

VAILLANT GROUP

Communication on Progress to the
United Nations Global Compact

2014



PREFACE BY THE CEO

The Vaillant Group combines its sustainability activities to form a strategic programme – S.E.E.D.S. This involves setting binding, measurable targets, deriving specific measures and continuously reviewing the results obtained in relation to four fields of focus: Environment, Employees, Development & Products, and Society. All activities are Group-wide and transparent.

In view of the above, our membership of the United Nations Global Compact represents a conscious step towards increased transparency and visible corporate responsibility. The initiative, founded by former UN Secretary-General Kofi Annan, aims to strengthen the social commitment of businesses by inviting them to affirm a catalogue of basic values.

The Vaillant Group is explicitly committed to the Ten Principles of the Global Compact in the fields of human rights, labour standards, environmental protection and the fight against corruption, and undertakes to continue fostering and supporting them in its sphere of influence. We report annually on our progress in implementing the Global Compact in our day-to-day business in the form of a Communication on Progress. Furthermore, we will detail significant developments in the implementation of the Ten Principles in the Vaillant Group Sustainability Report.

Remscheid, 14 October 2014



Dr Carsten Voigtländer, CEO

ABOUT THIS COMMUNICATION ON PROGRESS

This document's purpose is to provide information on the Vaillant Group's progress with respect to the implementation of the Ten Principles enshrined in the Global Compact in the day-to-day practice of our business. The action we have taken in this field is founded on our expressed corporate principles and our management systems. The reporting period for this Communication on Progress encompasses the Vaillant Group's third year of Global Compact membership, from 15 October 2013 to 14 October 2014.

HUMAN RIGHTS

GLOBAL COMPACT PRINCIPLE	OUR PRINCIPLES AND SYSTEMS	MEASURES	PROGRESS IN 2013/2014
Principle 1: Support of human rights	<ul style="list-style-type: none"> S.E.E.D.S. strategic sustainability programme Vaillant Group Guideline on the Global Compact Supplier management system (pre-selection of suppliers, assessment of suppliers, purchasing terms and conditions, contractual conditions) Vaillant Group Social Accountability Policy 	<ul style="list-style-type: none"> Suppliers to provide a written commitment to comply with the principles of the Global Compact Implementation of supplier audits on the basis of questionnaires on social criteria 	<ul style="list-style-type: none"> We source 100% of our standard purchasing volume from suppliers who have confirmed in writing that they comply with the Global Compact's principles. The target which had originally been aimed for by 2020 has therefore already been achieved. Approx. 300 audits conducted in the supply chain.
Principle 2: Non-complicity in human rights abuses			

LABOUR STANDARDS

GLOBAL COMPACT PRINCIPLE	OUR PRINCIPLES AND SYSTEMS	MEASURES	PROGRESS IN 2013/2014
Principle 3: Upholding freedom of association and recognition of the right to collective bargaining	<ul style="list-style-type: none"> S.E.E.D.S. strategic sustainability programme Vaillant Group Guideline on the Global Compact Supplier management system (pre-selection of suppliers, assessment of suppliers, purchasing terms and conditions) 	<ul style="list-style-type: none"> Suppliers to provide a written commitment to comply with the principles of the Global Compact Supplier audits At the main sites of the Vaillant Group, we are bound by collective agreements. Where minimum wages exist, they are not undercut by us in remuneration. The Group has about 70% of employees covered by collective bargaining agreements, in Germany about 80%. 	<ul style="list-style-type: none"> We source 100% of our standard purchasing volume from suppliers who have confirmed in writing that they comply with the Global Compact's principles. The target which had originally been aimed for by 2020 has therefore already been achieved. Approx. 300 audits conducted in the supply chain.
Principle 4: Elimination of forced and compulsory labour			
Principle 5: Abolition of child labour			
Principle 6: Elimination of discrimination	<ul style="list-style-type: none"> Vaillant Group Spirit → Our company values <i>entrepreneurship, trust, integrity, passion</i> 	<ul style="list-style-type: none"> In-house campaign on the Vaillant Group Spirit, promoting the company's Group-wide values Vaillant supports the Fair Company initiative, which requires members to commit to treating interns fairly. 	<ul style="list-style-type: none"> Continuous communication campaign addressing all employees HR measures adopted towards implementation of the Group values (management training, employee/team workshops) Trend survey conducted again in cooperation with Great Place to Work

