

Social
Responsibility

Trust

Environment/
Sustainability

Solutions



Commitment
to Culture



UN Global Compact

Communication on Progress
2017/2018



Impulses

Education/
Science

Our philosophy



Messe Frankfurt's trade fairs, congresses and events bring people from all regions and cultural backgrounds together. They value direct encounters as a reliable constant in their successful business relationships, despite the fact that and precisely because our world is becoming increasingly networked, and digital is becoming further interlinked with analogue. Communicating, orienting, inspiring, looking for tomorrow's solutions – that works most effectively in personal interactions. Our worldwide events are made by people for people. Trust is the basis for successful cooperation. We want to continually strengthen this trust placed in Messe Frankfurt by our customers.

Respect and fairness in our dealings with business partners, with our shareholders, with our employees, as well as the principles of sustainable management and a commitment to social responsibility are embedded in Messe Frankfurt's corporate identity. Since 2010, we have underscored this philosophy by being the first German exhibition company to sign up to the United Nations Global Compact, committing ourselves to its Ten Principles of good practice in the areas of human rights, labour standards, environmental protection and anti-corruption. We feel it is our obligation to uphold these principles and will continue to adhere to them in the future.

Messe Frankfurt is committed to responsible business practices that take social, environmental and economic aspects into account. We implement our CSR measures according to the principles of corporate sustainability and social responsibility – worldwide.

Best regards,

A handwritten signature in blue ink, appearing to read 'W. Marzin', written in a cursive style.

Wolfgang Marzin
President and Chief Executive Officer
Messe Frankfurt



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Our responsibility

Creating value for business and society

Messe Frankfurt is the world's largest trade fair, congress and event organiser with its own exhibition grounds. As specialists for international business platforms, our Group's high level of industry expertise covers the business segments Technology, Mobility & Logistics, Textiles & Textile Technology, Consumer Goods as well as Entertainment, Media & Creative Industries. Our events are a melting pot of networked markets, innovations and trends, including those that reflect mutually influencing social change factors, for example in connection with globalisation, digitalisation, urbanisation and greening.

We are partners to our customers. For us, it is standard business practice to provide them with a contemporary offering as well as individual solutions and practical support for their business success, not least against the background of global economic and digital challenges.

With an extensive range of on-site and online services, we guarantee our customers worldwide consistently high quality standards and flexibility when it comes to planning, organising and staging their events. Tailor-made and demand-oriented, – depending on the event and customer requirements – our consulting and service offering extends from site rental to exhibition stand construction, marketing services, staffing services and catering.

Messe Frankfurt is a global player with strong roots at its home venue. Our customers are also customers for the city and the region. This promotes the economy and shapes Frankfurt's international and cosmopolitan image. As part of the city, we see an entrepreneurial obligation and responsibility to sustainably cultivate this heritage.

The Frankfurt exhibition grounds cover an area the size of 90 football pitches. The 592,127 square-metre site currently accommodates ten halls and various service buildings. The company also manages two congress centres. The historic and multifunctional Festhalle is one of Germany's most popular venues for all manner of events. The Group is publicly owned by the City of Frankfurt with 60 percent and the State of Hesse with 40 percent.

more than **50**
sales partners in 188 countries

30
subsidiaries

> approx. **661*** million
euros
in sales

around **400**
events worldwide



> **2,400**
employees worldwide

* preliminary key figures for 2017

3.6 billion euros
in purchasing power ↗

Our mission statement – setting benchmarks

Quality assurance and sustainable growth

The profitability and competitiveness of our corporate group go hand in hand with the quality assurance of our events and services as well as optimising the infrastructure at our exhibition grounds. The visible proof of this is the extremely high degree of satisfaction expressed by our customers. We still want to be their first partner of choice tomorrow. To this end, we invest sustainably in our brands, in new products and new meeting platforms as well as in structures and processes – wherever this gives rise

to the greatest benefits for the industries, and allows us to deliver a service that focuses even more sharply on our customers' needs. And last but not least, as an interface between research, development, industry and training, our events provide important impulses for the next generation of creative thinkers, whether in the development of start-ups, the search for suitable specialists or initial and advanced training.

