AXICA KONGRESS- UND
TAGUNGSZENTRUM

SUSTAINABILITY STRATEGY AND
GOALS

AUGUST 2019

AXICA
A SUBSIDIARY OF DZ BANK
Our green heart
beats green

As a premium location and caterer at one of the most important locations in Germany, we want to become sustainable in the long term.

We are convinced that premium products cannot function without sustainability. With this in mind, we structure our company and constantly set ourselves new goals. In order to achieve these goals, we educate ourselves, exchange ideas and support each other. We live sustainability as part of our corporate culture. We know that it takes time to achieve all our goals and we are going step by step. We make a journey together.

For us, sustainability is based on four major areas:

- Environment
- Society
- Economy
- Governance, Risk and Compliance

In addition to acting in an environmentally conscious manner, we are aware of our responsibility towards our employees and the society and attach great importance to fair cooperation, social commitment and diversity. However, economic thinking must not be absent, because without it we cannot exist as a company.

We interact with our customers and service providers through dialogue and proactive suggestions to make their events more sustainable. Our aim is to play a leading role in sustainability in the event industry.
... is our concern. As a premium location and caterer we see ourselves responsible for keeping our ecological footprint as low as possible. When procuring all necessary goods and services, AXICA undertakes to inspect and evaluate energy-efficient products and services for their ecological and economic aspects over the entire life cycle of the goods. Particular attention is paid to the low level of pollutants and recyclability of the products. We work continuously on the following points and regard them as important steps for our environmental management:

1. **Company - commitment and responsibility**
   Environmental responsibility is taken on by every employee. The management bears the special responsibility to implement and exemplify the environmental guidelines and to motivate and train the employees in the sense of this task.

2. **Responsible implementation**
   We will regularly review the success of our environmental measures and, wherever necessary, make further improvements. We will use external partners to measure our emissions.

3. **Suppliers**
   In accountability for the efficient use of resources and the sustainable protection of our environment, we feel obliged to include AXICA’s suppliers in our environmental policy objectives and to motivate and promote them accordingly. We give preference to suppliers who act sustainably.

4. **Emissions**
   AXICA has undertaken to draw up an annual energy balance containing proposals for savings. We will also compensate for our own emissions.

5. **Hazardous substances**
   AXICA undertakes to observe the Ordinance on Hazardous Substances. Hazardous substances in the kitchen are checked regularly and the most extensive change to environmentally friendly cleaners etc. based on lemon has taken place. The hazardous substances are disposed of in accordance with the statutory regulations and therefore do not end up in normal waste or drains.

6. **Energy management**
   AXICA has established processes for energy management. This includes all energy sources (electricity, fuels, etc.). In addition, AXICA has established a process for emission protection (noise, light, etc. as well as exhaust gases). This includes measurement, approval, dialogue and avoidance/reduction.

7. **Consumable materials**
   Together with our customers and partners, we strive to keep the finishing materials (decoration, paints, floor coverings, etc.) and consumables (cleaners, etc.) used in events and business premises low in pollutants, environmentally friendly and, if possible, recyclable.
WE HAVE ACHIEVED A LOT ALREADY

This includes the following points:

- 100% eco-power
- Promotion of low-emission mobility and travel management
- Sensitization of employees for efficient electricity and water saving and conscious consumption of office materials
- Energy-saving lamps
- Reduction of pollutants and chemicals
- Reduction of print material and signage through digitalisation
- Removal of paper towels from sanitary facilities, offices and staff kitchens
- Optimizing the use of the dishwasher
- Optimisation of waste separation and recycling through training and provision of containers
- Preference for suppliers who commit themselves to sustainability
- Preference for food producers from the region/organic (short transport and delivery routes)
- Reduction of airfreight and increase of products from the region
- Reduction of waste and food leftovers through training, sensitisation of employees, charity lunch in the in-house bistro with uncalled products once a month
- Conscious communication to customers on the subject of sustainability and the environment
- Cooperation with Deutsche Bahn - DB Event Ticket Offer
- Reduction of the supply of beverages containing sugar

Goals:

- Reduction of consumption of stretch film, also in consultation with suppliers
- Involvement of at least three social contracting partners
- Reduction of CO² emissions
- Remnants of events or tastings should be given out in sustainable boxes
- Reduction of water consumption
In our kitchen we want ...

