

Communication on Progress 2018

on the ten principles of the UN Global Compact

Brief Summary

Apleona GmbH became a signatory to the UN Global Compact (UNGC) on 11 September 2017 and hereby publishes its first progress report at the level "CG Active" on 11 December 2018.

The progress report provides an overview of the current status of the group's activities and goals with respect to the ten universal principles of the UNGC as well as the selected sustainable development goals (SDG) of the UNGC.

This progress report is part of overall reporting on important issues relating to sustainability (economy, ecology, social welfare). Apleona published its sustainability goals and activities in its corporate principles for social responsibility (effective: February 2018) as well as in the status report on sustainability (effective: December 2018). Both of these documents are available for download on the Apleona website.

Preparation and Responsibility

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Table of Contents

Statement by Corporate Management	3
1. Introduction	4
2. Human Rights.....	6
3. Labour Standards	6
3.1 Workplace Conditions	6
3.2 Occupational Safety and Health	7
3.3 Attractive Workplace / Well-being	7
3.4 Freedom of Association / Right to Collective Bargaining	8
3.5 Elimination of all forms of forced and compulsory labour / Abolition of child labour.....	9
3.6 Elimination of discrimination in respect of employment and occupation	9
4. Environmental Protection	10
4.1 Resource Conservation and Climate Protection at Company Property Use	10
4.2 Resource Conservation and Climate Protection at Vehicle Fleet.....	11
4.3 Resource Conservation and Climate Protection at Business Travel.....	11
4.4 Promotion of environmentally-friendly technologies and Sustainable Facilities Operations.....	12
4.5 Environmental Management	13
5. Fight against Corruption	13
6. Amendment History	14
Appendix: Structure of Corporate Social Responsibility	15

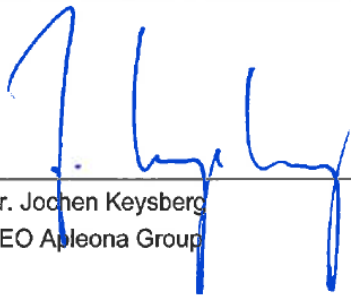
Statement by Corporate Management

During the first year of our active involvement with the United Nations Global Compact (UNGC) we have focused intensively and in detail on the 10 principles of the UNGC and incorporated them in corporate-wide structures for discharging our social responsibilities (see annex to this document).

We are certain that our company can only enjoy success over the long term by taking into account legal requirements and ethical concerns so as to bring economic, ecological and social-cultural considerations into balance. In exercising our social responsibility we are guided by the three pillars of sustainability (economy, ecology, social welfare).

We intend to support and actively practice the 10 principles of the UNGC within our sphere of influence. This progress report for 2018 describes our specific strategies and goals as well as the measures we have taken and their results.

Apleona remains fully committed to the UNGC and in the coming years will work continuously and intensively to promote the goals of the compact and to integrate them into the company's day-to-day operations.



Dr. Jochen Keysberg
CEO Apleona Group



Erika Tertilt
CFO Apleona Group

1. Introduction

With 20,000 employees and annual revenues of roughly 2 billion euros, Apleona is one of Europe's largest providers of real-estate services. Our services help our customers operate properties, plants and production processes as efficiently as possible in terms of resources and costs. But we also strive to operate our own properties and engage in the mobility associated with assisting our customers on site as efficiently as possible. Our objective in doing so is the continuous reduction in the consumption of resources in order to generate economic, ecological and social benefits for ourselves as well as our customers.

We believe that the company will only be successful over the long term by taking into account legal requirements and ethical concerns so as to bring economic, ecological and social-cultural considerations into balance. In exercising our social responsibility, we are guided by the three pillars of sustainability. The chart below provides an overview of how our value system is structured, the individual aspects of which

are described in seven core issues of social responsibility in accordance to DIN ISO 26000 together with the ten principles of responsible corporate management according to the UN Global Compact (See Figure 1):

