



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

We welcome feedback on its contents.

hellmann
Worldwide Logistics



UNITED NATIONS GLOBAL COMPACT COP 2015

THINKING AHEAD – MOVING FORWARD



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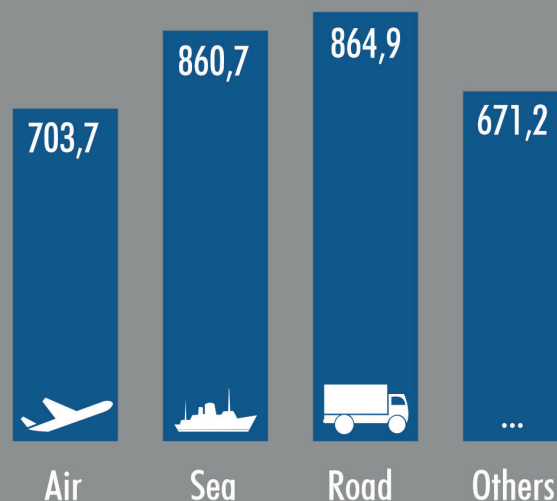
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Hellmann at a Glance 2015



Revenue per division in 2015 in million €



144

Years of logistics



245

Hellmann branches
worldwide

Located in
57
countries



100%

Of issues reported via
whistleblower hotline
were solved



Prohibition of
facilitation payments

Find out who we are and what we do
in this short video.



95%

Of our company-owned trucks have
EURO5 engines or better

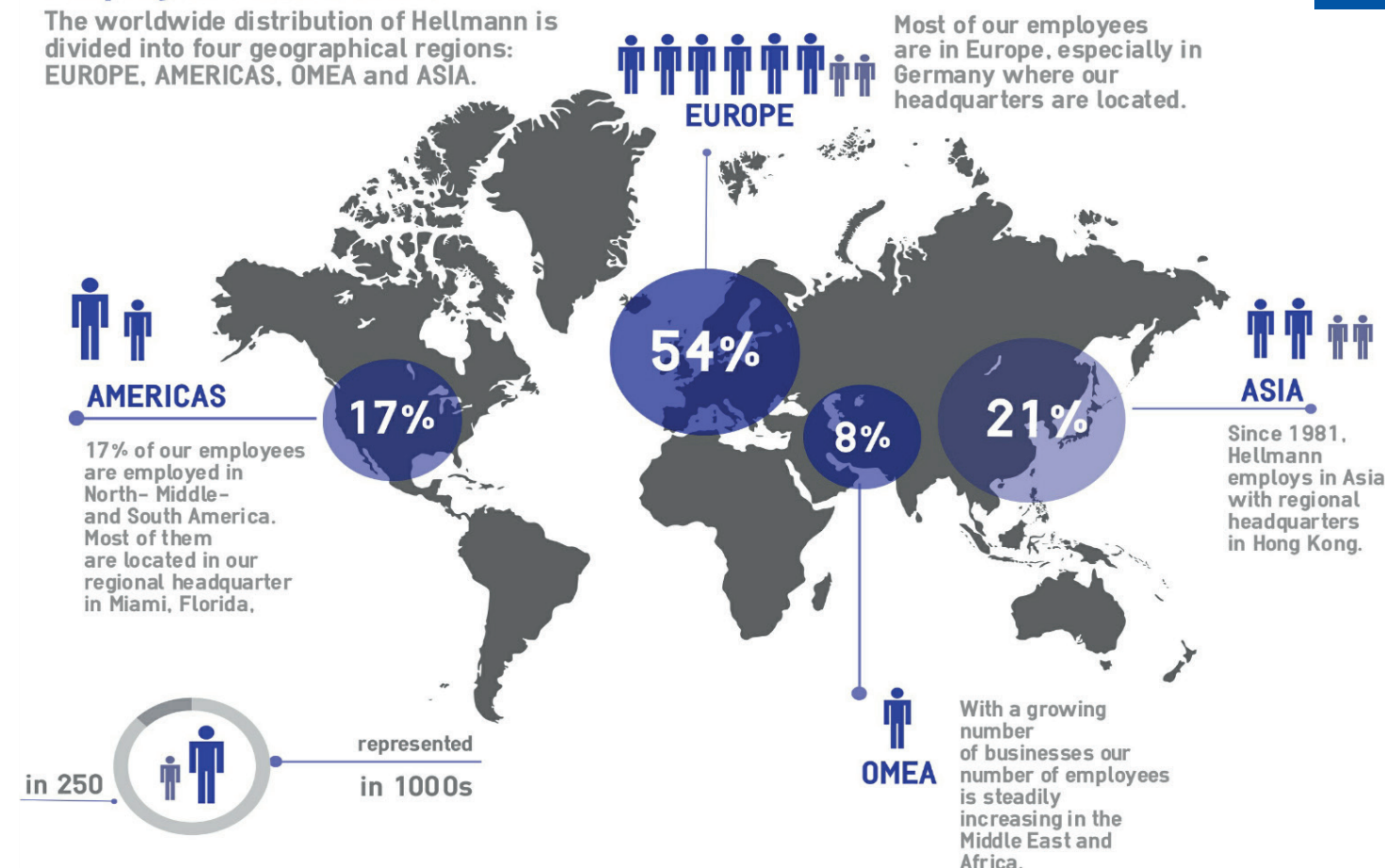


30%

Of our female employees are in key
positions

Employees Worldwide

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



Products and Services & Industry Solutions

Portfolio

National and European Groupage	Courier-, Express-, Parcel Service	Contract Logistics	Airfreight Seafreight Sea-Air Customs brokerage	Direct Load Rail Solutions	IT- Solutions
Industry Solutions: Agricultural • Automotive • Chemical • Cruise • Fashion • Fast Moving Consumer Goods • Healthcare • Hi-Tech • Hospital Logistics • Marine • Perishable • Project Cargo • Renewable Energy					

Business
Develop-
ment

FOREWORD



Jost Hellmann
Managing Partner



Klaus Hellmann
Managing Partner



Dr. Thomas Knecht
Managing Director

"The secret of change is to focus all your energy, not on fighting the old but on building the new."
(Socrates)

2015 was a year full of changes for our company. We not only restructured our top management at Hellmann Worldwide Logistics, we also built up a completely new department by bringing different sustainability departments together.

