

Sustainability – Objectives and Activities of NRW.BANK 2020–2023

A. Living Corporate Responsibility		
Sustainability objective	Activity	Period
Intensify the dialogue with the stakeholders that are relevant for sustainability	Regular and open exchange in the context of the 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
	Close examination to sign UN-PRI; in case of positive vote, signing in 2020	2020
	Signing of the declaration of compliance with the German Sustainability Code (Deutscher Nachhaltigkeitskodex – DNK) for the preparation of the Sustainability Report	2020
	Examine signing of the UNEP FI PRB	2020
Further development of sustainability-related topics within NRW.BANK	Further development of 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	2020

B. Shaping Sustainable Promotion for Customers		
Sustainability objective	Activity	Period
Strengthen and expand sustainable promotional products	Consideration of sustainability aspects in consulting as a permanent task both in commercial promotion and in consulting for public-sector clients	Ongoing
	Support for the implementation of the sustainability guidelines in dialogue with the house banks, the savings banks and banking associations as well as the public-sector clients in direct business	Ongoing
	Further development of promotional offering for climate and environmental protection	2020
	Improve the future viability of social infrastructure and municipal finance	2020
	Examine participation in Social Impact Bonds	2020
	Create more affordable housing	2020
	Improve the promotional offering for social enterprises and micro-founders	2020
	Support the nationwide Centre (initiator: MWIDE) for Business (incl. CSR) and (Digital) Responsibility as a knowledge partner	2020

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C. Further Development of Sustainable Capital Market Business		
Sustainability objective	Activity	Period
Strengthen and expand the sustainable capital market business	Ensure sustainable portfolio management using the MSCI sustainability rating	Ongoing
	Guarantee a Green Bond portfolio of EUR 300 million and use market opportunities to increase it to EUR 400 million if possible	2020
Strengthen the expansion of sustainable funding	Annual issue of at least one Green Bond while maintaining the dark green philosophy	2020 et seq.
	Expansion of sustainable funding through the possibility of issuing social bonds (if possible, issue of one social bond in 2020 depending on occupancy masses)	2020
	Introduction of a “green” funding curve taking into account future sustainability taxonomies and the possibility of using further sustainable funding instruments in the money and capital markets (e. g. Green/Social Commercial Papers)	2020

D. Assuming Social Responsibility for Employees		
Sustainability objective	Activity	Period
Further development of a value-oriented corporate culture	Further expansion of employer branding for the target group of trainees/apprentices	Ongoing
	First Aid refresher courses	Ongoing
	Optimise NRW.BANK’s internal further training offerings	Ongoing
	“Dealing with mental illness”, “healthy leadership” and “emotional skills” as fixed elements of the mandatory executive development	Ongoing
	Intensify contacts with people on leave in preparation of their return	2020
Expand the possibility to achieve a better balance of work and family life	Continue the flexible working time schemes	Ongoing
	Examine further participation in the “audit berufundfamilie” (job and family audit)	2021
Further development of health management offerings	Continuation and target-oriented further development of internal activities relating to diet, exercise, relaxation and prevention	Ongoing
	Regular health check-ups	Ongoing
	Continue to offer social counselling for employees	Ongoing
	Continue to offer comprehensive health promotion services and financial support for employees when booking prevention programmes via the “machtfit” health platform	2020
	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/maintain the share of recycled paper	Ongoing
	Increased digitisation of processes (authorisations, applications)	Ongoing
	Raise awareness for the use of resources	Ongoing
	Maintain/reduce paper consumption	Ongoing
	Continue the "HandysfürdieUmwelt" (mobile phones for the environment) initiative	2020
	Examine the change to recycled toilet paper	2020
	Examine EMAS certification	2020
Further development of sustainable procurement	Increase the use of sustainable consumables	Ongoing
	Examine the possibility to exclusively supply sustainable and fair coffee for employees	2020
Strengthen environmentally-friendly mobility	Certification as "bicycle-friendly company"	Ongoing
	Examine the creation of additional incentives for the use of environmentally friendly means of transport for the daily commuting of employees	2020

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
	Permanent possibility for HLA typing in cooperation with the Bone Marrow Donation Centre in Düsseldorf	Ongoing
	Promotion of young up-and-coming artists	Ongoing