



# WFSGI COMMUNICATION ON ACTION

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## Reporting Template

<b>Company Name:</b>	Messe München
<b>Type of Company:</b>	Others
<b>Number of Employees</b>	700+
<b>Country:</b>	Germany
<b>Filled in by:</b>	
<b>Name:</b>	Tobias Gröber
<b>Position:</b>	Executive Director Business Unit Consumer Goods
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<b>Date:</b>	07.12.2017
<b>Reporting period:</b>	2017

After you complete this document, please send a copy to WFSGI (preferably by email) to:

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Email: [kbrazyte@wfsgi.org](mailto:kbrazyte@wfsgi.org)

or

Marc-Ivar Magnus  
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## Part A

### Commitment to the WFSGI Code of Conduct: Statement by Senior Decision-Maker

Provide a statement from a senior decision-maker of the organization (e.g. CEO, Chair, Senior Corporate Responsibility Manager, etc.) that expresses continued support for the WFSGI Code of Conduct and ongoing commitment to its provisions. Please include the individual's name and job title at the bottom of the statement. The statement could include:

- The importance of commitment to the principles of the WFSGI Code of Conduct
- Key corporate responsibility issues for the company
- An outlook on the organization's main challenges
- An overview of CR governance at the company
- Broader trends (i.e. political or economic) that affect the company and its corporate responsibility performance, etc.

The statement can include links to the relevant section of the member's corporate website where more detailed information is available.

Proactively implementing measures as a company to exercise positive influence over society and strengthen regional and national economy is one of the core principles of Messe München. Taking a focused approach to corporate social responsibility (CSR), we implement measures aimed at protecting the environment, encouraging and supporting our employees on an individual level, and strengthening the sense of community in the city and the region. We have set ourselves the long-term goals of further expanding our sustainable corporate management so that we can continue to fulfill our social responsibility going forward.

We are committed to protect the environment, for example, with innovative mobility concepts to reduce CO<sub>2</sub> emissions in the Munich region. In our community efforts we support social integration and take action to help the needy in the region who find themselves in difficulties. We also sponsor selected networks for dialog on important social and environmental issues. As a top employer, we place great emphasis on value-based action: Diversity and equal opportunities, health care, and manifold social benefits also number among the wide range of advantages that we offer as an employer.

## Part B

### Description of Actions Taken during the Reporting Year to Implement the WFSGI Code of Conduct

#### B.1 Programs and Actions

Provide a description of practical actions that the company has taken (or plans to undertake) to implement the WFSGI Code of Conduct. This includes programs or activities that address specific areas such as human rights, decent working conditions, community involvement, the environment, etc. For example:

- Operating programs to implement own or other Codes of Conduct
- Operating environmental programs (including waste reduction, responsible usage of water and energy resources, recycling practices, hazardous waste management policies, fuel reduction, etc.)
- Employee education and training programs
- Supplier capacity building and training programs (including human resources management, health, safety & environment)

- *Community Affairs programs (including charities, sponsorships, corporate volunteering, corporate giving, etc.)*

*The statement can include links to the relevant section of the member's corporate website where more detailed information is available.*