Strong benefits for the economy

The events at Messe Frankfurt in Germany generate 3.6 billion euros in purchasing power each year, securing 33,260 jobs across Germany. This is the result of a recent study by the independent ifo Institute for Economic Research at the University of Munich on the indirect profitability of Messe Frankfurt for the period 2015 to 2017. The many

thousands of exhibitors and visitors who come to Frankfurt trade fairs and congresses, conferences and events every year are also customers for local companies. This creates an inflow of purchasing power and secures jobs and tax revenues. Not only at our home venue in Frankfurt, but also at other locations in Germany where we are active.

Partnerships

We work together with strong partners such as central associations, specialised and development institutes. Intensive networking across the national and international business communities benefits our events and therefore our customers. Last but not least, this also enables us to play a sustainable role in shaping the trade fair industry. We demonstrate

our CSR commitment through our participation in sustainability networks such as the United Nations Global Compact, to which we signed up in 2010. We support the "fairpflichtet – right and fair" industry code for the sustainable organisation and implementation of events and participate in the Charter of Diversity initiative.

secures
33,260
jobs
in Germany



CSR focus areas

We group our wide-ranging CSR activities relating to sustainable development into four areas of activity: Environment / Sustainability, Social Responsibility, Education / Science and Commitment to Culture. By designating our activities in these areas with the

“simply sustainable” claim and a special logo, we are able to further increase the focus on sustainability while also raising awareness for this issue. In all our initiatives we attach great importance to long-term impact, transparency and credibility.

Environment/ Sustainability

In the field of Environment/Sustainability we are implementing numerous measures to conserve resources and protect our environment, such as systematic energy management and the resource-saving development of our exhibition grounds.

Social Responsibility

For Messe Frankfurt, Social Responsibility begins at home. We see ourselves as a reliable partner – around the world and on our own doorstep. We support social institutions at our business locations and offer better-than-average working conditions.

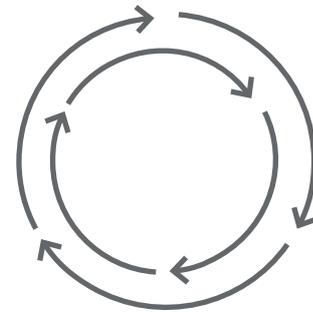
Commitment to Culture

Commitment to Culture at Messe Frankfurt is expressed in cooperation and support for cultural institutions and events. Our focus is on the fields of art and music. For many years, we have sponsored the Schirn Kunsthalle in Frankfurt as well as the Rheingau Music Festival.

Education/ Science

Education/Science is an area in which Messe Frankfurt has been taking specific, long-term steps – for example with its endowment of the Messe Frankfurt Professorship for International Economic Policy at Frankfurt’s Johann Wolfgang Goethe University, underscoring the importance of knowledge and qualification for our Group.

Incorporating sustainability within the company



90 %
of waste
is recycled

Responsibility for staff, mitigating climate change and protecting resources

The infrastructure of the Frankfurt exhibition grounds resembles that of a city. It is open 365 days a year. Traffic, logistics, energy, water supply and waste water disposal along with recyclable materials management are essential priority areas for smooth operation on and around the exhibition site. Thousands of cubic metres of stand construction materials and goods are delivered to and removed from the exhibition grounds during construction and dismantling. Thousands of tonnes of waste after the events are recycled as far as possible. Around 90 percent of the waste produced is thus returned to the material cycle. Maintaining a consistently high quality standard of resource efficiency requires constant optimisation processes. As part of

our long-term energy monitoring, we are continuing to implement suitable measures to enhance energy efficiency and conserve resources.

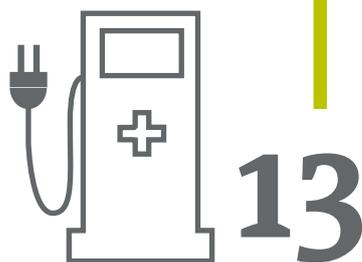
As exhibition venue operators and organisers, we can make a lot happen, but we cannot always influence everything. We are service providers for our exhibitors and visitors and must therefore respond to their needs. Our waste consultants and Green Check brochures provide practical information on environmentally-friendly trade fair participation. For many of our events, including guest events, it is important to consider sustainability aspects in connection with services, catering and infrastructure. We gladly rise to the occasion.

