinates charitable work of our employees (in cooperation with other organizations/companies)</li> </ul> |
| <ul style="list-style-type: none"> <li>Human rights related event</li> <li>Donated 140 school starter sets to children of Syrian refugees</li> <li>Delivered first aid necessities to Philippine population who suffered from the consequences of the typhoon in October 2013</li> </ul>   | <ul style="list-style-type: none"> <li>Exploring the options of supporting in building and rebuilding houses in developing areas</li> <li>Sharing best practice experiences with another German company in regard to cooperations with first aid organizations</li> </ul>   |
| <ul style="list-style-type: none"> <li>Liaised with UNGC participants in order to share best practices               <ul style="list-style-type: none"> <li>Participated in UNGC events in Berlin, including workshops with other UNGC members</li> </ul> </li> </ul>  | <ul style="list-style-type: none"> <li>Participating in further UNGC related events regarding best practice sharing</li> </ul>  |

### Principle 2

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>Global Employee Opinion Survey               <ul style="list-style-type: none"> <li>Conducted in all our branches worldwide</li> <li>Followed by workshops and action plans, which were created according to individual country results</li> </ul> </li> </ul>   | <ul style="list-style-type: none"> <li>Holding follow-up meetings with Managing Directors and Country HR Managers</li> <li>Monitoring implementation of action plans</li> </ul> |
| <ul style="list-style-type: none"> <li>Analyzed health and safety audits               <ul style="list-style-type: none"> <li>Training for UNGC Working Group in regard to health and safety regulations</li> <li>Decided to develop internal health and safety regulations</li> <li>Reviewed roles and responsibilities of Health and Safety Officers/persons in charge</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Developing global health and safety principles for an internal corporate standard</li> </ul>   |
| <ul style="list-style-type: none"> <li>Corporate health management               <ul style="list-style-type: none"> <li>Checked the current status of gym cooperation, medical check-ups, analysis and adaptation of workspaces in Germany</li> </ul> </li> </ul>   | <ul style="list-style-type: none"> <li>Analyzing corporate health management programs in all our Hellmann countries</li> </ul>  |



**LABOR**







»We are constantly promoting the topics of human rights and labor through policies and manuals, such as the Global Employee Handbook and our Business Code of Conduct. These policies and manuals also contain rules and regulations regarding forced and compulsory labor as well as discrimination. In order to create a fair and safe work environment, these regulations are mandatory for all our employees.«



## LEARNING AND DEVELOPMENT

According to our Corporate DNA “First, People First”, we support our employees to give each of them the opportunity of individual development.

Based on fair and equal evaluation processes, we are analyzing at which current stage our employees are and what kind of potential they can bring into our organization. Two of the tools we used for determining the individual development level are 90° and 270° feedback. Adapted from this appraisal, each employee and manager has an annual feedback conversation, the results of which are a major part of our Performance Management Systems.

Through this individual competence evaluation, the employee as well as the responsible manager evolve a Personal Development Plan (PDP). The different steps to accomplish the goals of the PDP and the evaluation is documented in our Hellmann Learning Experience (HLE).

With the HLE, our internal Learning Management System, employees are able to get access to knowledge worldwide. The HLE offers training courses in six different languages to our employees in all our four regions – AMERICAS, EUROPE, ASIA and OMEA. Counting all trainings available in the HLE, we offer our employees more than 400 training courses.







## INTERNATIONAL LOGISTICS MANAGEMENT AND LEADERSHIP

Our academy which is responsible for the Human Resources Development in Germany started a program called "Talent Management". It offers employees with certain skills and undeveloped potential the chance to further improve their abilities and to develop themselves into positions where they can foster their creativity. The Talent Management itself includes individual, as well as group training courses, which are a unique combination for each "talent". Although this program only takes place in Germany at this time, we have other options and programs for our employees all over the world.

One example is the International Logistics Management & Leadership Program (ILM). The ILM is a development program available for all our employees worldwide. The participants are prepared for new challenges within the field of logistics and are able to develop functional as well as interpersonal competencies in an international work environment.

»The ILM program is an invaluable experience that opens your eyes and mind to a whole new world of skills and possibilities.«

«*Andrea Nielson (Client Operations Manager, New Zealand)*

»The ILM program is the perfect combination of hard learning, self-reflection, growing as a person and making friends for life.«

«*Piotr Zaleski (Chief Operating Officer, Mexico)*

We emphasize the development of our employees and give them different opportunities to constantly develop technical, personal as well as social skills to fulfill the requirements of today's employment market.



## HR NEXT GENERATION AWARD

Our colleague Marta Harmacka was one of five finalists of the "HR Next Generation Award 2013", which honors exceptional achievements in the field of HR Management.

With her individual development, Marta Harmacka won the award for a seminal career in the field of HR. The young woman, born in Poland studied Management and Marketing at the University of Warsaw and did her intermediate diploma at the University of Osnabrueck, before she joined our company as a Change Manager. After different responsibilities in the field of national and international HR projects, she is now responsible for HR Strategy & Organization. This shows that it is possible to enter a new field of employment as part of a great HR management team at a logistics company.

"Nowadays one needs different qualifications and should be outward-looking", explains Bernd Kraft, Vice President General Management of Monster Central Europe, which is the reason why they chose awarding Marta Harmacka.



## FOSTERING YOUNG TALENTS IN POLAND

For the third time, Hellmann Poland sponsored occupational training courses for the winners of a competition organized by the Stanisław Staszic Upper Secondary School Complex No. 1 in Kwidzyn. The price was a two-week, free internship, including accommodation, in one of our branches. Students from several Polish schools who specialize in logistics take part in this competition at the end of each year.

