

HSE 360 SUMMIT – BERLIN 08TH OCTOBER 2024

Why ESG and Integrated Management Systems are made for each other?



Are ESG and Integrated Management Systems made for each other?

What does
Sustainability
mean to you?



healthcare for our staff
environmental
sustainability report
influence confusion
part of sustainability
regulation
sustainable
environment
responsibility
2025
social responsibility
co2-free-mobility
access to data
innovation
social
co2 reduction
sustainability
environmental
future
governance
policies
challenges
environment
2025
responsibility
regulation
sustainable
environment
part of sustainability
confusion
influence
sustainability report
environmental
healthcare for our staff
opportunity and challenge



ESG & IMS @DUSSMANN GROUP

ESG Reporting: Framework and Requirements

Dussmann Group
ESG Strategy



Reporting Tools



Global Initiatives and Goals



Regulatory Requirements

CSRD; EU Taxonomy, LkSG, CSDDD



Reporting Standards



ESG Ratings



Norm requirements

IMS: ISO 9001, 14001, 45001, 50001

Dussmann Group Sustainability Policy & Code of Conduct



Dear colleagues,

Our corporate goals of business success and social responsibility are inseparable. Ethical principles and responsible behavior are the foundation of the Dussmann Group's value system. Our Code of Conduct includes binding guidelines for our conduct towards colleagues, business partners and society in general.

The sustained success of the Dussmann Group is reliant on integrity. Violations of the law and other regulations contradict our principles, damage the reputation of the company and may result in legal consequences. Those who do not comply with legislation harm everyone in the company.

The Code of Conduct is binding for all of us as well as for our suppliers and business partners. Rules and standards described in the Code of Conduct serve as a shared guideline for our daily decisions and actions. Our managers act as role models and embody the values of the Dussmann Group. Infringements are not tolerated and may result in disciplinary measures or penalties.

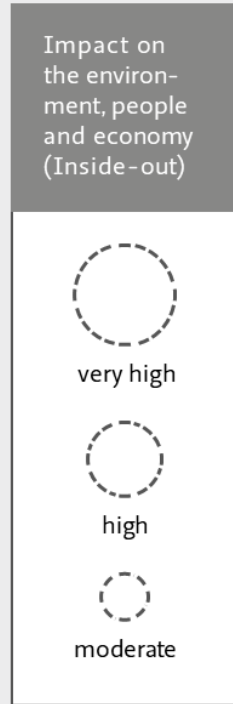
The continuity and ongoing development of the company depend on our commitment to social responsibility and our reputation as a trustworthy business partner. We thank you for the contribution you make through the integrity of your personal conduct.

