

Sustainability measures

After the materiality analysis, the Deutsche Hypo has decided to lay the emphasis in particular on the areas of action customers, employees and environment. As a result, the following measures for the years 2014 and 2015 have been sought or will be sought.

Sustainability programme 2014

Field	Goal	Measure	Implementation	Status
Strategy	Update of strategic actions in the area of sustainability	Development of the sustainability strategy 2020	31.05.2015	✓
		Development of the sustainability programme 2020 (definition of measures)	continuous	✓
	Integration of sustainability into corporate strategies	Integration of sustainability into the business and the risk strategy	31.12.2014	✓
Organization	Publication of progress in sustainability	Publication of a status quo report on sustainability as part of the Annual Report	31.04.2014	✓
	Strengthening of the diversity concept	Signing of the „Charta der Vielfalt“	31.12.2014	✓
	Improvement of the performance of employees	Development of internal health management	31.12.2015	✓

Sustainability programme 2015

Field	Goal	Measure	Implementation	Status
Strategy	Update of strategic actions in the area of sustainability	Development of the sustainability strategy 2020	31.12.2015	✓
		Development of the sustainability programme 2020 (definition of measures)	continuous	✓
	Improvement of a system for the stakeholder management	Implementation of a policy as a framework for the alignment of stakeholder management	31.12.2015	postponed to 2016
		Conceptual development and expansion of stakeholder management	31.12.2015	✓
	Integration of sustainability into the corporate identity	Integration of sustainability into the brand Deutsche Hypo	continuous	✓
	Support of international initiatives for sustainability	Recognition of the UN Global Compact Principles	31.12.2015	✓
		Recognition of the UNEP FI Principles	31.12.2015	✓
Recognition of the sustainability code in the real estate industry of the ZIA		31.12.2015	✓	

Organization	Promotion of stakeholder interests	Implementation of a policy for responsible marketing	31.12.2015	✓
		Implementation of an ethics policy	30.06.2015	✓
	Improvement of accounting and evaluation of the sustainability performance	Release of a declaration of compliance with the German Sustainability Code	30.06.2015	✓
		Publication of a sustainability report in accordance with the German Sustainability Code	30.06.2015	✓
	Improvement of the performance of employees	Development of the internal health management system	31.12.2015	✓

Core business	Development of a ESG-classification	Implementation of a policy for dealing with tax requirements	31.12.2015	✓
		Implementation of a policy on human rights and labour standards	31.12.2015	✓
		Implementation of a higher-level policy on environmental impact of business activities	31.12.2015	✓
		Implementation of a policy relating to real estate	31.12.2015	✓

Explanations:

- ✓ measure implemented
- ⊙ in implementation
- ∅ not started yet