»We hope that a number of those who participated in the training courses will continue their studies in this area, and become new trainees. For my part, I can assure you that we will make every effort so that the finalists joining our team have the opportunity to become acquainted with the operations of our company and have the opportunity to broaden their theoretical knowledge with practice in a large multinational corporation.«

«*Juliusz Skurewicz (Managing Director, Poland)*





## EMPLOYEE COMPENSATION AND BENEFITS

The health of our employees is essential for us. As an employer we offer a wide range of different compensation and health benefit packages. In addition to the projects in Germany, there are several healthcare initiatives in the USA, Brazil, South Africa as well as other countries which support the physical, mental and social health of our employees. According to the annual UNGC questionnaire, 82% of our Hellmann countries have an ergonomic working environment and provide their employees constantly with free drinking water. Furthermore, stress-reduction and drug-prevention programs are offered to them. One best practice example is Hellmann Vietnam where we offer our employees Yoga and Zumba sessions twice a week after work.

90%

of our Hellmann countries offer monetary values like dental plans, medical insurance systems and housing allowances to their employees.



Our employees not only profit from healthcare benefits, but are also able to make use of life balance and monetary benefits. Examples concerning life balance are social and charity events in Canada, Thailand and South Africa or the support of flexible working times in China, Spain and Denmark. 90% of all our Hellmann countries offer monetary benefits, which are among others, medical insurance systems, dental plans, car and housing allowance as well as private pension options. Our employees all over the world have several opportunities to profit from the benefits offered in order to build an appreciative and constructive work environment.

In 2013, a new pilot project called "Healthcare Month" took place at our headquarters in Germany. For a period of four weeks, workshops, trainings, and seminars with four different health topics – check-ups, spinal health, nutrition, and relaxation – were arranged. 81% of our employees achieved scores of „good“ or „very good“, which implies that the training courses were well accepted by the participants. Furthermore, over 60% expressed that the program had a sustainable impact on their future behavior regarding health. These results show that the "Healthcare Month" has been a helpful initiative and therefore will be further pursued in the future.

## DIVERSITY AND INCLUSION

Our Corporate DNA defines who we are and shows that our culture as well as our way of conducting business is unique. It is the individuality and diversity of our employees that ultimately bring our Corporate DNA and our brand to life. We as an organization are committed to support diver-

sity in a constantly changing environment, which is shaped by globalization, changes in values and demographics as well as continuously increasing complexities.

### THIS IS WHO WE ARE

We have a diverse and young workforce at our company, which we always want to, and further need to, foster and support. This relates for example to the number of female employees or the employment of minorities.

41%  
Women

> 52  
Nationalities

< 35  
Years

The logistics industry is mainly dominated by men. Over the past years we always tried to make this industry and especially our company more and more attractive for women. This is also what we are aiming at in the future.

Since our foundation in 1871, we experienced a steady growth of our family. Today our workforce counts more than 52 nationalities.

Most of our employees are under 35 years old, closely followed by the age group 35-55 years.







» We committed us to the following Diversity Statement:

»The success of our business is based on the diversity of thousands of employees. As a family owned business with global operations, we appreciate each of our employee's uniqueness and individuality. Our understanding of diversity goes beyond attributes such as gender, nationality, ethnic background, religion or ideology, disability, age, sexual orientation and identity. With our Corporate DNA as a basis, we create a work environment which provides equal opportunities for everyone and is free of prejudice. We empower our employees to proactively bring their different perspectives, experiences and competencies into our company, in order to fulfill our customers' and business partners' changing requirements. We strongly believe that a big part of our success is attributed to our corporate culture which is characterized by the recognition and appreciation of diversity.«



Looking at our employees, we can see a variety of different backgrounds regarding culture, generation, gender and ability. These differences, individual skills and personalities offer us a higher level of creativity and efficiency and we are aiming to further increase this.

### Our Diversity Goals

#### Main objectives:

- Retaining young talents, professionals and executives
- Developing new markets
- Appealing to our target group in the correct way
- Improving our attractiveness as an employer and our image
- Warranting equal opportunities
- Increasing employee productivity and motivation
- Diminishing employee absence rate
- Decreasing labor turnover rate

#### Secondary objectives:

- Retaining a balanced age distribution
- Enhancing the number of women in key and leading positions in all our Hellmann countries
- Increasing the number of employees with foreign citizenship or an immigrant background
- Extending the number of employees with disabilities

The above-mentioned diversity goals are an inherent part of several policies, such as our Business Code of Conduct or our agreement with the works council. In 2013, we set the basis for making diversity an omnipresent goal throughout our company. Concrete action has only been started in Germany, home of our corporate headquarters, but will be rolled out globally over the next years, beginning in 2014.

As inclusion is another aspect of a diverse workforce and brings new ideas and perspectives into our company, we already started an initial cooperation with an institution for disabled people. This collaboration includes the employment of apprentices of sheltered workshops as interns at our company. The internships last several months and provide young people with a chance to gain work experience outside of a non-profit organization. At the same time, these interns bring new ideas and perspectives as well as creativity into our company.

The above-mentioned are only examples of what we have already started and of course more concrete actions will follow in the next years. We will change and further improve structures, operations and the corporate culture over time, as a diverse workforce is what we believe in and what we as an organization stand for.







**STEFAN WIMMER**  
GLOBAL CHIEF PEOPLE OFFICER

The corporate volunteering initiative “Perspektivwechsel” (transl. change in perspective) enables our employees in leading management positions to work in a charitable institution for a few days. During this time our managers are part of teams in sheltered workshops, street ambulances or refugee camps in which they are the “new” employee again.

It gives participants the chance to see a situation from another perspective and, therefore, develop interpersonal skills like motivating others, understanding employees better, and dealing with difficult situations.

In return, we offer our cooperating institutions training courses in our internal academy, visits to our business premises or internships. In order to further promote this initiative, we are currently planning on integrating it in our personnel development program.



**CHRISTINE BOHMANN**  
HUMAN RESOURCES

»Christophorus-Werk Lingen e.V. is an organization for the rehabilitation of people with different kinds of disabilities, established 50 years ago. In our work portfolio we unite modern and charitable organizations, which aim to support everyone individually. Mainly young people with different kinds and degrees of disabilities work and live in our institution. These young people are supported by teams of experts of several different professional backgrounds.