ZfA German Property Federation ICG Institute for Corporate Governance in the German Real Estate Industry	Corporate Social Responsibility (CSR)						
	Corporate Sustainability Leadership						
	Economic sustainability		Ecological sustainability	Social sustainability			
	Corporate Governance	Economy	Ecology	Sociocultural	Corporate Citizenship		
	Compliance / Anti-corruption measures	Market opportunities (including through sustainability)	Resource / Materials efficiency	Diversity management	Corporate donations		
	Leadership culture / Corporate ethics	Earnings optimisation / Cost efficiency	Climate protection (Energy management ISO 50001, CO ₂ -reduction)	Health & safety in the workplace	Corporate sponsoring		
	Transparency / Reporting	Risk management	Circular economy (reuse, disposal)	Employee orientation / Advanced training	Company foundations		
	Management systems (ISO 9001)	Value-added chain management	Voluntary certifications (DGNB, BREEAM, GEFMA 160, ISO 14001)	Occupational safety / Work-Life-Balance	Charitable commitment		
	DIN ISO 26000	1. Organisation 5. Fair operating and business practices (Compliance) 6. Consumer concerns		4. Environment	2. Human rights 3. Work practices 7. Integration and community development		
	UN Global Comp. pact	10. Corruption prevention		7.-9. Environment and climate	1.-2. Human rights 3.-6. Labour standards		
DIN German Sustainability Standards	Strategy 1. Strategic analysis and measures 2. Materiality 3. Goals 4. <i>Depth of value chain</i>	Process management 5. Responsibility 6. Rules and processes 7. Controlling 8. Incentive systems 9. Participation of shareholders	Compliance 19. Political lobbying 20. Behavior conformable to laws and guidelines	Environmental concerns 11. Use of natural resources 12. Resource management 13. Climate relevant emissions	Labor concerns 14. Labor rights 15. Equal opportunities 16. Qualification	Human rights 17. Human rights	Society 18. Local community

Fig. 1: Structure of Corporate Social Responsibility

Apleona strives to publish an annual report on sustainability. Through the publication of this status report we aim to offer a transparent accounting of our goals, activities and the current status of significant economic, ecological and social-cultural factors (hereinafter: sustainability factors). The status report is available for download on our website and can be downloaded by our stakeholders, including owners, banks, customers, business partners, suppliers, service providers, non-governmental organisations as well as interested professionals at the following link:

- German: <http://www.apleona.com/ueber-apleona/verantwortung/>
- English: <http://www.apleona.com/en/about-apleona/responsibility/>

The goal is to progressively improve reporting through the detailed and standardised collection of data from across the group on significant sustainability factors. The report will be updated annually and published on our website.

In supporting the sustainable development goals (SDG) of the UN Global Compact, the Apleona Group focuses on those goals

- that are part of our core competencies,
- that we can exercise a direct influence over and
- that have a lasting impact (economy, ecology, social welfare).

Of the 17 sustainable development goals (SDG) listed, we are concentrating on the following two goals:

- Goal 3: Good Health and Well-being
- Goal 13: Climate Action

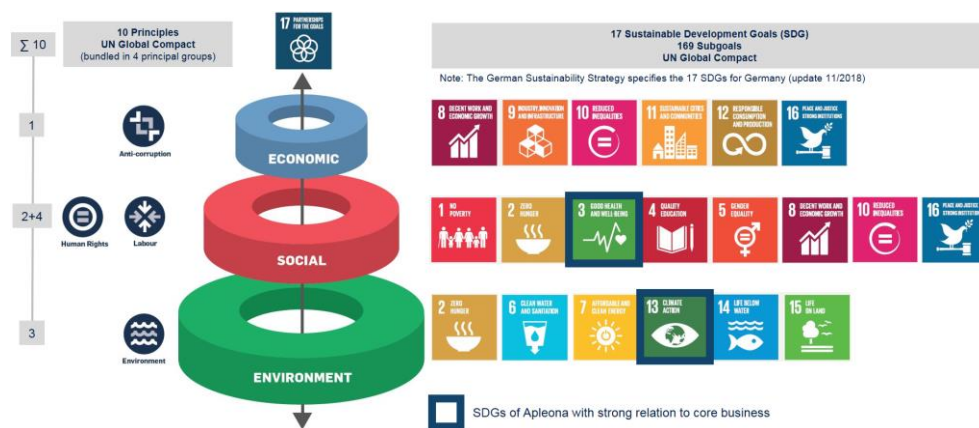


Fig. 2: 17 Sustainable Development Goals of the UN Global Compact

The specific measures are described in greater detail in the following chapters

- 3. Labour Standards
- 4. Environmental Protection



and for purposes of enhanced visibility are labelled with the icons shown above.

