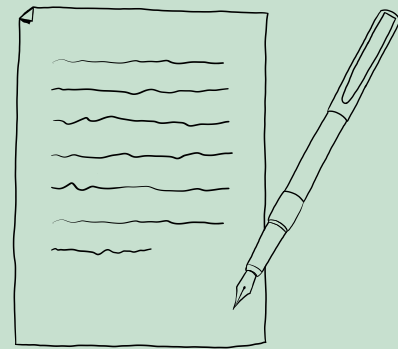


Tchibo

UN GLOBAL COMPACT COP 2020



FOREWORD

We have been a member of the UN Global Compact network for 12 years and actively support the 10 principles of the UN Global Compact. Annually, we provide information on our progress, goals and challenges along the 21 UN Global Compact Advanced Criteria.

Our CEO Thomas Linemayr confirms our position in his foreword to the Tchibo Sustainability Report 2020.

The UN Global Compact CoP is based on the contents of the *Sustainability Report 2020* and the *Human Rights Report (Non Food) 2020*.

STRATEGY, GOVERNANCE AND ENGAGEMENT

1. Mainstreaming into corporate functions and business units

Sustainability Report 2020

- GRI 102-18: Governance structure
- GRI 201, 203, 205, 206 (Management approach)

Further documents and information

- [*Tchibo Code of Conduct*](#)
- [*Creating change*](#)
- [*Empowering people*](#)

2. Value chain implementation

Sustainability Report 2020

- GRI 102-9: Supply Chain
- GRI 307 & 308: Environmental compliance & environmental assessment of suppliers
- GRI 308-2: Negative environmental impacts in the supply chain and measures taken
- GRI 407, 408, 409, 411, 412, 413, 414 (Management approach)
- GRI 407-1: Freedom of association and collective bargaining - sites and suppliers where the right to freedom of association and collective bargaining may be threatened
- GRI 408-1: Child labour - Operations and suppliers at significant risk for incidents of child labor
- GRI 409-1: Forced or compulsory labour - sites and suppliers with a significant risk of incidents of forced or compulsory labour
- GRI 414 - 1&2: Social assessment of suppliers

Human Rights Report (Non Food) 2020

- A responsibility towards others - our management approach
- Risk management

Further documents and information

- [*Tchibo Code of Conduct*](#)
- [*Tchibo Position Paper - Regulation of Due Diligence in Supply Chains 12/2019*](#)
- [*Global Framework Agreement Factsheet*](#)
- [*WE programme*](#)
- [*Tchibo Joint Forces!®*](#)
- [*Industry-wide change*](#)
- [*Risk management and auditing*](#)
- [*International engagement*](#)

HUMAN RIGHTS



3. Robust commitments, strategies or policies in the area of human rights

Sustainability Report 2020

- GRI 201, 203, 205, 206 (Management approach)
- GRI 407, 408, 409, 411, 412, 413, 414 (Management approach)

Human Rights Report (Non Food) 2020

- A responsibility towards others - our management approach

Further documents and information

- [Memberships and voluntary commitments](#)
- [Supply chain transparency](#)
- [Tchibo Code of Conduct](#)
- [Social and Environmental Code of Conduct for Non Food Suppliers \(English\)](#)
- [Global Framework Agreement Factsheet](#)
- [Closed Loop Commitment](#)

4. Effective management systems to integrate the human rights principles

Sustainability Report 2020

- GRI 201, 203, 205, 206 (Management approach)
- GRI 407, 408, 409, 411, 412, 413, 414 (Management approach)
- GRI 407-1: Freedom of association and collective bargaining - sites and suppliers where the right to freedom of association and collective bargaining may be threatened
- GRI 408-1: Child labour - Operations and suppliers at significant risk for incidents of child labor
- GRI 409-1: Forced or compulsory labour - sites and suppliers with a significant risk of incidents of forced or compulsory labour
- GRI 411-1: Rights of indigenous peoples - incidents of violations of the rights of indigenous peoples
- GRI 412-3: Human rights due diligence - significant investment agreements and contracts that contain human rights clauses or refer to human rights considerations
- GRI 419: Socio-economic compliance (Management approach)

Human Rights Report (Non Food) 2020

- A responsibility towards others - our management approach
- WE - Worldwide Enhancement of Social Quality
- Social dialogue
- Industry-wide change
- Effective grievance mechanisms

Further documents and information

- [*WE programme*](#)
- [*Social dialogue*](#)
- [*Industry-wide change*](#)
- [*WE stories - 10 years WE Programme 2008-2018 \(English\)*](#)