Two years ago, Christophorus-Werk created the department “Arbeit nach Maß” (transl. customized work). This department is responsible for the communication and exchange with cooperating companies and supports them in the development of internship and apprenticeship positions for applicants with disabilities. The overall goal of these partnerships is to build up long-term cooperations.

Hellmann Worldwide Logistics is one of our partnering companies. In addition to our trustful cooperation we have started the corporate



**KLAUS HELLMANN**  
MANAGING PARTNER



volunteering project “Perspektivwechsel” (transl. change in perspective) in 2013. Getting to know the atmosphere and the way of working within each other’s organization free of prejudices, has already improved the understanding and mutual

respect for the work we do. This will support our young people with disabilities with their individual life planning as well as their future development in a non-charitable organization.»

« Klaus van Kampen (Christophorus-Werk Lingen)





# WHAT WE HAVE DONE AND WHAT WE ARE GOING TO DO

## Actions in 2013

## Actions in 2014

### Principle 3

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>Established constant dialogue with unions               <ul style="list-style-type: none"> <li>Existence of a constant dialogue in Germany</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Building a constant dialog with trade unions in further countries/strengthening relationships</li> <li>Evaluating laws and regulations for collaboration with trade unions or work councils in all countries</li> </ul> |
| <ul style="list-style-type: none"> <li>Developed an employee online training regarding the UNGC principles</li> </ul>  | <ul style="list-style-type: none"> <li>Implementing this as a mandatory training for all our employees</li> </ul>  |

### Principle 4

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>Global reporting on written work contracts, employment policies, employment confirmation letters</li> <li>Assured that basic working conditions for all our employees worldwide are in place</li> </ul> | <ul style="list-style-type: none"> <li>Analyzing and setting standards for employment policies/standards regarding forced and compulsory labor of our external temporary labor agencies/partners 3rd party due diligence process</li> </ul> |
| <ul style="list-style-type: none"> <li>Integrated all ten UNGC principles in the Global Employee Handbook and the new Business Code of Conduct</li> </ul>  | <ul style="list-style-type: none"> <li>Global roll-out of the Business Code of Conduct as well as ten UNGC principles</li> </ul>  |

### Principle 5

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>Analyzed the prohibition of child labor in all employment policies and employment standard contracts</li> </ul> | <ul style="list-style-type: none"> <li>Analyzing and setting standards for employment policies/standards regarding child labor of our external temporary labor agencies/partners 3rd party due diligence process</li> </ul> |
|--|---|

### Principle 6

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>Started our Diversity Management Program through internal communication and first actions in Germany</li> </ul> | <ul style="list-style-type: none"> <li>Exploring the options for a roll-out of our Diversity Management in the US</li> <li>(Inclusion) Offering apprentices with disabilities internships at our company (cooperation with Christophorus-Werk Lingen)</li> </ul> |
| <ul style="list-style-type: none"> <li>Roll-out of Performance Management Program in our major countries</li> </ul>                                    | <ul style="list-style-type: none"> <li>Making the Performance Management Program available in further countries</li> </ul>   |





# ENVIRONMENTAL SUSTAINABILITY





»As a fourth-generation, family-owned business, we certainly understand the concept of building a proud and lasting legacy for future generations. We see environmental sustainability as an extension of this ideal and believe that environmental responsibility is not so much a choice, but a necessity. We continue to strive for increasingly environmentally-friendly practices across our network so that we can provide for the generations to come and do our part to ensure that there are sufficient resources to safeguard their health, prosperity and quality of life.«



## ENVIRONMENTAL POLICY AND TRAINING

Our company was one of the first logistics providers to establish an environmental protection policy. It was published in 1996 and implemented in our F.A.M.I.L.Y DNA as an integral part of our philosophy. With this implementation, we comply with our obligations to economical, ecological, and social responsibility.

In order to increase knowledge of the environmental policy, we established new environmental and Business Code of Conduct training courses. The environmental training has the purpose of increasing the environmental awareness of our employees. In 2014, it will be rolled out in Germany and 2015 globally. The Business Code of Conduct training will be mandatory for all our employees on a global level in 2014.

Our carbon footprint and the calculation of emissions are core environmental aspects. Our emissions calculation is required for global environmental objectives. Hence, we developed a comprehensive emission report for all German

business units in 2012. This report is based on the Greenhouse Gas Protocol (ISO 14064), an international calculation standard but it is limited to Scope 1 + 2. This means that all direct emissions caused by our own vehicles and premises as well as all indirect emissions generated by energy consumption are considered. Due to a good data quality in our other European branches the emission report has been extended from a German emission report to a European one. If the data quality is sufficient, we are planning to roll out the report on a global level in 2014, otherwise it will be an objective for 2015.

Collecting environmental data from all over the world turns out to be very difficult; because data regarding energy consumption is only limitedly available for rented premises. Germany is the country with the biggest influence on our carbon footprint and has the highest data quality as well. Therefore, the KPIs regarding an emission report are limited to our German branches.





## ENVIRONMENTAL MANAGEMENT SYSTEM: ISO 14001

As mentioned in our Corporate DNA, sustainability and environmental management as well as ecological responsibilities are important business elements for us. To fulfill these obligations on a global level and within all different kinds of business solutions, we implement ISO 14001 certifications whenever it is appropriate or requested.

After our first ISO 14001 certification back in 1996, our environmental department started with Environmental Management System audits in order to check if the requirements of the ISO standards are met. We committed ourselves to the obligation to have at least one internal audit in every ISO 14001 certified branch.

In 2013, 28 of our branches were part of the ISO 14001 certification, most of them based in Germany. The number of certified branches will increase to 31 in 2014, because of new certifications in different German branches. The regional headquarters in Miami and Hong Kong also maintain certified Environmental Management Systems to ensure the requirements of the ISO specifications are met on a global level and to evoke awareness of the contents mentioned in environmental management. Alongside these two international offices, we acquired ISO-certifications in Lichfield (UK) and in Istanbul (Turkey). Our branch in Frankfurt is the first Air and Sea Office which becomes part of the ISO 14001 certification-matrix.