September 2023

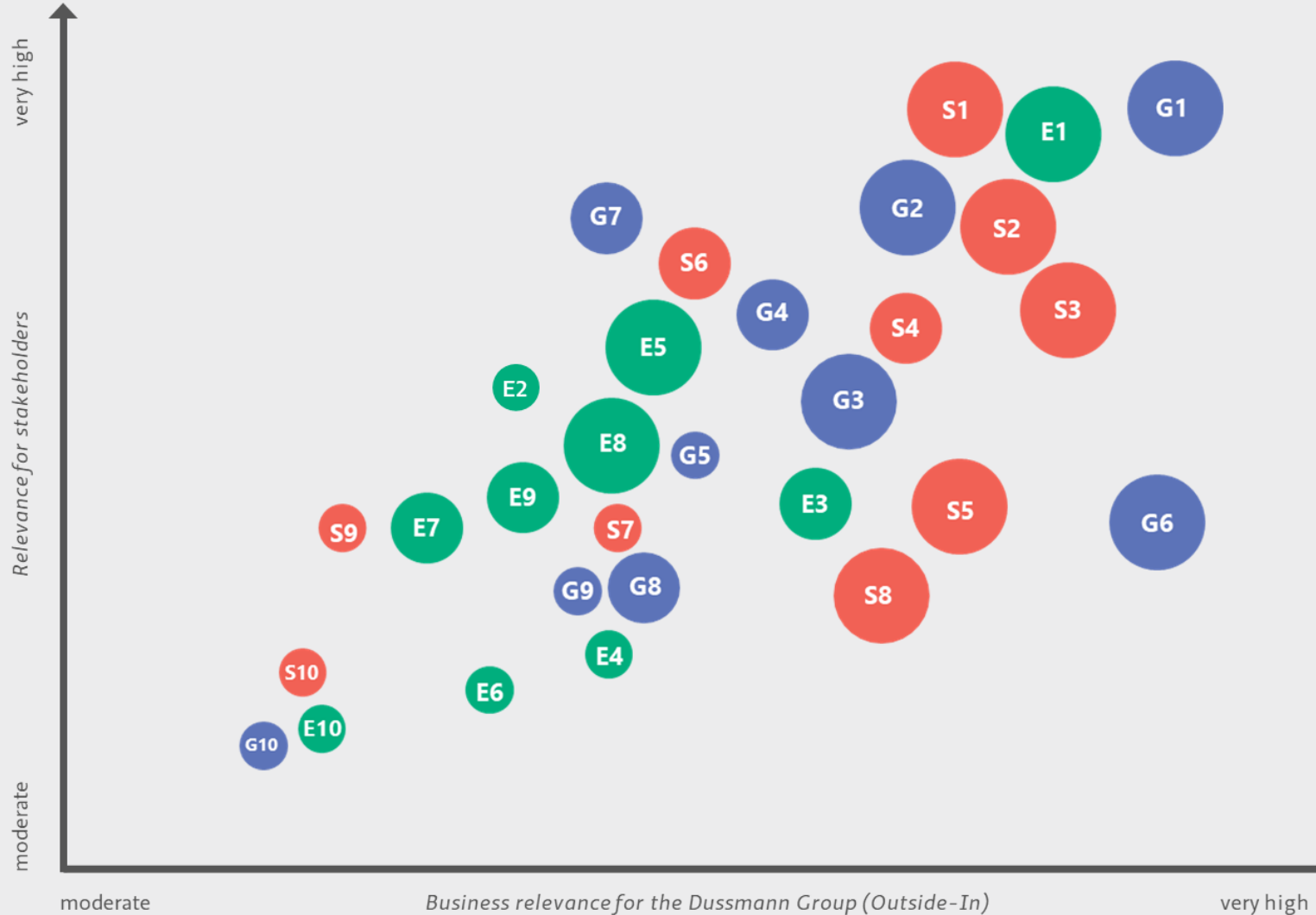
 Wolf-Dieter Adlhoch <small>(Chief Executive Officer)</small>	 Renato Spotti <small>(Member of the Executive Board)</small>	 Hakan Lanfredi <small>(Member of the Executive Board)</small>	 Dieter Royal <small>(Member of the Executive Board)</small>
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Dussmann Group Materiality Matrix 2023



*Newly included or adjusted sustainability aspects



ENVIRONMENT	
E1	Energy consumption
E2	Climate-relevant emissions
E3	Sustainable supply chain
E4	Climate change adaption
E5	Use of chemicals
E6	Packaging*
E7	Waste management & circular economy
E8	Water consumption
E9	Use of materials
E10	Mobility
SOCIAL	
S1	Occupational health & safety
S2	Employee engagement
S3	Fair pay
S4	Training & education
S5	Staff recruitment
S6	Human rights
S7	Work environment
S8	Employee communication & leadership*
S9	Diversity & Inclusion
S10	Social engagement
GOVERNANCE	
G1	Client retention & satisfaction
G2	Quality & Product safety*
G3	Digitalization & Technology
G4	Innovation
G5	Anti-corruption & compliance
G6	Corporate management*
G7	Information security & data protection
G8	Transparency
G9	Risk management & business continuity*
G10	Extent of self-delivery

