



Global Compact

Communication on Progress Report 2016

(Report period 04/2015 – 04/2016)

Qualifizierungsförderwerk Chemie GmbH (QFC)

The Global Compact, which was launched in 2000 by the then Secretary General of the United Nations (UN), Kofi Annan, is a global arrangement on environmental and social governance of globalization. Participating companies and organizations declare their commitment to comply with and to implement social and environmental standards. For more information: www.unglobalcompact.org

Statement of continued support for the Global Compact

The Qualifizierungsförderwerk Chemie GmbH (QFC) joined the Global Compact in February 2008.

As one of the first steps to implement the Global Compact principles the management and works council of the QFC have signed and published a joint declaration:

„Management and works council of the QFC support the ten principles of the Global Compact and calls upon all employees of QFC to support actively the implementation and to spread the Global Compact principles.“

The principles of the Global Compact are corresponding to the values of the QFC that are defined in its corporate principles.

The QFC will continue to support the Global Compact in its sphere of influence, particularly through project work and to contribute to a fairer globalization and to a society that ensures sustainable principles by the implementation of human rights, human labour standards, environmental protection and anti-corruption. **(G4-1)**



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Helmut Krodel

Managing Director

Qualifizierungsförderwerk Chemie GmbH

Contact: Helmut Krodel

Email: Helmut.Krodel@gfc.de Phone: +49 (0) 345 217680 Fax: +49 (0) 345 2176821

Short description of the company activities

The Origin of QFC

The non-profit Ltd. was incorporated by the Chemical, Pulp and Paper and Ceramic Workers' Union in 1994. Since its merger in 1997 into the IG BCE (Mining, Chemical and Energy Workers' Union), the IG BCE is the sole shareholder of the QFC. **(G4-7)**

Major task of the first years was to empower people threatened by unemployment to find a new vocation and to support company reorganisation after they emerged from the former GDR collective-enterprises.

Through purposeful qualification of employees the QFC made a contribution to the growth and to the promotion of economic and industrial development, and was actively involved in the structural change of the chemical industries of East Germany.

Today, the QFC is an internationally operating project and training agency.

Countries, where QFC operates are Germany, Poland, Spain, Denmark, Czech Republic and Italy. **(G4-6, G4-8)**

Company Focus and Mission

QFC is the abbreviation of "Qualifizierungsförderwerk Chemie GmbH". **(G4-3)**

Headquarters of the QFC is Hannover. **(G4-5)**

Based on a well developed network architecture our work concentrates on four areas: **(G4-4)**

- First Apprenticeship
- Qualification Promotion
- Transfer management
- European competence.

As a non-profit subsidiary of the Mining, Chemical and Energy Workers' Union (IG BCE) we see ourselves primarily bearing responsibility for the employees and their enterprises at the locations which are serviced by the IG BCE.

To them belong trainees, young people, who are looking for a job and unemployed people. Furthermore we support enterprises concerning vocational education, personnel development and structural adjustments.

We perceive our work as providing a contribution towards innovation, sustainability, qualification, employment and co-operation in Europe.

Corporate Structure

Governance Structure:

Managing Director: Helmut Krodel, Authorized officer: Silvia Lehmann

Representatives of the shareholder: Michael Vassiliadis, Chairman IG BCE and Petra Reinbold Knape, member of the Executive Board of IG BCE. **(G4-34)**

Advisory council

The Advisory Council (**G4-38**) is established by the meeting of the shareholders and consists of 4 members. Klaus Brauer, (IG BCE, Chairman of the advisory council) (**G4-39**) Tomas Nieber, (IG BCE), Joachim Novak, (Council Chairman InfraLeuna), Markus Römer, (IG BCE).

Board of Trustees

The Board of Trustees consists of approximately 15 members from companies, associations, science and politics. Chairman of the Board of Trustees: Alfred Geißler, (Board Member / Labour Director STEAG GmbH). Vice-Chair: Prof. Dr. Manuela Niethammer (Dekanin, University of Dresden)

Reporting of QFC in accordance with GRI-G4

The disclosure of the Communication on Progress (COP) Report 2016 (reporting period April 2015 - April 2016) (G4-28) is in accordance with the "core" principles of the reporting guidelines of the Global Reporting Initiative GRI-G4 ("**G4**")

The report format that was used since the first COP-report of the QFC - in 2010 - is maintained because of better comparability of some indicators (which are, inter alia, indicators of GRI G3.1 guidelines ("**GRI-**").

