

SUSTAINABILITY REPORT **MESSE BERLIN GMBH**

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EFFAS: European Federation of Financial Analysts Societies

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ÜBERSETZUNG
FEHLT



INTRODUCTIONS



Liebe Leserinnen und Leser,

wir freuen uns, Ihnen mit diesem zweiten Nachhaltigkeitsbericht der Messe Berlin GmbH einen umfassenden Einblick in unser nachhaltiges Wirtschaften geben zu können. Kern der Publikation ist die Entsprechenserklärung, die auf den Kriterien des Deutschen Nachhaltigkeitskodex (DNK) basiert. Anhand der zwanzig DNK-Kriterien und mithilfe ergänzender Leistungsindikatoren nach der European Federation of Financial Analysts Societies (EFFAS) werden die Nachhaltigkeitsleistungen der Messe Berlin transparent und nachvollziehbar dargestellt. Die Inhalte der Entsprechenserklärung beziehen sich auf das Berichtsjahr 2022.

Das Berichtsjahr 2022 hat durch den russischen Angriffskrieg auf die Ukraine Nachhaltigkeitsthemen wie die Energieversorgung noch einmal aus einem ganz anderen Blickwinkel beleuchtet. Im Zuge des Risikos einer Gasmangellage hat die Messe Berlin noch einmal neue Stellschrauben identifiziert, um den Energieverbrauch zu reduzieren. Diese Bemühungen führen wir seitdem fort und gestalten gerade aktiv die Energiewende unterm Funkturm. In diesem Rahmen setzt die Messe Berlin seit 2022 zwei Leuchtturmprojekte um: Den Bau der größten Solardachanlage Berlins sowie die umfangreiche Modernisierung des Heiz- und Kühlsystems auf dem Messegelände.

Mit der Errichtung von Berlins größter 7,3-GWh-starken Photovoltaikanlage auf unseren Hallendächern werden wir künftig 2.900 Tonnen pro Jahr an CO₂-Emissionen einsparen und somit einen wichtigen Beitrag zur Dekarbonisierung und einem klimaneutralen Berlin leisten! Gleichzeitig haben wir in diesem Jahr die „Wärmewende“ eingeläutet und stellen sukzessive die gesamte Kälte- und Wärmeversorgung des Messegeländes auf nachhaltige, vorwiegend klimafreundliche Technologien um.

Neben signifikanten Kosteneinsparungen werden vor allem auch der Energieverbrauch und die CO₂-Emissionen jährlich um 5.400 Tonnen deutlich reduziert.

Die Messe Berlin betrachtet Nachhaltigkeit als unverzichtbaren Pfeiler ihrer Geschäftstätigkeit. 2022 beginnend, haben wir 2023 in einer Wesentlichkeitsanalyse die Kernthemen und Handlungsfelder identifiziert, an denen wir unsere Nachhaltigkeitsstrategie ausrichten werden. Die Strategie wird als Leitfaden dienen, um unsere Bemühungen in Richtung Nachhaltigkeit systematisch und gezielt voranzutreiben. Unser Ziel ist es, nicht nur einen positiven wirtschaftlichen Beitrag zu leisten, sondern auch langfristig und verantwortungsvoll zu handeln.

Als landeseigenes Unternehmen sehen wir uns einer besonderen gesellschaftlichen Verantwortung verpflichtet und werden die Messe Berlin weiter zu einem nachhaltigen und zukunftsfesten Unternehmen ausbauen.

Wir laden Sie herzlich ein, uns auf diesem Weg zu begleiten!

Mit freundlichen Grüßen

Dr. Mario Tobias
Vorsitzender der Geschäftsführung, CEO

Dirk Hoffmann
Geschäftsführer, COO



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GENERAL INFORMATION

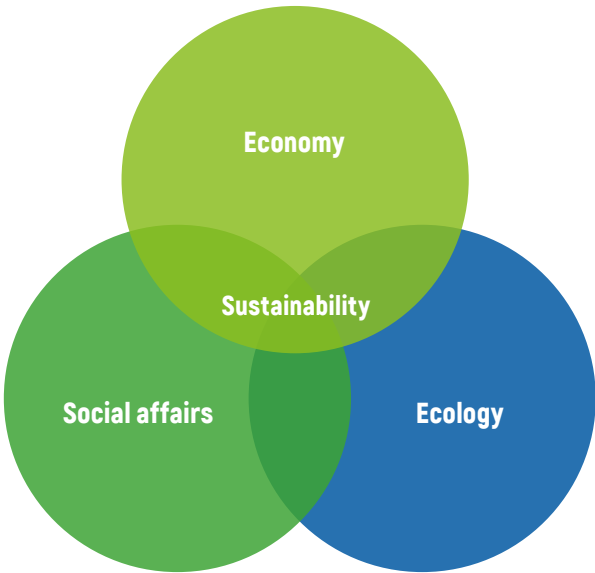
What does sustainability mean?

Sustainability is omnipresent – and there is no alternative. The crises of late have once again underscored its economic, environmental and social relevance. Sustainability is not a niche concept but now occupies a central position in our society.

And yet the idea of sustainability was described over 300 years ago by Hans Carl von Carlowitz in his book about forestry management. What remains to this day the most common definition comes from the Brundtland Report of 1987, describing it as a development “that meets the needs of today’s generation, without jeopardising the possibilities of future generations for satisfying their own requirements and choosing their own lifestyle.”

Sustainability must be seen as an ongoing process which is concerned with ensuring continuous improvements in all three dimensions of sustainability – economic, ecological and social. A measure is therefore only sustainable if it socially fair, ecologically viable and economically efficient.

SUSTAINABILITY: THREE DIMENSIONS



These three dimensions are presented in this report on the basis of the criteria provided by the German Sustainability Code.

The German Sustainability Code was created by the German Council for Sustainable Development (RNE) and is an internationally recognised reporting standard for corporate sustainability achievements. As such, it creates greater transparency as well as allowing comparisons.

The German Sustainability Code (DNK)

Around the three dimensions of sustainability the DNK is divided into twenty criteria, with a report required for each of them, in some cases augmented by so-called non-financial performance indicators, offering insights into current and anticipated future parameters of the business environment. The set of performance indicators of the European Federation of Financial Analysts Societies (EFFAS) has been chosen for the purposes of this report.

The DNK provides a starting point for reporting on sustainability and also assists in the creation and implementation of a sustainability strategy.

Sustainability in the trade fair sector is a complex subject. A great many people are involved in the planning and execution of trade fairs. They include organisers, exhibitors, service partners and many others. Concentrated within just a few days, a trade fair is not only subject to major time pressures during construction and dismantling, but also imposes exacting demands in terms of logistics, materials and the workforce.

Sustainability in the trade fair sector

At the same time trade fairs and congresses are a major economic factor for federal states and municipalities and also create jobs. As a driving force for innovation they are also increasingly part of the solution and a trailblazer for sustainable development in the respective industries.

Acting together with the Association of the German Trade Fair Industry (AUMA), Germany’s leading trade fair companies are also continuously working towards a more sustainable trade fair sector.

Berlin has been a trade fair venue for 200 years, and for many decades one of the most important worldwide. As a state-owned enterprise, every year Messe Berlin conceives, markets and organises hundreds of live events. It aims to be an outstanding host for visitors to every event, to give individuals an optimum boost for their business and ensure fair conditions for everyone. This approach is reflected in the company’s slogan ‘Messe Berlin – Hosting the World’.

The Messe Berlin business model

Messe Berlin’s exhibition grounds cover a total of 550,000 m², of which 190,000 m² are hall space. This is distributed over 26 halls as well as the multi-purpose halls and congress venues CityCube Berlin and hub27 Berlin.

In addition to Messe Berlin GmbH, the group also comprises a total of 16 directly or indirectly fully consolidated subsidiaries. They include the service providers Capital Catering GmbH, MB Capital Services GmbH and Capital Facility GmbH, who with their services (catering, exhibitor services and hostess service, technical and infrastructural building management) are mainstays for fulfilling the company's business purpose.



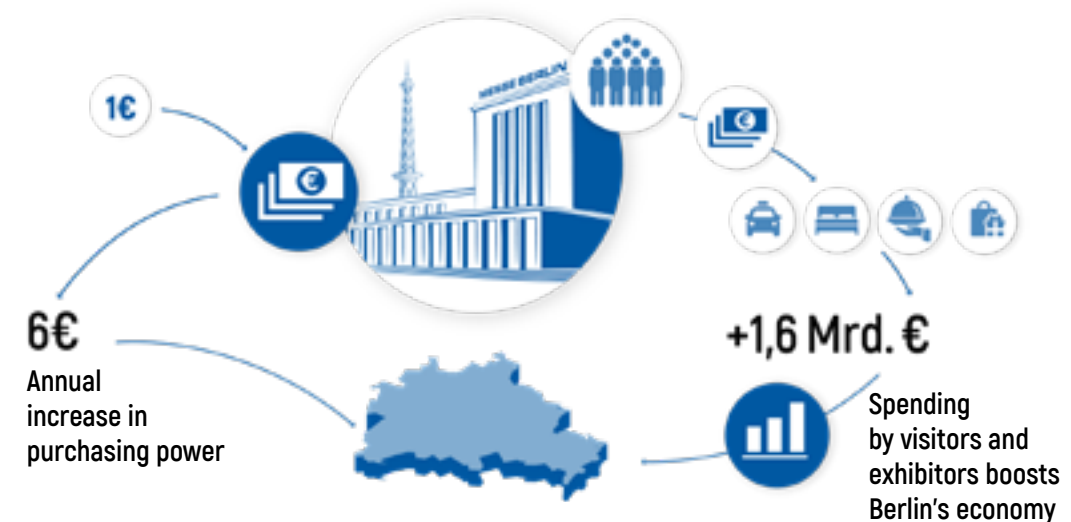
The group's business activities are divided up into in-house events which Messe Berlin or its respective subsidiaries organise under their own name, as well as guest events (congresses, corporate and special events) plus services relating to individual events.

Messe Berlin's portfolio includes four global brands and leading trade fairs: InnoTrans, ITB, FRUIT LOGISTICA and the International Green Week. The company also stages various congress events, among them large-scale international congresses, corporate and special events.

Messe Berlin: an economic force

A discussion platform and showcase for innovations. With its annual events, it not only provides employment and job training locally, but also creates jobs in the entire metropolitan region of Berlin/Brandenburg.

As well as marketing a business location, trade fairs and congresses also encourage business. They are long-term drivers of the economy, boost spending – particularly in the hospitality and retail industry – and generate tax revenues for the Land of Berlin. This is also confirmed by the 2022 survey on the "Impact of trade fair and congress organisers on Berlin as a business location" by Investitionsbank Berlin (IBB), according to which one Euro in trade fair and congress turnover generates six Euros of purchasing power in Berlin.



In Berlin, Messe Berlin is regularly involved in managing crises. During the pandemic it set up a Covid treatment centre and took over planning and organising the Land of Berlin's vaccination centres. Two vaccination centres were housed directly in the display halls. Messe Berlin also contributed decisively to the capital's vaccination campaign by supporting the day-to-day operations of the vaccination centres. It also helped with caring for refugees following Russia's invasion of Ukraine in February 2022. Messe Berlin initially provided primary care for the refugees and set up a temporary arrivals centre in the display halls. Since the early summer of 2022, as a partner of the Land Berlin, Messe Berlin has assisted in setting up and operating the arrivals centre in Tegel.

Managing crises for Berlin

In 2021 and 2022 there were many challenges facing Messe Berlin. The pandemic and the provisions of the Berlin SARS-CoV-2 Infection Control Directive restricted event business to such a degree that in 2021 and the first quarter of 2022 hardly any events were able to take place.

It was only after mandatory Covid restrictions were lifted that Messe Berlin's event business immediately and successfully started up again in April 2022. After nine months of successful business, 2022 concluded with a positive balance sheet for Messe Berlin, which was reflected in a positive financial statement.

Messe Berlin conceived, marketed and held a total of 119 in-house and guest events. With over 20,200 exhibiting companies and around 1.3 million visitors, Messe Berlin generated a turnover of 354.6 million Euros. Accordingly, in 2022 Messe Berlin's exhibitors and visitors boosted consumer spending in Berlin by 2.13 billion Euros, with 95 million in tax revenues going to the state treasury.

By comparison, before the pandemic in 2018 Messe Berlin hosted 130 in-house and guest events with a total of 40,000 exhibiting companies and 2.5 million visitors and generated a turnover of 352 million Euros, producing indirect returns (tax revenues received by the Land of Berlin) reaching 84 million Euros.

2022 report – the event business gathers pace again

In addition to the monetary statistics, the restricted nature of activities in the fiscal year 2022 was also reflected in resource use, i.e. the consumption of energy and amount of waste generated. As with the 2020 declaration of compliance with the German Sustainability Code, due to the events described below the figures for 2022 cannot be compared with a "normal" year.

Russia's invasion of Ukraine and the resultant gas shortages experienced in 2022 continued to create challenges for Messe Berlin, particularly during the cold months of year. Messe Berlin implemented the various federal and state-mandated requirements for saving energy and developed additional measures to reduce consumption. A campaign took place to raise awareness for the subject among employees, who were called upon to support the energy saving measures. In 2022, Messe Berlin also focused on moving forward with digitalisation.