Our newly formed Global QHSE (Quality, Health & Safety, Environment) department consists out of CSR, environmental, energy, health and safety as well as quality experts. Combining those and additionally focusing on health and safety on a broader scale was one of the main impulses we received from our stakeholders when conducting our first global stakeholder analysis.

As you will experience in this Communication on Progress Report, we made significant progress in advancing our sustainability priorities in 2015. One example is the development of a global minimum standard regarding sustainability. This new policy was introduced at the beginning of 2016.

Overall, we are pleased – but not satisfied – with our sustainability progress and the milestones we've reached. We are continuously striving to improve our understanding of the interests and expectations of our diverse stakeholder groups, and to integrate these into our business and CSR

activities. As we advance our reporting and disclosures, we continue to support and measure our sustainability progress against the principles outlined in the UN Global Compact.

With this statement, we would like to thank all employees and stakeholders for their support and engagement in the past years and for the many more years to come.

THINKING AHEAD – MOVING FORWARD

Forward-looking Statements

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

Report Profile

This is the fourth CoP published regarding our commitment to the UN Global Compact to date. The data and information reported in this report cover the time period from January 1, 2015 until December 31, 2015.

STANDARD
DISCLOSURE



OUR STRATEGY

We are committed 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

DNA is the abbreviation 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 enduring heritage 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 paper. Ultimately, our corporate genes inspire the way we think. They determine the motives behind our actions and define what we should expect from one another. Most importantly, they highlight the qualities which ensure that we are, and will always be, different from other logistics 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

First, people first
All about the customers, always
Making it work better, everyday
Innovation and entrepreneurship
Live sustainability
You and Me!



CORPORATE SOCIAL RESPONSIBILITY





“Through a regular materiality assessment, we do not only align strategies and performance management to emerging social and environmental constraints and opportunities but also systematically engage stakeholders and capture their view into what is most important for our company.”

►► Pia Stein (Project Specialist QHSE & CSR)

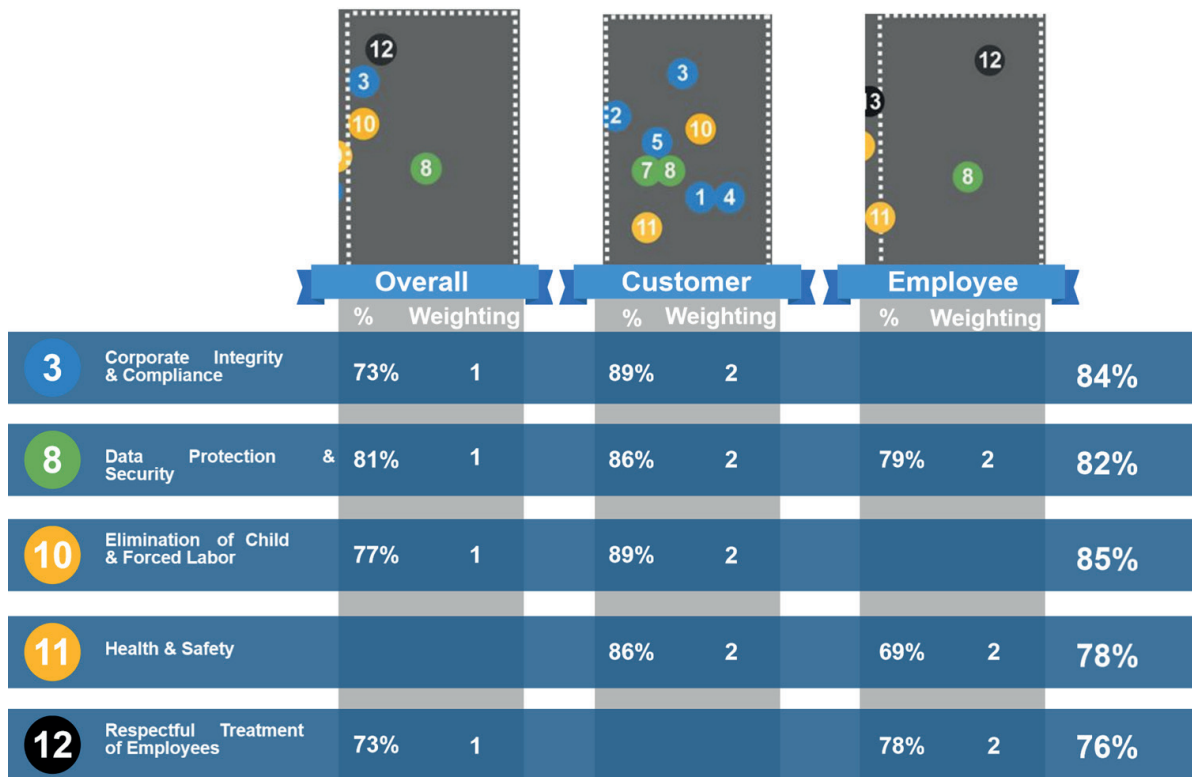


MATERIALITY ANALYSIS

In 2014, we, at Hellmann, conducted our first global stakeholder analysis. This was a step we undertook in order to align our corporate goals and strategy with the expectations of our stakeholder groups. The feedback and participation we received was impressive. Over 2,670 participants

of nine stakeholder groups took part in our survey and shared their opinion regarding 21 corporate social responsibility (CSR) topics with us. Due to the fact that this was our first stakeholder analysis, we concentrated on broader sustainability topics in order to identify our scope for improvement.





Results of the Stakeholder Analysis

When comparing our management’s expectations with the ones from our stakeholders’, five main topics were identified as most important:

- 1. Corporate integrity & compliance
- 2. Data protection & security
- 3. Elimination of child & forced labor
- 4. Health & safety
- 5. Respectful treatment of employees

Actions

Until the end of 2015 not all identified topics were fully anchored in our corporate culture and top management support wasn’t fully defined. One of those is the focus point “Health & Safety”.

	Global Policy	Board Sponsor
Corporate integrity & compliance	X	X
Data protection & security	X	X
Elimination of child & forced labor	X	X
Health & safety	Missing	X
Respectful treatment of employees	X	X

Since the 1st of January 2016, our new Executive Board Member, Dr. Thomas Knecht, took over the role as a Board Sponsor for “Compliance” as well as for all QHSE related topics.

Since this topic also relates heavily to environment and quality, Hellmann formed a new global department called QHSE (Quality, Health & Safety, Environment). This department has the responsibility to set the foundation for a standardized working environment for all our employees worldwide. This means:

- Creating a QHSE framework from which global and local QHSE procedures will be developed;
- Controlling of the overall external audit process; and
- Monitoring of internal QHSE topics and international standards across the organization.