The latest progress report of the QFC was published in June 2015 for the period April 2014 - April 2015 (**G4-29, G4-30**), Contact: Silvia Lehmann, QFC. (**G4-31**)

Stakeholder Involvement (G4-24 - G4 -27)

During the reporting period the QFC did a stakeholder analysis, which identified the following stakeholder groups of the QFC:

- employees
- shareholders : IG BCE
- Customer: IG BCE, businesses, schools
- Partners: Scientific institutions, training providers, organizations abroad, chambers, business associations, social partners, IG BCE
- Funding: (federal and state ministries, Employment Agency, IG BCE)
- Political Institutions and Political Parties
- Competitors: other project companies and training providers
- Suppliers: purchase, training providers, landlord / technical equipment
- Project accounting
 - o BVA - Federal Office of Administration
 - o LVA - Landesverwaltungsamt Sachsen-Anhalt
 - o LASA - State Agency for Structure and Labour Brandenburg
 - o DLR - German Society for Aerospace
 - o GSUB - Gesellschaft für soziale Unternehmensberatung

Stakeholder analysis is part of the sustainability check of the sustainability initiative in the German chemical industry Chemie³. Chemie³ was established by IG BCE, BAVC and VCI. All identified stakeholders have a direct influence on the operational and strategic direction and activities of the QFC.

Materiality (G4-2)

The materiality analysis is also part of the sustainability check of Chemie³. The fields of action of the three dimensions of sustainability had been examined and evaluated on their

- Significance from the perspective of stakeholders
- Strategic importance from a business perspective
- Status of the processing in the enterprise.

As a result of evaluating the following areas of action were identified graded action in the first step:

Urgent need for action

- Qualification
- Personnel policy, management and corporate culture
- Skilled workers
- Participatory processes for employees, feedback systems (employees)
- Know-How-security and assurance
- Business and investment planning

Medium-term action

- Distribution
- Corporate governance and management (Governance Compliance)
- Stakeholder dialogues, feedback systems, communications (incl. Neighborhood dialog)
- Reconciliation of family / occupation, work-life balance
- Product-related communication and customer information
- age appropriate and OHSE appropriate design of the work process

In step 2, it was agreed to give priority to 3 - 4 to the identified issues to be discuss in working groups

Key impacts, risks and opportunities: (G4-2)

For the QFC, as a trade union project management company, the implementation, dissemination and stabilization of social partnership, social justice and sustainability is an essential framework for the projects and activities.

The QFC had about 40 full-time employment contracts. During the reporting period the ending of several long-term projects had led to a reduction of project activities as well as project employees. **(G4-13)**

The QFC is highly dependent on public funding in the acquisition of project funds. Delays in the start of the new ESF (European Social Fund) funding period and the ESF social partner directive had an impact on the new tenders and the start of new project activities. The number of employees fell to the end of 2015 by about 50%

Values, principles, standards, norms, Code of Conduct of the QFC

Sustainability plays for the QFC in many ways a central role:

- As a measure of value of a trade union institution and as a member of the Global Compact
- In dealing with its business partners
- In projects that explicitly deal with sustainability (Caesar, PNI)
- In publications (QFC CSR information) that are dedicated to sustainability issues
- In its own sustainability and quality standards for the education and training (QFC - Quality standard Q3SQ)
- In the relations with stakeholders in the field of training and education , where Q3SQ is a benchmark
- Its sustainability expertise brings the QFC, through its direct participation, also in the sustainability initiative of the chemical industry (Chemie³)

Risks:

The QFC is not a manufacturing company. The QFC seeks through the selection of regional and local suppliers and partners, in particular training providers, not to be complicit in human rights violations.

This is done in particular by the following criteria

- Respect for workers' rights,
- Participation in sustainability initiatives,
- Certification by the Quality standard Q3SQ

Actions taken to implement the Global Compact principles in the sphere of influence of the QFC

Q3SQ <http://qfc-news.com/unternehmen/#av-layout-grid-3>

For the dissemination and implementation of the Global Compact Principles in vocational education and training, the QFC has implemented its new quality standard **Q3SQ** in practice, during the reporting period.

