

Sustainability – Objectives and Activities of NRW.BANK 2019–2022

A. Living Corporate Responsibility		
Sustainability objective	Activity	Period
Intensify the dialogue with the stakeholders that are relevant for sustainability	Engage in a regular and open exchange within the context of a continuously evolving stakeholder dialogue	Ongoing
	Employee survey on sustainability – Review the possibility to include employee proposals in the objectives development process	Ongoing
Further expansion of sustainability communications	Expand sustainability-related topics on the Internet	Ongoing
	Expand sustainability-related topics on the intranet	2019
	Examine signing of the UN-PRI	2019
	Sign the declaration of compliance with the German Sustainability Code (Deutscher Nachhaltigkeitskodex – DNK) for the preparation of the Sustainability Report	2020
Further development of sustainability-related topics within NRW.BANK	Further develop the NRW.BANK’s Sustainability Guidelines	Ongoing
	Regular exchange on sustainability-related topics with other market players (at conferences, forums, bilateral meetings)	Ongoing
	Support the EU Sustainable Finance Action Plan	2019

B. Shaping Sustainable Promotion for Customers		
Sustainability objective	Activity	Period
Strengthen and expand sustainable promotional products	Consistently consider sustainability aspects as part of the development of promotional products	Ongoing
	Intensify sustainability-related advisory services for customers	2019
	Develop an adequate offering regarding the cross-sectional theme “Energy/Environmental Protection”	2019
	Improve the future viability of social infrastructure and municipal finance	2019
	Create more affordable housing through the promotional field “Housing”	2019

C. Further Development of Sustainable Capital Market Business		
Sustainability objective	Activity	Period
Strengthen and expand the sustainable capital market business	Annual issuance of a Green Bond	Ongoing
	Increase the Green Bond portfolio to € 300 million by 2020 (previously: € 200 million by 2020)	2020

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D. Assuming Social Responsibility for Employees		
Sustainability objective	Activity	Period
Further development of a value-oriented corporate culture	Further expand employer branding for the target group of trainees/apprentices	Ongoing
	Continue revising and offering the „Grundsätze für die Zusammenarbeit, Kommunikation und Führung“ (principles for cooperation, communication and leadership at NRW.BANK) workshops for long-serving executives	2019
	Improve the working conditions for people with disabilities / Further anchoring of inclusion	2019
	Requirement-oriented further development of an introductory presentation on NRW.BANK’s sustainability policy for new employees and trainees/apprentices	2019
	Strengthen/expand the active feedback culture	2019
	Intensify contacts with people on leave in preparation of their return	2020
	First Aid refresher courses	2022
	Optimise NRW.BANK’s internal further training offerings	Ongoing
Expand the possibility to achieve a better balance of work and family life	Control the ongoing implementation of measures from the Equal Treatment Plan 2019-X	2019
	Continue the flexible working time schemes	Ongoing
	Participate in “audit berufundfamilie” (job and family audit)	Ongoing
Further development of health management offerings	Evaluate and possibly continue/adjust mobile working possibilities	2019
	Continuation and target-oriented further development of annual activities relating to diet, exercise, relaxation and prevention	Ongoing
	Regular health check-ups by the company doctor	Ongoing
	Offer more activities aimed at health promotion	2019
	Establish a digital health platform for employees	2019
Optimise the ongoing health promotion offerings by considering employees’ interests and the latest medical findings	2020	

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E. Protecting the Climate and the Environment		
Sustainability objective	Activity	Period
Optimise the company's consumption/save resources	Increase the share of recycled paper	Ongoing
	Increase the digitisation of processes (authorisations, applications)	Ongoing
	Raise awareness for the use of resources	Ongoing
	Refrain from printing the Annual Report; make it available in a digital format	2019
	Change the payslip to a digital format	2019
	Introduce a fully digital applicant management	2019
Further development of sustainable procurement	Review the possibility to introduce reusable coffee mugs in the Förderbar/Tresor bistros	2019
	Increase the use of sustainable consumables	Ongoing
	Adopt and further develop sustainability aspects in the standard contracts	Ongoing
	Review the possibility to serve "fairtrade"/organic coffee at conferences in the Förderbar/Tresor bistros	2019
Strengthen environmentally-friendly mobility	Certification as "bicycle-friendly company"	Ongoing
	Provide e-car charging stations for employees	2019

F. Showing Commitment to Society		
Sustainability objective	Activity	Period
Constant alignment of corporate responsibility with current corporate citizenship topics	Annual blood donation campaign in cooperation with the Red Cross	Ongoing
	Repeat typing campaign in cooperation with the Bone Marrow Donation Centre in Düsseldorf	Ongoing
	Promote young up-and-coming artists	Ongoing