Mobility with a slim carbon footprint

Thanks to its proximity to the city centre, the Frankfurt Exhibition Centre can be reached quickly and in an environmentally friendly manner by public transport, by bicycle and on foot. The combined admission ticket to our own events introduced in 2002 includes free use of public transport within the entire tariff area. This efficient service not only saves our customers time and money, it is also a measurable contribution to more sustainable mobility.

And we also grant our employees a travel allowance if they travel by public transport.

Thirteen recharging stations for electric vehicles are available for our customers and employees on the site and in the Rebstock car park. For exhibitors and visitors, battery recharging is included in the fair ticket.



recharging points
for electric vehicles



Messe Frankfurt/Jean-Luc Valentin

 900,000 kWh/a
of solar power



Messe Frankfurt/Jean-Luc Valentin

Digital traffic management further optimised

We have implemented one of the most sophisticated traffic control systems in the trade fair industry. By making more efficient use of the available logistics space, we are able to reduce distances covered and therefore lower emissions, while shortening and optimising stand construction and dismantling times. In a second step, we optimised our digital traffic management in autumn 2017 and, together

with Hessen Mobil, further improved the flow of traffic to and from our events. Depending on the event and time, exhibitors and visitors are directed straight to the right entry gates or parking spaces. The faster flow of traffic eases the burden on the city, reduces emissions and also helps make Frankfurt smarter.

Energy from renewable sources

The importance of solar energy has high priority at Messe Frankfurt. For reasons of statics, not all hall roofs are suitable for solar energy exploitation. But wherever it is possible, we invest. In 2009, with the support of Mainova AG, Messe Frankfurt erected its first large photovoltaic system on the roof of Hall 10. The system was enlarged at the end of 2009. In September 2010, in cooperation with the Sonneninitiative e.V. association, a second system was erected on the Rebstock multi-storey car park, in which solar carports are integrated. On average, our plants produce around 900,000 kWh/a of solar power per year.

The Kap Europa congress centre is supplied entirely with green electricity. In ongoing new construction measures, we are consciously using energy-efficient technologies and producing energy from renewable sources. On the roof of Hall 12, our next solar system will soon be connected to the grid. It will cover an area of around 9,000 square metres, making it as large as our existing facilities combined.

Environmentally friendly snow clearing In winter weather conditions, the use of road salt at the Frankfurt exhibition grounds can be almost completely dispensed with. The 30,000 litre tank of the

new brine facility contains a combination of brine and magnesium chloride, which under normal Frankfurt winter conditions lasts for an entire season.



135 
service bikes

Cycling to work – alternative means of transport for sustainable mobility

Messe Frankfurt receives the 2017 bike + business award

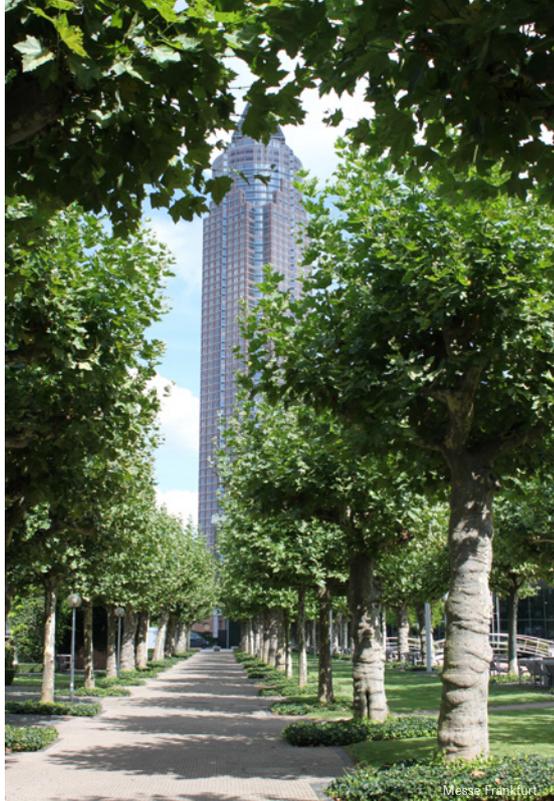
Many Messe Frankfurt employees cycle to work every day. Like this, they make a valuable contribution to more sustainable mobility in the city and also do something positive to stay healthy. As a cyclist-friendly company, Messe Frankfurt is making its own contribution to this commitment by providing the relevant framework conditions. For this it received an award at the bike + business congress in Frankfurt on 7 September 2017. The award was presented by the Hessian Minister of Economics, Energy, Transport and Rural Development, Tarek Al-Wazir. The bike + business Award has been conferred annually since 2009 by the Regionalverband FrankfurtRheinMain, the Allgemeine Deutscher Fahrrad-Club (ADFC) Hessen and the Zweckverband Raum Kassel to companies and