ENVIRONMENTAL PROTECTION

GLOBAL COMPACT PRINCIPLE	OUR PRINCIPLES AND SYSTEMS	MEASURES	PROGRESS IN 2013/2014
Principle 7: Precautionary approach to environmental challenges	<ul style="list-style-type: none"> Multi-site certification pursuant to EN ISO 14001 and OHSAS 18001 S.E.E.D.S. strategic sustainability programme Vaillant Group Environmental Policy Group-wide sustainability targets for 2020 in the Environment field of focus: 25% reduction in CO₂ emissions, 20% increase in energy efficiency, 20% cut in water consumption and waste Group-wide sustainability targets for 2020 in the Development & Products field of focus: 80% of our sales revenues to be generated with highly efficient products; a 15% reduction in greenhouse gases emitted by our product portfolio; 15% increase in material efficiency Process integration of environmental issues 	<ul style="list-style-type: none"> Annual environmental audits Binding environmental targets to be agreed and degree of target achievement to be measured All sustainability indicators to be incorporated into a central reporting tool, the Vaillant Group Sustainability Scorecard Waste reduction: Expanded use of reusable packaging for production materials Energy efficiency: New heating systems in our buildings to be run only on highly efficient condensing devices, CHPs and technologies based on renewable energies. Existing systems to be successively modernised. Sustainability standards to be integrated into Vaillant Group processes. Consideration of sustainability criteria within the scope of the Sustainable Building Guideline 	<ul style="list-style-type: none"> 6 Vaillant Group sites are part of a multi-site certification, while three are being prepared for certification 27 system audits conducted Site-specific standards for reusable packaging defined Realisation of energy efficiency projects at a range of locations (e.g. conversion to LED lighting in all German customer forums; use of waste heat from the powder spray coating facility in Vaillant Group's Remscheid site for heating shower water in the locker rooms; conversion of two thirds of the logistics providers TechnoCargo fleet in Germany, the latter being a joint venture of Vaillant Group and Fiege, to the emission standard Euro 6; nationwide introduction of recycling paper in Germany, Group-wide communication campaign on the responsible use of paper and printing resources ; Group-wide communication campaign in the sites on awareness raising for resources and environment protection The Vaillant Group site in

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			<p>Belper (GB) has won the "National EEF/ENER-G Sustainable Manufacturing Award 2013" for being the most sustainable production site in Great Britain</p> <ul style="list-style-type: none"> • Sustainability issues further incorporated into Vaillant Group process map. • Improvements in key environmental indicators (see key indicators section in the current Sustainability Report)
Principle 8: Promoting environmental responsibility	<ul style="list-style-type: none"> • Group-wide sustainability targets for 2020 in the Environment field of focus: 25% reduction in CO₂ emissions, 20% increase in energy efficiency, 20% cut in water consumption and waste • Group-wide sustainability targets for 2020 in the Development & Products field of focus: 80% of our sales revenues to be generated with highly efficient products; a 15% reduction in greenhouse gases emitted by our product portfolio; 15% increase in material efficiency • Group Market Process • Vaillant Group Corporate Responsibility Framework 	<ul style="list-style-type: none"> • Suppliers to provide a written commitment to adhere to environmental standards • Supplier audits • Environmental responsibility taken into account to a greater extent when selecting suppliers and service providers. • Sustainability standards to be incorporated into the Group Market Process • Group-wide internal competition for the S.E.E.D.S. Award • Sustainability to be a compulsory part of vocational training and of Corporate Basics induction training for new employees • Vaillant Group is involved in a range of initiatives and networks whose purpose is to work towards 	<ul style="list-style-type: none"> • We source 100% of our standard purchasing volume from suppliers who have confirmed in writing that they comply with the Global Compact's principles. The target which had originally been aimed for by 2020 has therefore already been achieved. • Approx. 300 audits conducted in the supply chain. • Brochure "Responsibility as a principle", whose purpose is to communicate our commitment to sustainability, reissued and distributed via customer forums, sales partners and industry fairs • We have worked with installers to hold workshops on sustainable corporate governance.