»As a company, we have a long tradition in caring for the environment to preserve this world for future generations. This is why we already started our extensive environmental management program in Germany in the 1990's. For us it is essential that these developments are not limited to Germany but across borders as well. If we do it smartly, we will all find possibilities to also save money by saving precious resources. We just need to keep asking ourselves: Does the light need to stay on when nobody is around? Does the AC need to be turned to fridge-like conditions? Is my driving economical or can I save more fuel? By concentrating on areas of improvement, we can be more and more efficient. Let's start with small steps everywhere!«

« Tobias Jüchter (Global Quality and Environmental Representative)

## ENVIRONMENTAL PERFORMANCE

As carbon emissions are the most significant environmental aspect for logistics companies like us, it is our goal to create more transparency in emissions reporting and to determine our carbon footprint.

In 2013, we started to evaluate a European emissions report. For 2014, it is planned to consider all global branches for carbon emissions reporting in order to provide an international emissions report within the next years. Scope 1 emissions include the gasoline and diesel emissions of all our own vehicles. The data of 2011 and 2012 is taken from the Sustainability Report, which was limited to our German branches. In comparison to 2012, the data of Scope 1 emissions increased, because new branches with company-owned fleets as well as all air- and sea freight offices were added (e.g. Kunze, Honold, Lehnkering). Our most important factor for Scope 1 emissions is the usage of diesel.

Although new branches were added, Scope 2 emissions are on the same level as in 2012. This effect is caused by electricity-efficient techniques, like the usage of LED-lighting systems or high-frequency batteries in forklifts.

As Germany is the country where we employ a large number of our employees, we also record a high use of resources. Due to the consumption of natural resources like oil and gas, the Scope 1 emissions of Germany is a strong parameter in our



»As preventing carbon emissions is one of our most important environmental aspects, a global reporting system with effective performance indicators is necessary to assess our activities in sustainability and to define realistic environmental objectives. It is our ambition to provide a company carbon footprint for all of our business units. This will help us evaluating our impact on the climate and will show us potential for improvement. In a first step, we concentrate on the evaluation of monitoring energy consumption and the use of fossil fuels on buildings and company owned vehicles, which are also areas of improvement for us.«

« Daniel Hülemeyer (Global Quality and Environmental Representative)







## LUFTHANSA CARGO CLIMATE CARE AWARD

corporate carbon footprint. In Germany we cause the biggest amount of Scope 2 emissions, but the global share in percentage is lower in comparison to Scope 1 emissions. The indirect emissions of energy consumption are significant in the different regions because electricity-operated heating and cooling systems in company buildings are used instead of natural oil or gas heaters.

After extending our emissions report on a global level within the next year, global climate objectives for the reduction of carbon emissions can be defined to increase the environmental influence and to motivate our employees to support our initiatives.

### Lufthansa Cargo Climate Care Award

Our company was honored for its environmental activities with the Lufthansa Cargo Climate Care Award in 2013. The air cargo forwarder distinguishes innovative concepts for carbon emission reductions every year and was impressed by the use of Liquid Natural Gas (LNG) in company-owned

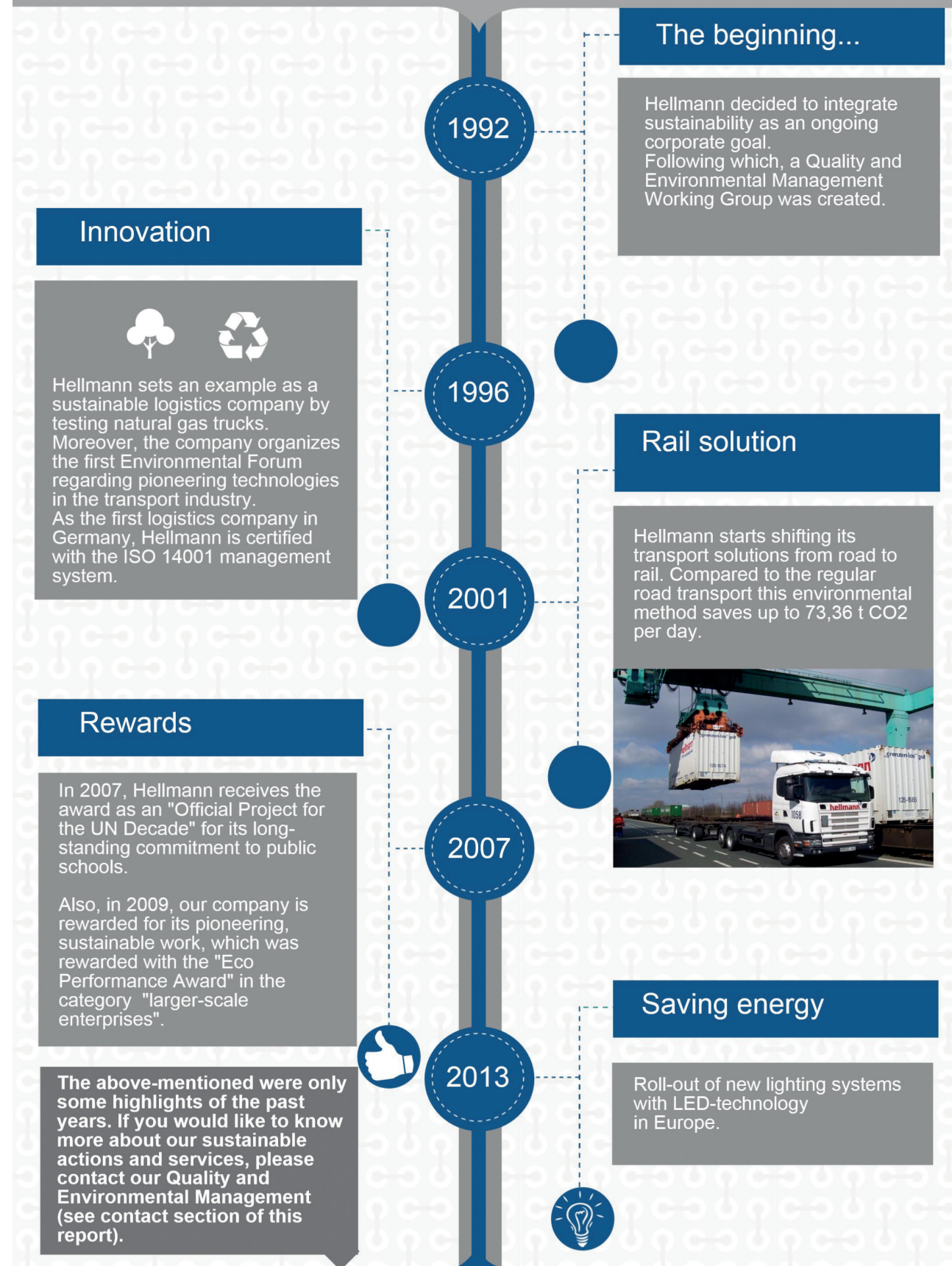
fleets. The award was accepted by Klaus Hellmann personally, who forwarded the congratulations to our employees involved in the project.