Q3SQ stands for **Quality Standard for Social and Sustainable Qualification**. The quality label Q3SQ includes a quality management, the principles of Responsible Care, as well as the principles of the Global Compact.

Q3SQ has been developed together with stakeholders of QFC (social partners, science and training providers).

Q3SQ is awarded to training providers after auditing and verification by a jury. Jury members represent the stakeholders of QFC: Anis Ben-Rhouma (IG BCE Landesbezirk Nordost) Heidi Greinacher (VCI / BAVC Nordostchemie eV), Prof. Dr. Alfons Matheis (Environmental Campus Birkenfeld Fachhochschule Trier), Prof. Dr. Manuela Niethammer (University of Dresden).

With the quality label to both, in the learning facilities, as well as in the education and training activities, the Global Compact Principles shall be implemented and also imparted to the participants in training and further education.

In May 2011 the quality label Q3SQ of the QFC was presented at a conference with representatives of ministries, companies, works councils, trade unions, employers and training providers and awarded for the first time publicly at the following educational institutions:

Bildungszentrum Wolfen-Bitterfeld e.V. aus Bitterfeld-Wolfen

Ausbildungsverbund Olefinpartner e.V. aus Schkopau

Bildungszentrum für Beruf und Wirtschaft e.V. aus Lutherstadt Wittenberg

BAL Bildungsakademie Leuna GmbH & Co KG /IBLM Interessengemeinschaft Bildung Leuna-Merseburg e.V.

Provisis – Partner für Beratung und Bildung GmbH, Frankfurt had been successfully certified in 2015

These five training providers are training 1400 apprentices and 9150 participants in further education programs for about 450 companies.

The Q3SQ-certified training providers developed within the project CaeSaR training modules for Sustainability, the Global Compact principles and CSR for practical use in the education and training. **(GRI-SO5)**

During the reporting period, a workshop on the further development of Q3SQ involving the social partners IG BCE / BAVC / VCI, representatives of science and education service took place in September, 2015.

CSR-newsletter

Since early 2011 the QFC published a CSR newsletter to inform its stakeholders about current developments in CSR, Sustainability and Global Compact.

<http://qfc-news.com/category/csr-informationen/>

A total number of 56 CSR newsletters were already published. **(GRI-SO5)**

During the reporting period April 2015 - April 2016 the following topics were published in the 11 CSR information:

- No. 46 - European environment - state and outlook - synthesis report 2015
- No. 47 - Global Framework Agreements
- No. 48 - 6th Progress Report of the QFC for the Global Compact
- No. 49 – G-7 Declaration to Climate Change – Decarbonication
- No. 50 - 15 years Global Compact
- No. 51 - The new Agenda 2030 - the sustainable development goals of the United Nations
- No. 52 - European Union - Progress Report 2015 on Sustainable Development
- No. 53 - COP 21 Paris - new global climate agreement
- No. 54 - Electricity production in Germany at record levels
- No. 55 - Global Risk Report 2016, the World Economic Forum in Davos
- No. 56 - Climate Change – new record year 2015

Activities planned for 2016/2017

The QFC will continue to participate actively in the workshops of the German Global Compact Network and will share its experience with Q3SQ as well as with the CAESAR project for SME's, as practical examples for implementing the Global Compact principles in the discussion of the network.

CSR-Infos

In addition, the QFC will continue to inform its stakeholders and the public about current developments, standards, initiatives and studies on CSR and sustainability with its CSR-newsletters. **(GRI-SO5)**

Qualifizierungsprogramm „Promotoren für Nachhaltigkeit und Innovation“

Qualification Program "promoters for Sustainability and Innovation"

<http://qfc-news.com/portfolio-item/promotor-nachhaltigkeit-innovation/>

In 2016, the QFC will begin, together with the IG BCE "Foundation Work and Environment Foundation", a new training program on sustainability titled "promoters for Sustainability and Innovation". In cooperation with the Environmental Campus Birkenfeld Fachhochschule Trier and the IG BCE, participants can gain a degree as a promoter for sustainability and innovation as part of a 18-month scientific training (incl. Scientific project work). **(G4-SO1)**

Anlin

QFC plans in 2016 together with two Q3SQ certified training providers, on behalf of the Federal Institute for Vocational Training (BIBB) to start a pilot project for sustainable design of vocational training in companies under the title "Anlin".