Dussmann Group ESG Strategy

Values & Responsibility



Environmental Awareness



Integrity



Passion



Social Responsibility



Fairness

Materiality & Dussmann Group ESG Goals



ENVIRONMENT

Materiality: Energy consumption · Climate-relevant emissions · Sustainable supply chain · Climate change adaptation · Use of chemicals · Packaging · Waste management & circular economy · Water consumption · Use of materials · Mobility

GOAL: BECOME CARBON NEUTRAL



SOCIAL

Materiality: Occupational health & safety · Employee engagement · Fair pay · Training & education · Staff recruitment · Human rights · Employee communication & leadership · Work environment · Diversity & Inclusion · Social engagement

GOAL: BE EMPLOYER OF CHOICE



GOVERNANCE

Materiality: Client retention & satisfaction · Quality & Product safety · Digitalization & Technology · Innovation · Anti-corruption & compliance · Corporate management · Information security & data protection · Transparency · Risk management & Business continuity · Extent of self-delivery

GOAL: BE PARTNER OF CHOICE

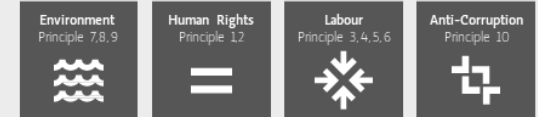


FINANCIAL RESILIENCE

Sustainable Development Goals



United Nations Global Compact Principles



Dussmann Group ESG Goals 2024



Environment

BECOME CARBON NEUTRAL

- Identify & reduce carbon footprint (Scope 1 and 2)
- Increase proportion of environmentally-friendly materials



Social

BE EMPLOYER OF CHOICE

- Improve occupational health and safety
- Actively promote employee retention



Governance

BE PARTNER OF CHOICE

- Increase audit frequency
 - Comply with internal standards in supply chain
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FACTS & FIGURES