As a result of the Covid pandemic and restrictions imposed on in-person events, the trade fair and congress industry as a whole experienced a rapid increase in digitalisation. Since Covid restrictions were lifted the focus continues to be on developing digital tools able to complement and expand in-person events and improve collaboration with customers and business partners.

KEY FIGURES 2022

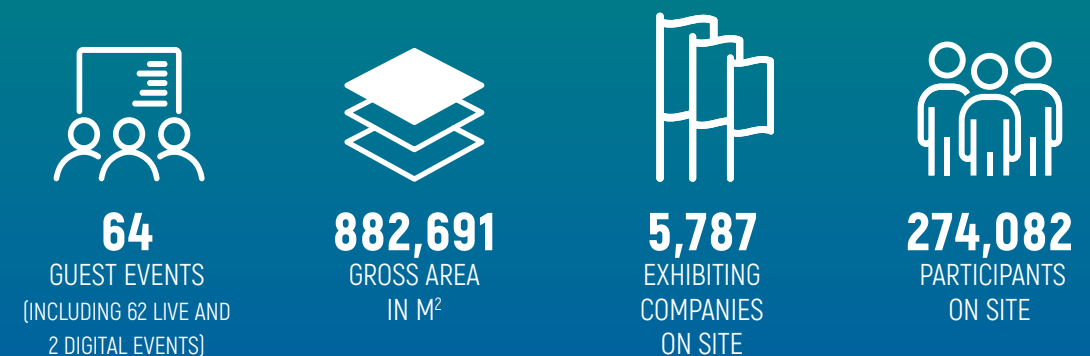
IN-HOUSE EVENTS 2022 – PHYSICALLY



IN-HOUSE EVENTS 2022 – VIRTUAL



GUEST EVENTS 2022 ¹



1 guest organizer of trade fairs, congresses, corporate events

STRATEGY

1. Strategic analysis and measures

The company discloses its adoption of a sustainability strategy, explaining which tangible measures it is pursuing in order to operate in conformity with significant and recognised industry-specific, national and international standards. (DNK 1)

At Messe Berlin, sustainability is a firmly established and integral part of the company's activities and for many years has been central to Messe Berlin's Code of Conduct.

Responsible economic thinking and action, security, confidentiality and data protection, integrity, diversity and open communication as well as social responsibility and sustainability are defined as the values sustaining the company.

Sustainability already underpins the decision-making and economic activities in many business areas, including energy management, innovation, workers' interests, transport and logistics and social responsibility. Thus far, the focus has been on implementation in individual divisions. The goal now is to synchronise these activities and give them a strategic direction.

In late 2022 a corporate strategy (PINK) was adopted which established sustainability as a mainstay of the company's activities. Together with the product portfolio, innovation and customer orientation, sustainability represents one of four guiding principles which are taken into account in all decision-making regarding corporate strategy and development.



Since the DNK Correlation Statement for 2020, key markers for establishing a sustainability strategy have been laid down. In 2022 Messe Berlin appointed a sustainability manager to systematically undertake this process with the management and company's individual divisions. Autumn 2022 saw the adoption of a strategy roadmap comprising three main phases. The first phase involves preparation and encompasses resource planning and procurement.

This also includes personnel decisions such as creating a sustainability team. The second phase comprises a materiality analysis, and the third phase the formulation a sustainability strategy.

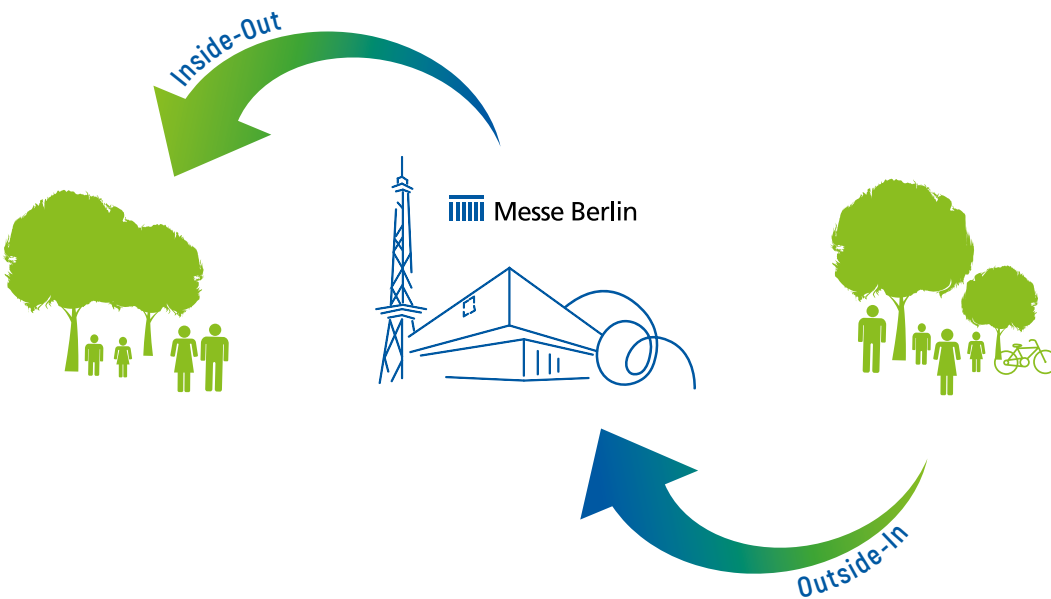
The strategy process began with the preparation phase in late 2022, which among other things established the need for a supporting sustainability agency. The sustainability strategy is to be drawn up by mid-2024 and takes all relevant international standards (SDGs, ISO 14001, GRI) into account.

The company discloses which elements of its own business activity impact significantly on aspects of sustainability, and what significant influence aspects of sustainability have on business activity. It analyses the positive and negative effects and indicates how this knowledge is incorporated in its own processes. (DNK 2)

2. Materiality

The second phase of the process involves analysing the main sustainability aspects specific to the trade fair company. The analysis will take place in 2023 and involve the main stakeholder groups. The process will be supervised by the Messe Berlin sustainability manager and supported by a consultancy specialising in sustainability.

Interviews and workshops with internal and external stakeholders will ask questions about important aspects of sustainability regarding Messe Berlin. The aim is to identify external effects that impact business activity (outside-in), and aspects of sustainability that are the result of business activity by Messe Berlin (inside-out). These aspects are assessed according to the opportunities and risks they pose and weighted in order of relevance by the management of Messe Berlin. The materiality analysis is pivotal to formulating a strategy and implementing sustainability management. Even without a materiality analysis, aspects influencing outside-in and inside-out perspectives have already been roughly established. These are as follows:



Outside-in perspective

Messe Berlin conducts business in an environment subject to constantly changing environmental, socio-economic and political conditions, which demand a certain adaptability. As an associate company of the Land of Berlin, the obligation is for Messe Berlin GmbH to implement the objectives of the Land of Berlin to their full extent and thereby meet its responsibilities to society and the city of Berlin. The exhibition grounds occupy a central position within the Germany capital. Good public transport links and their proximity to the city centre are advantageous for employees, visitors, exhibitors and the general public. With its various sector-specific trade fairs, Messe Berlin presents global developments and trends as well as highlighting innovations. It also reacts internally and externally to social topics such as demographic developments or equal opportunities.

One major topic which has received an even stronger boost from Messe Berlin due to the Covid pandemic is that of digitalisation. Expanding the portfolio by supplementing trade fairs with digital services and hybrid formats is something Messe Berlin sees as an opportunity to address a wider audience and make processes more efficient. In addition to digitalising the trade fair business there is also a focus on the digitalisation of internal working processes. Another major topic is the Russian invasion of Ukraine in 2022, which resulted in gas supply shortages and wide-ranging travel restrictions. This period put an extra strain on the entire event industry. During this time there was great uncertainty in the international event business, particularly with regard to future market developments. Parallel with these events, Messe gave substantial support to the Land of Berlin with setting up and operating an arrivals centre for refugees. During the energy crisis Messe Berlin also undertook further energy-saving measures, and was able to reduce high energy costs and increase the share of sustainable energy consumed.

Inside-out perspective

Messe Berlin's business activities produce an influx of purchasing power in the local region, which also generates tax revenues for Berlin. Jobs are safeguarded and created, both directly and indirectly. Trade fairs and congresses boost Berlin's standing in many ways – as a tourism destination, an international centre of excellence for science and research, as an attractive location for startups and innovators, and as a place for cultural diversity. From an ecological viewpoint however, these positive effects are also accompanied by significant risks, especially in terms of the increase in mobility, energy and waste production, which are all inevitable by-products of trade fair and congress business. Messe Berlin is aware of this, and a number of countermeasures have already been introduced in this respect. Messe Berlin is planning to install a large-scale photovoltaic array on its rooftops. The aim is to also improve energy management with eco-friendly technologies.

Concerning waste management, together with the ALBA waste disposal company, various working groups are looking at ways to avoid, recycle and reuse waste. (For more details see Criterion 11). For this reason, environmental considerations are to play an even greater role in developing the future strategy.

3. Objectives

The company explains which sustainability objectives should be applied and operationalised, in a qualitative and/or quantitative sense, and also within a specific time framework, and how to monitor the extent to which they have been attained. (DNK 3)

It is important for Messe Berlin to define sustainability goals. To do so, it requires a sustainability strategy which identifies areas of activity in all three dimensions, i.e. the environment, the economy and society, based on which it formulates concrete goals and measures in accordance with the 17 SDGs. Until now our objectives have not referenced the SDGs. Workshops on Messe Berlin's sustainability strategy are to establish a roadmap stating our objectives in alignment with specific SDGs.

17 UN Sustainable Development Goals

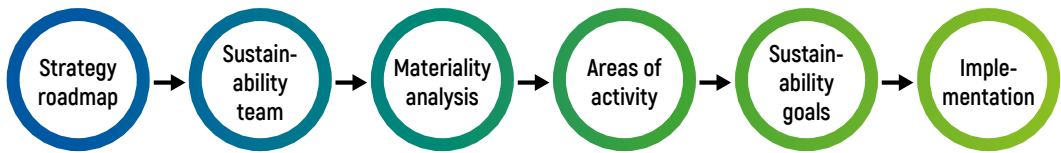


Source: UN Communication Material

In 2022, a sustainability manager was appointed to oversee sustainability management. The first goal of a subsequent strategy roadmap (see Criterion 6, Rules and Processes) is to set up a sustainability team. This is made up of one contact respectively from the divisions of Messe Berlin, who in each case is responsible for embedding sustainability as a policy there. As systematic sustainability management is not yet in place it is important to analyse how Messe Berlin defines sustainability and wishes to implement it.

In addition to a sustainability team the next step therefore is to jointly draw up a materiality analysis. Subsequently, areas of activity will be defined and a resultant strategy formulated incorporating sustainability goals. The executive advisory board, Messe Berlin's central steering committee, is tasked with implementing the sustainability strategy.

Process for the Messe Berlin sustainability strategy



A priority of implementing sustainability management is to make sustainability integral to Messe Berlin's activities and incorporate it in day-to-day business operations. Bringing employees on board and raising awareness among them is an important part of establishing sustainability at Messe Berlin. The aim is to communicate sustainability actively, transparently and on a regular basis both internally and externally and to establish opportunities for participation. It is vital to regularly engage in a transparent dialogue with employees.

In addition to the sustainability management goals, objectives are already being defined in many areas of the company reflecting the three dimensions. Thus, on an ecological level, the objective is to continuously improve energy efficiency in accordance with ISO 50001 certification.

Where social aspects are concerned, the company already has numerous targets such as a quota for trainees and a 50 per cent quota for women employees which is consistently raised in accordance with a plan for the advancement of women employees. In economic terms, the objective is for trade fair business to return to pre-pandemic levels while maintaining positive results. Continuing to develop digital formats and processes and tapping into new markets are overarching aims in pointing Messe Berlin in a new direction.

These are just some of the objectives which under the supervision of the sustainability manager and together with the divisional contacts are to be examined and included in evolving a strategy. All three dimensions are to be treated equally in formulating the sustainability goals.

In particular the final planning phase shortly before the start of an event, construction and dismantling phases as well as the actual staging of the event constitute a substantial workload for those involved.

Messe Berlin ensures that the additional work by its employees is suitably remunerated. The basis for this is laid down in the provisions of the Wage Agreement for the Public Sector (TvöD), and the coordination of work schedules with the works council, as well as bonuses, compensatory time off and the particular involvement of the HR division, which provides, among other things, in-house health management and a mobile citizens' service centre on the exhibition grounds.

Energy consumption and waste production are also tied in with the events taking place on the exhibition grounds. Construction and dismantling as well as event days are characterised by a substantial increase in the demand for energy and, depending on the time of year, this manifests itself in increased energy for heating and cooling. The same applies to the amount of waste produced, with peaks clearly identifiable at the end of an event or during dismantling.