Cooperation with the IG BCE “Foundation Work and Environment” (“Stiftung Arbeit und Umwelt” StAU)

The QFC will continue to work with the IG BCE “ Foundation Work and Environment” (StAU) and will spread further the Global Compact principles in a think-tank with representatives from business, labour and science,

Q3SQ

The quality standard Q3SQ will be further developed and adapted to the reporting standard GRI G4. Other training providers should be attracted to Q3SQ.

Chemie³

<https://www.chemiehoch3.de/de/home.html>

The QFC continues to participate in the sustainability initiative of the chemical industry, Chemie³, and did in its organization a sustainability check of Chemie³.

World Program of Action "Education for Sustainable Development" and Sustainable Development Goals of the United Nations

With its quality standard Q3SQ the QFC continues to support the practical implementation of the World Action Program (WAP) "Education for Sustainable Development" and also supports the implementation of the sustainable development goals of the United Nations, in particular the "Objective 4: ensure inclusive, equitable and quality education promote and lifelong learning opportunities for all."

The new sustainable development goals of the United Nations will also be part of the qualification program "promoters for Sustainability and Innovation".

Human Rights

Principle 1 BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Principle 2 BUSINESSES SHOULD MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHT ABUSES

The Management of the QFC has signed a declaration together with the QFC works council, which includes the Global Compact principles.

Excerpt of the declaration:

“The management and the works council of the QFC support the ten principles of the Global Compact and call upon all employees of the QFC to support actively the implementation and to spread the Global Compact principles”.

This declaration has been disclosed to all employees of the QFC. Newly hired employees will be informed at the start of employment on the Global Compact principles.

(GRI HR3 and G4-HR2)

Employee salaries are above the minimum wage for the education sector, so are for example the standard entry level wage 55% higher than the lowest entry salaries in educational institutions without collective agreement. **(GRI-EC5)**

G4-LA1

Rate of employee turnover in per cent (31.12.2015)

Gender	2007	2008	2009	2010	2011	2012	2013	2014	2015
Female %	24	16	17	9	6	10	9	18	24
Male %	4	2	11	6	2	4	9	8	9

G4-LA3

Return to work and retention rates after parental leave, by gender

Number of employees by gender that were entitled to parental leave (2.1)

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Female	1		1		1	1	2	1	1
Male							1	0	0

Number of employees by gender that took parental leave (2.2)

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Female	1		1		0	1	2	1	1
Male							1	0	0

Number of employees who returned to work after parental leave ended, by gender (2.3)

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Female		1		1		0	1	0	0
Male							1	0	0

Number of employees who returned to work after parental leave ended who were still employed within twelve months after their return to work, by gender (2.4)

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Female		1		1		0	0	1	0
Male									

Return to work and retention rates of employees who returned to work after leave ended, by gender (2.5)

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Female		100%		100%		0	50%	50%	0
Male							100%		0

GRI-LA3

Benefits provided to full time, temporary and part-time employees

Benefits, e. g.	Full time	temporary	part-time
- Accident insurance	yes	yes	yes
- Health care	yes	yes	yes
- Maternity leave	yes	yes	yes
- Parental leave	yes	yes	yes
- Pension scheme	yes	yes	yes
- Continued payment of wages in case of illness	yes	yes	yes
- Holiday entitlement	yes	yes	yes
- Jubilee benefits	yes	yes	yes
- Educational leave	yes	yes	yes
- Compensation for sick pay	yes	yes	yes
- Financial support for foreign accommodation	yes	yes	yes
- Exemption for corporate volunteering	yes	yes	yes

Since May 2005 the QFC is a member of the **Network for Democracy and Tolerance** in Saxony-Anhalt and it regularly is participating in events, organized by the Alliance. **(G4-SO1)**

Labour Standards

Principle 3 BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

Principle 4 BUSINESSES SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMULSORY LABOUR

Principle 5 BUSINESSES SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

Principle 6 BUSINESSES SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

The QFC respects the right of freedom of association and the effective recognition of the right to collective bargaining. **(G4- HR4)**

The employees of the QFC have elected a works council.