Dussmann Group ESG Goals

Actual Values and Goals 2025

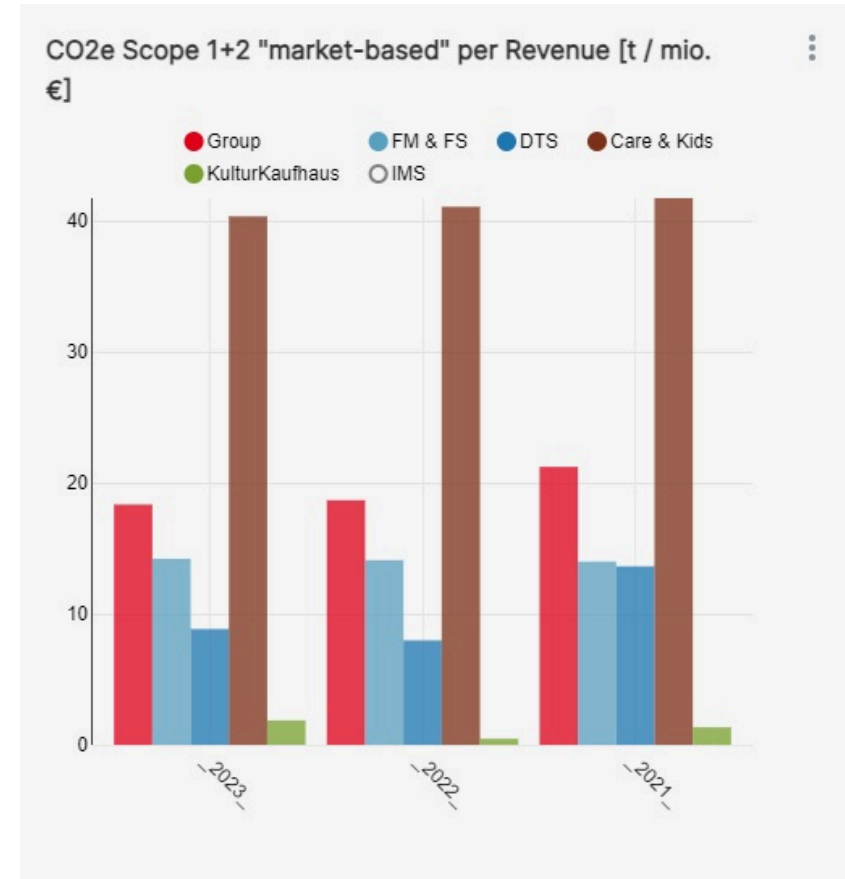


ENVIRONMENT

GOAL: BECOME CARBON NEUTRAL

Identify & reduce carbon footprint (Scope 1 & 2)


KPI: CO ₂ e (Scope 1 + 2: market-based) per revenue (t/Mio.€)				
	Value 2022	Value 2023	Goal 2025	Goal 2030
Dussmann Group	18.7	18.4	16	12
Dussmann FM & FS	14.1	14.2	11	8
Dussmann TS	8	8.9	7.5	7
Care & Kids	41.2	40.4	30	27
KulturKaufhaus	0.5	1.9	1	0



Formula: CO₂e per Revenue = CO₂e Scope 1 + 2 "market-based" (tonnes) / Direct economic value generated: revenue

Dussmann Group ESG Goals

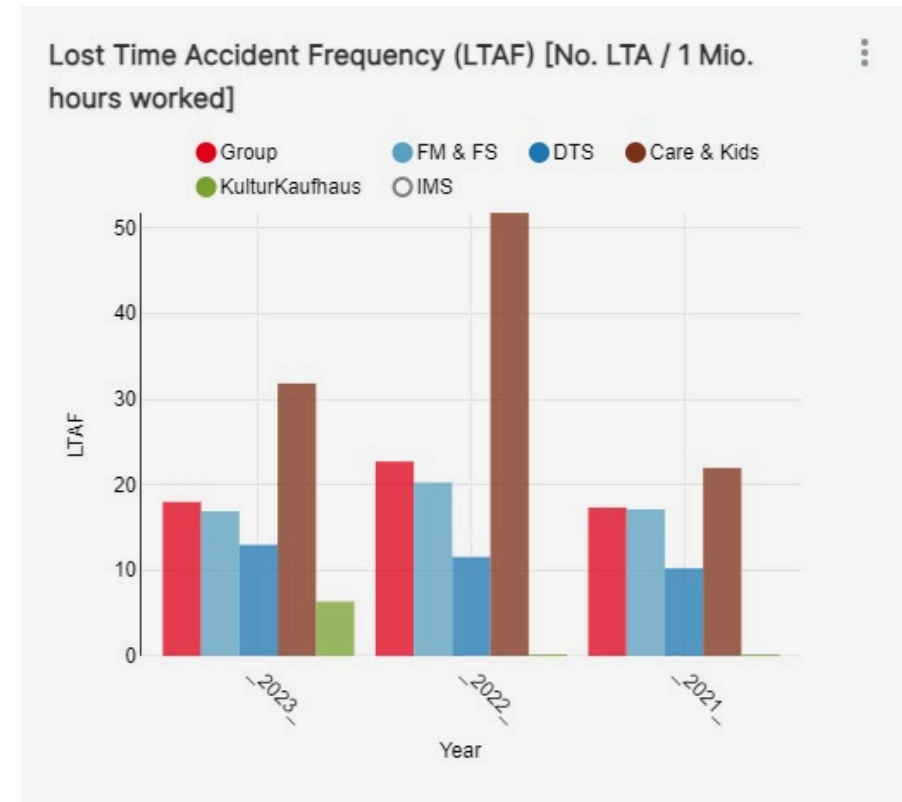
Actual Values and Goals 2025

 **SOCIAL**

GOAL: BE EMPLOYER OF CHOICE

Improve occupational health & safety

KPI: LTAF (Number LTA / Mio. hours worked)				
	Value 2021	Value 2022	Value 2023	Goal 2025
Dussmann Group	17.3	22.7	18.1	16
Dussmann FM & FS	17.1	20.3	17.0	15
Dussmann TS	10.3	11.6	13.0	10
Care & Kids	22.0	51.8	31.9	27
KulturKaufhaus	0	0	6.4	2