municipalities that encourage their employees to use their bikes in commuter traffic.

There are now around 340 bicycle stands, showering facilities and a contact point for a repair set at the exhibition grounds. In a dedicated community, the Bicycle Working Group provides information about new developments and is committed to further optimising the infrastructure for cyclists. The goal is to achieve a cycling share of 15 percent by 2020.

By the way: 135 service bicycles are the ideal means of transport for getting around our extensive exhibition grounds. In addition, we maintain a bicycle pool that is also available for customer use.

870 trees



Green oasis exhibition grounds

Did you know that taken together all the trees on our exhibition grounds cover an area of more than 32,000 square metres? That is more than a third of our available open space. Around 870 trees currently stand on the site, including 32 that are classified as exotic, such as the dawn redwood (*Metasequoia glyptostroboides*). The genus *Metasequoia* was considered extinct until 1941, when living specimens

were discovered in China. This still rare deciduous conifer is ideal for the city climate. Besides tulip trees, native trees such as lime trees, red oaks, horse chestnuts, robinias, hornbeams, plane trees, wild pears and pines create a pleasant microclimate. And last but not least, the green spaces are ideal places for communication and to pause for a moment during the busy days of the fair.



Bees feel at home

Our bees feel happy at the exhibition grounds. Last summer there were 12 beehives, and the colony has grown to around 600,000.

As the most important plant pollinators, bees and bumblebees contribute significantly to the diversity of life. However, their habitat is dramatically

threatened. Industrial agriculture, the use of chemicals, the sealing of landscapes or even infestation by the varroa mite are partly responsible for this. By locating bees in the city, Messe Frankfurt is making its contribution to saving wild bees and honeybees and, last but not least, contributing to sustainable development in the city.

Training and education

250 individual measures

210 group measures
with 1,110 participants

Individual employee development and work-life balance

A strong community

Satisfied employees are a success factor for Messe Frankfurt. We ensure secure jobs and above-average working conditions. Our company scores especially high for the good compatibility of career and family life, part-time working models, teleworking, overtime pay, flexible working hours, company pension plans and an emergency childcare service. A low fluctuation rate for years – last year it was around three percent – is another sign that our employees feel comfortable in their working environment.

We attach great importance to the qualification and professional competence of our staff. With the Competence Management project, which is currently in preparation, we will in future focus on targeted and systematic employee development.

We support our junior staff and offer training in five different professions and dual courses of study. At a welcome week, we provide an insight into the company for young trainees and students. During their entire training, our trainees are supported by training management as a fixed point of contact. In addition, in each department where trainees are deployed, committed training officers make an important contribution to a successful training outcome. We provide needs-oriented training and attach importance to challenging and promoting qualified young talent from within our own ranks. So nothing stands in the way of them making their career with us if they perform well.

Currently, almost 100 percent of trainees are hired on a permanent basis. We presently have 25 young people who are undergoing training with us. Around ten new trainees will join us in late summer.

From Aleppo to Frankfurt – from intern to trainee

One of those trainees is Muhammad. Since August 2017, he has been training as an event manager at Messe Frankfurt. The young Syrian originally comes from Aleppo. The civil war in his country

destroyed the option of returning home for him. After various positions in seven countries and on two continents, Mohamed applied for an internship at Messe Frankfurt. This has now become a permanent training position.