Between the management of the QFC and the works council regular meetings are held. During the meetings the works council will be informed about significant operational changes and appropriate measures will be jointly discussed. **(GRI-LA4)**

The works council is involved in all matters concerning working conditions according to the Works Constitution Act.

Occupational health and safety issues for all employees of the QFC will be discussed together with the works council of the QFC. **(G4-LA5, GRI-LA6)**

2011, a company agreement on health promotion and occupational integration management was adopted.

2014 there was a tariff increase. 2014 a new remuneration system based on the IG BCE remuneration system was introduced, as well as a new and agreement on the employment of interns and trainees was completed. 2015 a new agreement was concluded for "mobile work". **(G4-11)**

In the context of occupational safety and fire protection and health care, the QFC is supported by an external company. Together with the works council a work safety committee has been established, as well as a company doctor for the employees of the QFC was contracted. **(G4-LA8)**

The responsible trade union for the QFC is the Mining, Chemical and Energy Workers' Union (IG BCE).

97% of employees are members of the Mining, Chemical and Energy (IG BCE) 3% of the employees are members of trade union Ver.di. **(G4- LA4)**

Percentage of employees receiving regular performance and career development reviews (G4-LA11):

100%

G4-11

Percentage of employees covered by collective agreement:

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Employees	100	100	100	100	100	100	100	100	100

GRI-LA10

Average hours of training per year per employee:

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Average hours per year	37	30	18	16	21	19	21	16	37

The labour conditions of employees are regulated in employment contracts which determine, among other things, the voluntarily nature of employment and the notice period, and they are guided by the collective agreement of the IG BCE. **(GRI-HR4, GRI-HR6))**

QFC does not employ children. **(G4-HR5)**

Young persons under 18 years of age, who participate in training activities of the QFC are subject to special protective and supervisory measures according to the Youth Employment Protection Act. **(G4-HR5)**

Young persons under 18 years of age are subject to special oversight and supervision, including the required safety instructions.

To avoid that goods and services are used by suppliers who are at significant risk for cases of child labour, the QFC is choosing generally goods and services from local suppliers, where there is no risk of child labour. **(G4-LA14-LA15)**

The QFC is committed to the prohibition of discrimination.

None of the employees have been trained in the reporting period to the General Equal Treatment Act (AGG). Next training on AGG is scheduled for 2016 **(GRI HR 3)**

During the reporting period, there was no discrimination complaint. **(GRI-HR11)**

Monitoring of employee satisfaction is an integral part of the documented Quality Management System (QMS), which also takes into account aspects of discrimination. In 2011 the second employee survey took place. The concept of the survey was agreed with the works council. The entire staff was informed about the results of the employee survey. Another employee survey is planned for the future. The interview sheet has been adjusted accordingly. Satisfaction surveys will be conducted with the employees at the 2016 appraisal interview. **(G4-LA11)**

In QFC no complaints on human rights have been filed so far. **(G4-HR12)**

Regarding the "UN Guidelines on Business and Human Rights" no human rights violations in the sphere of influence of the QFC were detected during the reporting period.

G4-10**Total number of employees in the following categories:**

		2007	2008	2009	2010	2011	2012	2013	2014	2015
Gender	Female	29	27	28	30	29	33	30	28	25
Gender	Male	17	22	25	23	21	18	16	11	9
Age	under 30 years old	12	11	11	11	6	3	2	2	2
	30 – 50 years old	17	21	25	25	27	27	25	20	16
	over 50 years old	17	17	17	17	17	21	19	17	16

GRI-LA13**Percentage of management team in the following categories**

		2007	2008	2009	2010	2011	2012	2013	2014	2015
Gender	Female	16	29	33	33	50	50	50	50	50
Gender	Male	84	71	67	67	50	50	50	50	50

The proportion of women among senior management in the QFC could be kept constantly with 50% in the current reporting period.