We are planning to repeat the stakeholder analysis on a regular basis in order to prioritize our resources in the context of this ever changing business environment and to adapt to the scope of this report.

Trends

One of the trends recognized from our stakeholders’ behavior is the shift from environmental to labor and compliance topics. This could be based on new country and regional legislations which are not only requiring non-financial data but also an integration of corporate social responsibility from global operating businesses. Therefore, also the demand from customers and suppliers increases regarding these issues.



CSR POLICY

CSR is a broad topic and every company defines it differently, depending on their services and products. We, at Hellmann, align CSR with our commitment to the UN Global Compact and the four main topic areas: human rights, labor, environment and anti-corruption. Part of our new Global QHSE Policy is the sub-policy called “Corporate Social Responsibility”. It summarizes all important areas to which we are committed to. Due to the many interfaces to labor, human rights and environment, it became part of this overall global minimum standard.



In order to reach all employees, we prepared an extensive communication program, including specifically tailored trainings for our Managing Directors, toolbox talks (informal safety meetings before a work shift starts), conference calls, etc. Our overall goal is to make this policy part of our employees’ daily work life.



**HUMAN
RIGHTS**



HUMAN RIGHTS RESULTS OF STAKEHOLDER ANALYSIS

Compliance with human rights is a matter of course at Hellmann. The results of our stakeholder survey regarding this topic were pretty clear. This topic is important, but not an issue in our company.

But despite this fact, compliance with international proclaimed human rights is of such importance for us that we exceed international labor law standards. In our Business Code of Conduct we are committing to employ only those individuals with a minimum age of sixteen, despite the International Labor Organization's (ILO) minimum age of fourteen.

ENGAGEMENT

Since the beginning, we at Hellmann, are actively participating in giving back to communities and the environment in which we live and operate in. Over the years, we were engaged in many different projects supporting different social purposes. As part of our new Global QHSE & CSR Policy, we encourage our Hellmann countries to engage in at least one social cause they are passionate about.

CSR and global change are not only topics for universities and colleges but it is also of high importance for students of vocational schools who are already working in companies of different industries. Students and future teachers are facing the advantages and issues of globalized companies every day. Therefore, we, at Hellmann, committed ourselves to give prospective teachers insights into this topic by incorporating CSR issues in the form of lectures and case studies into their syllabus.

In several dilemma scenarios, the future teachers of the BBS Pottgraben and the University of Applied Sciences in Osnabrueck needed to evaluate those from different stakeholders' point of views. This not only shows how difficult it is for businesses in a globalized world to find fitting solutions to please all stakeholder needs, but also emphasize a continuous exchange between companies and its key stakeholder.





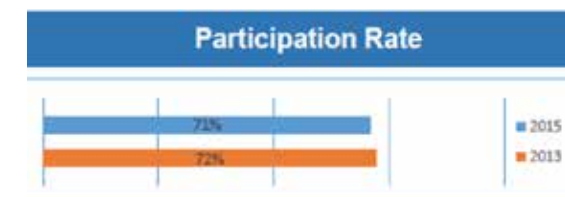
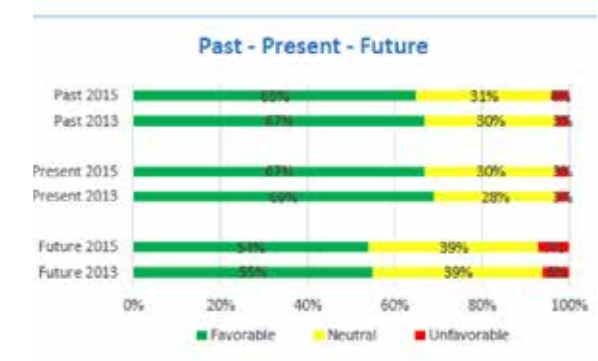
“At Hellmann, putting people first is part of our corporate DNA, therefore, we strive to make employees feel heard through the Employee Opinion Survey (EOS). The survey gives our employees around the world the opportunity to share their feedback and perspective on topics such as work environment, leadership, culture & values, career and performance, allowing us to identify our strengths and areas for improvement.”

►► *Milena Beledelli (Global Learning and Development)*



EMPLOYEE OPINION SURVEY

Conducted biannually, the Employee Opinion Survey (EOS) which transpired in 2015 was participated by a total of 6,187 of our employees worldwide. The results showed that, on an individual level, we continue to score highly at maintaining relationships across all areas of the company and that we are committed to moving Hellmann forward.



As an organization however, we are slowly losing touch with our Corporate DNA. Hence, it is important that we continue to build on our core strength – long lasting relationships – to ensure we find new alignment on a company level.

The EOS was followed by a comprehensive action plan approach per country as well as a follow-up survey. Together with our Global Learning and Development Team, the countries are implementing defined corrective actions.



WHAT WE HAVE DONE AND WHAT WE WANT TO ACHIEVE

Activities in 2015

Progress

Activities in the upcoming years

Principle 1

- Professionalizing our Corporate Volunteering Initiative ("Perspektivwechsel") and making the initiative available in further countries
 - Integrating the "Perspektivwechsel" initiative into the Hellmann Learning Experience (HLE)
- Distributing the initiative to further countries



- All countries in which Hellmann operates are encouraged to demonstrate their effort to improve the standards of life for their local communities through joint actions (e.g. environmental projects, volunteering program for employees, support of local schools/ homeless shelters, etc.) (Global QHSE Policy).

- Creating awareness of sustainability and corporate citizenship internally as well as externally
 - Collaboration with schools and universities
 - Guest lectures



- Creating awareness of sustainability and corporate citizenship internally as well as externally
 - Collaboration with schools and universities
 - Guest lectures
 - Consulting external projects like Global Value Project and support regarding CSR matters

Principle 2

- Global Employee Opinion Survey (EOS)
- Measuring progress of results by repeating the EOS in all our branches worldwide
- Holding follow-up meetings with 100% of Managing Directors and Country HR Managers
- Defining action plans per country by Q4 in 2015



- Global Employee Opinion Survey (EOS)
- Defining action plans per country

- Global Employee Induction Survey
- Requesting feedback from newly hired employees regarding their induction
- Initiating follow-up workshops and action plans, which are created according to individual country results



- Developing a new global compensation and benefits system to ensure equal treatment and payment until Q2 2017

- Corporate Health and Safety Program
- Developing a concept for a global health and safety approach until August 2016
- Implementing a global Health and Safety minimum standard by 90% until Q1 in 2017



- See chapter three "Labor", page 27



LABOR





“We, the Global QHSE Team, are aiming to implement a worldwide minimum standard for Quality, Health & Safety, Environment & Energy as well as CSR. Our first steps will be analyzing the current state and developing leaders, our so-called best-practice offices and warehouses, which should train further branches in the future.”