2. Human rights

2.1 Assessment, Strategies and Goals

Apleona pledges to respect human rights within its sphere of influence. This is documented in section 2 of our corporate principles on social responsibility. Apleona provides services primarily in Europe, where the risk of human rights violations in the context of our business operations are considered relatively low. Potential risks arise solely in relation to the procurement of goods produced outside of Europe or through sub-contractors. We likewise oblige suppliers, sub-contractors and service providers that are part of our supply chain by having them sign a "Code of Conduct for Sub-Contractors and Suppliers". If there is reasonable suspicion of a violation of the Code of Conduct by a sub-contractor or supplier or if a sub-contractor or supplier fails to adequately fulfil its obligation to cooperate and provide information where suspicion exists, Apleona can terminate the business relationship with the affected sub-contractor or supplier with immediate effect on the basis of existing contractual or statutory rights.

2.2 Implementation

The Apleona Compliance Communications reporting system provides a means for reporting violations of human rights, including anonymously where desired. In addition, we will be optimising product category management by the 2nd quarter of 2019, so that we can obtain detailed information about incoming goods. This will allow us, for example, to identify categories of products that are produced outside of Europe so that their supply chains can be submitted to critical review as part of our obligation to exercise due diligence with respect to human rights.

2.3 Measuring and Results

We promptly follow up on reports of cases of suspected human rights violations. We are not aware, however, of any such suspected violations in the past. A measurement of particular key performance indicators (KPIs) is therefore not planned.

3. Labour Standards

3.1 Workplace Conditions

3.1.1 Assessment, Strategies and Goals

Apleona guarantees that its employees are provided with working conditions that fully comply with each respective host country's statutory requirements. This relates, among other things, to workplace facilities, daily work hours and break times, holidays as well as compensation levels. The exploitation of persons by means of illegal or unacceptable conditions of employment is inconsistent with our ethical values. Apleona provides services primarily in Europe, where the risk of illegal or unacceptable conditions of employment on our locations is considered relatively low. Potential risks arise solely in relation to the procurement of goods produced outside of Europe or through sub-contractors. We likewise oblige suppliers, sub-contractors and service providers that are part of our supply chain by having them sign a "Code of Conduct for Sub-Contractors and Suppliers". If there is reasonable suspicion of a violation of the Code of Conduct by a sub-contractor or supplier or if a sub-contractor or supplier fails to adequately fulfil its obligation to cooperate and provide information where suspicion exists, Apleona can terminate the business relationship with the affected sub-contractor or supplier with immediate effect on the basis of existing contractual or statutory rights.

3.1.2 Implementation

The Apleona Compliance Communications reporting system provides a means for reporting suspected cases of illegal or unacceptable conditions of employment, including anonymously where desired.

3.1.3 Measuring and Results

We promptly follow up on reports of suspected cases about illegal or unacceptable conditions of employment. Serious violations have thus far not been identified. A measurement of particular key performance indicators (KPIs) is therefore not planned.

3.2 Occupational Safety and Health



3.2.1 Assessment, Strategies and Goals

Apleona ensures a high level of occupational safety and health protection within its sphere of influence. This is documented in section 3.1 and 3.2 of our corporate principles on social responsibility. The health and well-being of our employees and the avoidance of workplace injuries and accidents is our highest priority. We create workplace conditions that preserve and safeguard the health of our staff. In all the services we provide it goes without saying that we identify hazards to personnel and the environment in order to assess and avoid the principal risks. Occupational safety is a function of management. Our management staff serve as role models, encourage employees to conduct themselves in a safety-conscious manner, establish safe working conditions and see that these conditions are maintained.

3.2.2 Implementation

We foster employee awareness of occupational safety by conducting periodic training sessions and by providing employees with professional assistance. Controlling of occupational safety through audits, on-site inspections, analysis of key performance indicators and reporting is an important part of the continuing development of our structures and procedures. As a service company, we are obligated to abide by our customers' occupational safety requirements and to provide them professional advice. This principle also applies to all sub-contractors. We offer and utilise opportunities that passively and actively protect and preserve employee health. We encourage our employees to engage in health-conscious behaviour by conducting training sessions, workshops and health awareness campaigns. Health checks, preventative occupational healthcare and individual consultation with company physicians are essential elements of our health management system.

3.2.3 Measuring and Results

We monitor the effectiveness of our occupational safety goals through detailed actions plans on health, safety and environmental protection (HSE plans) and periodic assessment of key performance indicators, such as LTIF (lost-time injury frequency), ASR (accident severity rate) and LTCR (lost-time case ratio).