GRI-LA14**Ratio of basic salary of men to women**

		2007	2008	2009	2010	2011	2012	2013	2014	2015
Gender	Male (basic salary 100 %)	100	100	100	100	100	100	100	100	100
Gender	Female (basic salary 100 %)	100	100	100	100	100	100	100	100	100

QFC Projects:**MILENA (module concept to acquire international professional competence in northern Saxony-Anhalt)**

The QFC Project MILENA (module concept to acquire international professional competence in northern Saxony-Anhalt; project period 1.10.2011 – 30.06.2015) prepared apprentices for the transition from training to working life, so they can meet the challenges of the second threshold. Key indicators of success of the project were learning arrangements in module 1 "intercultural competence": Within the project MILENA the project partner has implemented a total of 57 intercultural 3-day training. Overall, in the project 855 trainees (416 male participants / 439 female participants) were included. In the overall project total 735 trainees should be included as planned.

A special additional strength of the project was that it contributed to the internationalization of vocational training as part of a mobility module. The project offered students the opportunity to complete training components in other European countries and to improve foreign language skills in order to acquire international professional competence. Within the project MILENA the project partner has implemented a total of 71 internships (32 male participants / 39 female participants) which took place as a 4-week-course with integrated language courses.

In total the project had foreseen internship for a total of 63 trainees.

The internships were implemented as follows, target countries: participants:
UK England : 27; UK - Northern Ireland : 9; Ireland : 12; Spain : 7, France : 6; Poland : 6;
Austria : 2; Sweden : 1; Latvia : 1;

Particularly noteworthy is the Module 5 "International vocational skills for educators". Here, the acquisition of international occupational competence for 30 educator trainees played a central role.

The trainees were trained to sustainable elements of the project MILENA in order to deal with intercultural conflict situations in everyday work - whether in dealing with children with a migrant background or in consultations with their parents - to use and contribute to the elimination of xenophobia and right-wing radicalism. Within the project MILENA the project partner has qualified a total of 34 participants (29 male participants/ 5 female participants). In total the project should participate in the module 5 a total of 30 trainees.

In cooperation with local training and education providers, the module concept has helped building cross-sector, international cooperation between learning venues and to integrate concepts to acquire international professional action skills into vocational training.

<http://qfc.de/qfc.de/projekte/aktuelle-projekte/milena/>

(GRI LA11, GRI SO5)

PAULINE - practical experience for trainees by learning stays in Europe

The aim of the European Mobility project is to give students from different professional groups the chance to gain experience in international cooperation and thereby apply and deepen their intercultural skills in practice. The project activity also aims to relieve the companies and vocational training centers by supporting as a mediator, the participants in the preparation, evaluation and the implementation of their stays abroad.

A total of 46 "individual mobility's" are planned in the project (project period from September 2015 to May 2017). 13 trainees have successfully mastered their stay abroad in the reporting period.

<http://qfc-news.com/portfolio-item/pauline/>

(GRI SO1 and GRI SO5)

GenBa

The QFC project "**Generation Balance - Balanced age structures as Innovation resource**" (**Genba**) has the aim to support young managers in their task to lead experienced teams. Applied will be the instrument cross-mentoring where mentors (experienced managers) will encourage mentees (young potential carriers) from other companies in their professional and personal development. In addition to raise awareness of the generations for one another, in the program also young women and men were accompanied and encouraged along the way in leadership position.

In 2014, 14 tandems were accompanied technically and methodically by the QFC. The project promoted the equality of women and men by the individual support of mentees as to issues of reconciling work and family life and career.

"With women to success! - Learning from experience - Through tandems to more council competence –" a special program was developed, based on the experience of the project "Genba". This cross-mentoring program was launched for newly elected shop stewards in state district Rhine in January, 2015. Nine tandems worked together for a year. They appreciated learning from the experience of the experienced and the gain in practical knowledge.

(GRI-LA11, GRI-SO5)

GOOD WORK in Saxony-Anhalt (Gute Arbeit in Sachsen-Anhalt)

The project "**GOOD WORK in Saxony-Anhalt**" stands for social partnership activities of key players and interest groups in a company to enhance the employers attractiveness. Collective Agreements as well as agreements on enterprise levels are the basis for a good working relationship in the factories of Saxony-Anhalt. "GOOD WORK in Saxony-Anhalt" informs about the benefits of collective agreements in selected sectors (for example, chemicals) and supports key players in the development of plant-specific agreements on the basis of best practice. GOOD WORK in Saxony-Anhalt sensitized by public information activities companies for membership in industry associations and informs employees about benefits of union membership. During the project implementation company-specific activities are implemented in 6 areas. They include health topics, such as health management, company integration management, reconciliation of work and family.