►► *Tobias Jüchter (Global QHSE Team)*

LABOR RESULTS OF STAKEHOLDER ANALYSIS

Derived from our stakeholder analysis, our key stakeholders (employees and customers) determined “Health & Safety” as one of their top con-

cerns regarding our company. This result perfectly aligns with our corporate strategy by pushing and further developing this topic on a global basis.

OCCUPATIONAL HEALTH AND SAFETY

We, at Hellmann, care about the health and safety of our employees. It is crucial to us that we continually strive to improve our health and safety procedures in order to provide our employees and externals on site with a safe working environment. In the previous year, we stated that we had started to develop a global health and safety policy in order to ensure an internal minimum standard in all our branches worldwide.

Now, we are pleased to report that a Global Quality, Health, Safety and Environment (QHSE) policy has been finalized and approved by our Executive Board. Due to the fact that these topics overlap strongly with our CSR requirements, we also integrated a policy regarding this topic in the overall one (see chapter 2).

Through an extensive communication program, we are planning to roll-out this policy in Q1 of 2016. With this, we are planning to include all key stakeholders as much as possible. Part of this program will be for example, a Managing Director training including their countrywide commitment regarding this new policy.



Do you want to have a look at our new Global QHSE Policy? Scan this QR-Code to get to know more.

While we recognize that every country has its own national laws and regulations, we feel that it is important to have a global minimum framework that not only ensures the same standard across the globe, but also provides a baseline which supports our branches. In addition, the policy will better facilitate the process of locating best practice warehouses to share their knowledge and experience with other ones.

Another goal is developing a concept for our global health and safety approach by August 2016. During Q4 of 2015, we created a new department called Global QHSE. This department consists of qualified Quality, Environment, Health & Safety as well as CSR Representatives who will promote these topics on a global basis.



DIVERSITY AND INCLUSION

This years' diversity topic is **fostering women** in all stages of their life. Becoming a mother is a transforming change for every woman. That being said, we committed ourselves to support them. In our headquarter, we implemented a comprehensive program for our female employees.

During pregnancy:

1. When a pregnancy is disclosed, our employees will receive abundant tips regarding pregnancy that include parental leave, financial support, legal requirements, necessary medical appointments, among others.
2. In order to also prepare the affected department for the upcoming personnel change, managers receive a guideline and checklist.
3. A workshop offers the future families an additional individual training, aiming on a well-balanced life between work and family.

After pregnancy:

1. Additional workshops support the new moms on returning to the job including job specific qualifications like computer-based trainings. These are subsidized by our company.
2. All parents on parental leave are invited to the annual "Breakfast for Parents". In this event, our new F.A.M.I.L.Y members will have the chance to get to know each other and have the possibility

for an informative exchange within the Hellmann World in a homely atmosphere. This not only fosters the connection between the employees on leave but also facilitates the re-entry into the job.

3. In the reporting year 2015, our Diversity Representative, Anja Staschinski, also implemented a "Parent-Child-Office". In the case of day care when the kindergarten or school is closed, the parents have the possibility to bring their child to work. In the new "Parent-Child-Office", our employees find a well-stocked office with an integrated play corner for the youngsters. This allows them to combine work and family life, even in critical situations.

Next to this initiative is our fostering of further diversity initiatives like the MobiPro campaign with which we are offering young truck drivers from Spain, who have difficulties finding a job in their country, the possibility to work for Hellmann in Germany.



"Hellmann is a family-friendly company putting importance to a balanced family and work life. In order to facilitate all facets of this lifestyle especially for young families, we, at Hellmann, offer different ways of support. Combining our diverse Hellmann Family with the one at home is a self-evident fact for us."

►► Anja Staschinski (Human Resources)



WHAT WE HAVE DONE AND WHAT WE ARE GOING TO DO

Activities in 2015

Progress

Activities in the upcoming years

Principle 3

- Building a constant dialogue to trade unions in further countries/strengthening relationships
- Evaluating laws and regulations for collaboration with trade unions or work councils in all countries



- Building a constant dialogue to trade unions in further countries/strengthening relationships

- Receiving a 90% training/acknowledgment level of our Hellmann Business Code of Conduct among employees



- Developing a global induction program for employees incl. standard mandatory trainings by Q2 2017

Principle 4

- Promoting the Business Code of Conduct in further countries



- Including Business Code of Conduct in future Induction Program for new employees
- Making Business Code of Conduct part of internal QHSE audits

Principle 5

- Analyzing and setting standards for employment policies/standards regarding child labor of our external temporary labor agencies/partners 3rd party due diligence process

This project is currently on hold.

Principle 6

- Fostering the development of our Diversity Management Program in Germany
- Offering internships to people with disabilities and foreigners



- Fostering the development of our Diversity Management Program in Germany

- Introducing our new Performance Management Program and competency model globally
 - 70% of Hellmann employees will be evaluated based on the new Performance Management Program until the end of Q4 in 2016



- Corporate Health and Safety Program
- Developing a concept for a global health and safety approach until August 2016
- Implementing a global Health and Safety guideline by 90% until Q1 in 2017