3.3 Attractive Workplace / Well-being



3.3.1 Assessment, Strategies and Goals

We offer our employees a workplace environment and culture in which they can apply their skills, abilities and innovative ideas and in which they are able to grow as individuals and enjoy a sense of well-being. Apleona supports its employees both professionally and personally.

3.3.2 Implementation

The measures we have implemented include the following:

- A wide range of internal and external continuing training programmes
- Attractive employee benefits (direct insurance with two contracted partners for deferred compensation and disability insurance with enhanced terms through a group contract)
- Apleona corporate benefits (shopping portal for discounted consumer goods and services)
- Informational events on occupational safety, health and fitness (e.g. health awareness campaigns)
- Special terms for fitness studio memberships (including for spouses or life partners)

3.3.3 Measuring and Results

A measurement of particular key performance indicators (KPIs) is not planned.

3.4 Freedom of Association/ Right to Collective Bargaining

3.4.1 Assessment, Strategies and Goals

Apleona pledges to respect freedom of association and the right to engage in collective bargaining within its sphere of influence. At Apleona, company management and the group works council work in close cooperation. Apleona ensures the formation of works councils at its companies and the right to engage in collective bargaining between the employer and the works council. Apleona provides services primarily in Europe, where the risk of curtailment of all the above named rights on our locations considered relatively low. Potential risks arise solely in relation to the procurement of goods produced outside of Europe or through sub-contractors. We likewise oblige suppliers, sub-contractors and service providers that are part of our supply chain by having them sign a "Code of Conduct for Sub-Contractors and Suppliers". If there is reasonable suspicion of a violation of the Code of Conduct by a sub-contractor or supplier or if a sub-contractor or supplier fails to adequately fulfil its obligation to cooperate and provide information where suspicion exists, Apleona can terminate the business relationship with the affected sub-contractor or supplier with immediate effect on the basis of existing contractual or statutory rights.

3.4.2 Implementation

The Apleona Compliance Communications reporting system provides a means for reporting suspected cases of violations against freedom of association and the right to engage in collective bargaining, including anonymously where desired.

3.4.3 Measuring and Results

We promptly follow up on reports of suspected cases about violations against freedom of association and the right to engage in collective bargaining. Serious violations have thus far not been identified. A measurement of particular key performance indicators (KPIs) is therefore not planned.

3.5 Elimination of all forms of forced and compulsory labour / Abolition of child labour

3.5.1 Assessment, Strategies and Goals

Apleona pledges to combat any form of forced labour or child labour within its sphere of influence. This is documented in section 3.6 of our corporate principles on social responsibility. Apleona provides services primarily in Europe, where the risk of forced labour or child labour considered relatively low. Potential risks arise solely in relation to the procurement of goods produced outside of Europe or through sub-contractors.

We likewise oblige suppliers, sub-contractors and service providers that are part of our supply chain by having them sign a "Code of Conduct for Sub-Contractors and Suppliers". If there is reasonable suspicion of a violation of the Code of Conduct by a sub-contractor or supplier or if a sub-contractor or supplier fails to adequately fulfil its obligation to cooperate and provide information where suspicion exists, Apleona can terminate the business relationship with the affected sub-contractor or supplier with immediate effect on the basis of existing contractual or statutory rights.

3.5.2 Implementation

The Apleona Compliance Communications reporting system provides a means for reporting suspected cases of forced labour or child labour, including anonymously where desired. In addition, we will be optimizing product category management by the 2nd quarter of 2019, so that we can obtain detailed information about incoming goods. This will allow us, for example, to identify categories of products that are produced outside of Europe so that their supply chains can be submitted to critical review as part of our obligation to exercise due diligence with respect to human rights.

3.5.3 Measuring and Results

We promptly follow up on reports of suspected cases about forced labour or child labour. Serious violations have thus far not been identified. A measurement of particular key performance indicators (KPIs) is therefore not planned.

3.6 Elimination of discrimination in respect of employment and occupation

3.6.1 Assessment, Strategies and Goals

Apleona guarantees non-discriminatory interactions with and between employees. This is documented in section 3.3 of our corporate principles on social responsibility. All employees at Apleona enjoy the same opportunities at the start and during the course of their professional careers at the company. Any type of discrimination is forbidden. No one may be discriminated against or disadvantaged on the basis of - in particular but not limited to - where they come from, citizenship, gender, sexual orientation, religious or ethical beliefs, age, or handicap.

