

## **1. Protection of nature and the environment**

**We have set ourselves the following targets in this area:**

By mid-2024:

- Addition of organic products to the catering offer and reduction of the non-vegetarian offer to a maximum of 25% of the products on offer
- Switching further beverages to a regional company to further reduce transportation routes and the CO2 footprint
- Purchasing and switching to sustainable meeting equipment, such as reusable instead of paper coasters and biodegradable and recyclable napkins, to reduce the consumption of resources at events
- Staff training on correct waste separation and extended labeling for event guests to ensure environmentally friendly disposal

Until 2025:

- Complete switch to ecological cleaning agents in order to make even the last remaining cleaning agents environmentally friendly
- Examination of meaningful CO2 compensation and creation of an associated target to offset CO2 emissions that cannot be avoided

## **2. Social behavior towards employees and society**

**We have set ourselves the following targets in this area:**

By mid-2024:

- Introduction of an in-house training concept with creation of a training plan and implementation of on-the-job training and courses
- Preparation of a personnel development concept with identification of the development needs and potential of each employee and regular review and adaptation of the concept to changes

Until 2025

- Focus on diversity and anti-discrimination issues in everyday working life. Raising employee awareness with the help of training and integrating diversity aspects into the corporate culture in order to specifically strengthen diversity

- Analysis of reasons for dismissal and introduction of countermeasures. Improving employee retention through individual support and career prospects
- Identification of suitable non-profit organizations and projects. Establishing a long-term partnership and creating added value for both sides through joint projects and activities.

### **3. Economic security and sustainable management**

**We have set ourselves the following targets in this area:**

By mid-2024:

- Pursuing a sustainable growth approach that takes environmental and social aspects into account and pursues long-term sustainability goals
- - Continuous integration of new innovative and sustainable products in the company portfolio, e.g. through the development of promotional materials to establish a sustainable meeting concept in the HELIX Hub and raise customer awareness of sustainability

**Until 2025**

- Checking all existing and new suppliers for ecological aspects and social measures to ensure that all partners are on the same page in terms of sustainability

### **4. Responsible management**

**We have set ourselves the following targets in this area:**

By mid-2024:

- Successful certification as a sustainable event location by Sustainable Meetings Berlin and active involvement in shaping Berlin as a sustainable meeting destination

Until 2025:

- Regular employee training on topics such as compliance, anti-discrimination, diversity and data protection: we attach great importance to ensuring that our employees have the knowledge and skills they need to practice responsible and sustainable corporate governance in their day-to-day work