What makes a traineeship at Messe Frankfurt so special?

On Instagram, our trainees show how exciting their daily training and work life is.

📷 https://www.instagram.com/azubis_messefrankfurt/



Messe Frankfurt/Pietro Sutera



Messe Frankfurt/Pietro Sutera



Messe Frankfurt/Pietro Sutera



Promoting healthcare

Occupational health and safety are key elements of our company health management. With targeted investments in health promotion and prevention, Messe Frankfurt creates the conditions for a healthy workplace and also raises employees' awareness for and knowledge about health issues. As in the past several years, Messe Frankfurt's Messe Vital occupational health programme helped to actively promote a healthy lifestyle through targeted measures in the form of lectures and workshops in the reporting period. Once again we offered employees free flu vaccinations and colorectal cancer screening. Staff also had the chance to participate in workshops on progressive muscle relaxation, as well as learn steps to ensure good eye health at computer workstations, accompanied by subsequent eye screening. The blood donation campaign launched by our Messe Vital working group and the German Red Cross in November last year was a success. Another Health Day is in the pipeline.

The seminar "Healthy work - mindfulness in the day-to-day business environment" was offered for the first time as part of the learning and further

development platform. The pilot project comprised ten modules over a period of about four months. For the participants, it ended with a final day that provided the chance to reflect on the learning path they had covered. Stress and complexity on the job and in everyday life are constantly increasing, and mindfulness training specifically develops a counterbalancing pole. The programme offers each participant the opportunity for personal development in the sense of conscious self-management. Numerous studies show that mindfulness training has measurable positive effects on mind and body and can thus positively influence all aspects of professional and personal coexistence and collaboration.

Three professional "Corporate Running" workout programmes were held as part of the Messe Vital platform. This preparation enabled numerous employees to take part in the JP Morgan Corporate Challenge Run and the Frankfurt Marathon. Since 2002, Messe Frankfurt has been the main sponsor of the annual Frankfurt Marathon, Germany's oldest city marathon.



**5,300
meals**
Children for a
better world e. V.

Practising social responsibility

As part of its social responsibility, Messe Frankfurt has continued its cooperation with "Children for a better world e. V.". Under the motto "With children. For children!", we regularly support a local project in the neighbourhood. The organisation combines day care centres, educational and advisory services, homework support, discussion groups and a family restaurant. Our donation provides a cooked lunch for the children every day. In 2017, 5,300 meals were served or prepared together.

Since the beginning of the 2017 school year, there has been extended school care for six- to nine-year-old children. An initial lack of toys, books and handicraft supplies prompted the colleagues to immediately set up a fundraising campaign. 40 children and their carers were the happy recipients of eight full packing boxes. The annual Christmas donation campaign was also – as in every year – a complete success.

Compliance – building trust and success

Ethical principles, fairness, statutory and voluntary commitments are the guiding principles of our successful corporate activities – with our employees, with our customers, with our shareholders. Self-imposed guidelines and best practices are the cornerstones of our Compliance Management System. Efficient organisation of internal regula-

tions and procedures, clear and binding rules for procurement and employee training serve as a reliable means of preventing corruption and other violations of the rules. Compliance is therefore an integral part of our corporate code of conduct across the Group.

Sustainability at our events

Sustainability and social responsibility – impulses for and at flagship fairs

Messe Frankfurt's leading international trade fairs are ideal platforms for showcasing future issues, intelligent solutions and social responsibility. We continuously invest in the further development of our events. We support our industries with

advanced training, specialist lectures, special presentations, trend-oriented events and competitions and in doing so continually provide impulses for new, sustainable business ideas.