Apleona provides services primarily in Europe, where the risk of discrimination in our hiring practices as well as during the course of employment are considered relatively low. Potential risks arise solely in relation to the procurement of goods produced outside of Europe or through sub-contractors. We likewise oblige suppliers, sub-contractors and service providers that are part of our supply chain by having them sign a "Code of Conduct for Sub-Contractors and Suppliers". If there is reasonable suspicion of a violation of the Code of Conduct by a sub-contractor or supplier or if a sub-contractor or supplier fails to adequately fulfil its obligation to cooperate and provide information where suspicion exists, Apleona can terminate the business relationship with the affected sub-contractor or supplier with immediate effect on the basis of existing contractual or statutory rights.

3.6.2 Implementation

The Apleona Compliance Communications reporting system provides a means for reporting suspected cases of discriminatory interactions, including anonymously where desired.

3.6.3 Measuring and Results

We promptly follow up on reports of suspected cases about discriminatory interactions. Serious violations have thus far not been identified. A measurement of particular key performance indicators (KPIs) is therefore not planned.

4. Environmental Protection

4.1 Resource Conservation and Climate Protection at Company Property Use



4.1.1 Assessment, Strategies and Goals

As a real estate service provider we are aware that properties can have environmental impacts throughout their entire lifecycles. Significant environmental impacts arise from CO₂ emissions from fossil energy sources through the generation of heat and electricity during the operating phase (climate change). But even a new or renovated building consumes resources in the form of construction materials, space and energy and generate waste materials that have to be disposed of, all of which have impacts on the environment.

In the course of carrying out our business activities we have an opportunity to reduce CO₂ emissions in those areas where we bear responsibility by making more efficient use of the space and energy available to us in our own properties. Corporate Real Estate Management (CREM) is responsible for managing, monitoring and improving the use of properties and receives support from the person tasked with property management in each business unit. Responsibilities include periodic compilation of resource consumption for electricity and heat used in determining the generation greenhouse gas emissions and in verifying the energy efficiency of buildings under the EU energy efficiency guidelines of 25/10/2012 (2012/27/EU).

4.1.2 Implementation

In estimating total emissions for 2017 and 2018, consumption measured at offices in Germany, Austria and Switzerland where approx. 30% of the employees are subject to an energy management system per DIN 50001 was extrapolated for all Apleona locations. The goal going forward, however, is to collect at least 80% of energy consumption data directly from all the properties Apleona uses starting in 2019. The properties we use at our customer sites are managed by the customers themselves and therefore are not subject to our influence (out of scope) and are not included in the CO₂ accounting. This pertains to spaces we use, e.g. break rooms in hospitals or retirement homes or offices in shopping centres and on plant sites.

4.1.3 Measuring and Results

Accounting for CO₂ emissions is currently based generally on the following schema:

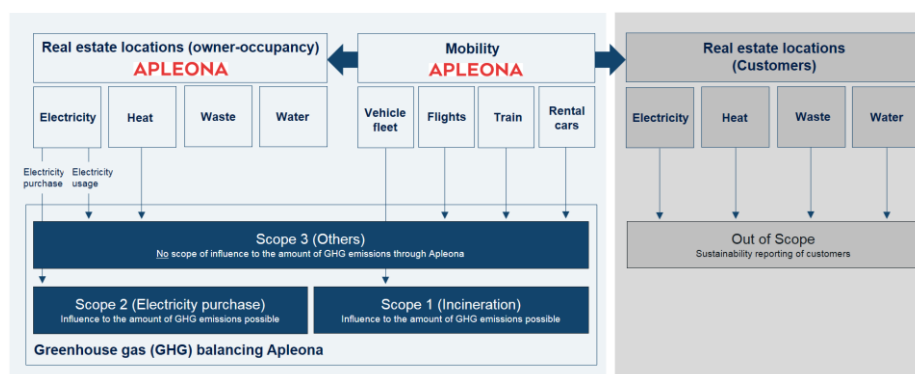


Fig. 3: Accounting Schema for Greenhouse Gas Emissions

4.2 Resource Conservation and Climate Protection at Vehicle Fleet



4.2.1 Assessment, Strategies and Goals

The Apleona Group provides its customers with services for buildings, facilities and secondary processes in production and is active both domestically and internationally. This requires a local presence, in order, for example, to correct malfunctions, perform construction, maintenance and repair measures, provide property management services or to hold coordination meetings with owners and service providers in the affected object. Proximity to customers and mobility are therefore key success factors in quickly, properly and reliably dealing with customer needs at each respective location. We are endeavouring to gradually reduce CO₂ emissions generated by our vehicle fleet.