Formula: Lost Time Accident Frequency = number of work related (occupational) accidents with lost time per 1 million hours worked

Dussmann Group ESG Goals

Actual Values and Goals 2025

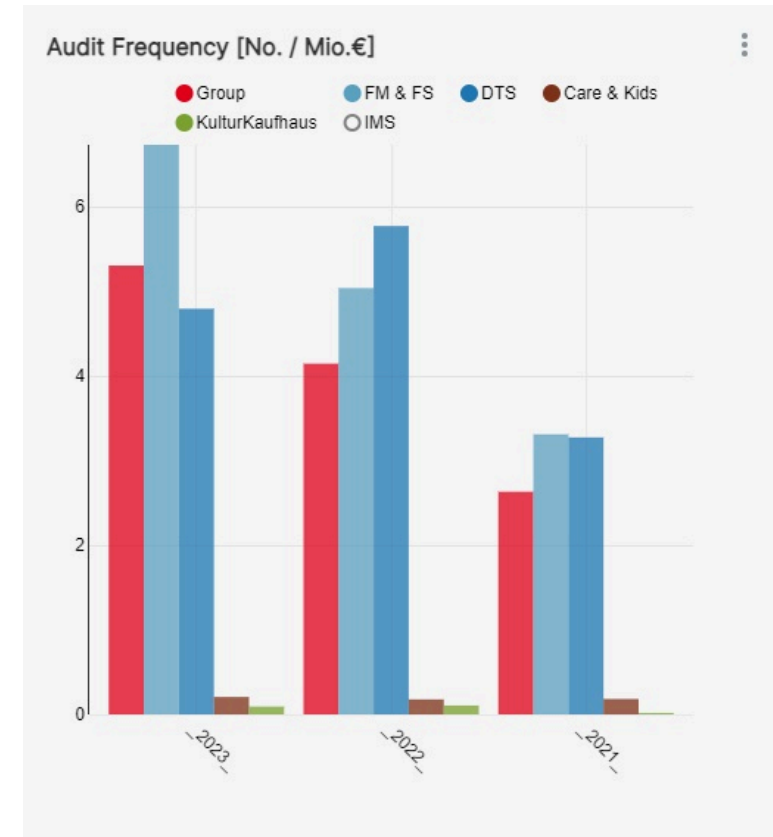


GOVERNANCE

GOAL: BE PARTNER OF CHOICE

Increase audit frequency

KPI: Audit Frequency (No./Mio.€)			
	Value 2022	Value 2023	Goal 2025
Dussmann Group	4.0	5.3	5
Dussmann FM & FS	5.1	6.7	6.5
Dussmann TS	5.8	4.8	5
Care & Kids	0.18	0.2	0.2
KulturKaufhaus	0.1	0.1	0.2