- Messe München Code of Conduct implemented for suppliers
- Compliance guidelines & policy including compliance organization
- Sustainable venue and trade show facilities ([http://www.messe-muenchen.de/de/company/corporate\\_social\\_responsibility/umwelt\\_1/umwelt\\_1.php](http://www.messe-muenchen.de/de/company/corporate_social_responsibility/umwelt_1/umwelt_1.php))
- Messe München endorses the rightandfair Sustainability Code. This means that we assume corporate responsibility for sustainability in the organization and execution of our events. (<http://www.fairpflichtet.de/en/home/>)
- Since May 2017, our company has been a [member of Fair Company](#), Germany's largest and best-known employer initiative. We are therefore committed to providing a **fair workplace**. For instance, Messe München offers around 50 internships per year—fair salaries, clearly defined goals, and easier access to a position in our company are self-evident.
- Messe München has been awarded the highest rating in a nationwide study conducted by Capital magazine and the portal ausbildung.de: Our company is the top employer in terms of junior staff development. The multifaceted nature of the challenges, the individual training courses, and above-average remuneration of our trainees, for example, are a reflection of this.
- Based on the contacts established through the "Frauen verbinden" (Connecting Women) network, the "Sport verbindet Menschen" (Sport Connects People) initiative was started: We bring socially disadvantaged people to the stadium to watch the soccer matches played by the FC Bayern women's team and to meet the players. ([https://www.ispo.com/trends/id\\_79704388/frauenfussball-fuer-alle-mit-sport-verbindet-menschen-wird-ausgebaut.html](https://www.ispo.com/trends/id_79704388/frauenfussball-fuer-alle-mit-sport-verbindet-menschen-wird-ausgebaut.html))
- As part of the reforestation project initiated by IFAT Eurasia, the trade fair for environmental technology, Messe München is setting an example in combating climate change: Since February 2017, 4,000 trees have been planted in western Turkey that not only remove carbon dioxide from the air but also make an important contribution in the fight against floods and erosion.

## B.2 Policies

*Briefly describe any company policies that are relevant to the WFSGI Code of Conduct. For example:*

- *Non-discrimination policy*
- *Environmental policy*
- *Child labor policy, etc.*

*The statement can include links to the relevant section of the member's corporate website where more detailed information is available.*

- Messe München Code of Conduct implemented for suppliers (including child labour, fair working conditions, etc.)
- Compliance guidelines & policy including compliance organization (Chief compliance director and officer) for employees and affiliated companies implemented (includes discrimination policy, integrity, money laundering, confidentiality of information, dignity of individuals, data protection, third party property rights, taxation law, health protection, occupational safety, environmental protection, import and export controls, antitrust, granting of advantages, acceptance of benefits, sexual harassment)

- Sustainable venue and trade show facilities were applied when the new trade show venue was designed in the 90s (energy management, avoidance of CO2 emissions, water management, waste prevention, green spaces). The new halls C5 and C6 (currently under construction) will be completely powered by geothermal energy.
- More information can be found here: [http://www.messe-muenchen.de/en/company/corporate\\_social\\_responsibility/umwelt\\_1/umwelt\\_1.php](http://www.messe-muenchen.de/en/company/corporate_social_responsibility/umwelt_1/umwelt_1.php)
- Employees & social initiatives: work/life balance, health & sports programs, healthy food, barrier free venue and facilities, baby changing rooms, working hours, work council, health & safety, working conditions, barrier free facilities (venue, offices and sanitary facilities)

### B.3 Collaborations & Memberships

List any relevant collaborations and memberships of corporate responsibility initiatives and programs. For example:

- Business Social Compliance Initiative (BSCI)
- Ethical Trading Initiative (ETI)
- Fair Labor Association (FLA)
- Fair Wear Foundation (FWF)
- Social Accountability International (SAI), etc.

The statement can include links to the relevant section of the member's corporate website where more detailed information is available.

- Messe München is one of the founding members of the new, nationwide "Unternehmen integrieren Flüchtlinge" (Companies integrate refugees) network launched by the Association of German Chambers of Industry and Commerce. Through our involvement, we are extending our existing commitment to refugees.
- With the Frauen verbinden network, Messe München provides a platform for female executives from companies, academia, business, and politics aimed at connecting women from different areas and making them stronger.
- In conjunction with other initiators we founded S-Bahn-Bündnis Ost (Eastern Suburban Railway Alliance) with the objective of advancing and implementing a four-track expansion of the railway between München Ost and Markt Schwaben on a long-term basis and building a separate stop at Messe München. The expansion will facilitate the systematic, environmentally friendly moving of traffic from the roads to the tracks: <https://www.sbahn-buendnis-ost.de/aktuelles/>
- Since May 2017, our company has been a member of Fair Company, Germany's largest and best-known employer initiative. We are therefore committed to providing a fair workplace. For instance, Messe München offers around 50 internships per year—fair salaries, clearly defined goals, and easier access to a position in our company are self-evident.
- GreenTec Awards partner: <http://www.greentec-awards.com/en>
- ISPO Brands for Good/Greenroom voice: <http://greenroomvoice.com/tag/brands-for-good/>
- ISPO CSR

