

TOPIC	OBJECTIVES / MEASURES	RESULTS / INDICATORS / DETAILS	TIMEFRAME	REFERENCES	STATUS
<b>1. Strategy: Sustainable management requires strategic action.</b>					
<b>Company sustainability strategy</b>	<p><b>Guideline: En route to 100% sustainability</b></p> <p>Both internally and externally, we embrace a working relationship characterised by mutual respect and reject any form of discrimination. Sustainability is a goal that we pursue jointly as a team.</p> <p>We are clear-eyed about our venue, recognise weaknesses and address them. Every one of us avoids waste and is mindful of saving energy. We encourage event organisers to adopt sustainable practices: paperless conferences, travel by public transport to conserve resources, seasonal and regional catering, etc. We nurture an active feedback culture. We consider ourselves to be service-focused hosts.</p> <p>Our primary focus is a happy customer who will recommend us to others. As part of our corporate responsibility, we are committed to the EVVC's code of Right &amp; Fair principles. Our aim is to integrate sustainability management with existing systems in a credible way. As tenant and operator of the Historische Stadthalle, the preservation of the existing building is important to us.</p>	have been prepared	2015	–	Revised 2016

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<b>2. We consider sustainability to be an opportunity to influence future business conduct in a positive way and to the benefit of all.</b>					
<b>Business aspects and uses/benefits</b>	Integration of sustainability into the company strategy	Mission principles: Implementation of sustainable practices	2015	Sustainability strategy	prepared
	Self-awareness – principles and core values	Publication on the new home page	2018	–	completed
<b>Benefits and services for event organisers and visitors</b>	Event organiser ticket	Collaboration with DB	2012	–	ongoing
	Local public transport ticket offer for concert goers	Collaboration with Kulturkarte	2012	–	ongoing
	Local public transport ticket offer for conference delegates	–	2018	–	if requested by customer, agreement with WSW
	Collaboration with WSW "Hol Mich"	On-demand support of local mobility	2021	–	ongoing
	Production of a digital brochure/microsite	–	2018	–	completed

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<b>Benefits and services for event organisers and visitors</b>	Supplementing the sales documentation	Checklist Green Meetings	2018	–	completed
	Make sustainability visible to our customers	Participation in Ökoprofit®	2015/2016	Ökoprofit® brochure	completed
	E-bike station, provision of monitored and covered bike parking spaces	Enquiry with WSW or Next Bike	2017	will be provided at the redesigned Döppersberg	not at the HSW
	Car-sharing station created in multi-storey car park	Operator Cambio	2016	–	completed
	Sustainable sourcing of batteries for electronic seating	10 batteries in 2015	2016	–	ongoing
	Reduction of battery consumption through the use of batteries with wireless microphones	Waste prevention	2015	–	ongoing

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<b>3. "Sustainable entrepreneurs/businesses" meet their regional responsibilities to advance public welfare/the common good.</b>					
<b>Contributing to the region</b>	Special price list for Wuppertal charitable organisations	Supporting public welfare	1997	–	ongoing
	Christmas Eve for people who are lonely or on their own in collaboration with the church social services	Supporting public welfare	1997	–	ongoing
	Concert series for people with dementia in collaboration with Detlef Muthman	Cultural participation	2014	–	ongoing
	Flat rate for students in collaboration with the Wuppertal Symphony Orchestra	Cultural participation	2013	–	ongoing
	"Christmas sparkle and the scent of biscuits" – Charity event in aid of Kindertal e.V.	Donations to support children in poverty	2012	–	ongoing
	Supporting the project: School-Work-Wuppertal	Youth development	2015	–	ongoing
	Participation in the Climathon 2019. The Climathon is a 24-hour ideas marathon for the development of innovative and local solutions to the challenges of climate change	2nd place with the idea to achieve full concert halls and empty car parks by simplifying local public transport use, increasing the appeal of car-sharing and transport on demand	2019	–	completed