► Dr. Karl-Rudolf Rupprecht and Klaus Hellmann

# Our Environmental Timeline

How our sustainable dedication and services developed over the past years.





## ENVIRONMENTAL PROJECTS

An important procedure to reduce carbon emission is to minimize the use of natural resources like oil or gas, diesel or gasoline. Oil and gas are typical fossil fuels, used for heating systems in our premises. In order to reduce the consumption, it is essential to invest in modern company buildings or use alternative heating systems like geothermal energy, which is for example implemented in our headquarters in Osnabrueck.

Diesel and gasoline are used as fuel for company cars and trucks and have a high impact on the environment due to the fact that these are direct emissions. Although the trucking business is one of our core activities, we always try to improve and develop ourselves. Therefore, we are aiming at changing the transport mode from road to rail. Up to 400 containers are taken from road business and brought to rail solutions every day, which means a reduction of 60-70 tons of CO<sub>2</sub> per day.

We always look for possibilities to increase the rail solution network in Europe as well as globally. In 2013, Rail Eurasia, an intermodal transport opportunity from Europe to Asia, was introduced and became an alternative for air- and sea freight shipments.

Besides the projects already mentioned, we are always interested in finding new solutions for alternative mobility concepts in order to substitute for diesel and gasoline. One example is the

field test for LNG trucks in Germany which started in 2012. Over a period of four weeks, two trucks were tested together with a mobile gas station. Due to this success we will not only install the first LNG truck filling station in Germany but also will buy five LNG trucks for our own motor pool.



Further steps will be to complete the motor pool with more vehicles as soon as they are available on the market, which is planned for 2014. At the moment we are in a regular exchange with truck manufacturers to purchase the first LNG trucks as soon as possible. The emission reduction of LNG is approximately 25% compared to diesel. We might be able to further reduce our emissions by making use of bio-LNG.

## CHARGING STATIONS FOR ELECTRIC VEHICLES ON OUR PREMISES

Apart from fuel usage, energy consumption is also an important environmental aspect for us and we are interested in reducing its impact by making use of new technologies like LED-lighting systems.

This kind of lighting system in some of our warehouses and cross docks implies a significant energy reduction and indirect carbon emissions. Making our people aware of these energy-saving methods is part of the global environmental training, which will be rolled out in 2014/2015. Freight forwarding and logistics businesses need a lot of documentation, most commonly on paper. It is our goal to reduce paper consumption and to aim for digital and paperless processes. The electronic airway bill is one of our projects which will help us to achieve this goal. In 2013, more than 3.500 airway bills were submitted electronically which means that almost 25.000 pages were not printed.

The number of electric vehicles in the USA has tripled since 2010 and the demand is increasing constantly. Therefore, we implemented the first charging station for electric vehicles at our regional AMERICAS headquarter to cope with the increasing demand for our employees. In order to measure the demand for further charging stations, we will start an employee survey at each of our US branches. We will observe if further electric vehicles will be bought by our employees. If this is

the case, additional loading stations will be built at our US branches.

With this initiative Hellmann USA tries to optimize our carbon footprint and takes responsibility for upcoming generations.

► George Passerella, Jil Hellmann Regouby and Randy Edwards





# WHAT WE HAVE DONE AND WHAT WE ARE GOING TO DO

## Actions in 2013

## Actions in 2014

### Principle 7

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>Applied an Environmental Protection Policy               <ul style="list-style-type: none"> <li>Established since 1996 and implemented into new Corporate DNA: F.A.M.I.L.Y</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Applying our Environmental Protection Policy in the new Business Code of Conduct</li> </ul>   |
| <ul style="list-style-type: none"> <li>Conducted Environmental Management System Audits               <ul style="list-style-type: none"> <li>At least one Audit in each of our 28 ISO 14001 certified branches</li> </ul> </li> </ul>    | <ul style="list-style-type: none"> <li>Conducting Environmental Management System Audits               <ul style="list-style-type: none"> <li>At least one Audit in each of our 31 ISO 14001 certified branches</li> </ul> </li> </ul>   |
| <ul style="list-style-type: none"> <li>Communicated Environmental Policy as part of a new training program</li> </ul>  | <ul style="list-style-type: none"> <li>Roll-out of new environmental training in Germany and at least two other European countries               <ul style="list-style-type: none"> <li>Number of completed environmental trainings in the Hellmann Learning Experience</li> </ul> </li> </ul> |
| <ul style="list-style-type: none"> <li>Established a comprehensive emission report based on the Greenhouse Gas Protocol for Germany (including all business units)</li> </ul>  | <ul style="list-style-type: none"> <li>Emissions report based on Scope 1 + 2 of the Greenhouse Gas Protocol expanded to Europe</li> </ul>  |