In that respect, in-house events conceived, planned and staged by Messe Berlin are easier to influence than guest events, which are characterised by a highly competitive market environment, in competition with event venues around the world. In the past, there was little appetite on the part of clients to make use of more sustainable services and pay correspondingly more. This challenge must in future be addressed with appropriate incentives if greater sustainability is to be achieved in this area too.

When tenders are invited by Messe Berlin (e.g. construction services, external services), the Berlin Law on the Tendering and Awarding of Contracts (BerlAVG) imposes an obligation on "all public procurement agencies of the Land of Berlin to apply ecological criteria that take into account life cycle costs in the procurement process."

Furthermore, all contractually bound suppliers and service providers pledge to comply with the Messe Berlin Group's conventions and requirements as stipulated in the Code of Conduct for Business Partners. The Code of Conduct sets out environmental, social and corporate governance criteria, which include business partners observing responsibility towards people, society and the environment.

Messe Berlin's purchasing department deals primarily with indirect purchases, i.e. with non-standard supplies and supply services, and mostly with services to which not all ESG criteria explicitly apply. The Code of Conduct was compiled on the basis of ESG criteria but does not fully cover them. Consequently, suppliers and partners in the Messe Berlin supply chain are not rated according to their compliance with ESG criteria.

As a rule however, in the case of calls for tender and market inquiries and depending on the product or service, requests are made for eco-certificates and seals of approval (e.g. Blue Angel, FSC) and for their presentation.

4. Extent of the value chain

The company discloses what importance is attached to aspects of sustainability for added value, and to what extent sustainability criteria should be examined along its value chain. (DNK 4)

A study of the value chain makes it possible to find out the impact of the core activities of Messe Berlin on the environment and on humans, and in this way to analyse the Inside-Out perspective in more detail.

Messe Berlin's value chain encompasses development, planning, marketing and staging in-house events, as well as marketing space, but also providing event-related services such as catering, technical services, stage and stand constructions, facility services, hostesses, security and service personnel.

In addition to written confirmation of sustainability aspects, the local nature of a service provider (short transport distances – less emissions), recycling aspects and product recyclability (e.g. material usage for stands) and efficiency (e.g. electricity consumption during the life cycle and usage of our IT hardware) are taken into account.

Currently efforts are being made to focus more closely on sustainable procurement.

In future it will be essential to have a better understanding of the added-value process with its high consumption of resources, and to gradually reduce it. An analysis that focuses on the added-value process, with its negative impact on the environment and on people is an essential part of this development.



IMPLEMENTATION

The personnel and bodies responsible for sustainability in the company management. (DNK 5)

5. Responsibility

Sustainability is a cornerstone of Messe Berlin's corporate strategy. Responsibility for its implementation lies firmly with senior management. At the operative level it is in the hands of the sustainability manager, who together with the divisions and in coordination with the management is responsible for strategic orientation.

DIMEN- SIONS	DNK CRITERIA	MESSE BERLIN DIVISIONS	THEMATIC AREAS
Economics/ Governance	5. Responsibility 6. Rules and processes 7. Supervision 8. Incentive systems 9. Involvement of stakeholders 10. Innovation and product management 19. Political influence 20. Conformity with the law and directives	Board of management, Divisional management, Supervisory board, Staff, Financial Controlling, Finance, Legal & Corporate Governance	Profitability, Process management, Compliance, Directive management, Adherence to regulations, statutory requirements and owner's requirements, Risk management
Environ- ment	11. Use of natural resources 12. Resource management 13. Climate-relevant emissions	Real Estate & Safety, Energy officer, Events & Services, Corporate purchasing, Capital Facility, Capital Services, Capital Catering	Energy and environmental management, Waste management, Facility management, Procurement/materials, Vehicle fleet management, Transport & logistics, Staff mobility
Social affairs	14. Employees' rights 15. Equal opportunities 16. Job qualifications 17. Equal opportunities 18. Community	HR, Legal & Corporate Governance , Works council, Women's representative, Disabled representative, Company health management/ Work safety officer	Employment, Training and advanced training, Work safety and health protection Equal opportunities, Non-discrimination, Diversity, Inclusion

In order to encourage a dialogue among the divisions and embed sustainability at Messe Berlin, a cross-functional sustainability team was set up. The sustainability team is made up of one contact respectively from the divisions of Messe Berlin and its subsidiaries. Every member bears responsibility for implementing the sustainability strategy in the relevant division and for documenting achievements improving sustainability accordingly. The sustainability manager reports directly to the executive advisory board, the most senior management authority. In its role as the central steering committee, the executive advisory board monitors development and implementation of the group-wide sustainability strategy.

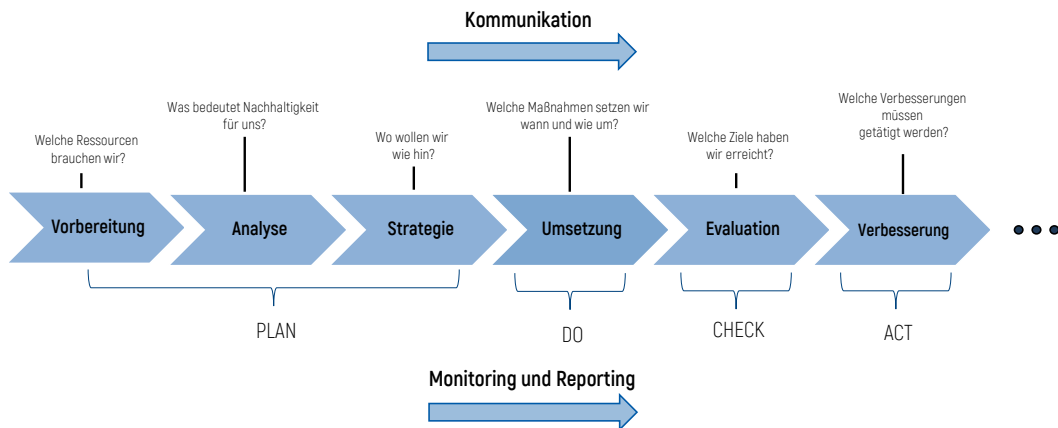
Individual responsibilities have been established at an operative level for important areas of activity regarding sustainability. For example, there is an energy officer, a women's representative, a disability representative and a work safety officer. In future, the sustainability strategy will lead to additional bodies and responsibilities being established with the objective of further developing the existing areas of activity at operative level. It is Messe Berlin's firm intention to encourage staff to become an active part of implementing the strategy and for them to actively accompany its development and communication. That is why sustainability is part of the communications department, which is where responsibility for internal communications lies.

6. Rules and processes

The company discloses how, in its operational activities, the sustainability strategy is implemented through rules and processes. (DNK 6)

In everyday business operations implementation of the subject of sustainability applies to all organisational units, including the service subsidiaries of Messe Berlin GmbH. The development of a sustainability strategy is also accompanied by the formulation of a corresponding set of rules – adapted in each case to the individual divisions of the company, its subsidiaries and its working processes. The strategy roadmap already contains a process which shows how sustainability management can be systematised.

Strategy roadmap of Messe Berlin



Grafik/Bild brauchen wir in Englisch. Bitte offene Datei der Grafik schicken.

This consists of preparation, analysis, strategy, implementation, evaluation and optimisation. Communications, monitoring and reporting represent parallel supporting processes. In this context, internal communications aimed at raising awareness for sustainability among staff members play a vital role.

Messe Berlin issues a declaration of compliance with the German Sustainability Code at two-yearly intervals. In doing so, the company ensures constant monitoring of endeavours and achievements in the individual subject areas. The DNK also represents a suitable instrument for making the company's internal sustainability processes transparent.

Messe Berlin's sustainability strategy and management are to be set up in accordance with international sets of rules and standards – such as the UN Global Compact, the SDGs, the ILO Core Labour Standards (International Labour Organization), ISO 14001 and ISO 26000.

Moreover the subject of sustainability is part of various existing company directives and is therefore specified as a standard/premise for action. These include:

- the Code of Conduct
- the group policy "Internal rules"
- the group policy "Data protections"
- the directive "Purchasing"
- the directive "Sales" and
- the directive "Preventing corruption"

The company discloses what performance indicators for sustainability are used in its regular internal planning and monitoring progresses and how this is done. It shows how suitable processes are used to safeguard the reliability, comparability and consistency of the data for internal control and external communications. (DNK 7)

7. Monitoring

In accordance with the company agreement Messe Berlin is obliged to operate in accordance with profit-making principles.

The principle of parsimony (minimum principle) and the productivity principle (maximum principle) derive from the basic principle of economic efficiency. In accordance with the principle of parsimony a specific result must be attained with the smallest possible input of resources. The productivity principle requires that the best possible result is achieved with a specific input of resources.

Corresponding monitoring and financial controlling take place in the company/sector-specific, resource-intensive area in order to take into account the principle of economic efficiency.

Numerous indicators such as consumption data, key economic and personnel figures – largely congruent with the DNK performance indicator sets, and for the purpose of efficiently managing the company – are regularly recorded, evaluated and, based on economic considerations, translated into appropriate measures for optimisation purposes.

Along with their internal use the indicators are also used for communicating externally in a general manner (e.g. sustainability report, available on the homepage of Messe Berlin), as well as with stakeholders (superior legislation, Berlin House of Representatives, the general public and customers). By way of an example, and based on the chapters specified by the DNK, the following regularly recorded indicators are listed here:

- Economic efficiency: profit and loss
[-> DNK criteria 5 and 18 [responsibility; community]]
- Personnel requirements: number of employees, trainee quota, "Great Place to Work"
- Equal opportunities: women in management positions, diversity, inclusion
- Environmental concerns: energy management in accordance with DIN 50001, waste management in accordance with the Commercial Waste Regulation and the provisions of the Berlin Refuse Law.

A wide range of key data on financial controlling and risk management systems is collected, compiled and evaluated.

The focus here is on economic data – additional information, for example from HR Real Estate & Safety and/or Legal & Governance is also included as part of the risk management system.

Monitoring of and reporting on this key data and other information takes place through internal audits in the respective divisions (see Criterion 5 table under Responsibility).

In order to comply with various provisions, notification and disclosure obligations and requirements imposed by, among others, the law pertaining to corporate groups, partners, the German Standards Institute (DIN), the respective reports (and the data on which they are based) are subject to annual/periodic auditing and certification by external auditing and certification companies

In addition, Messe Berlin meets the most varied, regular reporting obligations to its shareholders in the form of quarterly reports, the stakeholder report and the target vision (reporting to the Senate Finance Department with subsequent consideration and decision-making by the Senate and/or House of Representatives).

Information on the personnel structure with reference to Criteria 14 und 15, (total workforce, including part-time employees, trainees, women in executive positions [two tiers below company management], remuneration structures) are incorporated and published along with the annual financial statement and status report.

Additional individual inquiries by the Senate Department for Finances or the House of Representatives take place during the year.

This process entails requests and publication of a wide range of key HR data, including for example details of the personnel and remuneration structure (state law governing minimum wages, equal pay), the number of temporary employment contracts, as well as the quota for disabled employees and any compensation payments in accordance with § 160 Para 1 SGB IX.

Repeated written enquiries are also used to determine and reveal a wide range of key environmental data, for example the proportion of roof space being used for photo-voltaics and solar heating, the proportion of the vehicle fleet that is accounted for by EVs, the availability and extent of the electric charging point structure and the quantities of certain kinds of waste (food waste, plastic, useful materials, electrical appliances and computers).

The company shows how the agreed objectives and remuneration for management and staff are also arranged as part of the efforts to achieve sustainability objectives and long-term added value. It is shown to what extent the attainment of these objectives forms part of the evaluation of the senior management level (executive board/board of management) by the regulatory body (supervisory board/advisory body). (DNK 8)

In accordance with the Berlin Corporate Governance Code the plenum of the supervisory board approves the system of remuneration for the board of management and determines the total remuneration of individual members of the board of management. The total remuneration of the board of management consists of a fixed sum and a variable component, the latter being based on individually agreed targets.

Remuneration for the senior level of management (AT) also contains a variable component, based on individual target agreements between the respective executive and the board of management. In future, in line with the implementation of Messe Berlin's new corporate strategy, the objectives are to target sustainability achievements. Sustainability is one of the four mainstays integral to the company's strategy. Payment of the variable wage components is linked to achieving the objectives, so that a clear incentive exists for sustainability endeavours. As part of the process of establishing a sustainability strategy, it should be examined whether further incentives are necessary for further embedding it.

8. Incentive systems

9. Involvement of stakeholders

The company discloses how socially and economically relevant groups of stakeholders are identified and integrated in the sustainability process. It explains whether and how a continuous dialogue with them can be cultivated and the results integrated in the sustainability process. [DNK 9]

Widespread inclusion of all internal and external stakeholder groups forms the basis for the groundwork and implementation of the sustainability strategy. An initial stakeholder map was developed in 2022 and shall be examined in depth as part of the materiality analysis. The relevance and extent of the influence of individual stakeholder groups on Messe Berlin is to be determined, and their expectations regarding aspects of sustainability at Messe Berlin are to be identified.