### B.4 Certifications & Awards

List any relevant corporate responsibility certifications or awards that your company has received. For example:

- OHSAS 18000 certification
- ISO 26000 certification
- SA 8000 certification
- ISO 14000 certification, etc.

The statement can include links to the relevant section of the member's corporate website where more detailed information is available.

- First trade show venue to receive the TÜV Süd's "Energy-efficient company" certification
- German Corporate Pension Plan "bAV" Award in the context of "Future Market Retirement Provisions in February 2015.
- Codex of sustainability: [http://messe-muenchen.de/media/de/local\\_documents/downloadliste/fairpflichtet\\_nachhaltigkeitskodex\\_der\\_veranstaltungswirtschaft.pdf](http://messe-muenchen.de/media/de/local_documents/downloadliste/fairpflichtet_nachhaltigkeitskodex_der_veranstaltungswirtschaft.pdf)
- Messe München has been awarded the highest rating in a nationwide study conducted by Capital magazine and the portal ausbildung.de: Our company is the top employer in terms of junior staff development. The multifaceted nature of the challenges, the individual training courses, and above-average remuneration of our trainees, for example, are a reflection of this.

## Part C

### Progress against Previously Set Targets

*Provide information about the company's progress against relevant targets or performance, or other qualitative and/or quantitative measurements of results. For example:*

- *Reduction in the number of accidents at the workplace*
- *Progress against energy saving targets, water saving targets, emission reduction targets*
- *Use of more environmentally-sound materials*
- *Phase-out of critical chemicals, etc.*

*The statement can include links to the relevant section of the member's corporate website where more detailed information is available.*

- Environmental: Geothermal energy as the only energy source for the 2 new halls

## Part D

### Goals & Targets

*List your long-term goals and priority targets for the next reporting period, and highlight priority areas the company intends to focus on in the next planning cycle. This section should illustrate the continuous improvement that the company is striving to achieve.*

*The statement can include links to the relevant section of the member's corporate website where more detailed information is available.*

Already in 2016 a new CSR role, reporting directly to the CEO & Chairman, was implemented in order to further strengthen sustainability management within the company. In addition to the promotion of CSR in the traditional action areas of the environment, society and the workplace, processes and structures will be created in the future to strengthen sustainable action in the value chain. Here, special formats or initiatives at trade fairs in and outside Germany can also help raise awareness of sustainable action in the industries.



## Submission Deadlines for the Communication on Action (COA)

All member organizations are asked to submit their first COA to the WFSGI by December 31, 2016. This establishes a 'line in the sand' for the SGI. This first submission should cover one year's actions and progress and should align with your standard reporting year. In future, any company wishing to become a member will have to submit a COA along with their membership application.

Thereafter, member companies will be asked to report at least every two years. Companies can choose to report annually – this may be easier for those with annual reporting cycles. Each COA will have to cover actions and progress over the previous one or two years and the submission deadline is six months after the end of the company's reporting period. For example, if you are reporting for the period from April 1, 2016 to March 31, 2018, the COA is due on or before September 30, 2018.

In the event of an anticipated delay in submitting the COA, the organization may request an extension of the deadline by three months, providing a reasonable explanation for the delay and stating the date when the COA will be available. In the event that the member organization is not able to provide the COA, it should explain the reason to the WFSGI (the so-called "Comply or Explain" principle).

For further information on the COA, please contact Mr. Marc Magnus at [mmagnus@wfsgi.org](mailto:mmagnus@wfsgi.org) or Ms. Karolina Brazzite at [kbrazzite@wfsgi.org](mailto:kbrazzite@wfsgi.org).