### Principle 8

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>ISO 14001 certification               <ul style="list-style-type: none"> <li>28 branches certified</li> <li>ISO 14001 certification in Istanbul</li> <li>New ISO 14001 certification in at least one of our European branches</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>ISO 14001 certification               <ul style="list-style-type: none"> <li>31 branches certified</li> <li>New ISO 14001 certification in Hanau, Kelsterbach and Oelde</li> </ul> </li> </ul> |
|---|---|

### Principle 9

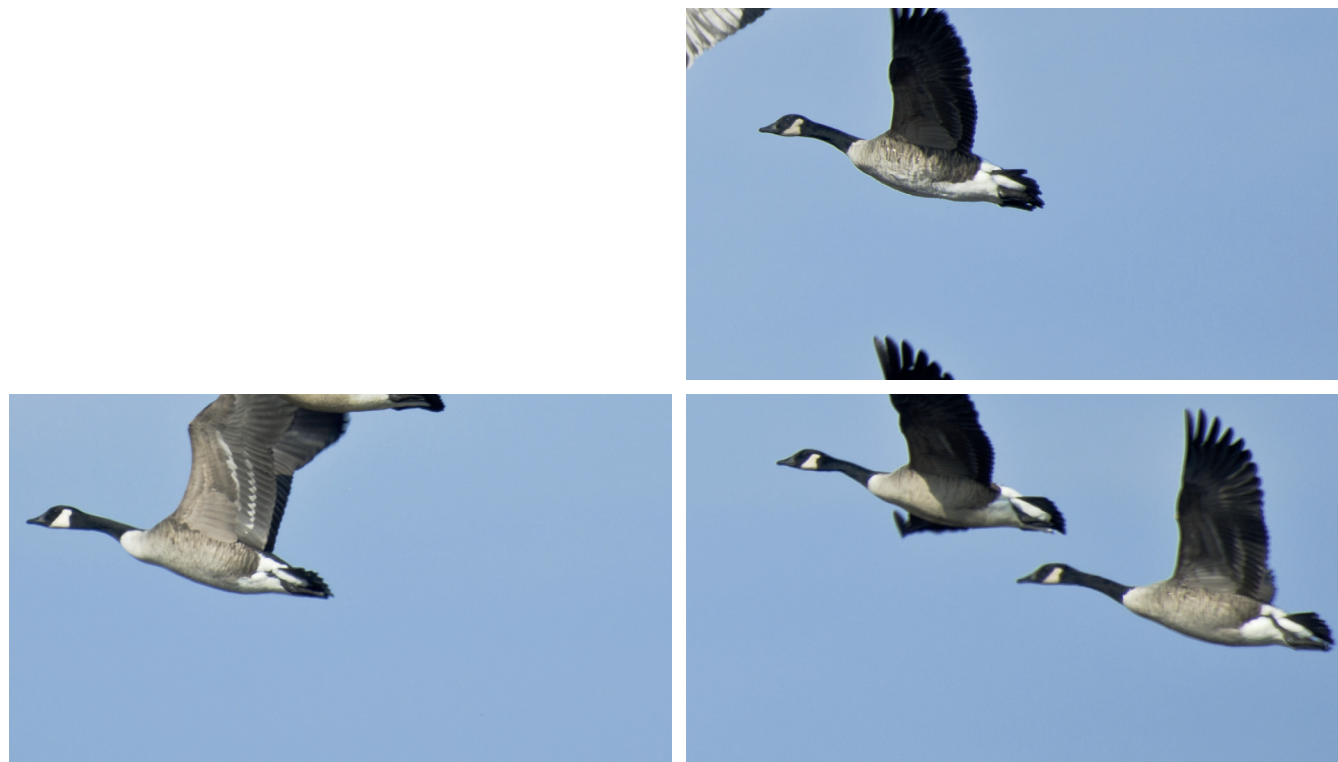
- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>Tested two LNG trucks successfully over four weeks</li> </ul>   | <ul style="list-style-type: none"> <li>Installing Germany's first LNG truck filling station</li> <li>Acquiring 5 LNG trucks</li> </ul>   |
| <ul style="list-style-type: none"> <li>Started to shift transport mode from road to rail               <ul style="list-style-type: none"> <li>Daily transport of approx. 300-400 swap bodies with Hellmann Rail Solutions</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>Further transport via rail solution               <ul style="list-style-type: none"> <li>Daily transport of approx. 300-400 swap bodies with Hellmann Rail Solutions</li> </ul> </li> </ul>   |
| <ul style="list-style-type: none"> <li>Developed E-Booking to save paper</li> </ul>  | <ul style="list-style-type: none"> <li>Increasing the number of E-Bookings to ensure further development and to save paper resources</li> </ul>  |
| <ul style="list-style-type: none"> <li>Extended rail transports to other European countries</li> </ul>   | <ul style="list-style-type: none"> <li>Maintenance of rail transports to China               <ul style="list-style-type: none"> <li>Increasing the number of containers with Hellmann Rail Solutions to China</li> </ul> </li> </ul> |
| <ul style="list-style-type: none"> <li>Roll-out of new lighting systems with LED-technology in Europe               <ul style="list-style-type: none"> <li>Number of warehouses equipped with LED-lighting systems</li> </ul> </li> </ul>        | <ul style="list-style-type: none"> <li>Further roll-out of new lighting systems with LED-technology</li> </ul>   |



# **BUSINESS ETHICS AND ANTI-CORRUPTION**







»Our F.A.M.I.L.Y – DNA defines who we are as an organization. This identity and these values distinguish us from the highly competitive and anonymous mass. Our extensive Compliance Management supports us in acting in an ethical and responsible way. This prohibits any kind of using, accepting or offering bribes, kickbacks or fraud as a means of conducting business or influencing either our conduct or the recipient's. Our overall goal is to positively influence the reputation of our company through an ethical and responsible way of acting in our daily business life.«

« Klaus Hellmann (Managing Partner)



**A**s a family owned business we not only have a strong focus on sustainability in order to pass on our responsibility and that of our stakeholders to the next generation and the generations to come, but also on business ethics, including the fight against bribery and corruption.