5. Effective monitoring and evaluation systems of human rights integration

Sustainability Report 2020

- GRI 407, 408, 409, 411, 412, 413, 414 (Management approach)
- GRI 412-3: Human rights due diligence - significant investment agreements and contracts that contain human rights clauses or refer to human rights considerations
- GRI 414 - 1&2: Social assessment of suppliers

Human Rights Report (Non Food) 2020

- A responsibility towards others - our management approach
- Effective grievance mechanisms
- Risk management

Further documents and information

- [*WE programme*](#)
- [*Social dialogue*](#)
- [*Industry-wide change*](#)
- [*Tchibo Joint Forces!*](#)[®]
- [*WE stories - 10 years WE Programme 2008-2018 \(English\)*](#)

LABOUR

6. Robust commitments, strategies or policies in the area of labour

Sustainability Report 2020

- GRI 201, 203, 205, 206 (Management approach)
- GRI 403: Health and safety in the workplace (Management approach)
- GRI 404: Training and education (Management approach)
- GRI 405 & 406: Diversity/equal opportunities & non-discrimination (Management approach)

Further documents and information

- [Memberships and voluntary commitments](#)
- [Tchibo Code of Conduct](#)
- [Social and Environmental Code of Conduct for Non Food Suppliers \(English\)](#)
- [Global Framework Agreement Factsheet](#)
- [Grundsatzklärung zur Achtung der Menschenrechte \(German\)](#)

7. Effective management systems to integrate the labour principles

Sustainability Report 2020

- GRI 201, 203, 205, 206 (Management approach)
- GRI 401 & 402: Employment & employee-employer relationship (Management approach)
- GRI 403: Health and safety in the workplace (Management approach)
- GRI 404: Training and education (Management approach)
- GRI 405 & 406: Diversity/equal opportunities & non-discrimination (Management approach)
- GRI 419: Socio-economic compliance (Management approach)
- GRI 407, 408, 409, 411, 412, 413, 414 (Management approach)

Human Rights Report (Non Food) 2020

- A responsibility towards others - our management approach

Further documents and information

- [WE programme](#)
- [Social dialogue](#)
- [Industry-wide change](#)
- [Tchibo Joint Forces!®](#)
- [WE stories - 10 years WE Programme 2008-2018 \(English\)](#)

8. Monitoring and evaluation mechanisms for labour principles integration

Sustainability Report 2020

- GRI 414 - 1&2: Social assessment of suppliers

Human Rights Report (Non Food) 2020

- Risk management
- Effective grievance mechanisms

Further documents and information

→ *Risk management and auditing*

ENVIRONMENTAL PROTECTION

9. Robust commitments, strategies or policies in the area of environmental stewardship

Sustainability Report 2020

- GRI 301: Materials (Management approach)
- GRI 302: Energy (Management approach)
- GRI 304: Biodiversity (Management approach)
- GRI 305: Emissions (Management approach)
- GRI 306: Waste (Management approach)
- GRI 307 & 308: Environmental compliance & environmental assessment of suppliers (Management approach)

Further documents and information

- [Memberships and voluntary commitments](#)
- [Social and Environmental Code of Conduct for Non Food Suppliers \(English\)](#)
- [Klimaschutzziel \(German\)](#)
- [Greenpeace Detox Commitment \(English\)](#)
- [Closed Loop Commitment \(English\)](#)
- [Tchibo Positionspapier - Sandblasting \(German\)](#)
- [Social and Environmental Country Risks and Policies \(English\)](#)
- [Progress Report for the leadership declaration on the 'Biodiversity in Good Company' initiative 2017/2018 \(English\)](#)
- [Detox Report 2014-2019 \(English\)](#)
- [Closed Loop Report 2014-2019 \(English\)](#)
- [Tchibo Manufacturing Restricted Substances List \(English\)](#)

10. Effective management systems to integrate the environmental principles

Sustainability Report 2020

- GRI 301: Materials (Management approach)
- GRI 302: Energy (Management approach)
- GRI 304: Biodiversity (Management approach)
- GRI 305: Emissions (Management approach)
- GRI 306: Waste (Management approach)
- GRI 307 & 308: Environmental compliance & environmental assessment of suppliers (Management approach)

Further documents and information

- [Climate protection](#)
- [Water](#)
- [Biodiversity](#)
- [Circular economy](#)
- [Tchibo Joint Forces!®](#)
- [Regional cooperation](#)

11. Effective monitoring and evaluation mechanisms for environmental stewardship

Sustainability Report 2020

- GRI 307 & 308: Environmental compliance & environmental assessment of suppliers

Human Rights Report (Non Food) 2020

- Risk management

Further documents and information

→ [Detox Report 2014-2019 \(English\)](#)