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<b>4. Economics with environmental and social concerns are of equal importance for the long-term stability of the company</b>					
<b>Sustainability and economics</b>	What is the company's economic goal? Stability, Growth, Efficiency, Profitability	Introduction of indicators	2018	–	completed
	Environmental efficiency targets (CO2, energy, water savings)	Determine and track data on a continuous basis	2016	Ökoprofit® documentation	underway; ongoing
	Balancing environmental and economic goals	–	–	–	–
<b>Managing risks</b>	Safety concept	Implementation of new concept	2014	Safety concept	implemented
	Work safety	Annual employee training	–	–	ongoing

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<b>Stability</b>	How has economic stability improved in recent years?	–	–	Annual and quarterly reports to the boards	ongoing
	Staff/Personnel development	very little fluctuation, creation of new areas	2015	–	–
		Employment of a new technical operations manager	2016	–	completed
	Job description	Production of job descriptions relevant to each workplace, conducted employee discussions	2016	–	completed
	Optimisation of work processes	Team presentations in which every employee explains their role have already begun	–	–	ongoing

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<b>5. Responsible use of resources and energy means 1) prevention, 2) reduction and 3) replacement with renewables.</b>					
<b>Our resource and energy consumption</b>	Switch to regional green energy	Reducing the burden on the ecosystem by approx. 301,284 kg CO2 per year, short-term annual contracts owing to fixed prices, new contract 2020–2021	2021	–	Supply contract agreed
	Award of a long-distance heating badge	Role modelling: A municipal building committed to climate protection	2021	–	displayed at the entrance, completed
<b>Energy</b>	Replacing external lighting with LEDs with adjustable light colour	Save energy	2018	–	completed
	Replacement of all fluorescent T8 emergency and safety lighting	A saving of 12,000 kWh as well as 6,7 t CO2	2016	–	completed
	Halogen bulbs have already been replaced with LEDs in the lifts, all toilets, several corridors, seminar rooms and two offices. Work and general lighting on the stage. Kitchen lighting, the Wandelhalle, some parts of the Großer Saal. 2021 Replacement in the Rossini restaurant 151 x and Großer Saal 80 x of 60 W halogen with 6.3 W LEDs.	Save energy	–	Ökoprofit® data sheet	begun 08/2016 – in progress

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<b>Energy</b>	Motion sensors in infrequently used rooms, e.g. copying room, cleaning rooms, etc. Lighting is cleaned once a year	Save energy	2016	–	carried out in 08/2016; ongoing
	Installation of a new kitchen unit and sockets with A+++ devices in the administrative offices	Save energy	2020	–	completed
	Insulation of the roof above the Mendelssohn Saal and covering of windows with UV protection film on the southern side of the building	Save energy	from 2021	–	carried out by GMW
	Photovoltaics on the south-facing roof	Consider a lease agreement with WSW for photovoltaic panels. CO <sup>2</sup> reduction over the lifetime of the panels 555t	2021	–	Discussions with GMW/ WSW/Authority for the Preservation of Historic Buildings
	Shading of the forecourt and the facade with the help of trees	Reducing heat generation in the rooms on the southern side of the building	2022	–	Stakeholder discussions
	A printer in each room to save fax machines and scanners, excess printers will not be replaced in the event of a defect	Save energy	2018	–	ongoing



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<b>Energy</b>	Holding of a staff workshop focusing on energy and resource-efficient behaviour	Save energy / Motivate employees	2018	–	Plan5 WSW completed
<b>Heating/Ventilation / Air Conditioning / Cooling</b>	Ongoing data capture of heating costs	Save heating costs	–	Ökoprofit® data sheet	ongoing
	Lowering temperatures at night	Save heating costs	–	–	is taking place
	Heat recovery	–	2020	–	no plans as yet
	Ventilation systems/heating/air conditioning/ humidification. Can also be controlled locally by our building services engineer	Save energy	2017	–	ongoing since summer 2017
	Replacement of the refrigeration unit incl. pumps of the air conditioning system	Saving 60,500 kWh as well as 34 t CO <sup>2</sup>	2016	Ökoprofit® data sheet	will be carried out by GMW
	Replacement of pumps when defects arise	Save energy	2017	–	ongoing
	Solar collectors for warm water, so it is possible to disconnect long-distance heating in summer	Save energy and heating costs	2020	–	not possible Assessment by GMW