... to prepare as far as possible regional, seasonal and fair trade products. We want to know where our products come from and we want to keep the delivery route to us short. For this we work together with selected partners from Berlin and the surrounding area, who supply us with their often very special products.

We educate our customers about sustainability and try to make every event environmentally friendly. This includes vegetarian dishes as well as the complete recycling of products. With small portions we try to reduce the waste of food enormously. For this purpose, we also offer a charity lunch once a month in our bistro, where products not called up from events are offered.

Goals:
1. Less waste
   - Reduction of wastage of food and waste due to the possibility of taking along leftovers at events in cardboard containers
   - Regular charity lunch in the bistro: 50% of the turnover goes to GemüseAckerdemie. The offered meals are not called up products of Events and work thus also against the waste of food.
   - less plastic, packaging material and disposable products
   - use of all parts of our products

2. "Think global, act local"
   - be on the pulse of the times and always create innovative, special menus for customers through impressions gathered at trade fairs/travel/seminars

3. Cooperation and expertise
   - continue to work closely with our suppliers and inspire each other
   - to educate us continuously in order to inspire our customers with new ideas and knowledge
The well-being of society and above all of our employees is of course at least as important to us as protecting the environment. Our employees are our most valuable asset.

This is why
- they should be able to reconcile career and family. To this end, we offer flexible working time models and respond to the needs of our employees with individual contracts and regulations. We offer mobile working, sabbaticals and a lifetime working time account. We enable both men and women to take parental leave and also guarantee paid leave during this period.
- we conduct annual staff appraisals to ascertain the satisfaction of our employees and to identify potentials, suggestions for improvement and goals. In doing so, we also address sustainable commitment and set special targets for it. A questionnaire helps to structure the discussion in a structured and uniform way.
- we want to give our employees the opportunity for further training. Training opportunities and goals are included in the employee appraisals and can always be discussed proactively with the management. Regular training is provided on topics that affect the entire team.
- we have an occupational health and safety specialist and a safety specialist. Checks are carried out and documented on a regular basis. We are committed to compliance with applicable law. Below others, we offer height adjustable tables, free drinks, vaccinations and first-aid courses.
- we promote diversity. We have signed the Charter of Diversity and comply with the AGG. We are thus committed to working together free of discrimination, prejudices or disadvantages. Everyone is of equal value.
- we have set up an internal suggestion scheme through which employees can participate in the further development of AXICA and, above all, in sustainable action.
**Stakeholder:**
Stakeholder dialogues are very important to us. We report regularly to the Advisory Board and hold annual meetings with our suppliers and service providers. Mutual demands and feedback are exchanged and the latest changes and innovations made known. The entire network and our customers are kept up to date via our website, press releases and newsletters.

**Goals:**
- Finding a suitable partner for company health management, who regularly supports and promotes us with lectures, workshops and training sessions.
- Support for applicants with disabilities
- Cooperation with at least one inclusion company as a permanent partner until 2020. At least one offer from a non-profit enterprise should be obtained when obtaining offers for services or products in the fields of cleaning, floristry, carpet cleaning, etc.
- build a partnership over the next three years with an inclusive education provider to offer traineeships or apprenticeships at AXICA, if available
- Team events and seminars on sustainable topics
- Introduction of the 32-hour week by 2021 and no more overtime

**ENGAGEMENT AND DONATIONS**
are part of our sustainable development. We want to give something back.

- Cooperation with a permanent partner in social or ecological projects
- 2 additional vacation days for all employees for voluntary work with proof
- 2 days of mindfulness in the company per year, which are used to value the employees or the society and include joint activities
- Corporate clothing donation campaigns
- 0.2% of AXICA's annual turnover donated to charitable causes
- 50% of the proceeds of the Charity Lunch, which takes place once a month, go to the GemüseAckerdemie
- Summer Special: Sustainable Conferencing. 10% of turnover goes to GemüseAckerdemie
- Support of meaningful and value-oriented events
ACT ECONOMICALLY