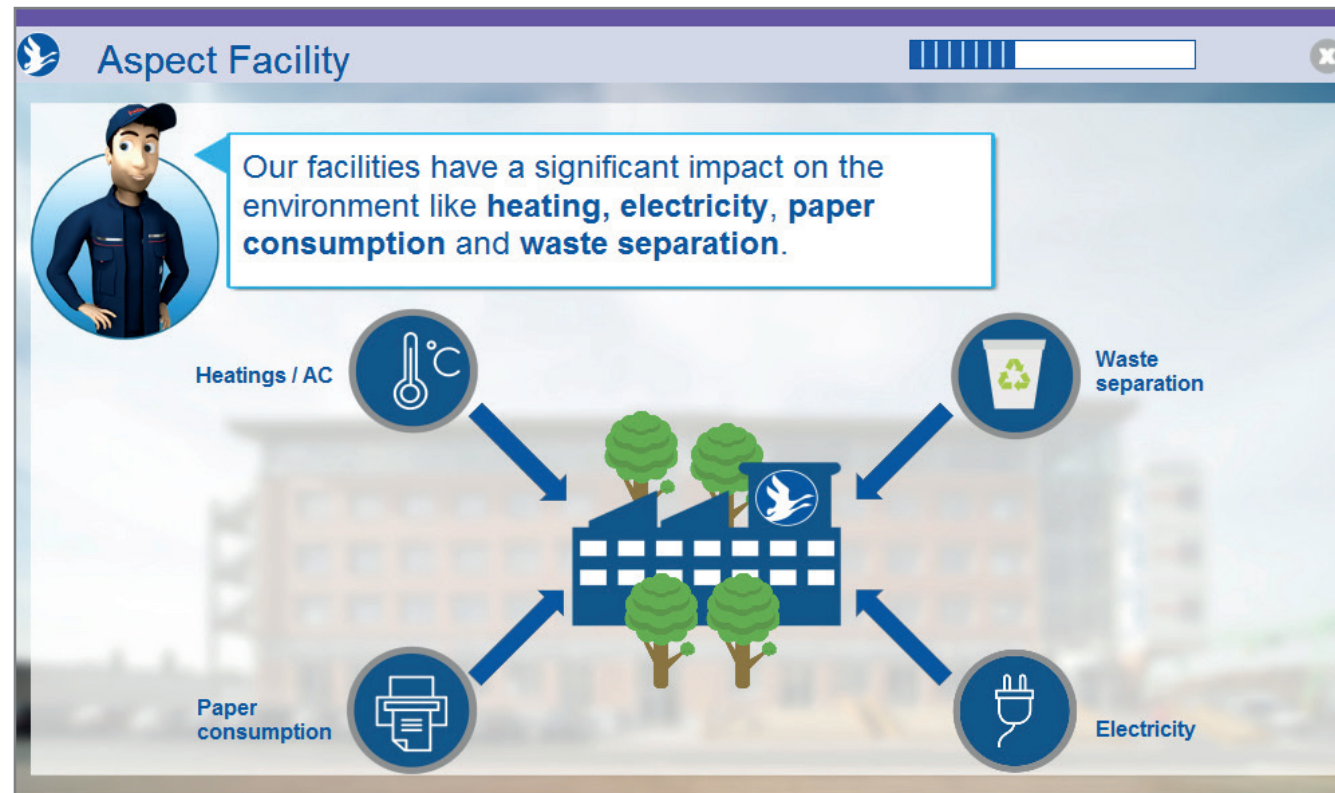


- Corporate Health and Safety Program
- Developing a concept for a global health and safety approach until August 2016



ENVIRONMENT

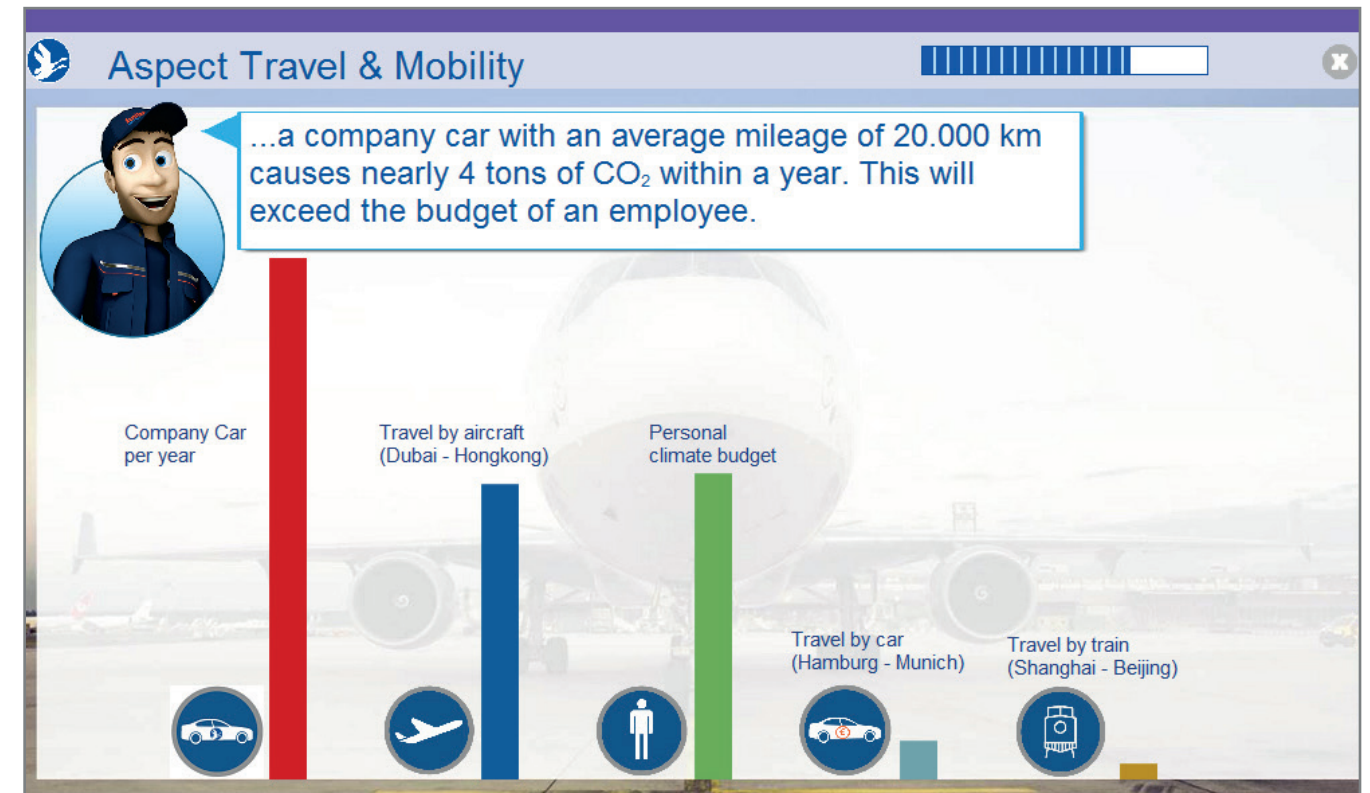




ENVIRONMENTAL RESULTS OF STAKEHOLDER ANALYSIS

Providing environmental data like carbon emissions or energy consumption is a very important topic for our customers and our company as well. In order to create more transparency in their value chains, our customers demand environmental data from us. This was also one of the main facts which was pointed out by our stakeholders.