Textiles & Textile Technologies

Green Hub: How are sustainable technologies changing the textiles and fashion industry? This was discussed by representatives of international brands, developers, designers, innovators, producers and scientists during the first FashionSustain conference as part of Berlin Fashion Week, which was held in conjunction with Fashiontech and in parallel with the Ethical Fashion Show and the

▶ <https://www.youtube.com/watch?v=WaeJyFOXDBI>

Greenshowroom. Designed as a forward-looking incubator platform for the fashion and textiles industry, it focused on responsible and sustainable innovations. At the same time, it addressed topics related to digitalisation and new technologies. Industry experts gave visitors insights into current developments and future applications.

Green Village: The proportion of ecologically and socially responsible home, household and contract textiles showcased at Heimtextil has been increasing steadily for years. This applies in particular to innovations that are as good for the economy as they are for the environment. In a separate area,

the Green Village, seal issuers and certifiers present current developments. Lectures on sustainability explore the topic further. All exhibitors with sustainable manufacturing processes are clearly listed in the Green Directory Guide. The best green ideas are honoured in various competitions.



Thomas Niedermueller/Getty Images



Messe Frankfurt/Pietro Sutera



Messe Frankfurt/Jens Liebchen



Messe Frankfurt/Jean-Luc Valentin

Technology

Intelligent solutions for infrastructures, buildings and cities: Sustainability, combating climate change and security are the global challenges of our time in view of limited resources and a constantly growing world population. Increased urbanisation and demographic change require companies to rethink and develop new technologies and solutions. On the way to the networked and intelligent cities of the future – smart cities – intelligent building networking, a combination of energy management

and sustainability, security technology and higher efficiency with more comfort are of major importance. Light + Building, the world's leading trade fair for lighting and building technology, plays a special role here as a platform for intelligent and market-ready solutions in residential and office buildings. LED technology, photovoltaics, electromobility and intelligent use of electricity with smart metering are core topics of the event, which took place in March.

Luminale

Visionary city design: Increased urbanisation, combined with housing land development, urban mobility and local climate change policies require new approaches to solutions. As a biennial event for light art and urban design, Luminale, which takes place at the same time as the international trade fair Light + Building, not only lights up the city. It sees urban design as a complex task for the future in the interplay between business and

ecology, architecture and technology, science and politics. And it brings together experts and citizens from different fields. Through joining the newly founded non-profit association Luminale e.V., Frankfurt am Main City Council is underscoring not least the socio-political significance of the event. Frankfurt's Executive Mayor Peter Feldmann has assumed the patronage.

<https://luminale-frankfurt.de/en/startpage/>



Messe Frankfurt/Jochen Günther



Messe Frankfurt/Jean-Luc Valentin



Messe Frankfurt/Jean-Luc Valentin

Consumer Goods

Social project with added value: For the first time, the “MADE51” initiative of the refugee organisation UNHCR presented its ideas and a selection of products at the flagship global consumer goods fair, Ambiente, in Frankfurt. The initiative focuses

on helping people to help themselves. The aim of MADE51 is to give artisans fleeing from war zones access to the market for their products, while at the same time contributing to the preservation of cultural identity and artistic tradition.

Upcycling artworks: With their “Scrap Life Project” initiative, students from the Karlsruhe University of

Arts and Design presented impressive unique pieces at Ambiente made from plastic waste.

Certificate for 20 years of support and commitment: During Paperworld, Sustainable Office Day focused on current developments in a sustainable office world. The theme day on Sustainability in the Office is organised jointly with B.A.U.M., Bundesdeutscher Arbeitskreis für Umweltbewusstes Management e.V. (German Association of Environmental Management).

Within the scope of Paperworld, our colleagues have been working together with B.A.U.M. for 20 years and back the supporting initiative. This commitment has now been honoured by a certificate for preventive, holistic environmental protection and sustainable development within the company.



Messe Frankfurt/Jens Liebchen

Healthy Office for greater motivation and productivity: This year’s focus of the special show “Office of the Future” was “Health at the Workplace”. This is an issue that is attracting considerable interest, particularly in view of the increased investment in corporate health management.

Upcoming generation changes and longer working hours beyond the age of 65 pose new challenges for employers. A tour of the Healthy Office provided visitors with a wide range of positive impulses, from ergonomic furniture to working methods and nutrition.