In the initial draft stakeholder map a large number of stakeholders can be identified with whom Messe Berlin is in constant dialogue and partnership:



The most important stakeholder group involved in implementing and embedding sustainability management is that of the employees. At Messe Berlin, participation in sustainability management is to take place on three levels. Level one is the control level, where executive members (management board, executive advisory board, divisional heads) take wide-ranging decisions and are responsible for monitoring implementation of the sustainability strategy. Level two is that of individual divisions, to be supervised by the sustainability team. The team is responsible for developing and implementing the sustainability strategy in the respective divisions.

Level three consists of all other employees who support the strategy in their respective division. At Messe Berlin, internal platforms and initiatives exist in which employees can participate on a voluntary basis. These include an "Inspiration Workshop".

This grassroots initiative emerged proactively from among the employees themselves and is a format similar to a workshop where employees can be creative and let themselves be inspired by external ideas. Sustainability plays a big part here.

The Inspiration Workshop is where the idea of creating the Grünhilde herb garden or building insect houses developed. It is part of the Creative Campus that came into being in 2019, which promotes dialogue between employees of different divisions and aims to support colleagues in furthering the development of the company from the perspective of employees.



Internen ReUse-Projekt der Messe Berlin „Grünhilde“- mobiler Kräutergarten aus Standbaumaterialien

The MyMB social intranet of Messe Berlin is the main internal communications platform of the Messe Berlin Group. The sustainability manager set up a dedicated information area on the subject of sustainability management, where employees can find everything they need to know about sustainability at Messe Berlin.

A news blog by the sustainability manager provides information on the latest topics and developments. Sustainability and Messe Berlin's sustainability endeavours are also the regular subject of a dialogue with the management, an internally organised event with updates for employees.

ECONOMY AND GOVERNANCE

10. Innovation and product management

The company discloses how suitable processes contribute to innovations in those products and services that improve sustainability in its own use of resources and among users. For essential products and services it is also shown whether and how their current and future effect in the value chain and in the production cycle is evaluated. [DNK 10]

Trade fairs have long been a "marketplace for innovation" and the "platform for the future". They are a barometer of trends, a driving force for competition and innovation, and not infrequently a melting pot and incubator for innovative and successful business models and customer relations. An open attitude to new ideas, constant further development and progress are key assets of a trade fair company. A brand study commissioned by Messe Berlin and undertaken by the Schlesinger Group Germany in 2022 recently confirmed this innovative drive. Around 75 per cent of the respondents from Berlin said that Messe Berlin stood for being "forward-looking" and "innovative".

In their role as a platform trade fairs are a great innovative force, as this is where shaping the transition to a more sustainable society can take place. Since business reopened in spring 2022, Messe Berlin has observed a strong focus on sustainability at all in-house events. That applies to both B2B and B2C events. Trade fairs become venues for discussing sustainable developments, where people in their respective industries from around the world exchange views on new approaches and solutions for a more sustainable future.

At the same time, Messe Berlin's focus is on developing business in sustainable and innovative ways in order to meet tomorrow's challenges. Together with the product portfolio, innovation and customer orientation, sustainability represents a mainstay of the new corporate strategy (PINK).

One example of the company's sustainable innovations is Visifair, a logistics optimisation tool introduced in 2022. This online time slot management system controls access to the exhibition grounds during events. Booking loading times and bays on the exhibition grounds ensures orderly access. This massively reduces congestion on the exhibition grounds and surrounding urban road network, avoiding many of the traffic jams that were a daily occurrence during construction and dismantling prior to the introduction of this online system. Consequently, CO₂ emissions caused by traffic are reduced.

During the Covid pandemic, Messe Berlin developed online solutions for optimising networking and matchmaking at events, thereby promoting dialogue and partnership. Thus, Messe Berlin provides a digital platform for matchmaking, virtual product presentations and live demonstrations at its events.

Procurement of products and services is also an important area where meeting ESG criteria is concerned. Aspects include purchasing locally and Blue Angel certification, for example. These aspects are to become more specifically defined and to influence future procurement of products and services as the sustainability strategy evolves.

Other internal initiatives are involved in developing innovative and sustainable ideas such as the Inspiration Workshop, where working groups develop various ideas and identify areas for improvement in order to make workplace routines and processes more sustainable.

All the essential inputs to legislative processes, all the entries in lobby lists, all substantial payments of membership fees, all payments to governments and all donations to parties and politicians should be differentiated according to federal states and shown accordingly. [DNK 19]

The sole shareholder in Messe Berlin GmbH is the Land of Berlin, which exercises guidance and monitoring through the active management and controlling of holdings.

Rights and obligations are summarised in the guidelines on holdings and are binding. The business activities of the group are influenced by numerous statutory and delegated legislative conditions, in particular by the Land of Berlin. However, superior legislation at federal and EU level also impact Messe Berlin. Against this backdrop, Messe Berlin – principally due to political and administrative pressure – contributes to the democratic process of forming opinions. This takes place through statements, written submissions, fulfilment of reporting requirements and standards, as well as regular meetings and coordination work with representatives of politics and the administration – in particular with the Berlin Senate Departments of Finances and of Economics, Energy and Public Enterprises.

During the reporting period no submissions were made by Messe Berlin regarding ongoing legislative processes.

Messe Berlin does not support any political party and is not represented on any lobbying lists. No payments or donations of any kind are made to parties or politicians. Messe Berlin currently maintains some 114 institutional memberships or personal memberships by employees. These are in close connection with the responsibilities and business areas of Messe Berlin. Primarily, they include membership of the leading associations of the trade fair industry, the [Association of the German Trade Fair Industry \(AUMA\)](#), the [Global Association of the Exhibition Industry \(UFI\)](#), as well as [Berlin Partner für Wirtschaft und Technologie GmbH](#) and [Initiative mehrwert Berlin](#).

11. Political influence

12. Compliance and Code of Conduct

The company discloses what measures, standards, systems and processes exist to avoid unlawful activities and, in particular, corruption, how examinations are carried out, what findings are available and where risks exist. It discloses how corruption and other infringements of the law are prevented, exposed and sanctioned within the company. (DNK 20)

Messe Berlin GmbH is the leading company in the Messe Berlin Group. It has affiliates at home and abroad and as such sets an example for the establishment of and adherence to compliance within the group.

For Messe Berlin compliance means adhering to legal provisions, the articles of association, the company's rules and regulations and ensuring their observance.

The Code of Conduct represents the highest level and fundamental principles of compliance within the Messe Berlin Group, as detailed in various compliance rules. The internal compliance rules and/or policies provide the employees and senior executives of the Messe Berlin Group with firm instructions on important compliance issues and ensure their observance in all activities. The rules are subject to constant review and adaptation. Implementation of new basic policies regarding the compliance management system for the organisation, on dealing with conflicts of interest and on anti-corruption measures is planned for 2023. Purchasing and sales guidelines are also to be amended in 2023.

Compliance is integral to the primary responsibility of management and corporate leadership. The management of Messe Berlin undertakes to ensure observance of the legal provisions and internal company rules by all employees. Mandatory participation by all employees and executives in internal compliance courses every two years ensures awareness is raised for the risks posed by corruption. Employees are able to take part in mandatory online seminars, which include testing their own awareness of compliance. Executives receive personal training by a lawyer specialising in compliance.

In addition to being a function of corporate leadership, the compliance management system consists of a compliance officer, compliance committee and an external legally qualified ombudsman. The compliance officer undertakes a top-down responsibility for the group's compliance management system (CMS) and also acts in an advisory capacity for all employees regarding questions on compliance issues. The compliance committee and ombudsmen are integral to the whistleblower system implemented at Messe Berlin in 2011. Required changes are being made following a new Whistleblower Protection Act coming into force in 2023.

In the case of information being received, in addition to providing a compliance office, Messe Berlin's whistleblower system makes it possible to confidentially and anonymously supply information on criminal activity such as legal infringements or violations of internal rules. In the case of a serious violation of compliance by employees, information is passed on to the management, which imposes appropriate sanctions.

Several compliance proceedings undertaken in 2022, where information on alleged violations was received by the legal ombudsman, demonstrated the integrity of the whistleblower system. The proceedings were concluded and resulted in various consequences respectively. Insofar as recommendations were issued, such as amendments to the purchasing directive, these are to be implemented in 2023.

Taking into account the management's compliance objectives, the compliance risks already established by the Messe Berlin Group are to be regularly verified following the setting up and implementation of a compliance risk analysis in 2023. Risk assessments will be used to determine business activities, areas and processes perceived to be high-risk and susceptible to compliance violations.

The existing risks will be identified, with risk scenarios defined, assessed and if necessary aggregated. This will take place across all the main participation channels of the Messe Berlin Group, ensuring substantial risks are fully accounted for and compliance risks are regularly validated. This method of systematically recording and reporting on existing risks of violations against rules will form the basis for measures in the compliance programme.

Notwithstanding internal rules for ensuring conformity with legal provisions and regulations, Messe Berlin GmbH as a non-listed enterprise complies with the [Berliner Corporate Governance Code \(BCGK\)](#).

Messe Berlin discloses any deviations from the code's recommendations in its correlation statement. The obligation to annually post a (BCGK correlation statement for 2022) ensures regular internal and external verification of the premises defined here.

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ENVIRONMENT

13. Utilisation of natural resources

The company shows the extent to which natural resources are used for its business activities. This applies to materials as well as to the input and output of water, soil, waste, energy, areas, biodiversity and emissions for the life cycle of products and services. [DNK 11]

In carrying out its business activities Messe Berlin makes use of numerous natural resources. These are principally:

- 1. area [m³]
- 2. heating and cooling energy [kWh]
- 3. electricity, especially for lighting [kWh]
- 4. waste [m³ and l], produced during construction and dismantling and during events
- 5. fossil-fuel emissions resulting from logistics and event-related traffic [t CO₂]
- 6. water [m³] for sanitary installations

Area [m³]

The area covered by Messe Berlin represents the largest resource through utilisation and leasing of the exhibition grounds and display halls. With the Berlin Exhibition Grounds, Messe Berlin GmbH has an inner-city area totalling 550,000 m² at its disposal. An area totalling 190,000 m² is available for events, consisting of 26 halls as well as the conference venues CityCube Berlin and hub27.

The exhibition grounds also feature an additional 550,000 m², which include the Japanese Garden and the Summer Garden, the latter under a preservation order. This area is occasionally used for events and is a place for relaxation.

Green spaces [m³]

SUMMER GARDEN	
1. Oval lawn	360 m³
2. Additional lawns/gravel areas	2,400 m³
3. Shrubberies, hedges, wooded areas	460 m³
JAPANESE GARDEN	
1. Lawns	approx. 280 m³
2. Wooded areas	approx. 450 m³
3. Pond	approx. 4 m³
4. Unmade areas	approx. 5 m³



The Japanese Garden at Messe Berlin

Operating the exhibition grounds necessitates the utilisation and consumption of additional resources, including energy, materials and human resources etc. The base load (operating and maintaining the grounds, day-to-day operations at the company headquarters) must be assessed separately from consumption and utilisation of resources during events. Peak consumption occurs during event-intensive periods, for example when major fairs are taking place.

The intensity with which resources are used varies from one event to another. Because it occupies a larger area, a major event accounts for more energy, electricity, waste, water and fossil energy than smaller guest events.

Energy consumption [MWh]

Messe Berlin's energy consumption is concentrated during events. In addition to energy for heating and cooling purposes, electricity is the main energy source, used mainly for lighting.

CATEGORY	Consumption	% renewable energy sources
Total energy	60,000 MWh	60 %
Heating	35,000 MWh	11 % renewables (combined heat and power plants + pellets)
Electricity	25,000 MWh	100 % (green electricity, photovoltaic array)



Heating was generated from both gas and wood pellets, with gas representing the main energy source at 89.1 %. No oil was consumed for technical reasons. Thus, carbon-neutral pellet consumption accounted for 10.9 %.

Electricity consumption was from 100 % renewable sources, due to the use of green electricity and electricity from the photovoltaic array. Renewable and carbon-neutral energy accounted for around 60 % of total consumption.

As a result of the gas shortages in 2022, Messe Berlin placed special emphasis with its energy management on identifying potential energy savings and realising corresponding measures. Compared with 2018 before the pandemic, energy savings amounted to 4 mi. kWh, equivalent to around 50 % less electricity. Messe Berlin anticipates that in future, once Covid restrictions are lifted and event operations return to normal, energy consumption will increase. The aim is to use the measures formulated (see Criterion 12) to significantly increase the share of renewable energy sources used.