Basing from the results of our stakeholder analysis, our employees are more interested in operational support regarding environmental topics. They wish to receive more information and be involved in waste management and in using energy more efficiently. To satisfy the requirements of our employees and to create more awareness, the Global QHSE Team developed trainings regarding environmental management and environmentally friendly behavior.



ENVIRONMENTAL TRAINING

In 2014, the Quality and Environmental Management Team developed an eLearning for environmental management in Germany in order to create more awareness regarding environmental requirements and related risks. Training is also a main aspect of our ISO 14001 certification and the eLearning helps us to be compliant with the requirements of this standard. In the first step, this training was rolled out for trainees as a test group. Eventually, all German employees took part in it. Up to now more than 800 people have successfully completed the training. With the help of the Hellmann Learning Experience (HLE), the QHSE department can manage the trainings and follow up on the current performance of the organization.

The eLearning includes information about the environmental impact and aspects of Hellmann and what the employees can to do in order to support the environmental management and to reduce the influence on the environment. The harmful effects

of CO₂ emissions and climate change are also covered in the training as well as emergency preparedness and handling of dangerous goods.

In 2015, the existing training was translated into English and was made into an international training which was scheduled for Q1 in 2016. To prevent technical challenges during a global roll-out, Hellmann chose a country by country implementation starting in the Netherlands. This will enable the organization to continuously improve the eLearning over time and to incorporate the feedback from our colleagues worldwide.

In conjunction with trainings for health and safety as well as the Business Code of Conduct trainings, our employees will have all necessary information regarding environmental aspects to be compliant with requirements coming from legal, international standards and from customers.





“By using eLearnings as one of our communication channels, we have the possibility to reach a large number of employees at the same time. It is no longer necessary to schedule meetings, rooms and resources for classroom trainings. Integrated quizzes at the end of each eLearning ensure that the employees understand the training content. Some trainings also offer discussion forums for the users to enable feedback and information exchange. With our integrated online platform, it is also possible to follow up the participation of trainings and to be compliant with legal requirements. Of course, developing an eLearning means an excessive workload, but counting in all benefits, it's a low price to pay.”

» Markus Meyer (People Development Specialist, Academy)



ENVIRONMENTAL PERFORMANCE

Carbon Footprint Region Europe

As mentioned before, our customers demand more transparency of our environmental performance to satisfy their stakeholders along their value chain. Our road freight operations have the most significant influence on direct emissions. Our own trucks are responsible for 2/3 of our European carbon footprint. An example of our continuous efforts on improving efficiency and lowering our overall emissions are driver trainings with a dedicated eco trainer or renewal of trucks. This is supported by initiatives on lowering the fuel consumption of our car pool and by replacing old diesel-powered forklifts with electric ones.

Emission	Europe 2014	Europe 2015
Gasoline	381,273	309,636
Diesel	20,210,305	17,734,334
Gas	2,872,704*	2,945,181
Electricity	8,192,397	7,673,448
Total CO ₂ e	31,656,680	28,662,599

*Conversion factor changed compared to 2014

The consumption of natural gas showed a slight increase which is mostly depending on weather conditions. Replacing a heating installation in one of our biggest warehouses (see COP 2014) saved more than 25% of gas compared to the old one. In 2016, we are establishing an energy manage-

ment system in Europe in order to further reduce our consumption of energy resources and carbon emissions. An overall reduction of 10% CO₂ consumption compared to the previous year is a great success, especially in a rapidly changing industry like logistics.

Carbon Footprint Region OMEA

After publishing a carbon footprint for Asia and Europe in the last years report, Hellmann is proud to include a third region in the report. For the first time, our region OMEA (Oceania, Middle East, Africa) was able to prove good data quality and will, from now on, be incorporated into our global carbon footprint. Similar to Europe, our footprint is driven by road freight service with own trucks which are mainly used in South Africa.

Emission	OMEA 2014	OMEA 2015
Gasoline	–	199,014
Diesel	–	4,886,701
Gas	–	37,178
Electricity	–	1,474,581
Total CO ₂ e	–	6,597,474

Although the region OMEA has less offices and employees than other Hellmann regions, it shows a comparable amount of total emissions from electricity. The reason for that are multiple warehouses





with cooling facilities. One of them is placed in Dubai where a high amount of energy is necessary for lowering the temperature. Another temperature controlled warehouse is located in Auckland, New Zealand. This facility was built in 2015 and is a best-practice example of implementing sustainable aspects into a modern logistics building.

Carbon Footprint Region Asia

Almost every emission group in Asia shows an increase, which is based upon the fact that Hellmann is still entering new countries that have now been added to the global emission report. The main driver in this region is electricity. It is primarily used for office devices, air conditioning and our IT service center in Hong Kong.

Emission	Asia 2014	Asia 2015
Gasoline	601,771	591,039
Diesel	276,712	489,338
Gas	101,206	188,299
Electricity	2,913,556	3,284,114
Total CO ₂ e	3,893,246	4,552,790

In order to create more transparency and comparability for our customers and stakeholders, all our emission calculations are based on the "DSLVL guideline for transport emissions" which is equal to the ISO 16258 as a global standard for calculating transport emissions. The most important conversion factors can be found below:

Conversion factors kWh → CO₂e

Emission	Europe	Americas	OMEA	Asia
Gasoline	2.88	2.88	2.88	2.88
Diesel	3.24	3.24	3.24	3.24
Gas	0.242	0.242	0.242	0.242
Electricity	0.424*	0.497	0.692	0.928

Source: DSLVL Guideline for transport emissions, 2013
*DE 0.583/EU



"Our refrigeration plant utilizes ammonia which has a very low carbon footprint and by installing a large air-cooled condenser, this plant requires no water or other chemicals. We have also invested in high-end electric forklifts, variable speed drives, EC fans (=electronically commutated), LED lighting and daylight harvesting to minimize power usage."

» Chris McCagney (Managing Director, New Zealand)





“We are facing a global economic situation in which fuel prices dropped to an unforeseen level. This reduced the motivation of individuals to invest resources into renewable technologies. Nevertheless, we, at Hellmann participate in current research projects for LNG and electric trucks to identify the best technology for reducing our company’s carbon footprint.”