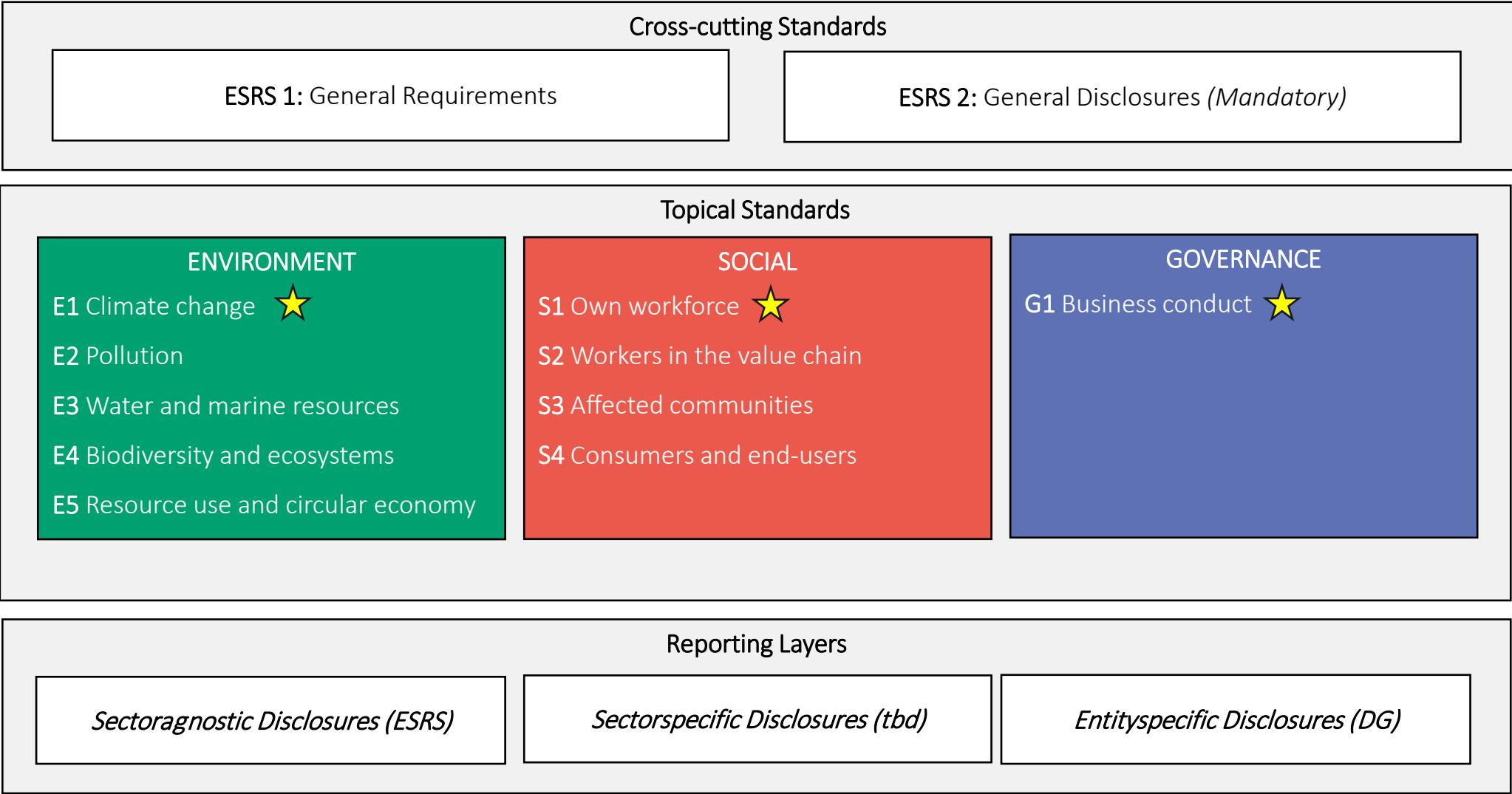


Formula: Audit frequency = Total number of (system) audits conducted during the reporting period (internally + externally done) / Direct economic value generated: revenues