ANTI-CORRUPTION

12. Robust commitments, strategies or policies in the area of anti-corruption

Sustainability Report 2020

- GRI 102-16: Ethics and integrity – values, principles, standards and codes of conduct
- GRI 205-3: Combating corruption - confirmed incidents of corruption and measures taken
- GRI 419: Socio-economic compliance (Management approach)
- GRI 201, 203, 205, 206 (Management approach)

Further documents and information

→ [Tchibo Code of Conduct](#)

13. Effective management systems to integrate the anti-corruption principle

Sustainability Report 2020

- GRI 102-16: Ethics and integrity – values, principles, standards and codes of conduct
- GRI 205-3: Combating corruption - confirmed incidents of corruption and measures taken
- GRI 419: Socio-economic compliance (Management approach)
- GRI 201, 203, 205, 206 (Management approach)

Further documents and information

→ [Tchibo Code of Conduct](#)

→ [Social and Environmental Code of Conduct for Non Food Suppliers \(English\)](#)

→ [Social and Environmental Code of Conduct for Business Partners \(English\)](#)

14. Effective monitoring and evaluation systems for the integration of anti-corruption

Sustainability Report 2020

- GRI 102-16: Ethics and integrity – values, principles, standards and codes of conduct
- GRI 205-3: Combating corruption - confirmed incidents of corruption and measures taken
- GRI 419: Socio-economic compliance (Management approach)
- GRI 201, 203, 205, 206 (Management approach)

Further documents and information

→ [Tchibo Code of Conduct](#)

→ [Social and Environmental Code of Conduct for Non Food Suppliers \(English\)](#)

→ [Social and Environmental Code of Conduct for Business Partners \(English\)](#)

UN GOALS AND ISSUES

15. Core business contributions to UN goals and issues

Sustainability Report 2020

- GRI 102-12 & -13: External initiatives & membership of associations and interest groups
- GRI 201, 203, 205, 206 (Management approach)
- GRI 102-15: Key impacts, risks, and opportunities

Human Rights Report (Non Food) 2020

- Entire report

Further documents and information

- [Taking responsibility](#)
- [Memberships and voluntary commitments](#)
- [Sustainable Development Goals](#)

16. Strategic social investments and philanthropy

Sustainability Report 2020

- GRI 400: Social standards

Human Rights Report (Non Food) 2020

- Entire report

Further documents and information

- [People](#)
- [Memberships and voluntary commitments](#)
- [WE stories - 10 years WE Programme 2008-2018 \(English\)](#)

17. Advocacy and public policy engagement

Sustainability Report 2020

- GRI 201, 203, 205, 206 (Management approach)
- GRI 415: Public Policy

18. Partnerships and collective action

Sustainability Report 2020

- GRI 102-12 & -13: External initiatives & membership of associations and interest groups
- GRI 102-43 & -44: Approach to stakeholder engagement & key issues and concerns

Human Rights Report (Non Food) 2020

- Social Dialogue
- Industry-wide change

Further documents and information

- *Memberships and voluntary commitments*
- *Changing points of view*
- *People*
- *Coffee*
- *Environmental protection*
- *WE programme*

CORPORATE SUSTAINABILITY GOVERNANCE AND LEADERSHIP

19. CEO commitment and leadership

Sustainability Report 2020

- GRI 102-14: A message from our most senior decision-maker
- GRI 102-18: Governance structure

Further documents and information

- [*Empowering people*](#)
- [*Tchibo Code of Conduct*](#)
- [*Social and Environmental Code of Conduct for Non Food Suppliers \(English\)*](#)
- [*Social and Environmental Code of Conduct for Business Partners \(English\)*](#)

20. Board adoption and supervision

Sustainability Report 2020

- GRI 102-16: Ethics and integrity – values, principles, standards and codes of conduct
- GRI 102-18: Governance structure

Further documents and information

- [*Download: Reports, position papers and guidelines*](#)
- [*Tchibo Code of Conduct*](#)
- [*Social and Environmental Code of Conduct for Non Food Suppliers \(English\)*](#)
- [*Social and Environmental Code of Conduct for Business Partners \(English\)*](#)

21. Stakeholder engagement

Sustainability Report 2020

- GRI 102-12 & -13: External initiatives & membership of associations and interest groups
- GRI 102-40: List of stakeholder groups
- GRI 102-42: Identification and selection of stakeholders
- GRI 102-43 & -44: Approach to stakeholder engagement & key issues and concerns

Human Rights Report (Non Food) 2020

- A responsibility towards others - our management approach
- Social Dialogue
- Effective grievance mechanisms
- WE - Worldwide enhancement of social quality

Further documents and information

- *Memberships and voluntary commitments*
- *Changing points of view*
- *People*
- *Coffee*
- *Environmental protection*
- *WE programme*