► Matthias Magnor (Chief Executive Officer, CEO Germany)



ENVIRONMENTAL PROJECTS

E-Mobility

When you think of ways to reduce carbon emissions in personal transportation, you cannot avoid thinking of electric vehicles (EV). We, at Hellmann, thought of this carefully and found different ways to include EVs into our fleet.

Plug-in hybrids help us reduce emissions on short trips and daily commutes while ensuring full flexibility in terms of range and comfort. After analyzing our driving profiles, we can identify vehicles that can be replaced by a plug-in car and we will move forward in modernizing our fleet accordingly.

But we also took the concept one step further by replacing a conventional car from the Environmental Management Team with a fully electric vehicle. Only a replacement will ensure that there is no “rebound effect” when investing into new technologies. By

the end of 2015, the EV saved more than 1.5 tons of CO₂ compared to a diesel-powered vehicle.

Clever connectability and decent planning enable us to do medium to long haul trips with stops at the growing network of electric charging stations. When a longer trip is planned, a car-swap with other colleagues works well since everyone is looking forward to driving the EV in exchange. That is the spirit of mobility in the 21st century which we are aiming to foster in the upcoming years.





“For me, as a new “plug in driver”, I experienced that an electric car drives like a normal petrol car. The funny thing is that driving a hybrid car automatically triggers you to drive on the ‘electric mode’ as much as possible and try to extend the range by driving anticipatorily and economically. I surprised myself that I don’t use the accelerator pedal unlike before.”

►► *Niels Grommel (Controlling)*

Energy Management Implementation

With an Environmental Management System in place since 1996, we have always cared about minimizing the energy consumption of our services and activities. However, the implemented measures were limited to our road freight and contract logistics operations mostly located in Germany.

With the EU Energy Efficiency Directive in place, we will now include all European business units into a comprehensive Energy Management Sys-

tem (EnMS). This will not be limited to the size of the site or the infrastructure, giving us the opportunity to also create future emission reports with a maximum of data accuracy. Our EnMS will take the following factors into account:

- Fuel for vehicles
- Oil / Natural gas for heating and forklifts
- Electricity



“I spend 1 - 1.5h driving to and from work every day. Since I drive an electric car (Ford Fusion), my commuting expense has dropped to \$0 because I get to charge my car for free at work and in the apartment I live in. Also, the driving experience is so much more pleasant because the car is so quiet.”

►► *Jil Hellmann Regouby (Global Human Resources Management)*











This type of data has been included into the regular financial reporting and controlling in order to keep it as lean as possible.

The EnMS will enable us to benchmark our offices and warehouses which will give us the possibility to identify investment opportunities to improve energy efficiency.