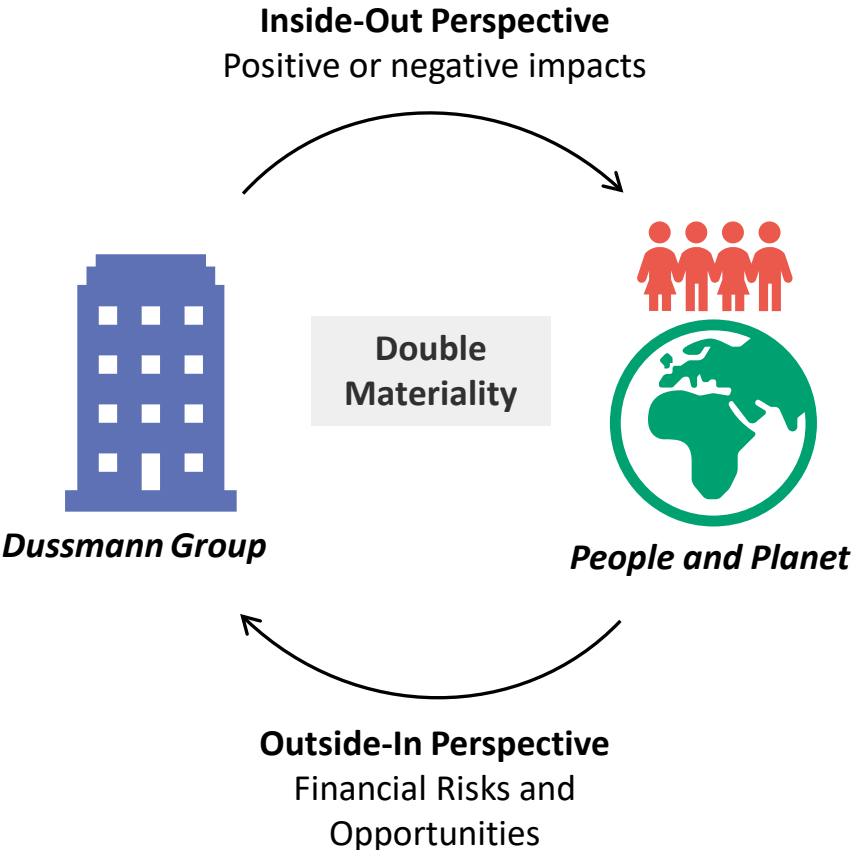
CSRD & ESRS: ESG REPORTING 2.0

European Sustainability Reporting Standards (ESRS) – Set 1

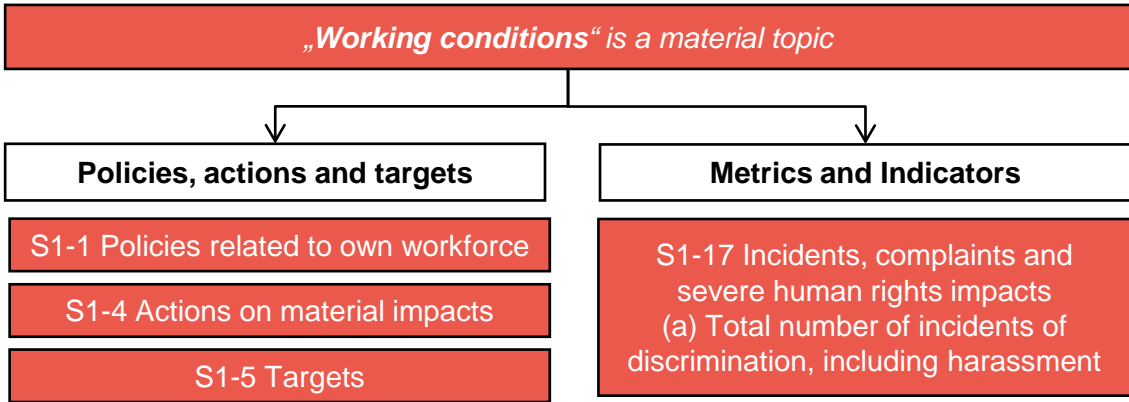


European Sustainability Reporting Standards (ESRS)