Klaus and Jost Hellmann, our Managing Partners, make a strong commitment to compliance in general as well as to the topics of anti-bribery and antitrust. This commitment has been published on our homepage ([www.hellmann.net](http://www.hellmann.net)), visibly to all our stakeholders.







## CORPORATE GOVERNANCE

Integral parts of our Business Governance Structure are not only a strong Board of Directors (Main Board) and an independent Advisory Board but also the two important governance instruments, Compliance Management and Internal Audit.

»At Hellmann, we always strive for a culture that fosters the highest degree of ethics. Compliance plays an integral part in how we conduct business within our organization, as well as with customers, partners, and vendors. Our commitment to anti-corruption is driven by our passion for excellence and dedication to our F.A.M.I.L.Y DNA.«

« Roger Häussler (Global COO)



## BUSINESS ETHICS

The world in which we operate today is becoming increasingly complex. This complexity creates new ethical challenges as we strive to adapt ourselves and our business to new and unfamiliar situations, rules, and regulations. Therefore, we developed a set of standard principles and guidelines that act as a legal and moral roadmap for us and more importantly, for our employees.

The updated Business Code of Conduct provides an integrated approach as well as insights into our core values and the way in which we conduct business globally. It reflects our commitment to do what is legally and ethically required and supports the foundation of our Corporate DNA as well as our commitment to the UNGC. These principles are not only necessary to meet the ever-changing requirements of the different areas in which we operate but they are also applicable to third parties we work with.

First efforts have been made to distribute this guideline, currently available in eight languages,

to all employees worldwide. Our overall goal is that all of our employees worldwide not only accept but also act according to this ethical guideline. Therefore, we created interactive e-learning programs on our corporate learning platform. This training is mandatory for all employees, due to the fact that it concerns our overall policy. It will be integrated as part of the introductory workshop for new employees and as an integral training module for existing employees. In 2014, we are aiming at training all new employees in this policy and 90% of our existing staff.





## COMPLIANCE

Because of our worldwide presence, compliance can be a complicated endeavor due to varying local rules and regulations, cultural differences, or the legitimate need to network. Regardless, compliance with the spirit of antitrust laws as well as with our "Global Anti-Corruption and Antitrust Compliance Manual" is mandatory for all our branches, offices, employees, and agents worldwide.

Our "Global Anti-Corruption and Antitrust Compliance Manual" advises all employees of the requirements of anti-corruption laws and establishes codes of conduct as well as record-keeping procedures. This assures that all transactions, undertaken by our offices and employees, are in compliance with our policies, laws and regulations. Commitments to internal accounting checks,

adherence to compliance standards as well as avoidance of improper transactions and facilitation payments, are covered in this policy.

It is our policy that all directors, officers and employees comply with all applicable anti-corruption and competition laws of any country or group of countries applicable to our business. Employees who violate this policy will be



subjected to corrective disciplinary actions that may include termination. It is our duty to train our employees on this important topic in order to ensure compliance with these policies as well as raise awareness globally.

By the end of our reporting period, year 2013, 5,300 of our employees worldwide were successfully trained in the contents of this manual.

»The works council of Hellmann Germany is usually involved in national but not international initiatives. Regarding the topic Compliance we, the German Works Council, were involved in the development of an internal compliance program. This decision making process shows that we at Hellmann work differently according to our mission 'Thinking ahead, Moving forward'!«

« Helmut Ledor (Chairman of the German Works Council)





## REPORTING AND COMMUNICATION

The heart of our Corporate DNA values our employees in an atmosphere of open communication that fosters trust and dedication. Therefore, we do our best to keep our employees fully informed about policies, guidelines and instruments of communication.



Our central means of communication in the area of compliance is the Hellmann EthicsPortal. This website not only contains information on policies and links to relevant training courses, but also encourages our employees to report their

concerns or potential violations against our compliance manuals or codes of conduct, anonymously and confidentially.

At Hellmann, we always prefer open and personal communication as most issues can be directly resolved. Hence, we recommend that employees primarily report to their Line Manager, HR Manager or to Senior Management. If the problem cannot be resolved or if anonymous reporting is preferred, these issues can be reported either in written form or via phone through the Hellmann EthicsPortal.



»The Hellmann EthicsPortal was created to give all employees worldwide the possibility to report any kind of discrimination or violation of policies and guidelines. This also includes employees of branches without a works council who had to report their concerns via letters in the past. This new means of communication does not only allows us to protect the employee who reported the violation but also to get in contact with him/ her in case of further inquiries.«

« Stephan Schnitzler (Global Compliance Director and Head of Internal Audit)

## CONTROLS AND FOLLOW-UP MEASURES

The data that we collect from our 40 countries all around the world is not only tested for consistency but also completeness as soon as it is received. Through direct comparison of the information provided in a combined database, inconsistencies and implausible answers will be cross-checked and followed-up by the UNGC Working Group.

According to the Plan-Do-Check-Act Cycle, the UNGC Working Group is constantly improving the way in which the data is being collected and reconciled in order to ensure an increasing quality of reporting every year. As an independent function and direct reporting line to the Main Board and owners of the company, our Internal Audit Department not only helps to ensure compliance with internal standards but also with external rules and regulations.

There is a strong focus on compliance and UNGC related topics during the regular internal audits. The annual audit planning is based on a risk-oriented audit planning, considering compliance and especially bribery risks. Any violations identified are directly reported to the Chief Compliance Officer and the Main Board.