AXICA’s economic success is imperative in order to be able to implement its sustainable goals in all areas. Therefore we are always informed about the current market and trend. We visit trade fairs and events, talk to our customers and partners and observe the market. Stakeholder dialogues are very important to us. We communicate with our stakeholders via all possible media.

In order to retain our customers and generate new ones, we focus on sustainability. This is what our team is all about and it is impossible to imagine the market without it. We also pay close attention to the selection of our suppliers according to sustainable criteria. When procuring all necessary goods and services, AXICA undertakes to inspect and evaluate energy-efficient products and services for their ecological and economic aspects over the entire life cycle of the goods.

We are also committed to expanding our portfolio of sustainable products and services in the future.

We have a structured quality and complaint management system in order to provide our customers with the best individual advice and to be able to react to incidents at all times. Every employee is aware of his or her responsibilities.

Goals:
- moderate corporate growth as a sustainable company
- fair and equitable wage structure
- Expand portfolio of sustainable products and services in the future
- Early identification and minimization of risks
AXICA is managed with flat hierarchies, conscientiously, respectfully and in accordance with all ethical principles. In cooperation with our employees, customers and closely associated partners, we make AXICA the successful company it is.

Legal regulations on occupational safety, hygiene and workers' rights are observed. Our Code of Conduct and the Compliance Guideline are also binding for all employees.

The protection of personal data is important to us. For this reason, personal data is processed in accordance with the applicable European and national legislation (DSGVO). An external data protection officer advises and trains company management and employees.

The organization regularly analyzes the key opportunities and challenges for sustainable business development.

We correspond to the Sustainability Code as well as rightandfair, the sustainability code of the German event industry. Furthermore, we will publish annual sustainability reports.
OUR VISION

AXICA’s overriding goal is to make a significant contribution to the sustainable change of our society for a better future by 2024.
A holistic environmental management in all areas, lived diversity as a self-conception and social commitment of all employees are the cornerstones of our company. In addition, by then at least 50% of all events held with AXICA will have been completed.
and value-oriented.

OUR MISSION

We are an event location with premium catering in the heart of Berlin, directly at the Brandenburg Gate. For more than 20 years we have been counting thanks to our high culinary quality standards, our tailor-made services, our creativity and our impressive architecture by the pen of the international star architect Frank O. Gehry to one of the best and the capital’s most popular service provider.
We are a passionate team that lives diversity and takes on the daily responsibility of actively shaping the future of our society. The protection of our environment, social commitment, the use of sustainable and preferably regional products as well as the dialogue with our stakeholders are therefore part of our self-image.
Our daily interaction is based on absolute trust, because we are all united by the common goal of changing our society for the better and thus giving our (professional) life a deeper meaning.
We work with great enthusiasm in interdisciplinary teams in order to learn from each other and achieve the best possible financial and ideological results for our clients, partners and DZ BANK.
Our structures are flat and transparent - this also includes the wage structure. We strive for a 32-hour week without overtime. We train to inspire the next generation with our ideas and thoughts.
And we take care of each other by designing our workplace together and making it a favourite place for each of us. At the same time, we regularly question ourselves and our partners so that we can continue to develop. We are courageous and allow ourselves to fail. However, we always keep an eye on our risks.
We think outside the box, value creativity and are constantly improving our skills. We encourage each other to develop new formats and to be better tomorrow than today. We share what we have learned with our stakeholders in order to inspire them, too, with the idea of holistic sustainable management and to walk the path together.
We live the "meaning of encounter", work in networks and make use of both our location as well as our collected know-how as hub and designer for meaningful and value-oriented events.
This gives AXICA a new profile with international appeal.
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