

Sustainability programme 2016

Field	Goal	Measure	Implementation	Status
Strategy	Update of strategic actions in the area of sustainability	Development of the sustainability programme 2020 (definition of measures)	continuous	✓
		Further development of sustainability information of Deutsche Hypo's website	31.12.2016	✓
	Improvement of a system for the stakeholder management	Implementation of a policy as a framework for the alignment of stakeholder management	31.12.2016	✓
	Integration of sustainability into the corporate identity	Integration of sustainability into the brand Deutsche Hypo	continuous	✓
Organization	Improvement of accounting and evaluation of the sustainability performance	Release of a declaration of compliance 2015 with the German Sustainability Code	31.12.2016	✓
		Publication of the sustainability report 2015 in accordance with the German Sustainability Code	31.12.2016	✓
	Strengthening of the diversity concept	Further development of the project "Women in Leadership"	31.12.2016	✓
	Improvement of the performance of employees	Development of the internal health management system	31.12.2016	postponed to 31.03.2017
	Establishment of ecological standards	Incorporation of sustainability in the purchasing guideline	31.12.2016	✓
Core business	Establishment of sustainability in the core business	Implementation of a sustainability speedometer for the new business in real estate finance	31.12.2016	✓
	Development of a ESG-classification	Implementation of a guideline for dealing sustainably with renewable resources	31.12.2016	cancelled
		Implementation of a guideline for dealing sustainably with non-renewable resources	31.12.2016	cancelled

Explanations:

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