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		<p>responsible management of natural resources. For example, the company is a partner organisation of German sustainability conference, "Deutscher Nachhaltigkeitstag", and is a member of the German Association of Environmental Management (B.A.U.M. e.V.) and of the Sustainability Leadership Forum convened by B.A.U.M. e.V. / Centre for Sustainability Management at Leuphana University, Lüneburg.</p> <ul style="list-style-type: none"> The Vaillant Group is a strategic partner of SOS Children's Villages International 	<p>Support provided to environmental community projects at a range of company locations (examples: fitting up-to-the-minute heating technology in the SOS Children's Villages in France, Hungary, Romania, Poland, China, Belgium and Croatia in line with a Group-wide strategic partnership)</p>
Principle 9: Development and diffusion of environmentally-friendly technologies	<ul style="list-style-type: none"> S.E.E.D.S. strategic sustainability programme Vaillant Group product strategy focusing on high-efficiency technologies, synced-up systems and renewable energies Group-wide sustainability targets for 2020 in the Development & Products field of focus: 80% of our sales revenues to be generated with highly efficient products; a 15% reduction in greenhouse gases emitted by our product portfolio; 15% increase in material 	<ul style="list-style-type: none"> Expansion of our portfolio of high-efficiency products Training to be provided for installers 	<ul style="list-style-type: none"> In 2013, the majority – 61% – of the Vaillant Group's product sales revenues were generated with high-efficiency technologies and renewable energy systems. Following extensive field tests of the first wall-mounted fuel cell heating system, Vaillant is now manufacturing the technology in preproduction series. In 2014, Vaillant will start the Europe-wide on-road test ene.field with 140 appliances of the latest generation. Ongoing training on

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	efficiency <ul style="list-style-type: none"> • Group Market Process 		environmentally-friendly technologies for partner installers. <ul style="list-style-type: none"> • The jury of the German Sustainability Award has voted the strategic sustainability programme S.E.E.D.S. as one of the Top 3 in the category "Germany's most sustainable future strategies".

ANTI-CORRUPTION

GLOBAL COMPACT PRINCIPLE	OUR PRINCIPLES AND SYSTEMS	MEASURES	PROGRESS IN 2013/2014
Principle 10: Action against corruption	<ul style="list-style-type: none"> Vaillant Group Corporate Governance Codex Vaillant Group "Codex of Behaviour" Vaillant Group Anti-Corruption Directive Vaillant Group Fraud Response Directive Vaillant Group Spirit → Our company values <i>entrepreneurship, trust, integrity, passion</i> 	<ul style="list-style-type: none"> Group-wide compliance training in the field of anti-corruption (partially still planned) Application of the Group Fraud Response Directive In-house campaign on the Vaillant Group Spirit, promoting the company's Group-wide values 	<ul style="list-style-type: none"> Compliance training sessions conducted in the field of anti-corruption: (8 sessions with 129 attendees in Germany in 2013; in 2014, 21 sessions with 312 attendees; in other countries: 8 sessions with 108 attendees in 2013; in 2014, 27 sessions with 394 attendees) Vaillant Group Spirit: Group-wide communication campaign addressing all employees HR measures adopted continuously towards implementation of the Group values