Waste [m³ and l]

Waste accumulating on the Exhibition Grounds is recorded and documented in its entirety using the Messe Berlin weighing system, according to the following categories: commercial waste, food waste, cardboard/paper, glass, foil, wood (treated and untreated), edible oils/fats, inorganic chemicals, mixed construction rubble, scrap, carpets, dung, road sweepings, sand, paints and varnish, electrical appliances and organic waste:

- 800 containers à 1.1 m³ – for reusable waste, glass and lightweight packaging
 - 100 containers à 240 l for food waste
 - 100 containers à 120 l for food waste
 - 10 tiltable press containers à 20 m³ 40 – 100 containers for 7, 15, 25 and 40 m³.
- Various containers for hazardous waste, cages and containers sealed with clamped covers

The following lists the types of waste that account for most of the base load:

BASE LOAD WASTE	2018	2019	2020	2021	2022
Commercial waste	335	352	222	204	224
Wood waste, A III	218	186	92	49	123
Organic waste (e.g. green waste)	131	153	133	114	47
Bulk refuse	81	77	36	15	31
Food waste	65	58	26	16	83
Scrap	41	34	11	16	8
Cardboard/paper	26	30	44	17	14
Building waste	14	14	14		
Mixed building rubble	0	11	6	3	0
Glass	8	10	3		
Street sweepings (road sweepers)	26	9	8	3	0
Other waste	52*	11	15		

Figures quoted in tonnes (t)/per year
*The large amount of other waste in 2018 was due to the disposal of 39 t of carpets

Mobility/logistics

Fuel consumption	Petrol: 178.81 MWh; Diesel: 172.01 MWh
Vehicle fleet size	60
Number of vehicles in this figure powered by alternative drive systems (battery-electric/fuel-cell, but not hybrid or CNG)	9
Charging points	approx. 20
Bicycle leasing - "job bikes"	15

Water [m³]

Fresh water/waste water (volume from the BWB network fed back into the sewage network after use)	100,562 m³
Hosepipe water	37,130 m³
Condensation for cooling	9,711 m³
Entire fresh water consumption (drinking water)	147,403 m³

14. Resource management

The company discloses the qualitative and quantitative objectives it has set itself for the efficient use of resources, especially the use of renewable energy sources, increased raw material production and a reduction in the use of ecosystem services, the measures and strategies it employs to achieve these objectives now and in the future, and where it perceives risks. (DNK 12)

Special attention must be paid to high consumption at specific events with a view to making more efficient use of resources. Messe Berlin supports consistently reducing consumption. In that context, it is important to coordinate ecological, economic and social demands. The aim is to identify effective ways of making more efficient use of resources. It will be the responsibility of the individual parts of the enterprise to establish consumption, and by formulating measures and objectives to reduce it.

The following is a list of measures both undertaken and in planning for the main resources, which help Messe Berlin make more efficient use of resources:

Energy management

With the DIN EN ISO 50001 certified energy management system obtained in 2015, Messe Berlin undertakes regular energy monitoring and reporting. The aim is to identify possible savings and by way of suitable measures to constantly improve energy efficiency.

The energy crisis in 2022 placed the spotlight on an already efficient energy management system. A newly set up energy unit examined other possibilities for making significant reductions, and appropriate measures were taken (see table) in accordance with the Berlin Energy Savings Directive. During this period, the challenge facing Messe Berlin was to at once save as much energy as possible while having enough energy to keep day-to-day event business running and secure trade fair operations. In order to prepare for future crises such as the climate emergency, in 2022 Messe Berlin identified an effective means to make more efficient use of resources. Together with Berliner Stadtwerke, Messe Berlin plans to install a photovoltaic array. This will be installed on the hall rooftops on the exhibition grounds and occupy an area of approximately 50,000 m².

The finished setup will be Berlin's largest photovoltaic array and Germany's third-largest rooftop installation. In-house consumption of solar-generated electricity is forecast at 80 per cent. Around 20 per cent will be fed into the Berlin electricity grid. The photovoltaic array will enable Messe Berlin to reduce annual CO₂ emissions by around 2,500 tonnes. Construction is to begin in autumn 2023 and completion is scheduled for 2025.



Furthermore, in collaboration with e.on, refurbishment and modernisation of the entire heating and cooling system is to take place between 2023 and 2025. The aim is to convert Messe Berlin's entire heating and cooling system to climate-friendly technology. By installing a wood pellet burner, dispensing with harmful coolants and other measures, the aim is to reduce CO₂ emissions by 50 per cent.



Overall, the following energy management measures were implemented/planned in 2022:

MEASURES TAKEN/ONGOING	MEASURES PLANNED + GOALS
Installation of energy meters on all buildings (ongoing)	Berlin's largest photovoltaic array, (originally 6 MWp, upgraded to 8.5 MWp) on approx. 80 % of the hall rooftops (2023-2025)
Installation of 10 EV charging points (2022, ongoing)	Conversion of the entire heating and cooling system (operations centre) to climate-friendly technology (2023 - 2025)
Switching off of decorative lighting (ICC, Berlin Radio Tower and other buildings) (2022)	Modernisation of energy sources, lowering of temperature throughout the heating system (2023 - 2025)
Lowering of temperature in offices and halls to 19 degrees (2022)	
Replacement of heat transfer units (ongoing project since 2021)	
Optimisation of air-conditioning and heating operations (event-specific and base load operations)	
Monitoring of gate closures during construction and dismantling (ongoing)	
Implementation of energy-optimised switching concept for outdoor lighting (including installation of motion detectors)	
Changeover to LED lighting (ongoing)	
Use of in-house combined heat and power plants instead of boilers to reduce base load heating by 20 %	
Retrofitting of thermostat valves on radiators in the halls on the southern section of the grounds (Halls 1-7), approx. 500 pcs. (2022 - 2023)	
Modernisation of individual heat transfer units (ongoing)	
Minimising generation of heating/air conditioning during construction and dismantling at events (ongoing)	
Use of combined heat and power to generate eco-friendly electricity in excess of 30 % of requirements (ongoing)	
Installation of heat recovery units in the display halls to utilise exhaust air	

Energy-efficient building renovation/sustainable building

In 2017 Messe Berlin developed a sustainability guideline which prescribes the use of eco-friendly materials and processes. The guideline requires and promotes the use of products that are not hazardous to the environment or human health.

Waste management

A large amount of waste is produced before, during and after trade fairs, ranging from packaging material and disposable carpets to non-reusable stand construction material. Messe Berlin is aware of the highly negative (environmental) impact caused by waste from trade fairs and accordingly aims to increase its sustainability endeavours. Messe Berlin has already ensured that disposal and sorting of waste is possible in numerous locations. It is now important to develop concepts which take the expectations and interests of the actors responsible into account while raising awareness for and encouraging the reduction of waste.

Overall, the following waste management measures were implemented and planned in 2022:

MEASURES TAKEN	MEASURES PLANNED + GOALS
Use of separate waste containers in public areas for cardboard/paper, glass, packaging and residual waste	Collaboration with the Sustainability and Quality Management degree course at Hochschule für Wirtschaft und Recht Berlin: development of a waste management concept (2023-2024)
Separate collection of useful materials in the disposal of exhibition waste: wood, cardboard/paper, glass, foil	Action Day planned for Messe Berlin's 100th anniversary: in collaboration with the NGO Little Home e.V., tiny houses from reusable materials are to be built for the homeless (2023)
Separate collection of leftover food and disposal in a biogas unit	Ongoing Re-Use project: reuse of stand construction materials after events. Lessons learnt from the pilot project to be implemented at DMEA 2023.
Collaboration with an ISO 9001-certified waste disposal company which employs state-of-the-art disposal systems and equipment	Installation of separate waste bins in office space at the company headquarters (2023)
Selection of reprocessing and disposal plants also takes into account their proximity to the exhibition grounds in order to minimise pollutant emissions and fuel consumption	Co-development of Germany-wide solutions with AUMA AG Waste Management (2023)

MEASURES TAKEN	MEASURES PLANNED + GOALS
Setting up of an innovation board comprising employees of the waste disposal company and the Messe Berlin division for waste disposal as well as the sustainability manager, in order to work on innovative and sustainable waste management solutions	
'Re-Use' pilot project at belectro: collaboration with the Berlin Senate Department for the Environment, Mobility, Consumer Affairs and Climate Action on the ReUse Berlin zero waste initiative, in order to promote the reuse of stand construction materials	
Collaboration with the Berliner Tafel food bank to make use of food leftovers at events: 46 tonnes of fruit and vegetables donated by FRUIT LOGISTICA in 2022	
Plastic-free canteen largely dispenses with pre-portioned, individually packed items to avoid waste	



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Hochschule für
Wirtschaft und Recht Berlin
Berlin School of Economics and Law

Catering und Lebensmittel		
	MEASURES TAKEN	MEASURES PLANNED + GOALS
Food	<p>A vegan menu is regularly on offer (2x weekly) in the canteen</p> <p>Vegetarian dishes are on offer daily in the canteen option</p>	<p>Reduction of beef and pork consumption</p> <p>"Veganuary": focus on vegan dishes in the canteen to raise awareness among employees</p>
Beverages	<p>Collaboration between Capital Catering GmbH (Messe Berlin subsidiary) with local companies as principal suppliers of mineral water and juices. Shorter transport distances mean CO₂ emissions are reduced by approx. 30 tonnes</p> <p>Coffee beans sourced exclusively from local suppliers. Shorter transport distances mean CO₂ emissions are reduced by approx. 3 tonnes</p> <p>Changeover to sourcing wine from local suppliers. Shorter transport distances mean less CO₂ emissions</p>	<p>From 2023 milk is to be sourced exclusively from category 4 farming (organic label). Alternative dairy products for office kitchens can be ordered by customers and staff upon request</p>
Non-food items	<p>Disposable plates used are plastic-free and compostable</p> <p>Use of plastic-free disposable coffee cups</p> <p>No drinking straws</p> <p>Collaboration with a local laundry for dry-cleaning workwear. Shorter transport distances mean CO₂ emissions are reduced by approx. 21 tonnes</p>	<p>In planning: acquisition of a composter for food leftovers, disposable plates, cutlery and coffee cups. CO₂ emissions expected to fall by 8 tonnes due to fewer vehicle runs to dispose of waste.</p>
Resources	<p>Replacement of three conveyor dish-washers. The new appliances feature a Climate Pro energy efficiency system (FHP18), permanent flushing, a low-level chemical energy-saving cleaning system and energy recovery, reducing energy, water and chemical consumption by 30 %.</p> <p>Purchase of three additional electric scooters, resulting in fewer trips with diesel vehicles on the grounds.</p>	<p>In planning: changeover to a fully electric vehicle fleet. Ferrying supplies on the grounds is to be entirely emissions-free.</p>



Berliner Tafel food bank – working together to reduce food waste

Water management

Water is primarily used by the service subsidiary Capital Catering GmbH as well as for facility work (cleaning) and maintaining green spaces.

In 2021 around 30,000 m³ were used to water green spaces. Total consumption of water supplied by the local water company was approximately 111,000 m³. This significant reduction compared with 2019 was due to less activity on the grounds during the pandemic, and hence water savings, as well as a new approach regarding irrigation management. Resource efficiency had already been defined as a new goal, so that significantly less water was used for watering lawns.

Automatic sprinklers are installed for watering the green spaces of the Summer Garden, the Japanese Garden, Servicehof Nord and the area next to the administration building. The sprinklers are set up to activate mainly in the early morning hours to make optimum use of condensation, thus minimising water consumption.

In the case of trees, bags filled with water are attached to the trunk, the advantage being that water penetrates the roots better and water consumption is reduced. In the case of outdoor potted plants a humidity detector is installed in the ground, ensuring precise irrigation by sprinklers.

In response to the changing climate, in the case of new green spaces or new plant purchases, care is taken to acquire species used to dry conditions.

In 2023 Messe Berlin intends to carry out a feasibility study on the introduction of irrigation management. The aim is not to feed rainfall back into the wastewater system, but to allow it to seep directly back into the ground on the exhibition grounds. This is to be part of Berlin's "Schwammstadt" project.

Mobility + Logistics

In 2022 Messe Berlin introduced Visifair, a logistics optimisation tool. Using this online time slot management system, trade fair organisers, logistics employees, hauliers and exhibitors can schedule and book loading areas, time slots and transport services. This avoids traffic congestion and reduces CO₂ emissions.

Additional measures promoting climate-friendly and resource-efficient mobility and logistics have been taken and are in planning:

MEASURES TAKEN	MEASURES PLANNED + GOALS
Recommended use of public transport for trade fair attendees	In future, public transport (BVG) tickets can be purchased directly from the Messe Berlin ticket shop prior to events
Recommended purchase of a DB event ticket for visiting events on the exhibition grounds. In 2022, carbon-neutral journeys totalling 1,762,174 passenger kilometres were undertaken with this ticket. In 2021, due to the pandemic, the figure was 18,318 km	Greater emphasis on promoting shared transport for the "last mile" due to collaboration with Jelbi. Installation of docking stations for parking shared vehicles on the exhibition grounds (2023)
Promotion of atmosfair schemes offsetting CO ₂ emissions from flights for all attendees at ITB Berlin	Cross-project public transport event ticket in collaboration with BVG (planned for 2024)
In 2022 the Messe Berlin Purchasing department bought 6,043 kg of SAFs from the Lufthansa Group to reduce Scope 3 emissions from business travel, resulting in a 18,064 kg reduction in CO ₂ equivalents	Employees to be able to swap a local public transport (BVG) company ticket for a Germany-wide "Deutschlandticket" in May 2023, for which 30 Euros will continue to be paid per employee/month
Employees of Messe Berlin are encouraged to lease an e-bike. The company pays additional costs e.g. for a lock, helmet and bicycle insurance.	
The entire vehicle fleet complies with European emissions standards and carries Low Emissions Zone stickers (all company cars comply with Euro 6d-TEMP). The fleet consists of individually assigned company cars. Use of car pool and utility vehicles is in principle limited to 20,000 km per year. Lesser mileages are remunerated.	

