

Hansa Meyer Global



United Nations Global Compact COP 6



Hansa Meyer Global Holding GmbH

As holding company of a multitude of associated companies Hansa Meyer Global Holding GmbH bundles all shareholder interests and coordinates the strategic leadership of the operative and project-oriented forwarding company **Hansa Meyer Global Transport GmbH & Co. KG** on a worldwide scale.

Within the framework of our "Growth Strategy 2022" the vision, guiding principles and targets of Hansa Meyer Global were defined as follows:

Vision:

- Development of Hansa Meyer Global into a leading architect of goods and data mobility

Guiding principles:

- Trendsetter in logistics and IT innovation
- High performance organisation that anticipates future demands of our clients
- Ranking among the group of attractive employers in the logistics sector
- Further establishment of the HMG brand in existing markets that are presently still unoccupied
- Development and expansion of new / additional service products

Targets:

- Strengthening the foreign network by setting up new branch offices or establishing new exclusive partnerships
- Enhancement of our economic performance

Facts and Figures of Hansa Meyer Global Holding GmbH

Founded in	1986
Shareholders	N. Giese, J. Knehe, Hannover Finanz GmbH
Managing Directors	Henrique Wohltmann, Marc-Oliver Hauswald
Personnel	240 worldwide
Turnover 2017	more than 140 Mio. €
Network	20 branches and exclusive partners at the most strategic venues of the world



COP 6

Reporting period: October 01, 2017 until September 30, 2018

Issued in: October 2018

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

Hansa Meyer Global has pledged, by signing the UN Global Compact (UNGC) in October 2012, to actively promote the ten UNGC principles in the fields of human rights, labour standards, environmental protection and the fighting of corruption. For six years by now these principles have constituted an active part of our corporate philosophy and we will continue to comply with this obligation in the future.

Our defined Compliance Rules and Code of Conduct for business partners and employees play a major part in the implementation of these principles. In addition, we constantly take care that necessary measures are included into our day-to-day corporate processes in order to ensure the necessary sustainability and transparency for the future.

We would like to thank our employees and business partners, who support us in the active implementation of the basic ideas and principles of the UN Global Compact (UNGC) and who help us integrate them into everyday processes.

Henrique Wohltmann

Managing Director



Practical Measures and Implementation Procedures

In the progress period 10/2017 - 09/2018 our focus was on the continuous improvement of our service quality, the effective and environmentally friendly utilization of all necessary resources, long-term and economically fair business relationships with clients and suppliers as well as on the implementation of a occupational health and safety management system in accordance with DIN ISO 45001:2018.

In November 2017 we successfully underwent the re-certification process with regard to DIN EN ISO 9001:2015 and DIN EN ISO 14001:2015 and since 03 September 2018 our branches in Bremen and Düsseldorf are also certified in accordance with DIN ISO 45001:2018, the new international standard for occupational health and safety.

Our Compliance Rules and Code of Conduct have been implemented and become an integral part and all our employees actively live by the values set in them.

Human Rights / Engagement

As a group of companies operating on an international scale it is indispensable for us to continuously raise the awareness of our internationally active employees and business partners with regard to the effects our business activities or business relationships have on people. By adopting our Code of Conduct we have laid down guidelines in which our social responsibility and obligation to comply with all effective legal regulations is firmly established.

We deem it part of our social responsibility to support society within the framework of our possibilities.

Therefore, in 2018 we have once again supported the organization "AVS & Friends e.V.", a Bremen based initiative striving to collect donation money for the hardship fund "Hilfe in Not", as well as the German bone marrow donation database "DKMS" with a donation.

In 2017 our Christmas donation went to the organization "Der Bremer Treff", a church-run meeting place for people suffering from critical material, physical or psychological problems. It is our aim to further expand our social commitment in the future.

By signing our Code of Conduct our business partners also undertake to respect, maintain and protect the effective regulations for the protection of human rights as fundamental and universal standards. We are not aware of any cases in our direct business environment in which human rights were violated and in our company, in the current progress period, there have been no examinations, legal actions, court orders, fines or any other relevant events in connection with human rights.



