

Hansa Meyer Global



United Nations Global Compact COP 4





Hansa Meyer Global Holding GmbH

Hansa Meyer Global Holding GmbH is a holding company which unites a large number of subsidiaries, bundles the interests of all shareholders and coordinates strategic management of Hansa Meyer Global Transport, a global project forwarder.



Hansa Meyer Global has been a successfully operating project freight forwarding company and logistics expert for decades. We arrange shipments of oversized and heavyweight goods. Our multiple projects demonstrate our reliability and service quality. Our international subsidiaries guarantee thorough understanding and knowledge of local infrastructure and market conditions.

Our Guiding Principles	Our Values	Our Objectives
<p>We focus on our core competence:</p> <ul style="list-style-type: none"> ▶ International Project Forwarding Services <p>We shape the future of our company by profitability and growth:</p> <ul style="list-style-type: none"> ▶ We work for the success of our customers, shareholders and employees, whose common interests are always at the forefront of our decisions. ▶ Our Corporate Governance is an ultimate basis for all our activities – without any exception! 	<p>Our group of companies is based on social security and qualitative performance. It means, in particular:</p> <ul style="list-style-type: none"> ▶ Qualitative performance and customer satisfaction are economically viable to ensure sustainable success. ▶ We enjoy mutual understanding and respect achievements of the others. ▶ We shape the future by means of dedicated and reliable cooperation. ▶ We are committed to provide advanced education and training for our employees. 	<p>Maintaining financial independence is our most important objective.</p> <p>The other objectives are:</p> <ul style="list-style-type: none"> ▶ To preserve and create attractive jobs ▶ To achieve customer appreciation by high quality of services ▶ To protect the environment by cautious use of scarce resources ▶ To achieve long-term relationships with our customers and suppliers

Facts and Figures

Founded in:	1986
Shareholders:	K.G. Gorski, N. Giese, J. Knehe, Hannover Finanz GmbH
Managing Directors:	Jörg Knehe, Henrique Wohltmann
Personnel:	280 employees worldwide
Turnover 2015:	more than 140 million €
Network:	16 branches and exclusive partners at the most strategic venues of the world



COP 4

Reporting period: between October 1, 2015 and September 30, 2016

Issued in: October 2016

Hansa Meyer Global has been participating in the UN Global Compact initiative, since October 2012.

One can find this Communication on Progress in the data bank of the Global Compact, on the company's Intranet, and on our website: www.hansameyer.com



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Statement of the Board on the Continuous Support of the UN Global Compact

Dear Stakeholders,

Since October 2012, the United Nations Global Compact (UNGC) has become an integral part of our corporate philosophy, and we are proud of being a member of this initiative. By signing this document four years ago, we committed ourselves to support the protection of human rights, where it is applicable, guarantee internationally recognized labor standards, improve environmental protection and fight corruption and bribery.

We promote these goals gradually and pay special attention to the integration of the corresponding measures into daily business processes in order to ensure the required sustainability and transparency.

Thus, in 2015, for example, we successfully implemented our Compliance Rules and Code of Conduct for the Employees, continued to pursue our social commitment, and set an important benchmark in the ongoing improvement of the procedures by means of organization and active preparation of a HSSE management system.

These mechanisms will ensure our further continuous improvement of the system. Therefore, we are particularly grateful to our employees and business partners who help us to integrate the basic principles of the UN Global Compact into the daily work flows and, thus, implement the applicable guidelines.

Henrique Wohltmann

Managing Director



Practical Measures and Implementation Procedures

Being successful freight project forwarders, we intend to develop into one of the most preferred employers in the field of transport and project logistics within the next five years and be present at the most strategically important venues worldwide. Therefore, we established our own subsidiary in Egypt in September 2016 to further strengthen our presence in Northern Africa.

This year, we are also focusing on the continuous improvement of our performance, efficient and environmentally friendly use of all necessary resources, as well as long-term and economically fair business relationships with our customers and suppliers.

We have successfully established our Code of Conduct for the Employees. We also further refined and updated the guidelines for our business partners and Compliance Rules as part of our supplier management, taking into account the ten principles of the UN Global Compact, in 2015/2016.

Our guidelines are an integral part of the Intranet. All our employees are familiar with these guidelines and can easily access them any time.



Human Rights / Engagement

„Human dignity is inviolable.“

We are an internationally operating group of companies, and it is essential for us to communicate to our employees and business partners what impact our business or business relationships may have on people. We have created a policy, by means of our Code of Conduct, that enshrines our social responsibility and commitment to comply with the requirements of all applicable laws. Our employees respect and foster the regulations in force to protect human rights as a fundamental and general requirement all over the world.

We consider it an important part of our social responsibility to support the society within the scope of our possibilities. Therefore, besides sponsoring of various organizations, our "Support Children" project is still a significant component of our corporate philosophy.

Thus, Hansa Meyer Global made financial contributions to various organizations, such as Freundeskreis e.V. in Düsseldorf, Aktion MahlZeit in Bremen, Hilfswerk Ostasien e.V. and UNICEF Germany, in 2015. We also participated in "Flights For Help 2016", a charity golf tournament of AVS & Friends e.V. The donations were forwarded to "Hilfe in Not" (Help in Need), an AVS & Friends hardship fund, administered by the Bremen Cancer Society.