The topic personal and career developed recommends measures in the areas of demographics, shortage of skilled labor, education and training, human resources planning and development. The topic work organization includes issues like working time and Age -appropriate work organization. The topic of corporate culture and sustainability includes strategic process control implementing sustainability aspects e.g. CSR – Good Practice Examples, Chemie³, motivation and objectives of cooperation, sustainability check.

The topic collective agreement includes benefits of tariff regulations, company and collective agreements, minimum wage, lack of skilled workers.

The topic "transnationality" includes internationalization of the labor market, professional exchange of key players in a company, European labor market.

Implementation of the project is carried out through seminars and workshops. With regard to the development of company-specific measures, the project offers operational process facilitation and negotiation moderation. In addition regional and national conferences as well as information on funding opportunities in Saxony-Anhalt are part of the project.

<http://qfc-news.com/portfolio-item/gute-arbeit-in-sachsen-anhalt/>

(G4-SO1)

„KarisMa“ Karriere 50plus – Mit Erfahrungen punkten!

The project "Karisma" aims to support empowerment of key players in the company to promote equal opportunities for women in business. The aim is to promote career of women 50 years and older in the company.

With the project the chemical social partners in up to 8 companies want to raise awareness not only of the subject matter, but also make an inventory of the situation of especially female professionals 50plus in the process of human resource development. As a result, inhibiting factors are recognized, promotional instruments elaborated and concepts for the development of professionals and managers from the Generation 50plus are shown. Conclusions and recommendations for the development of employment and human resources are developed in special trainings.

This social partnership project "secure professionals: make further and promote equality" is part of the ESF-funded social partners Directive (European Social Fund) by the BMAS (Federal Ministry of Labour and Social Affairs) and the ESF. It started on 1 December 2015, with duration of three years. **(G4-SO1)**

“Schicht” (“shift”)

To provide flexible, sustainable work arrangements for particularly exposed groups of workers is not only a question of maintaining the employability of workers, but also for the attractiveness of the company.

In the project "age and demographics equitable shift work in a collegial consultation" new concepts and shift models are presented and discussed in social partnership dialogue.

This project under the ESF social partners Directive "Ensure professionals: to study further and promote equality" is part of the industry dialogue supported by the Federal Ministry of Labour and Social Affairs and the European Social Fund.

In this context, events to disseminate experience and good practice from business practice are provided. The kick-off event on the topic "Shift work – fit for the future - tailored solutions between individual needs and operational requirements" takes place in all eight regional districts of the IG BCE.

After this event, the issues will be further discussed in know-how workshops on. The know-how workshop is a form of social partnership, collegial consultation, which should allow a practice-long learning.

The following employers' organizations intent to take part in the project: Employers Association of the German Rubber Industry (ADK) e V.; Bundesarbeitgeberverband glass and solar e. V.; Bundesarbeitgeberverband Chemie e. V .; Bundesverband Ceramic Industry e. V .; Federation of Employers of the German paper industry e.V.
(G4-SO1)

Gender Monitoring

All projects of the QFC are subject to their own gender monitoring. The QFC has appointed a gender officer. An annual Gender Report is prepared by the gender officer. Within the report, the projects are viewed in terms of their gender relevance. In addition, recommendations for the consideration of gender mainstream are given. The report for 2016 is in preparation and will be submitted to the Management Board by 30.06.2015.

(GRI LA11, GRI SO1)

ENVIRONMENT

Principle 7 BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Principle 8 BUSINESSES SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Principle 9 BUSINESSES SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

In developing and implementing the quality label Q3SQ the QFC continued together with representatives of educational institutions the exchange of experience for the implementation of precautionary and sustainability principles into the training and further education. During a training at a certified training provider, apprentices had planned and executed the construction of a solar system and the CO₂ saving was made transparent through an information board.

During the reporting period dream Q3SQ-education institutions have modules for the training and further developed, tested and evaluated modules for training in order to integrate various job-related and inter-professional aspects of sustainability into their product portfolio.
(GRI-SO5, GRI-EN18)

Measures of the QFC and figures to save energy, emissions, water and other resources **(G4-EN1ff)** e.g.