Labor

One important part of our guiding principles is the appreciation, esteem and respect we show our employees. Our group of companies stands for a social, performance-oriented corporate culture and as such our members of staff come first.

The advancement of employees, team building and the ability of our staff to act in a self-reliant manner and to take decisions on their own in their respective positions and fields of responsibility is of utmost importance to us.

Consequently, we permanently enhance the vocational and advanced training of all our employees and we continuously offer support to our apprentices. The operative implementation of projects, excursions and support in preparing for the theoretical examination are an integral part of the support we provide to them. In the progress period 2017 / 2018, for example, our apprentices were given tours through seagoing vessels and they were able to participate in the supervision of the loading process.

On an international level we make sure that our employees earn more than the prescribed minimum wages in the respective countries in which they work. By putting their signature under our Code of Conduct our business partners also undertake to ensure that their staff receives appropriate remuneration, i.e. they are obliged to gear wages at least to the respective statutory or collectively guaranteed minimum wages of the respective labour market.

By no means do we tolerate forced or child labour and our business partners have to pledge to also comply with this standard by undersigning our Code of Conduct. Furthermore, we already thoroughly check and take account of the minimum age of our employees during the recruitment process in accordance with the provisions laid down by ILO Convention No. 138.



Environment

In accordance with the principles of environmental protection laid down in the UN Global Compact companies are to promote a preventive approach in handling environmental issues, they are to take the initiative in order to strengthen the sense of environmental responsibility and they are to encourage the development and market penetration of environmentally friendly technologies.

Notwithstanding the location, Hansa Meyer Global continues to commit itself to the conscious management of limited resources. Pursuant to our Code of Conduct our staff assumes responsibility with regard to environmental protection issues and it complies with all statutory regulations with regard to the environment and sustainability. We make our contribution to environmental protection and energy saving by taking account of statutory provisions and demands made by the authorities as well as by implementing risk and accident prevention measures.

Within the framework of the re-certification process with regard to DIN ISO 14001:2015 we have developed an environment programme and have intensively concerned ourselves with the relevant environmental aspects. Emergency management and/or hazard prevention constitute an essential part in this consideration and assessment.

In this context emission reduction is also of the essence. As a consequence, our vehicle fleet management, for example, takes care that more emphasis is given to low emission vehicles and, in the framework of our travel policy, we are working on effective travel concepts for flights and train journeys. Apart from that, we are presently contriving a more effective supplier management system, which we are planning to install before the end of 2018.

By enhancing our software systems and expanding the usage of e-files as well as by the increased utilization of electronic data transfer (invoices, documents etc.) we are continuously striving to reduce the amount of paper files in order to limit paper consumption.

Anti-Corruption

Our company, our employees and business partners do not tolerate corruption. We ensure that nobody (neither superiors, colleagues, sub-contractors nor representatives) grants, offers or accepts bribes, kickbacks, impermissible donations or other payments or advantages to or from customers, office bearers or other third parties. This is also true for so-called "facilitation payments" (illegal payments in order to expedite routine administrative matters). This policy was incorporated in our Code of Conduct and must be confirmed in writing by all our employees and business partners.

We have not become aware of any violations of this anti-corruption policy within the current reporting period.

Contact

Head Office Bremen

Hansa Meyer Global Holding GmbH

Anne-Conway-Str. 6

28359 Bremen / Germany

Phone +49 (421) 329970

Fax +49 (421) 3299791

E-Mail info@hansameyer-holding.com

Branch Bremen

Hansa Meyer Global Transport GmbH & Co. KG

Anne-Conway-Straße 6

28359 Bremen / Germany

Phone +49 (421) 329970

Fax +49 (421) 320080

E-Mail Bremen@Hansameyer-de.com

Branch Düsseldorf

Hansa Meyer Global Transport GmbH & Co. KG

Meineckestraße 52 A

40474 Düsseldorf / Germany

Phone +49 (211) 43560

Fax +49 (211) 435618

E-Mail Duesseldorf@Hansameyer-de.com

For further contacts or information please visit our website on: www.Hansameyer.com