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<b>Water/Cleaning</b>	Defective taps in the toilets are being replaced with fittings with self-closing valves on an ongoing basis	Save water	from 2015	Ökoprofit® data sheet	permanently
	Initially, ongoing data analysis of water consumption	Save water	2010	Ökoprofit® data sheet	permanently
	Capture rainwater	Save water	2025	–	Stakeholder discussions
	Use of tersano – stabilised water with active oxygen	Reduce the use of all cleaning materials	2018	–	in use
<b>Waste</b>	Special containers also in event spaces	Improve waste separation	–	at the request of customers	–
	Conscious use of paper	Reduce the amount of waste	–	–	permanently
	Replace towel dispensers with roll container	Reduce the amount of waste	2015	Ökoprofit® data sheet	being carried out

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<b>6. "Sustainable employers" are socially competent in their interaction with employees, further their qualifications and safeguard employment.</b>					
<b>HSW as an attractive employer</b>	Appealing as a training organisation	Bergisch Training Award	2006	Certificate	certified
	Sign 100pro – training initiative of the event industry	The basis for a good apprenticeship	–	–	ongoing
	Time and financial support, where possible, is provided for further training of employees	Firmly budgeted for in the business plan	–	–	permanently
	Training of CSR_ISO260000 sustainability officers; training of sustainability officers; advanced sustainability manager training seminar	Ms Topole 2015	2015	Certificate Heike Topole	Recertification every three years
	All employees have the opportunity of gaining an English certificate through regular English lessons	–	2004-2007	–	Further training (online)
	Regular work safety training	Annually, more frequently if required by the technical department	2006	–	permanently
	Employment of mothers	–	–	–	permanently

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<b>HSW as an attractive employer</b>	Family circumstances are always taken into account	–	–	–	permanently
	Parking spaces are available to employees	–	–	–	permanently
<b>Health</b>	Small occupational health management system with forecast report supported by the Bergische Krankenkasse, the regional statutory health insurance	Employee health	2017	–	ongoing
	Bike stands in the underground car park	–	2016	–	implemented
	Company sport activities	Participation in the Schwebelbahn run	2019	–	implemented
	Yearly joint activities (canoe trip/cooking/snowdome/cycling/bowling/ BBQ/climbing/ museum visits) financed by the HSW	–	–	–	permanently
	Improving employee health	Free passes to all public swimming pools in Wuppertal for employees	from 2018	–	ongoing
	Improving employee health	Option to convert benefits in order to lease a bike	from 2021	–	ongoing

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<b>7. Out of respect for people, “sustainable companies” advocate human rights and oppose any form of discrimination and corruption</b>					
<b>Human rights</b>	The HSW supports and respects the protection of international human rights within its sphere of influence and ensures it is not complicit in human rights abuses.	–	–	Mission statement	–
<b>Combatting corruption</b>	The HSW stands against any form of corruption, including blackmail and bribery	–	–	Mission statement	–

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<b>8. Openness is an attitude. As a result, all sustainability actions must be transparent.</b>					
<b>Communication and our approach to interest groups</b>	Communication with customers	QM has been implemented	2005	–	permanently
	Communication with visitors	Surveys on topics of public interest. We expressly encourage the participation of local citizens. Introduction of a yearly preview app.	–	–	–
	Communication with suppliers	Tenders are issued in accordance with official regulations (in compliance with the German law on collective wage agreements). Active request not to send printed advertising material. Information is sourced digitally.	–	–	permanently
	Communication with the media/general public	Distribution of press releases on relevant topics, maintenance of social networks	–	–	permanently
	Communication with employees	Survey of all employees on the topic of "What is already sustainable in the Historische Stadthalle"	2014	–	implemented
	Achieve transparency on objectives and results by documenting ongoing work in an annual progress report	Communication on the sustainability report and Ökoprofit® actions	2016	–	–

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<b>9. We have a duty to ourselves to commit to sustainability of our own free will. That commitment becomes something that society demands.</b>					
<b>Commitment to progress</b>	–	Sustainability report has been produced	–	–	ongoing
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<b>10. “Sustainable companies” provide incentives to prompt people to rethink and take action and involve employees and market planners in a process of continuous improvement.</b>					
<b>Notes on the progress report</b>	The information given in the status column is intended to provide an overview of progress and is regularly updated. If you have any questions or suggestions, our sustainability officers will be happy to help.				