

Sustainability strategy

Self-conception

The direct and indirect support of a sustainable development through its own actions as a company is part of the self-conception of Deutsche Hypo. It believes firmly that many aspects of global change bear opportunities and risks for itself, as well as for its customers and investors, and therefore have an influence on its business activities. The sustainability strategy addresses the central aspects of global change for Deutsche Hypo, its clients and its investors, and offers insights into ways to efficiently seize the opportunities that arise while responsibly managing risks. Supported by this strategy, the Bank pursues the following fundamental orientation:

Strategic orientation:

Long-term trends on topics such as climate change, demographic development, urbanisation or commodity restrictions must be taken into account with varying urgency and intensity by customers and investors of Deutsche Hypo as well as by the bank itself. They must evaluate their proven business models early and regularly with the complex effects of these trends and create solutions. Deutsche Hypo supports customers and investors in taking the effects of global change into account in their decisions, thereby enabling them to place a stronger focus on sustainable development over the course of their business activities and investment decisions.

Through a systematic approach with regard to sustainability, Deutsche Hypo ensures that the necessary aspects of sustainability are able to be taken into account in its business activities from the Bank's overall perspective, both in its active and passive business dealings:

- Transactions that clearly violate basic principles of sustainable development – such as those in connection with controversial weapons or pornography, to name a few examples – are identified on the basis of exclusion criteria and turned down.
- A framework of sustainability guidelines defines the relationship between the individual transaction and the specific sustainability standards that Deutsche Hypo deems relevant for the transaction in question, such as the German Sustainability Code or the UN Global Compact, enabling targeted and individual sustainability management.

Since 2014, Deutsche Hypo has regularly accounted for its performance in implementing its sustainability strategy. It does so as part of a sustainability reporting process that is guided by the GRI standards and those of the German Sustainability Code. In accounting for its performance, Deutsche Hypo reports on how its work is benefiting customers, investors and society, taking into account various aspects of its business activities, such as the direct and indirect contributions to sustainability generated for customers, investors and society by Deutsche Hypo's core business areas, as well as the contributions made by activities designed to complement the Bank's core business.

Focal points and specific goals:

The main goal is to improve the sustainability of Deutsche Hypo every year and to receive a “Prime” sustainability rating. To do so, it compiles sub-targets annually in a sustainability programme, promotes measures and subsequently reviews them to determine the extent to which the targets have been met. Deutsche Hypo works toward the following focal points in its sustainability fields of action.

Governance

Deutsche Hypo has defined its sustainability management approach and takes steps to develop it further. This also includes a constant review of its strategic sustainability orientation. This is achieved through the established sustainability management and the sustainability committee, whose work supports the Board of Managing Directors.

To gain input with regard to the orientation of sustainability management, Deutsche Hypo engages in dialogue with the relevant stakeholder groups, thereby ensuring that its business activities are in line with stakeholder interests. Doing so ensures the success of the company and its competitiveness in the long term.

The findings of this stakeholder dialogue are incorporated into the Bank’s sustainability programmes, giving Deutsche Hypo input on where its sustainability goals should be headed.

Customers and investors

Deutsche Hypo has anchored aspects of sustainability in all relevant business areas, thereby ensuring an approach to doing business that includes both economic and ESG (environment, social and governance) aspects for the benefit of customers and investors.

In its business activities, Deutsche Hypo therefore takes economic, ecological and social aspects into account with the aim of improving customer and investor awareness of sustainable positioning on the whole. A lastingly successful customer strengthens the Bank’s risk position and that of the NORD/LB Group.

Employees

Its employees are the future of Deutsche Hypo and ensure the company’s long-term success. The Bank therefore attaches great importance to creating the conditions for the optimal development of its employees and to promote diversity. One focus is the promotion of gender equality in specialist and management functions. Right now, this means that Deutsche Hypo has set itself the goal of constantly increasing the share of women in management positions.

Among other measures, various seminars are offered to support employees in their professional and personal development. Through a range of information and educational opportunities, Deutsche Hypo supports its employees in gaining knowledge and forming an opinion about corporate sustainability and makes it possible for them to apply this expertise.

Society

In its role as a corporate citizen, Deutsche Hypo is involved in projects that focus on society. Deutsche Hypo helps fund medical cancer research and welcomes volunteer work by its employees. With its activities, Deutsche Hypo lives up to its social responsibility.

Environment

Deutsche Hypo intends to systematically reduce the environmental impact of its business activities. Cutting the consumption of resources and energy, as well as reducing emissions, is intended to consistently raise the Bank's ecological efficiency. Special attention is paid to energy efficiency.