MEASURES TAKEN	MEASURES PLANNED + GOALS
Development of a concept in 2022 for switching to a carbon-neutral vehicle fleet by 2030. In 2022, 6 out of 60 vehicles are electric. Expansion of the charging point infrastructure on and around the exhibition grounds (2022: 20 charging points now operational)	

Preserving the eco-system

FLORA

There are two large green spaces on the exhibition grounds (the Summer Garden and the Japanese Garden) as well as smaller areas at the CityCube, hub27 and Servicehof Nord. All green spaces are cared for professionally according to green space management and DIN 18919 maintenance rules. The Summer Garden was put under a preservation order in 1985.

The individual green spaces can be categorised as follows:

- | | |
|--------------------------------------|-------------------|
| 1. oval lawn | approx. 3,600 m² |
| 2. additional lawns/gravel surfaces: | approx. 24,000 m² |
| 3. shrubs, hedges, wooded areas | approx. 4,600 m² |

The oval lawn is kept in good shape with a base layer of gravel and vegetation. The use of gravel enables the widespread infiltration of rainfall, helping to relieve the sewer system and promoting the replenishment of groundwater. In this way the land is better able to cope with the pressures imposed by events.

The Japanese Garden is divided into:

- | | |
|-------------------------------|------------------|
| lawns: | approx. 2,800 m² |
| shrubs, hedges, wooded areas: | approx. 4,500 m² |
| pond: | approx. 400 m² |
| unmade areas: | approx. 500 m² |

Typical plants from the Far East thrive there, including bamboo, pines, Japanese maples and ginkgo, as well as other plants such as tulip trees, small-leaved elms, paper birch, sweet gums, horn beams, blue cedars, douglas firs, pedunculate and red oaks, swamp cypresses and kobushi magnolias.

The green spaces (lawns, shrubs, hedges and trees) on the exhibition grounds occupy a total area of around 93,000 m².

In order to ensure a proper supply of nutrients, fertiliser is distributed based on the results of soil samples taken. Pest control for both indoor and outdoor plants is mainly undertaken using beneficial insects and is kept to a minimum. Controlling oak processionary moths is undertaken manually (i.e. removal of nests) only.



Japanese Garden at Messe Berlin

FAUNA

There are plans to build an insect house in the Japanese Garden. The insect house provides a sheltered nesting area and refuge for various insect species during the winter months. Protecting insects attracts other beneficial species, which helps pest control and the proliferation of plants.

In order to increase biodiversity, a grassy area attracting bees exists on the roof of Hall 6, and in 2015 five beehives were installed with populations of around 30,000 honeybees each, which make an important contribution to pollinating plants in the vicinity of the exhibition grounds.



Beehives on a roof at Messe Berlin

15. Climate-relevant emissions

The company discloses the greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it, and states its own objectives for reducing emissions. [DNK 13]

The Land of Berlin has set itself the goal of achieving net zero by 2045. As a state-owned company, Messe Berlin is geared to pursuing this goal.

Climate action is an important area of activity across all industries. The aim is to step-by-step and systematically reduce harmful emissions. Until now, climate action has been examined under various other headings such as Energy or Mobility + Logistics (see also table below). Messe Berlin plans to establish a central climate action management office which will coordinate the various areas of activity, assess their efforts and establish minimum GHG goals and measures to reduce CO₂ emissions. Messe Berlin's staffing plans include an in-house climate action management office for 2024, to be tasked with coordinating and developing corresponding efforts.


As with every aspect of sustainability however, where climate action is concerned interests and stakeholder influence also play a major role. Thus, while Messe Berlin can propose climate action to stakeholders such as exhibitors, whether or not they take up the offer has been their choice until now. This challenge comes to the fore particularly in the choice of transport to and from the exhibition grounds. Messe Berlin has already taken various steps to provide information and raise awareness in order to draw attention to climate-friendly services (see table).

As already detailed in Criteria 11 and 12, energy (electricity, heating/cooling) and mobility and logistics are sources of emissions in the trade fair and event business. In examining CO₂ emissions, catering must also be taken into account:

AREA OF ACTIVITY	MEASURES	REDUCTION	DATE
ENERGY	Rooftop photovoltaic array	approx.2,500 t CO ₂ p.a.	2023 – 2025
	Conversion of the heating/cooling network (operations centre)	50 % reduction in CO ₂ emissions	2023 – 2025
	100 % green electricity		since 2017
	Use of combined heat and power plants and wood pellet burners (materials sourced locally/ no timber)		ongoing

MOBILITY			
Transport for employees	Bicycle leasing - "job bikes": 15 company bikes leased in 2022 (2020: 26)		ongoing
	Promotion of a BVG public transport ticket		ongoing
Travel to and from the grounds	DB event ticket	Carbon-neutral due to 100 % green electricity	ongoing
	Promotion of atmosfair schemes offsetting CO ₂ emissions from flights for exhibitors and visitors at ITB		ongoing
	Purchase of SAFs for offsetting business travel	18,064 kg of CO ₂ equivalents	2023
VEHICLE FLEET			
	Transition to a carbon-neutral vehicle fleet (2022: 6 out of 60 vehicles are electric (2020: 3 electric vehicles)	Carbon-neutral	by 2030
	Expansion of the charging point infrastructure in 2022 to about 20 (2020: 10)		
CATERING			
Regional sourcing (change of supplier)	Regional water supplier	30 t CO ₂ p.a.	2022
	Regional coffee supplier	3 t CO ₂ p.a.	2022
	Local laundry	21 t CO ₂ p.a.	2022
	Composter	8 t CO ₂ p.a.	2023/2024
	Reduction and avoidance of pork and beef consumption	No figures available	from 2024



Englische Fotos und Logo?




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Die
DB Vertrieb GmbH
bescheinigt dem Veranstalter/der Organisation
Messe Berlin GmbH,
dass im Rahmen der Kooperation zum DB Veranstaltungsticket
vom 01.01.2022 bis 31.12.2022
1.762.174
Personenkilometer mit der DB zurückgelegt wurden.
Ihre Teilnehmenden fahren in Zügen des DB Nah- & Fernverkehrs mit
100 % Ökostrom. Direkte Emissionen werden durch den Einsatz
erneuerbarer Energien vermieden. Sämtliche indirekten Emissionen
sowie die im Nahverkehr anfallenden Dieselparteile werden zu 100 %
kompensiert.

**Ihre Veranstaltungsreisen im
Nah- und Fernverkehr der DB erfolgen
damit komplett CO₂-frei.**




Die Herkunft und
Berechnung des
verwendeten Ökostroms
sind zertifiziert.



**Stromerzeugung aus
Erneuerbaren Energien**

- 100% erneuerbare Energie
- 100% erneuerbare Energie
- Produktion erfolgt am Ort
- Erneuerbare Energieerzeugung
- Geprüfte Herkunft
- 100% erneuerbare Energie

Partner für die
Kompensation indirekter
Emissionen.



nachdenken • klimabewusst reisen



SOCIAL AFFAIRS

The company shows that it adheres to nationally and internationally recognised standards with regard to employees' rights and also supports the participation by staff in the company and in the company's sustainability management. It presents the targets it sets itself in this respect, the results so far, and where it sees risks. [DNK 14]

The well-being of its employees as well as the preservation and protection of their rights are fundamental factors in the business success of Messe Berlin. Responsible, respectful and fair dealings with one another form an important part of the corporate culture. In addition to a responsibility across the whole of the company for its employees, the works council represents the interests of employees as well as maintaining and protecting their rights in dealings with the employer in accordance with § 80 BetrVG: the works council is responsible "[...] for being alert to ensuring that the applicable laws, ordinances, accident prevention regulations, wage agreements and employment agreements are implemented for the benefit of the employees [...]" (source: <https://www.gesetze-im-internet.de/betrvg/80.html>).

The wage agreement TVöD covers all the rights of employees such as holiday entitlement, right of termination and working times etc. Here too, in coordination with HR, the women's representative, the executive department for Work Safety & Occupational Health, the works council and the board of management, efforts are made to constantly improve the compatibility of family and career.

In addition to observing regional regulations and standards, Messe Berlin is committed to implementing basic UN human rights standards and ILO fundamental principles and rights at work. As a result of the high degree of protection afforded by the workers' rights, no risks or infringements exist. Not only is privacy regarding personal data important, it is mandatory in accordance with the General Data Protection Regulation (GDPR), and is checked before any action is taken involving employees.

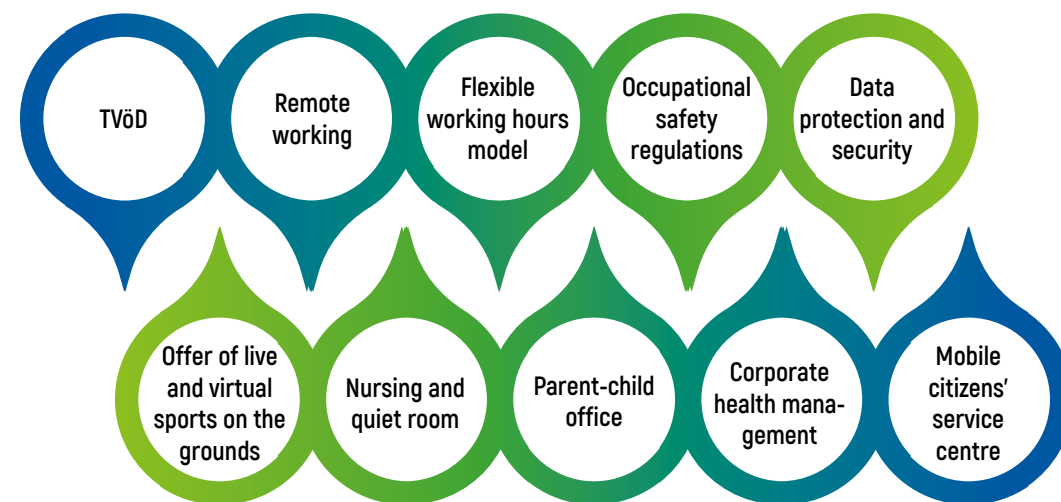
The wellbeing of employees also includes the protection and promotion of mental and physical health. Messe Berlin therefore offers its employees many ways of improving and maintaining health. These include the offer of live and virtual sports on the grounds. Messe Berlin also plans to expand its works health management (BGM), for example by offering a new fitness course for employees, to be introduced in 2023. There is also a nursing and quiet room, a parent-child office, supervision by a company medical officer, as well as regular health services including flu jabs, screening for colorectal cancer and "resilience at the workplace". In 2023 the employee survey entitled "Great Place to Work" will be carried out again, which includes questions on mental health. These findings are to be incorporated in risk assessments and formulated in appropriate measures as a response.

16. Employees' rights

Messe Berlin has a well-educated, efficient and motivated workforce and recognises that a good corporate culture is a co-decisive factor in its success.

In order to always obtain the best employees for Messe Berlin and secure their future there, in addition to setting interesting and challenging tasks and offering flexible working hours, the company considers it important to offer them performance-based wages, attractive additional benefits and to also constantly invest in safeguarding their qualifications. Regular employee surveys supported by the consultancy Great Place to Work (GPtW) provide an objective indicator in that respect. The next employee survey will take place in April 2023, and based on the findings workshops will be held in the individual divisions as well as concrete measures established to make further improvements.

Benefits offered by Messe Berlin



Compensation system

One element of the attractive conditions is the remuneration system. The basis for this is the Wage Agreement for the Public Sector (TVöD), which applies to Messe Berlin GmbH as well as the service subsidiaries Capital Facility GmbH (CFG) and Capital Services GmbH (CSG).

Other company agreements also form a basis for performance-related remuneration. In May 2022, the positive annual results of previous years again made it possible to provide bonuses for all employees in accordance with an agreement covering the entire enterprise. In addition to paying wages Messe Berlin also offers an attractive company pension to ensure a high standard of living after retirement. Messe Berlin pays a proportion of the gross wages of all its employees into a supplementary benefit plan (VBL).

All other employees receive an attractive supplementary pension via the AXA insurance company, as per a company agreement.

In order to close the gender pay gap, Messe Berlin checks wages in order to identify unequal gender-related pay and implement appropriate measures.



All employees also have the option, within the limitations specified in law, of transferring wages, tax and social insurance-free, into two alternative insurance schemes. In 2019, an onboarding concept was implemented to ensure quick and long-term integration of new employees.

In addition to monetary aspects, the focus is also on areas such as occupational safety, corporate health management, opportunities for participation, diversity and inclusion as well as various aspects of combining family and career, which are all fundamentally either options for involvement or exist as mandatory measures, in the shape of regular training sessions for example. Furthermore, representatives acting for specific areas such as corporate health management, occupational safety, women's affairs or disabilities are always on hand to be contacted.