4.2.2 Implementation

We have modified the guidelines for company vehicles, setting permissible engine horsepower ratings and upper limits for CO₂ emissions for a variety of vehicle models that apply corporate-wide. Since 01/01/2018, the maximum allowable CO₂ emission for newly ordered passenger vehicles shall not exceed 120g/km for standard car makes and 140g/km for premium car makes. The goal is to reduce these limits by at least 2.5% per year (approx. 3.0-3.5 g CO₂/km). No separate limit has been defined for commercial vehicles, however the environmental impact should be kept as low possible. Each employee is encouraged to limit his or her mobility to the minimum necessary and to reduce fuel consumption by practising defensive driving.

Measuring and Results

The goal here is for our leasing service provider to compile fuel consumption data on our vehicle fleet starting in 2019 and to see it gradually reduced over the coming years. Accounting for CO₂ emissions of our vehicle fleet is specified on the schema above (see figure 3).

4.3 Resource Conservation and Climate Protection at Business Travel



4.3.1 Assessment, Strategies and Goals

Business meetings held off site are part of business relationships and the exchange of information and generally take place at the customer's location, Apleona sites or other event sites. In order to reduce mobility costs and lower the associated CO₂ emissions, we see to it that business travel is kept to the minimum necessary and that alternatives means of exchanging information are used, such as phone/video/internet-based conferences, so that cost- and time-intensive travel can be avoided. CO₂ emissions can be reduced both by avoiding mobility as well as by choosing environmentally-friendly means of transport, such as the train.

4.3.2 Implementation

Beginning in 2019, we plan to draw on the help of our travel services provider to document CO2 emissions on an annual basis (particularly plane, train and rental car).

4.3.3 Measuring and Results

We will be able to generate the initial reports from our group-wide, digital travel booking and accounting system starting in 2020, including retroactively for fiscal 2019. Accounting for CO2 emissions of our business travels is specified on the schema above (see figure 3).

4.4 Promotion of environmentally-friendly technologies and Sustainable Facilities Operations



4.4.1 Assessment, Strategies and Goals

Apleona is a real estate services provider active in the areas of facility management, real estate management, interi-or construction and building technology. Each employee is encouraged to support the use of forward-looking technologies that make efficient use of resources. We focus on improving resource efficiency for operational workflows specific to each customer. This generally occurs through comprehensive customer counselling regarding his properties, facilities and secondary processes. As part of providing services to our customers, we also pursue projects on resource conservation, waste prevention and materials optimisation.

4.4.2 Implementation

The wide range of consulting and other services that we offer as part of our sustainable property services are documented on our website:

- German: <http://www.apleona.com/ueber-apleona/nachhaltige-dienstleistungen/>
- English: <http://www.apleona.com/en/about-apleona/sustainable-services/>

Energy efficiency and plant availability play a major role in this regard. For example, we offer our customers special services in optimising data centres:

- German: <http://www.apleona.com/ueber-apleona/best-practice/facility-management-sammlung/rechenzentren-und-kritische-anlagen/>
- English: <http://www.apleona.com/en/about-apleona/best-practice/facility-management-sammlung/data-centers-and-critical-environment/>

Moreover, in the coming years we plan to gradually provide greater specificity with respect to our requirements for sustainable products and services and to communicate these to our service providers, suppliers and sub-contractors. This includes, for example, integrating requirements for the sustainable operation of facilities in accordance with GEFMA 160 as well as providing environmentally friendly products and production procedures.

4.4.3 Measuring and Results

A measurement of particular key performance indicators (KPIs) is so far not planned.

4.5 Environmental Management

4.5.1 Assessment, Strategies and Goals

Part of our corporate responsibility involves having as little impact on the environment as possible and protecting it to the best of our ability. This is why we integrate environmental protection into our service processes. Our activities are focused on compliance with statutory requirements as well as the continuous improvement of our environmental performance both at our company as well as while providing services to our customers. Many of our business units' companies have certified environmental management systems that accord with DIN ISO 14001. In keeping with statutory requirements and customer needs, companies and employees possess the necessary qualifications, licenses and skills to perform environmentally-related activities. The systematic approach results in both the continuous improvement of environmental performance as well as of the environmental management system itself, among other things through appropriate organisational structure, managed documentation and implementation of measures based on agreed environmental programmes. This results in minimising negative impacts on the environment.