In 2015, we handed over a Christmas donation to Aktion Hilfe für Kinder (Foundation for Children Support), an organization engaged in the development of young adolescents with mental or physical disabilities, and committed to combat child poverty and child abuse. Our donation supported "Aktionsbusse" (handicap accessible buses) project. These are inclusive buses, which are adapted to the needs of disabled people and are available for schools, sports clubs and social facilities all over Germany. The project was implemented by Aktion Hilfe für Kinder to enable children and young adolescents, with and without impairments, to participate in school trips, tours and excursions, or child and youth activities, free of charge.

In 2015, our subsidiary in Houston, Texas, USA, supported the campaign "Mission Squash". Mission Squash is an intensive urban youth enrichment program that combines academic coaching, squash training, and community service into one all-encompassing experience for pupils of grades between 6 and 12. The program aims to give youth from underprivileged homes the opportunity to make a better future for themselves by staying at school, graduating from and aspiring to college while improving their health and fitness through the game of squash at the same time.

Our goal is to continue extending our social commitment in the future.

By signing the Code of Conduct, our business partners also committed themselves to observe and safeguard the regulations on human rights protection, as fundamental and universal standards. We are not aware of any potential cases of human rights violations in our direct business environment.

There have never been and there are not any investigations, lawsuits, judgments, fines or other corresponding matters, related to human rights, in our company during the current period of progress.



Labor

Recognition, appreciation and respect of our employees is an integral part of our mission statement. We promote a social performance-based culture throughout our Group, and our employees are the first priority.

Employee support, team building, independent actions and decision-making of our employees in the respective positions and areas of responsibility are of great importance to us. Our company is highly committed to the training and continuing professional development of our employees. Hansa Meyer Global works constantly on further improvement of the mechanisms for maintaining and creation of attractive jobs throughout the world. For example, our subsidiary in Bangkok, Thailand, has recently organized and carried out a team building event for its employees during the annual "Company Outings".

Training and professional development of our employees are the basic commitments of our company. Thus, within the the context of the dual studies scheme, we managed to employ a student for our headquarters in Bremen, in 2015. The student is currently on a 4-month international assignment at our subsidiary in Mexico, as part of his study program, to acquire and extend his cross-cultural knowledge.

We also continuously support our trainees on their career path. Our support includes weekly in-company English training, execution of operational projects, excursions, and assistance during the preparation for theoretical exams.

We ensure that our employees earn more than the minimum wages, imposed in the countries of their operation, worldwide. By signing the Code of Conduct, our business partners have also committed themselves to provide appropriate remuneration for their employees. In this, they must be guided at least by the minimum wage, guaranteed by law or a collective agreement, in the respective labor market.

We will not tolerate forced and child labor under any circumstances. Our business partners shall also commit themselves to the above by signing our Code of Conduct. The minimum age of employees has been already carefully reviewed and considered during the recruitment process according to the rules laid down in ILO Conference 138.

Hansa Meyer Global guarantees equal opportunities and non-discrimination. We work strictly according to the basic principle that no one shall be discriminated because of one's ethnicity, nationality, race, religion, beliefs, disability, sexual orientation, age, gender, or any other legally protected characteristics, unless otherwise required by law. These principles are an integral part of our Code of Conduct and, therefore, also apply to our business partners.



Environment

Companies shall foster a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies in accordance with the environmental principles of the UN Global Compact.

Hansa Meyer Global, at all its locations, continues to be committed to responsible use of scarce resources. Our employees assume responsibility for appropriate handling of the environmental issues and adhere to all legal requirements regarding the environment and sustainability in accordance with our Code of Conduct. We make our contribution to environmental protection and energy saving. In this, respective laws, regulatory requirements, risk and accident prevention measures are taken into consideration.

Since the certification in accordance with DIN EN ISO 14001 in 1999, we have been monitoring and recording the impact of our business on the environment within the framework of our management system by means of a comparison between intended and actual situation. In the meantime, a significant reduction of such an impact can be observed.

When selecting our subcontractors, we have continuously considered environmental aspects and collected the data in a database. This information is available to all our employees involved in the selection of subcontractors and will be taken into account when awarding a contract.

Together with our customers, we work on alternative transport concepts (keyword: modal split) and pay particular attention to environmentally friendly shipments, when possible, in case of post-carriage in less developed countries.

By signing this Code of Conduct, our business partners committed themselves to assume responsibility for environmental protection and comply with all legal requirements regarding the environment and sustainability. Natural resources shall be used sparingly and environmental impact shall be minimized.

We are working intensively on the reduction of paper files in favor of e-files by means of continuous development of the applicable software to limit paper consumption.



Anti-Corruption

Our company, our employees and business partners will never tolerate any forms of corruption. This ensures that all parties involved (neither supervisors, colleagues, subcontractors nor their representatives) will ever award, offer or accept any bribes, kickbacks, unauthorized donations or other payments or benefits in relation to customers, public officers or other third parties. This also applies to the so-called "facilitation payments" (unlawful payments to speed up the resolution of administrative matters that are routinely encountered). These guidelines are anchored in our Code of Conduct and shall be confirmed by all our employees and business partners in writing.

Furthermore, our employees can always get the overall information on this topic on our Intranet.

There was no breach of the Corruption Policy noted within this reporting period.



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