WHAT WE HAVE DONE AND WHAT WE ARE GOING TO DO

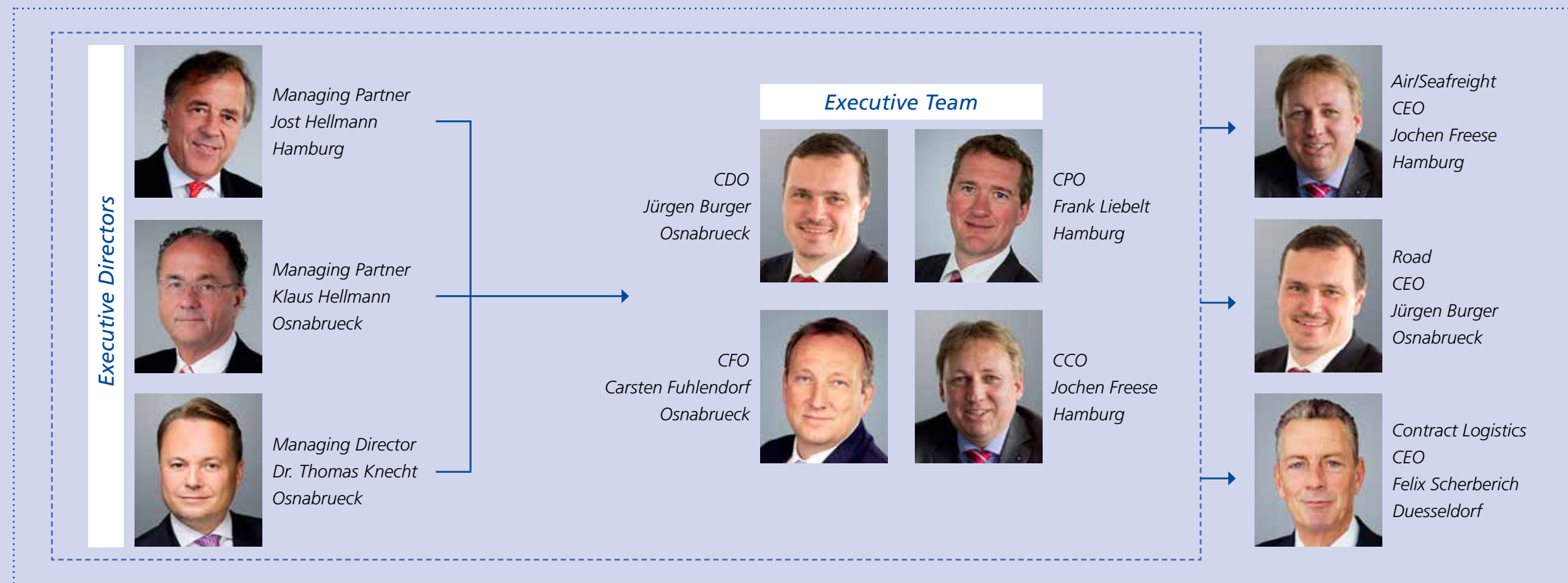


Activities in 2015	Progress	Activities in the upcoming years
Principle 7		
<ul style="list-style-type: none">Achieving and maintaining a training level of 90% of employees worldwide on our Hellmann Business Code of Conduct		<ul style="list-style-type: none">Achieving and maintaining a training level of 90% of employees worldwide on our Hellmann Business Code of Conduct
<ul style="list-style-type: none">Auditing each of our 33 ISO 14001 certified branches in 2015		<ul style="list-style-type: none">Implementing a new risk-based internal audit scheme to reduce the needed annual ISO 14001 audits to 19 in 2016.
<ul style="list-style-type: none">Completing more than 1000 environmental trainings in GermanyFinishing and launching an international environmental training		<ul style="list-style-type: none">Increasing the number of audit participants for the national training to 1000 participantsLaunching the global environmental e-Learning in at least five European countries by Q4 in 2016
<ul style="list-style-type: none">Creating emission report based on Scope 1 + 2 for two additional regions by Q1 in 2016		<ul style="list-style-type: none">Adding at least one further region to the company's emission report
Principle 8		
<ul style="list-style-type: none">Certifying 33 branches according to ISO 14001Including Bor (Czech Republic) and Anroechte (Germany) in the certification process by Q4 in 2015		<ul style="list-style-type: none">Certifying 36 branches according to ISO 14001Including Emstek (Germany) Nuernberg (Germany) and Kleinaitingen (Germany) in the certification process by Q4 in 2016
Principle 9		
<ul style="list-style-type: none">Fostering the process of the first LNG truck filling station in GermanyAcquiring 5 LNG trucks in the upcoming years	Project has been stopped.	
<ul style="list-style-type: none">Transporting approx. 300 - 400 swap bodies with Hellmann Rail Solutions on a daily basis		<ul style="list-style-type: none">Transporting approx. 300 - 400 swap bodies with Hellmann Rail Solutions on a daily basis
<ul style="list-style-type: none">Increasing the number of E-Bookings by 5% to ensure further development and to save paper resources		<ul style="list-style-type: none">Increasing the number of E-Bookings penetration of 70% within the next two years (58% per cent by the end of 2015)
<ul style="list-style-type: none">Increasing the number of containers with Hellmann Rail Solutions International to China by 7%Conducting emissions report analysis compared to air and sea freight		<ul style="list-style-type: none">Increasing the number of containers with Hellmann Rail Solutions International to China by 7%Conducting emissions report analysis compared to air and sea freight
<ul style="list-style-type: none">Fostering further roll-out of new lighting systems with LED-technology in 2015 if applicable		<ul style="list-style-type: none">Implementing LED lightings in all new contract logistics branches
<ul style="list-style-type: none">Purchasing the first full electric company car		<ul style="list-style-type: none">Replacing a further conventional vehicle by an EV



BUSINESS ETHICS AND ANTI-CORRUPTION





CORPORATE GOVERNANCE

As with all companies that focus on integrity and ethics, corporate governance plays an integral role in managing and driving the Hellmann culture. All essential functions within our company are represented throughout our various boards: Finance, Controlling, Operations, IT, Sales, Products and Services, Human Resources, as well as our Co-Chief Executive Officers.

In the past year, our company decided to restructure our Executive Board in order to align it to our new lean structure. Our Executive Board is composed of three Executive Directors: our owners Jost and Klaus Hellmann as well as our new CSO, Dr. Thomas Knecht, who is responsible for Strategy, Corporate Development and Legal & Compliance. The Executive Team consists out of the four overachieving departments:

- Jürgen Burger, Chief Digital Officer (CDO), Global Processes, Architecture & Organization and Information Systems
- Jochen Freese, Chief Commercial Officer (CCO), Industry Solutions, Global Sales and Global Marketing
- Carsten Fuhlendorf, Chief Financial Officer (CFO), Global Finance & Controlling, Global Business Services and Indirect Procurement Organization
- Frank Liebelt, Chief People Officer (CPO), Global HR as well as People Development & Training

The three Product Managers, Jochen Freese for Air/Seafreight, Jürgen Bürger for Road, and Felix Scherberich for Contract Logistics, report to the Executive Team.

COMPLIANCE

We, at Hellmann, are committed to operate responsibly and according to ethical business practices. This is not only our commitment but also anchored in our policies and procedures. We continuously strive to improve our global compliance program, the awareness of our employees, as well as the channels we use to respond.

One of them is our Whistleblower Program called the EthicsPortal. Via this website, internal as well as external stakeholders are able to report possible violations against policies and regulations. All reports have been duly evaluated by the Chief Compliance Officer and detailed investigations have been started where necessary. Due to the evaluation and investigations conducted, all reports filed in 2015 were closed by the beginning of 2016.

We will continue to take all reports raised on the EthicsPortal seriously and confidentially. In order to increase the awareness of our employees and stakeholders, we will further promote the platform through diverse channels globally.





WHAT WE HAVE DONE AND
WHAT WE ARE GOING TO DO

Activities in 2015	Progress	Activities in the upcoming years
Principle 10		
<ul style="list-style-type: none">Achieving and maintaining a training level of 90% of employees worldwide in our Business Code of Conduct		<ul style="list-style-type: none">Achieving and maintaining a training level of 90% of employees worldwide in our Business Code of Conduct
<ul style="list-style-type: none">Conducting Compliance Risk Assessments on a regular (at least) bi-annual basis		<ul style="list-style-type: none">Conducting Compliance Risk Assessments on a regular (at least) bi-annual basis
<ul style="list-style-type: none">Analyzing reported violations and actions taken of our policies to Hellmann EthicsPortal		<ul style="list-style-type: none">Analyzing reported violations and actions taken of our policies to Hellmann EthicsPortal
<ul style="list-style-type: none">Achieving and maintaining a training level of 90% of employees worldwide in our Hospitality & Entertainment Guideline		<ul style="list-style-type: none">Achieving and maintaining a training level of 90% of employees worldwide in our Hospitality & Entertainment Guideline
<ul style="list-style-type: none">Implementing global Third-Party-Due-Diligence process by Q4 in 2017	ongoing	<ul style="list-style-type: none">Implementing global Third-Party-Due-Diligence process by Q4 in 2017



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 for 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">■ Global QHSE Policy■ Business Code of Conduct (p.13)■ Corporate DNA
	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">■ Global QHSE Policy■ Diversity Charta■ Business Code of Conduct (p. 6, 13, 23)■ Employee Handbook■ Corporate DNA
	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">■ Global QHSE Policy■ Corporate DNA■ Business Code of Conduct (p. 7, 15)■ Environment Protection Policy
	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 on the importance of maintaining our standards for ethics and excellence.	<ul style="list-style-type: none">■ Global QHSE Policy■ Global Anti-Corruption and Antitrust Compliance Manual■ Business Code of Conduct (p. 16-22)■ Hellmann's Commitment to Compliance■ Annual Compliance Acknowledgment and Certification■ Hospitality and Entertainment Guideline■ Supplier Code of Conduct



Contact Point
We value your feedback!
As a valued stakeholder, we welcome your feedback, concerns and 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 QHSE Department qhse@hellmann.com.