The Internal Audit Department, in combination with the Chief Compliance Officer, also reports the progress of the compliance program on a monthly and semiannual basis to the Main Board. This procedure guarantees an unbiased view on the status and progress of the program. Special focus is given

to the global status of our anti-trust and anti-bribery training courses. The Main Board and Regional Director will follow-up on countries in order to achieve the KPI of min. 90% of employees trained in each country. The constant monitoring and communication of our compliance status is the basis for continuous improvement in our compliance environment.





# WHAT WE HAVE DONE AND WHAT WE WANT TO ACHIEVE

## Actions in 2013

## Actions in 2014

### Principle 10

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>Global roll-out of Antitrust and Anti-Corruption Manual</li> </ul>                         | <ul style="list-style-type: none"> <li>Written commitment of Managing Directors regarding the Antitrust and Anti-Corruption Manual</li> </ul>  |
| <ul style="list-style-type: none"> <li>Roll-out of Business Code of Conduct</li> </ul>  | <ul style="list-style-type: none"> <li>Roll-out of Business Code of Conduct Training               <ul style="list-style-type: none"> <li>90% of employees worldwide trained on our Business Code of Conduct</li> </ul> </li> </ul>  |
| <ul style="list-style-type: none"> <li>Employee live and online training on Antitrust and Anti-Corruption</li> </ul>              | <ul style="list-style-type: none"> <li>Anti-Bribery and Antitrust Training               <ul style="list-style-type: none"> <li>90% of our employees worldwide trained in Anti-Bribery and Anti-Trust through the Online Learning Management Platform</li> </ul> </li> </ul>                             |
| <ul style="list-style-type: none"> <li>Global Compliance Risk Assessment including Anti-Corruption</li> </ul>                     | <ul style="list-style-type: none"> <li>Online Anti-Corruption and Anti-Bribery Risk Assessment to be completed in 2014</li> </ul>  |
| <ul style="list-style-type: none"> <li>Implemented Hellmann EthicsPortal</li> </ul>   | <ul style="list-style-type: none"> <li>Analyzing reported violations and actions taken of our policies to Hellmann EthicsPortal</li> </ul>   |
| <ul style="list-style-type: none"> <li>Global Internal Audit function integrated as part of the Global Compliance Team</li> </ul> |  |
|   | <ul style="list-style-type: none"> <li>Roll-out of Hellmann Supplier Code of Conduct               <ul style="list-style-type: none"> <li>Number of countries in which the Hellmann Supplier Code of Conduct has been rolled out</li> </ul> </li> </ul>  |
|   | <ul style="list-style-type: none"> <li>Global roll-out of Hospitality and Entertainment Guideline               <ul style="list-style-type: none"> <li>Number of employees trained in our Hospitality and Entertainment Guideline through the Online Learning Management Platform</li> </ul> </li> </ul> |
|   | <ul style="list-style-type: none"> <li>Developing Global Employee Compliance Survey</li> </ul>   |





APPENDIX

	UNGC Principles	Our Commitment	Stated in Hellmanns Policies and Regulations
Human Rights	P1: Businesses should support and respect the protection of internationally proclaimed human rights.	Hellmann firmly believes in adopting and embracing respect of human rights (as articulated in the United Nations Universal Declaration of Human Rights) all around the world and therefore, compliance with the UNGC principles and the Business Code of Conduct is mandatory for every employee and office.	<ul style="list-style-type: none"><li>■ Business Code of Conduct</li><li>■ Corporate DNA</li></ul>
	P2: Business should make sure that they are not complicit in human rights abuses.		
Labor	P3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	It is our company's policy to act with integrity and fairness and treat all employees and persons with dignity, decency and respect by providing a healthy, safe and secure work environment.	<ul style="list-style-type: none"><li>■ Diversity Charter</li><li>■ Business Code of Conduct</li><li>■ Employee Handbook</li><li>■ Corporate DNA</li></ul>
	P4: Business should uphold the elimination of all forms of forced and compulsory labor.		
	P5: Businesses should uphold the effective abolition of child labor.		
	P6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.		
Environment	P7: Businesses should support a precautionary approach to environmental challenges.	For a globally active company such as Hellmann Worldwide Logistics, the development of economic interests is inherently connected to our responsibility for the environment and the idea of sustainable development has long been our focus. At Hellmann, we are committed to working within a structured system of environmental management using task-oriented methods, continuous self-monitoring, and regular external auditing.	<ul style="list-style-type: none"><li>■ Corporate DNA</li><li>■ Business Code of Conduct</li><li>■ Environment Protection Policy</li></ul>
	P8: Businesses should undertake initiatives to promote greater environmental responsibility.		
	P9: Businesses should encourage the development and diffusion of environmentally friendly technologies.		
Anti-Corruption	P10: Businesses should work against corruption in all its forms, including extortion and bribery.	One key element of our success is our dedication and commitment to integrity and ethics which serve as our foundation when interacting with customers and vendors. Our compliance policies and commitments are the embodiment of the highest level of ethics practiced every day and serve as a constant reminder to all our employees of the importance of maintaining our standards of ethics and excellence.	<ul style="list-style-type: none"><li>■ Global Anti-Corruption and Antitrust Compliance Manual</li><li>■ Business Code of Conduct</li><li>■ Hellmann's Commitment to Compliance</li><li>■ Annual Compliance Acknowledgment and Certification</li></ul>



Photo: UNGC Working Group

Contact Point

We value your feedback! As a valued stakeholder, we welcome your feedback, concerns or suggestions regarding the content of this report as well as our commitment to the United Nations Global Compact. Please provide us with your feedback by writing to our Hellmann UNGC Working Group [ungc@hellmann.net](mailto:ungc@hellmann.net) or by addressing the topic to the person directly responsible:

- |                                       |                                    |
|---------------------------------------|------------------------------------|
| Human Rights and Labor:               | Stefan Wimmer and Christian Gerdes |
| Quality and Environmental Management: | Tobias Jüchter and Daniel Hülmeier |
| Anti-Corruption:                      | Stephan Schnitzler                 |
| UNGC Project Coordination & CSR:      | Pia Stein                          |