4.5.2 Implementation

The targeted training of our responsible HSEQ managers as well as our employees serves to further enhance awareness of the need to conserve resources and greater sensitivity regarding environmental issues. Periodic internal and external audits monitor compliance with standards and our environmental performance in providing services to our customers.

4.5.3 Measuring and Results

A measurement of particular key performance indicators (KPIs) is so far not planned.

5. Fight against Corruption

5.1 Assessment, Strategies and Goals

Apleona uses a compliance management system (CMS) to ensure that the group, its individual companies, bodies, their constituent members and staff conduct themselves in a manner consistent with rules and ethical norms and that avoids violations of these rules and breaches of our ethical standards. The CMS at Apleona is continually being updated and adjusted to meet changing real-world circumstance, regulatory environments and risks. The compliance rulebook consists of a code of conduct and associated corporate guidelines and directives.

To combat corruption, suppliers, service providers and sub-contractors but also and especially potential sales broker and (co-operation) partner will be reviewed risk-orientated through an integrity validation by means of our IT-tool Third Party Check. Further, accounts payable will be reviewed against terrorism and sanction lists.

5.2 Implementation

The current Apleona CMS was certified by the independent Institut für Corporate Governance in der deutschen Immobilienwirtschaft e.V. following an intensive auditing process conducted in July of 2018 pursuant to the internally recognised IDW PS 980 standard. The certification is available for retrieval by customers, business partners and other interested professionals at the following link:

- German: http://intranet.apleona.net/fileadmin/res/tools/compliance/Apleona_Zertifikat_Compliance.pdf
- English: http://intranet.apleona.net/fileadmin/res/aktuelles/meldungen/2018/08/G18_APLE_M026_Ur-kunde ICT_v01-2.pdf

PC-based e-learning programmes and in-class sessions provide employees with information and training on compliance rules, proper conduct in combating corruption, competition and anti-trust law, HR compliance as well as the prevention of money laundering.

5.3 Measuring and Results

Apleona's HR departments are responsible for administering e-learning programmes as well as recording and documenting in-class training sessions.

6. Änderungshistorie

Date	Version	Amended contents
10/12/2018	1	Initial creation

Anlage: Structure of Corporate Social Responsibility

Corporate Social Responsibility (CSR)				
Corporate Sustainability Leadership				
ZfA German Property Federation ICG Institute for Corporate Governance in the German Real Estate Industry	Economic sustainability		Ecological sustainability	Social sustainability
	Corporate Governance	Economy	Ecology	Sociocultural
	Compliance / Anti-corruption measures	Market opportunities (including through sustainability)	Resource / Materials efficiency	Diversity management
	Leadership culture / Corporate ethics	Earnings optimisation / Cost efficiency	Climate protection (Energy management ISO 50001, CO ₂ reduction)	Health & safety in the workplace
	Transparency / Reporting	Risk management	Circular economy (reuse, disposal)	Employee orientation / Advanced training
	Management systems (ISO 9001)	Value-added chain management	Voluntary certifications (DGNB, BREEAM, GEFMA 160, ISO 14001)	Occupational safety / Work-Life-Balance
	1. Organisation 5. Fair operating and business practices (Compliance) 6. Consumer concerns		4. Environment	2. Human rights 3. Work practices 7. Integration and community development
	10. Corruption prevention		7.-9. Environment and climate	1.-2. Human rights 3.-6. Labour standards
	UN Global Compact		Environmental concerns	Labor concerns
	DIN ISO 26000		Strategy	Society
DNK Sustainability Codex	1. Strategic analysis and measures 2. Materiality 3. Goals 4. Depth of value chain		11. Use of natural resources 12. Resource management 13. Climate relevant emissions	14. Labor rights 15. Equal opportunities 16. Qualification 17. Human rights 18. Local community
		Process management		
		5. Responsibility 6. Rules and processes 7. Controlling 8. Incentive systems 9. Participation of shareholders 10. Innovation and product management		
		Compliance		
		19. Political lobbying 20. Behavior conformable to laws and guidelines		