Entertainment, Media & Creative Industries

Education platform Musikmesse: From the promotion of young talent and early childhood music education to music as a holistic therapy approach for body and mind – this year again Musikmesse in Frankfurt supported the education sector with a whole series of projects. The field of Music Education subsumes educational and socially relevant offerings based on music making. The

basic idea behind the special Discover Music young talent promotion area is the playful approach to musical instruments. The Music Associations & Education Forum offers a platform for music, education, culture and politics. Last but not least, the presentation of the European School Music Prize and the final of Germany’s biggest school band competition School Jam take place.

Mobility & Logistics

According to the OECD, more than 70 percent of people will live in cities by 2050. As a result of global urbanisation and increased resource efficiency, concepts for sustainable and connected mobility and logistics must be rethought. “Smart City” is also the umbrella term here that summa-

rises these topics of the future. Opportunities arising from new digital technologies were also the focus of Hypermotion, a new knowledge-based cross-industry platform launched by Messe Frankfurt and staffed by top-class experts.



Environmental awareness – transcending borders

Messe Frankfurt's global CSR commitment using examples from select projects

China – Messe Frankfurt Hong Kong

100 new trees

As part of their CSR commitment, our colleagues together with CAPAS Chengdu, the international trade fair for automotive spare parts and services, organised CAPAS Arbour Day. The tree planting day in the south-west Chinese province of Sichuan was

all about promoting the province's cultural and ecological development. A total of 100 new trees were planted with the support of the government authorities of Sichuan Province and national automotive associations and companies.



Bright-eyed children

Last summer, our colleagues from the Paperworld China event team organised a fundraising campaign in the less developed mountainous region of Yunnan. They attended a primary school at an altitude of 1,980 metres and 27 kilometres from the city centre.

Thanks to the support of government associations and the sponsorship of Paperworld China exhibitors, they were able to distribute stationery, school desks and chairs and other daily necessities worth around EUR 83,000.



Argentina – Messe Frankfurt Argentina

Food donation for the Plato Lleno Foundation

From 10 to 13 December 2017, the World Trade Organisation’s Ministerial Conference was held for the first time in Argentina with more than 5,000 participants. Indexport Messe Frankfurt S.A. in Buenos Aires was responsible for organising the meeting. The food that was not used at the event but was still of flawless quality was collected. 229

kilogrammes of food, corresponding to 655 meals, was donated to the Plato Lleno Foundation and directly benefited needy children. The Plato Lleno Foundation is committed to combating food waste, promoting awareness and distributing surplus food to nursing homes and community facilities.

Environmental commitment and support for civil society organisations

Our colleagues once again supported the “La Rural Recycles” recycling project, which took place as part of one of the largest events in 2017, the Argentina Oil & Gas Expo. At the end of the fair, 87 tonnes of recyclable material such as furniture,

wood, panels, glass and metals was collected. This material was donated to the Compromiso Foundation. Among other things, didactic toys and furniture are made from the processed objects.

India – Messe Frankfurt India

The colleagues at our Indian subsidiary have long been involved in CSR projects, for example to give disadvantaged people access to basic infrastructure needs or to promote social entrepreneurship, especially for women. The projects we reported on in previous progress reports are now documented in a film:

▶ https://www.youtube.com/watch?v=IfRu7KyVX_A



In addition, various individual measures are taken in our subsidiaries to improve the work-life balance. For example, paternity leave at Messe Frankfurt Argentina was extended beyond the

legal entitlement. At Messe Frankfurt Korea, the family day every month was doubled, and Messe Frankfurt Japan introduced one working day per week without overtime.

The UN Global Compact's Ten Principles

Human rights

01: Businesses should support and respect the protection of internationally proclaimed human rights.

02: Businesses should make sure that they are not complicit in human rights abuses.

Labour

03: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

04: Businesses should support the elimination of all forms of forced and compulsory labour.

05: Businesses should support the effective abolition of child labour.

06: Businesses should support the elimination of discrimination in respect of employment and occupation.

Environment

07: Businesses should support a precautionary approach to environmental challenges.

08: Businesses should undertake initiatives to promote greater environmental responsibility.

09: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10: Businesses should work against corruption in all its forms, including extortion and bribery.

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