The company works council is available 365 days a year as the employees' representative in dealings with the management board. Works meetings take place on a quarterly basis. The management also hosts a regular quarterly dialogue for exchanging views and information, where it reports on the group's current economic situation, ongoing business and any noteworthy events during the last quarter.

Sustainability aspects are regularly addressed, such as the planned installation of Berlin's largest rooftop photovoltaic array, as well as employee transport options (subsidisation of the job ticket, job bikes), regular donations (Berliner Tafel food bank, Bahnhofsmmission for the homeless), or Messe Berlin's repeated involvement in providing refugee aid.

A social intranet under editorial supervision exists for internal communications, which regularly reports on Messe Berlin's sustainability endeavours. Employees can also comment on or contribute their own input to the topics presented.

At the Inspiration Workshop set up in 2020 employees can exchange views and develop new practical ideas for Messe Berlin. Sustainability is one of the all-important topics at the Inspiration Workshop. Employees develop concrete practical ideas here, ranging from discarding individual printers to building insect houses in order to achieve greater sustainability at Messe Berlin.

At the Creative Campus, set up by colleagues in 2019, there is a Happy Hour every quarter, where the latest ideas, concepts and problem-solving strategies are presented regarding important aspects of trade fair business. The object is to present various perspectives on certain issues, to break open silo mentality and discuss common practical solutions.

Beyond the points already described, Messe Berlin has no further objectives regarding the observance of employees' rights. For Messe Berlin, a public sector enterprise, observance of aspects such as national and international standards, work conditions, respect for the rights of employees and health and occupational safety is a matter of course. As a state-owned enterprise, it is subject to the high standards of European and German law, as well as local laws. Part of the process of formulating a sustainability strategy is to examine whether a requirement exists for additional objectives.

17. Equal opportunities

The company discloses how it applies processes nationally and internationally and its objectives in promoting equal opportunities and diversity, work safety and health protection, co-determination, integration of migrants and people with disabilities, adequate payment and reconciling family and career, and how this is implemented. (DNK 15)

Diversity is one of the distinguishing features of Messe Berlin, both internally and externally. Its core activity is intended to have an international dimension and is directed by an equally diverse and open workforce. Equal participation in the entire value chain of a trade fair, irrespective of sexual orientation, gender, origin or culture, is essential for Messe Berlin.

Berlin as a place for business is a leading rainbow city and centre for diversity and openness, offering an environment where people from all over the world can feel comfortable. This approach is to be continued in the interests of a diverse host culture.



In 2022, in a wide-ranging analysis by the market research company Statista, Messe Berlin was recognised as the leading employer supporting diversity in 2022.

Since the development of a diversity concept and the implementation of a corresponding strategy in 2013, numerous measures have been introduced:

AREA	MEASURES	DATE
GENERAL		
	Diversity strategy	since 2013
	Signing of the "positive work" declaration: equal opportunities for HIV-positive employees at the workplace	since 2022
	Signing of the Diversity Charta	since 2015
	Membership in the Alliance against Homophobia	since 2015
GENDER		
Gender equality at the workplace	Checking and certification (EP check) of equal pay according to gender. Use of language that reflects gender diversity	ongoing
	Giving greater consideration to female applicants when selecting staff, where women are under-represented in specific positions/at specific levels	ongoing
	Women's representative	since 2014
	Development and implementation of a plan for the advancement of women	2018 – 2024
	Compilation and approval of a group-wide guide for formulating gender-sensitive text	2023
INTERNATIONAL DIMENSION		
Increasing the international make-up of teams by including employees with different national and cultural backgrounds	Analysis of the international make-up of teams and examination of the composition of teams	ongoing
	Intercultural competence and diversity as a major factor in choosing staff	ongoing
	Supplementing the range of seminars with intercultural training	

AREA	MEASURES	DATE
INCLUSION		
Integration of the special capabilities of employees with disabilities and making the most of their potential; optimisation of work processes	Regular participation in the "Change of Shift" day of action	Inactive since 2017 due to Covid. Attendance planned for 2024 again.
	Development of ideas for equal participation together with disabled employees and the disability representative	ongoing
SEXUAL ORIENTATION		
Non-discriminatory approach in LGBTQ+ affairs. Appropriately addressing young/queer customers and prospective employees.	Regular participation in the LGBTQ+ job and career platform "Sticks & Stones"	Cancelled due to Covid. Attendance in 2023 again
	Participation in the gay/lesbian street party.	Cancelled due to Covid. Possible attendance in 2024 again
	Membership of the Alliance against Homophobia, (sponsorship of the Respect Award 2017)	since 2014
AGE		
Integration of the demographic factor, support for mixed-age teams ("generational diversity") and their employability and work-life balance		

Proportion of women in management positions

As a result of the law on the participation by women and men in management positions in the private and public sectors coming into force on 1 May 2015, Messe Berlin is obliged to specify target figures for increasing the proportion of women on the supervisory board, the board of management and at the top two executive levels below the company's board of management. Accordingly, the board of management has stipulated that women should account for a minimum of 42 per cent by 2020 in divisional and departmental manager positions and/or at project manager level, and for at least 50 per cent by 2025. In 2019 the proportion of women in divisional and departmental manager positions and/or at project manager level was 56.5 per cent. Thus the 50 per cent target was met earlier than planned. In 2022 the proportion of women increased further to 58 per cent. This was principally due to an increase in women occupying divisional and departmental manager positions. In addition, compared with 2019 the proportion of women in all management positions increased by around 2 per cent to 51 per cent.

The supervisory board has decided to set the target figure for the proportion of women on the Messe Berlin GmbH board of management at 50 per cent. The partners in Messe Berlin have also set the target figure for women on the supervisory board of Messe Berlin at 50 per cent.

Due to contractual obligations of the management board and minimal fluctuation on the supervisory board it has not yet been possible to reach these targets. To continue to specifically support the advancement of women, in December 2017 Messe Berlin developed a plan for this purpose. This will continue to be expanded in 2023. This plan for the advancement of women comprises an evaluation and analysis of the employment structure and the development of time-based, personnel, organisational and advanced training measures aimed at increasing the proportion of women, particularly at under-represented management levels of Messe Berlin GmbH. Since October 2022, 20 management positions have been filled at Messe Berlin GmbH alone, 70 per cent of them by women.

The company discloses the objectives that it has set and what measures it has taken to support employability, i.e. the ability to participate in the world of work and careers for all employees, to adapt in accordance with demographic changes, and where it perceives risks.

As well as financial aspects, factors such as advanced training and education opportunities as well as reconciling career and family play an important part in the choice of workplace.

Messe Berlin defines vocational training as a cornerstone of sustainable HR policy. In December 2022, 12 trainees were in office and event management apprenticeships. Since 2022 Messe Berlin has also been offering digitalisation management apprenticeships.

18. Qualifications



In collaboration with Duale Hochschule Baden-Württemberg in Ravensburg, Messe Berlin offers a part-time course on trade fairs, conventions and event management. Since 2022 Messe Berlin has also been offering a technical facility management course. Upon successful completion of the course all trainees are offered a subsequent contract for at least one year.

Messe Berlin also offers a part-time course of studies for a Bachelor or Master's degree and provides monthly financial support to cover the costs of studying for the duration of the course.

Messe Berlin emphasises high training standards. This is reflected in the certification granted by the Berlin Chamber of Commerce (IHK Berlin). By meeting the specified quality criteria Messe Berlin is one of 130 training establishments in Berlin, out of a total of more than 5,500, who obtain this certification. This certification makes it possible to maintain the quality of training offered, and to continuously develop it. Re-certification takes place at two-yearly intervals.



Since the summer of 2018 the opportunity has been provided, in cooperation with the international PR agency Hill+Knowlton, to complete an 18-month traineeship in corporate communications with Messe Berlin (Corporate Communications division).

In 2022 Messe Berlin participated in the Energy Scout programme of the Berlin Chamber of Commerce, where trainees were able to obtain additional qualifications on the subject of energy and climate action.

Messe Berlin offers all employees an extensive internal advanced training curriculum and enables them to acquire knowledge of specialist skills and knowledge through external qualifications along with future-oriented expertise. Among the courses offered are:

Health management

- Awareness and resilience course
- First aid course
- Remote working video tutorial – how to successfully adapt to change
- Setting up of age-appropriate workplaces (e.g. seating for high tables)

Digitalisation

- Basic knowledge on information security
- MS Teams "How to MyMB" course (social intranet of Messe Berlin).
How to set up pages, workspaces and forms
- Course on First Spirit content creator
- Introduction to Google Analytics and web analysis

A wide-ranging curriculum is available for management staff. Examples of health management courses are "Work safety and health protection as an obligation of employers" as well as how to deal with the challenges of demographic change with "Leadership in organisations undergoing change". Messe Berlin also offers a wide range of opportunities for reconciling family and career. They include flexible working hours models, e.g. up to 40 per cent remote working as well as various part-time working hours models tailored as far as possible to individual needs.

A parent-child office and nursing room for spontaneous needs were set up in 2018. Summer holiday daycare for the children of employees was set up in 2019.

No risks exist pertaining to the qualification of employees result from the company's business activity, its product portfolio or business relationships.

Messe Berlin already subscribes to high qualification standards. Nevertheless, in future great emphasis will be placed on the organisation's adaptability. It is planned to give more room to a versatile work approach and to rethink and divide up the curriculum for management staff. New training courses will be available starting 2024 and will be updated accordingly.

(DNK 16)

Monetary considerations are not the only factor in an attractive workplace.

The compatibility of career and family is a co-decisive factor in the corporate success of Messe Berlin. Messe Berlin provides a flexible working hours model, supports remote working, and enables different part-time models to meet individual requirements. A parent-child office and nursing room for spontaneous needs were set up in 2018.

To retain the attractiveness of Messe Berlin as an employer, vocational training is an important basis for a long-term personnel policy. In 2019 there were 28 trainees (2018: 30 trainees) in a training relationship as management assistant for office management, events, digitalisation management or for a Bachelor of Arts (B. A.) in trade fair, convention and event management. This part-time course of business management with an emphasis on trade fairs and conventions is offered by Messe Berlin in collaboration with Duale Hochschule Baden-Württemberg in Ravensburg. Upon successful completion of the course all trainees are offered a subsequent contract for at least one year. Messe Berlin emphasises high training standards. This is reflected in the certification granted by the Berlin Chamber of Commerce (IHK Berlin).

By meeting the specified quality criteria Messe Berlin is one of 130 training establishments in Berlin, out of a total of more than 5,500, who obtain this certification. This makes it possible to maintain the quality of training offered, and to continuously develop it. Re-certification takes place at two-yearly intervals.

Since the summer of 2018 the opportunity has been provided, in cooperation with the international PR agency Hill+Knowlton, to complete an 18-month trainee ship in corporate communications with Messe Berlin (Corporate Communications division). Messe Berlin also offers a part-time course of studies for a Bachelor or Master's degree. For the duration of the course selected colleagues receive monthly financial support to cover the costs of studying.

Messe Berlin offers all employees an extensive internal advanced training curriculum and enables them to acquire knowledge of specialist skills and knowledge through external qualifications along with future-oriented expertise. A wide-ranging curriculum is available for management staff.

19. Human rights

The company discloses the measures, strategies and objectives applied on behalf of the company and its supply chain to ensure that human rights are observed around the world, and to prevent forced or child labour or any form of exploitation. In this respect the results of such measures and any accompanying risks are to be dealt with in detail. (DNK 17)

A responsibility for people, society and the environment is part of the identity of the Messe Berlin group. This includes in particular a respect for human rights as well as the prevention of forced or child labour and any form of exploitation or abuse.

Employees' rights are also human rights. The Messe Berlin Group takes a range of measures to ensure observance of human rights. Messe Berlin is committed to applying the provisions of the State Law on Equal Rights (LGG) accordingly. This applies in particular to developing a plan for the advancement of women, to staffing procedures, including appointing senior management and electing women's representatives.

According to an amended version of the statute, due to apply from 2023, Messe Berlin will also be committed to observing the objectives and basic principles of the Law on Support for Participation in a Society based on Migration of the Land of Berlin (PartMigG), the State Law governing Equal Rights (LGBG) and § 5 of the State Law governing the Minimum Wage (LMiLoG) and to ensure their observation by its subsidiaries (source: <https://gesetze.berlin.de/bsbe/document/jlr-MindLohnGBErahmen>).

As a public sector employer, Messe Berlin is bound by the Berlin Law on the Tendering and Awarding of Contracts (BerlAVG) and in particular by socially and ecologically influenced provisions such as eco-friendly procurement, obliging contractors to adhere to ILO core labour standards, paying a minimum hourly wage, adhering to wage agreements, promoting the advancement of women and paying equal wages for the same work.