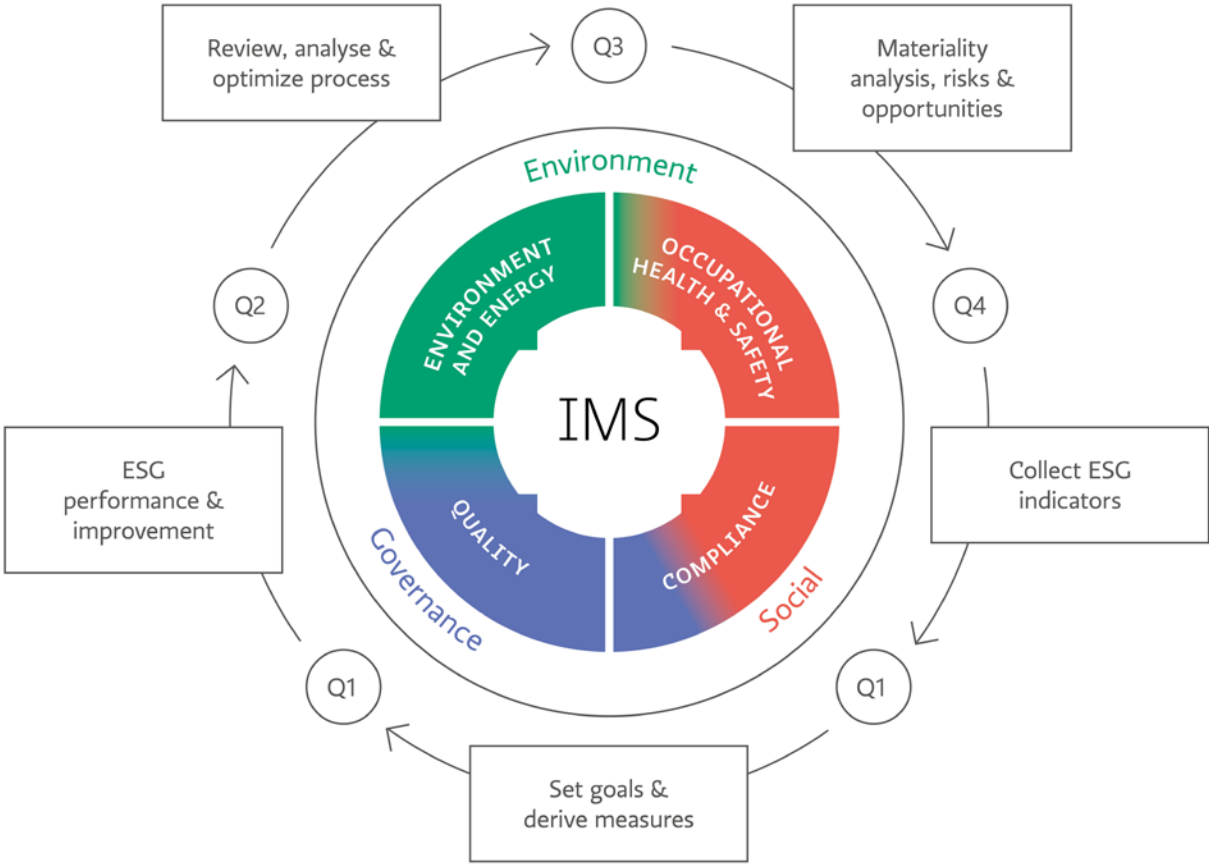
Disclosures subject to materiality



ESRS	Topic	Sub-topic	Sub-sub-topic
E	Own workforce	Equal treatment and opportunities for all	Training and skills development
	Workers in the value chain		Measures against violence and harassment
S	Affected communities	Working conditions	Diversity
G	Consumers and end-users	Other work-related rights	Gender equality



Summary



www.dusmanngroup.com/responsibility

Are ESG and Integrated Management Systems made for each other?



DUSSMANN
GROUP

www.dussmanngroup.com/responsibility

Let's connect!

Daria Kozhenkova

Daniel Krebel

Please feel invited to turn
today's challenges in
tomorrow's opportunities!