In addition to adherence to the aforementioned legal provisions, the company also pledges observance of human rights in accordance with the [Code of Conduct der Messe Berlin](#). The Code of Conduct applies to all employees (nationally and internationally) of the Messe Berlin Group. The Code of Conduct defines the manner in which employees are to conduct themselves in dealings with each other as well as business partners, service providers and the general public. It is an essential part of the company strategy, the principal set of rules and a summary of the most important values of the Messe Berlin Group. In addition to the established rules of conduct, the basic values regarding the obligation to observe human rights and essentially employees' rights are also laid down here. The Messe Berlin Group establishes rules and processes to ensure fair working conditions and remuneration and guarantees them within its area of activity.

The Code of Conduct for Business Partners (CoC BP) also requires the suppliers and service providers of Messe Berlin to adhere to the principles and requirements of Messe Berlin, which includes their responsibilities to business partners, people, society and the environment. Observing essential employees' rights (e.g. equal opportunities, prohibiting forced labour, observing adequate pay in accordance with the national minimum wage) as well as prohibiting child labour are also laid down in the CoC for Business Partners.

For business partners the CoC BP is an integral part of the General Purchasing Conditions of Messe Berlin GmbH. Furthermore, payments are specified in contracts and in the General Purchasing Conditions by the Minimum Wage legislation. These contractual components form the basis for long-term business relationships with all suppliers.

As no direct risk of human rights abuse results from Messe Berlin's business activities, and the processes in the Purchasing department and HR ensure observance of the legal provisions and the self-imposed obligations regarding the Code of Conduct, thus far no further specific objectives exist with regard to the observance of human rights. In 2022 the Messe Berlin Group undertook no investments which would have been subject to scrutiny regarding human rights aspects.

The company discloses its contribution to the community in the regions where its main commercial activities take place. (DNK 18)

As an active member of the urban community Messe Berlin assumes social responsibility for the impact of its core business activities.

First of all, mention should be made of its membership in the ["mehrwert Berlin" initiative](#) (added value Berlin), which is involved in many areas of society in and for Berlin (e.g. online job exchange, climate action initiative). Numerous activities take place within the scope of this initiative, an association of Berlin state enterprises.

20. Community

There are also long-term partnerships in which Messe Berlin, individual business divisions/subsidiaries and individual employees are involved on an honorary basis:



MEASURES TAKEN/ONGOING

Collaboration with the Berliner Tafel food bank: 46 tonnes of fruit and vegetables donated by FRUIT LOGISTICA in 2022

Food donations by CCG to the Bahnhofsmision for the homeless

A Wide range of honorary activities within a corporate division, as well as projects, examples being Guest Events and the ITB team.

Assistance in providing primary care for refugees from Ukraine; setting up of an arrivals centre for Ukrainian refugees in the trade fair halls. As a partner of the Land of Berlin, participation in setting up and operating the arrivals centre in Tegel (ongoing)

MEASURES PLANNED

Collaboration with the Berliner Tafel food bank to continue in 2023

Participation in the "Change of Shift" day of action of the Berlin Workshops for the Disabled planned for 2024. Subsequently to be continued

Coinciding with its anniversary and in collaboration with the NGO Little Homes e.V., Messe Berlin plans to build tiny houses for the homeless.



OVERVIEW OF PERFORMANCE INDICATORS

AREA	DNK CRITERIA	EFFAS INDICATORS	DEFINITION	RESULT
STRATEGY	1. Strategic analysis and measures 2. Materiality 3. Objectives 4. Extent of the value chain	-	-	-
IMPLEMENTATION	5. Responsibility 6. Rules and processes 7. Monitoring 8. Incentive systems 9. Stakeholder involvement	EFFAS S06-01	Proportion of all suppliers and partners within the supply chain evaluated for adherence to environmental, social and governance (ESG) criteria	The Code of Conduct of Messe Berlin encompasses environmental, social and company management aspects and applies to all contractual service providers. Messe Berlin purchasing is predominantly engaged in indirect purchasing i.e. relatively few standardised in-stock items or delivery services, and predominantly services to which not all ESG criteria apply. The Code of Conduct was drawn up on the basis of the ESG criteria but does not fully cover them. Consequently suppliers and partners within the Messe Berlin supply chain are not evaluated in terms of their adherence to ESG criteria. In all cases, however, for all invitations to tender and all market surveys, irrespective of the product/service, environmental certificate and seals (e.g. Blauer Engel, FSC) are requested and required. In addition to written evidence of sustainability aspects, consideration is given to the regional location of the service provider (shortest possible transport routes – less CO ₂ emissions), recycling aspects and re-usability of the products (e.g. when using materials for exhibition stands) and efficiency (e.g. of electricity consumption during the lifetime or utilisation time of IT hardware). Messe Berlin does not place orders strictly according to the price. Qualitative criteria as described above are the primary consideration.
	-	EFFAS S06-02	Proportion of all suppliers and partners within the supply chain audited for adherence to (ESG) criteria	Messe Berlin's energy management is audited by GUTCERT. Adherence to other environmental, social and company management aspects is ensured by compliance with the Code of Conduct.
ECONOMY AND GOVERNANCE	10. Innovation and product management	EFFAS E13-01	Improvements to energy efficiency of in-house products compared with the previous year	Messe Berlin is a service provider, whose individual events and conventions in essence represent a product, parallel with which energy consumption takes place. In order to achieve sustainable in-house energy consumption, in 2013 Messe Berlin introduced an energy management system. Since 2015 this has been subject to annual DIN 50001 certification. As a result of the energy crisis in 2022 and pandemic-related restrictions, measures were planned and implemented which serve to safeguard and improve energy efficiency (see detailed explanations in Criteria 11 and 12). The large-scale photovoltaic array on the hall rooftops and switching Messe Berlin's heating and cooling system over to new technology represent effective instruments in this respect. These measures were planned and commissioned in recent years and are due to begin in autumn 2023.

AREA	DNK CRITERIA	EFFAS INDICATORS	DEFINITION	RESULT
ECONOMY AND GOVERNANCE	-	EFFAS V04-12	Total investment (CapEx) in research in ESG-relevant areas of the business model, e.g. ecological design, eco-efficient processes, minimising the biodiversity impact, improving health and safety conditions for employees and business partners in the supply chain, development of ESG opportunities for products, assessed in monetary terms, e.g. as a percentage of turnover	Based on the EU's Sustainable Finance Strategy, the Messe Berlin Financial Department also subscribes to sustainability. In the context of the future group-wide sustainability strategy, ESG projects are in future to be registered centrally and assessed by Financial Controlling as a firm part of corporate strategy.
	19. Political influence	EFFAS G01-01	Payments to political parties as a percentage of total turnover	As a state-owned enterprise, fundamentally no payments to political parties are made due to an obligation to political neutrality.
	20. Conformity with the law and directives	EFFAS V01-01	Expenditure and penalties as a consequence of legal action and processes for anti-competitive acts, infringements of cartels and monopolies	No expenditure and penalties exist as a consequence of legal action and processes for anti-competitive acts, infringements of cartels and monopolies.
	-	EFFAS V02-01	Percentage of turnover in regions with a Corruption Perceptions Index < 60	0.0023 per cent of group turnover was generated in China in 2022 (CPI < 60).
ECOLOGY	11. Utilisation of natural resources 12. Resource management	EFFAS E01-01	Total energy consumption	In 2022 total heat* consumption was 35,000,000.00 kWh. In 2022 total electricity* consumption was 25,000,000.00 kWh. * Total consumption = Exhibition Grounds, operations centre + transport losses, ICC + ICC Bridge (non-operational status), administration, CityCube
	-	EFFAS E04-01	Total weight of waste	*
	-	EFFAS E05-01	Proportion of total waste that was recycled	**
	13. Climate-relevant emissions	EFFAS E02-01	Total GHG emissions (Scope 1, 2, 3)	***

AREA	DNK CRITERIA	EFFAS INDICATORS	DEFINITION	RESULT
SOCIETY	14. Employees' rights 15. Equal opportunities 16. Qualifications	EFFAS S03-01	Age structure and distribution (number of full time employees [FTEs] according to age groups)	****
	–	EFFAS S10-01	Female employees as a proportion of total number of employees	On the reference date 31 Dec. 2020 the female proportion of the total FTE of Messe Berlin GmbH was 64.30 %
	–	EFFAS S10-02	Proportion of female FTEs in senior management positions in relation to total FTEs in senior management positions	<p>On the basis of the law on the equal participation of women and men in executive positions in the private and public sector which came into force on 1 May 2015, Messe Berlin is required to meet state targets for increasing the proportion of women on the supervisory board, the board of management and at the top two management levels below the board of management. The board of management accordingly stipulated the proportion of women at divisional, departmental and project management level at no less than 42 per cent by 2020 and at least 50 per cent by 2025.</p> <p>In 2019 the proportion of women in divisional and departmental manager positions and/or at project manager level was 56.5 %. Thus the 50 per cent target was met earlier than planned. In 2022 the proportion rose to 58 %. This was principally due to an increase in women occupying divisional and departmental manager positions. In addition, compared with 2019 the proportion of women in all management positions increased by around 2 % to 51 %.</p>
	–	EFFAS S02-02	Average expenditure for advanced training of FTEs per year	Based on an actual budget (excluding personnel costs and rents as well as working materials) for 2020 each employee of Messe Berlin GmbH accounted for an average advanced training expenditure of 429.46 Euros. On average each employee of Messe Berlin GmbH took part in 2.5 events. Because of the transition in 2020 to virtual formats and their increased use by internal experts for fair-specific advance training, it can be assumed that the non-material value is far higher than the above-mentioned figure.
	17. Human rights	EFFAS S07-02 II	Percentage of all facilities certified in accordance with SA 8000	The state-owned Messe Berlin group does not hold any SA 8000 certification. For Messe Berlin as a public sector enterprise, observing aspects such as bans on forced and child labour, unspecified working hours, lack of health and work safety precautions, insufficient wages and discrimination is a matter of course. As a state-owned enterprise, it is subject to the high standards of European and German law, as well as local laws. As part of the process of developing a sustainability strategy it needs to be examined whether SA 8000 certification can contribute to improving risk management with regard to social responsibilities.
	18. Community	–		–

*EFFAS E04-01: Total weight of waste:

Total weight of base load waste in tonnes (t) p.a.

2018	2019	2020	2021	2022
997	844	610	449	551

Total weight of waste from events in tonnes (t) p.a.

2018	2019	2020	2021	2022
7,403.8	5,320.5	1,603.9	161	3,354

**EFFAS E05-01 Proportion of total waste that was recycled

BASE LOAD + EVENTS 2022	RECYCLING	AMOUNT/BASE LOAD 2022 T/P.A.	AMOUNT/EVENTS 2022 T/P.A.
Commercial waste	material	224	1,575
Wood, cat. A III	material	123	1,599
Rubble	material	5	5
Cardboard/paper	material	14	44
Food waste	material	83	51
Electrical appliances	material	9	0
Scrap	material	8	0
Mixed construction rubble	material	0	0
Road sweepings	material	0	14
Glass	material	2	19
Foil	material	1	2
Lightweight packaging	material	0	0
Carpets	material	3	41
Organic waste (e.g. green waste)	material	47	0
Asbestos	-	0	0
Bulky waste	material	31	4
Insulation panels	-	0	0
Artificial mineral fibre waste	-	0	1
Surfactants	-	0	0
Inorganic chemicals	thermal	0	0
Oil absorbing agents	thermal	0	0
Total tonnage per year		551	3,354
Total tonnage, recycled material		550	3,353
Percentage recycled material		99.86%	99.96%

***EFFAS E02-01: Total greenhouse gas (GHG) emissions (Scope 1, 2, 3)

Explanation: Scope 1 covers the direct release of GHG emissions within the company, Scope 2 covers the indirect release of GHG emissions by energy suppliers, and Scope 3 covers the indirect upstream and downstream release of GHG emissions in the supply chain.

Scope 1 in tonnes CO₂ equivalents:


9,000

Heating unit consumption,
cooling units and electricity

93.31



Company vehicles:

Scope 2 in tonnes CO₂ equivalents:



Electricity consumption: no
emissions (electricity from
external sources was 100 per cent
certified green electricity from
German hydroelectric plants)

Scope 3



With in-person events taking place once more, the number of business trips by employees of Messe Berlin increased again. For business trips, travel by rail is preferred if this is possible. In the case of air travel 41.3 per cent (2020: 72.2 per cent) were long-haul trips, 20.9 per cent (2020: 23.4 per cent) were medium-haul and 13.9 per cent (2020: 4.5 per cent) were short-haul trips. A total of 117,200 kg of CO₂ emissions were produced, of which 18,064 kg were offset by Messe Berlin by the purchase of SAFs.

68

Number of travellers
by rail

60

Number of travellers
by air

*** EFFAS S03-01: Age structure and distribution (number of FTEs by age group)

AGE GROUP	WOMEN	MEN	TOTAL	PROPORTION W %	IN MANAGE- MENT
0-25	21	6	27	77.78%	0
26-30	27	7	34	79.41%	0
31-35	31	25	56	55.36%	1
36-40	70	19	89	78.65%	11
41-45	51	27	78	65.38%	9
46-50	47	31	78	60.26%	11
51-55	35	33	68	51.47%	6
56-60	33	20	53	62.26%	6
61-66	20	18	38	52.63%	2
Total	335	186	521	64.30%	46

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