- Waste separation takes place
- Reduction of paper consumption
- Thermal insulation measures
- More efficient use of heating and cooling by night-time reduction
- Use of energy saving lamps
- Temporarily turn off of not used energy consumers (such as computers, printers etc.) takes place
- Purchase of new company cars will be taken to ensure that they show lower CO₂ emissions
- Acquisition of a natural gas company car
- The use of company cars is reduced by the use of public transport - seven employees (30 % of total staff) currently use "Bahn-Card" of the Deutsche Bahn,
- Use of resource-saving and complex copying and printing technology, thereby eliminating several work-related laser printer.

Currently possibilities of a company-specific environmental project are to be examined.

Examples:

	2007	2008	2009	2010	2011	2012	2013	2014	2015
Copies made up (TStk)	130	131	102	144	124	141	152	118	104
Water consumption (m ³)	99	81	not determinable (in total included)						
Power consumption (Tkwh)	4,6	14,2	not determinable (in total included)						
Company cars, (mileage Tkm)	237	213	168	181	208	160	178	167	152
Ø consumption of printing copy paper / employee (in centimeter)		40	40	38	40	40	34	25	34*

*calculation changed

Since 2012, printing paper is used exclusively with the PEFC-certificate (Program for the endorsement of forest certification schemes).

With the collection of 38 mobile phones the Naturschutzbund (NABU) was supported for its project "Lower Havel - restoration of 90 river kilometers".

Regarding the awareness of employees for more responsibility towards the environment, e.g. all new employees of the QFC are informed about the principles of the Global Compact the day they start working at the QFC.

As part of the continuous improvement process, employees showed great commitment and made suggestions with relevance to the environment protection. For example, the use of environmentally friendly office supplies, the shift from paper to electronic documentation of internal correspondence. Use of eco-friendly educational materials in training activities. In addition, a working group on sustainability is planned.

The employees are encouraged to nominate examples for the implementation of sustainability goals (SDG) within the QFC. **(G4-EN31)**

Anti-corruption

Principle 10 BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS INCLUDING, EXTORTION AND BRIBERY

On 12.09.2011 the management of the QFC had issued an anti-corruption policy together with the works council of the QFC: **(G4-56 – G4-58)**

Anti-Corruption Policy QFC

As part of its participation in the Global Compact of the United Nations the QFC is working against all forms of corruption, including extortion and bribery.

This Code is intended to be a tool for the employees of QFC to save them from being accidentally entangled in corruption. It will help to do the right thing in hazardous situations, therefore:

First - Be a role model. Show by your behavior, that you don't tolerate nor support corruption neither it's accompanying offenses.

Second - Fend off corruption attempts immediately and inform your supervisor immediately and also the QFC officer for corruption affairs.

Third - If you suspect that someone wants to ask for an improper favor, consult with a colleague as a witness.

Fourth - Always work in a way, your work can be reviewed at any time.

Fifth - Ensure consistent service to the separation of your business and personal life.

Sixth - Support the management of the QFC in the discovery and investigation of corruption. Inform your supervisor and the QFC officer for corruption affairs in case of indications of corrupt behavior.

Seventh - Support the management to detect faulty organizational structures, which favors corruption attempts.

Eighth - Inform yourself on the topic of corruption and personal gain in the broadest sense and let yourself be trained on the topic.

Halle, 09/12/2011



Melanie Neumann
Works council



Helmut Krodel
General Manager

The management of the QFC has appointed an anti-corruption officer. This position is to be awarded at regular intervals. So far, no cases of corruption have occurred. **(G4-SO3)**

The anti-corruption policy of the QFC was disclosed to all employees of QFC and explained at a staff meeting.
(G4-SO4)

With its anti-corruption policy the QFC implements the requirements of the Global Compact to fight corruption (Global Compact, anti-corruption, basic reporting elements B1-B7).

In QFC there had been no incidents of corruption.
(G4-SO4)

The QFC was not involved in violations of law and therefore had no penalties / fines to pay.

How does QFC intent to make this Global Compact Communication on Progress Report available to its stakeholders?

The Global Compact Communication on Progress Report of the QFC will be accessible to the stakeholders on the QFC-website (<http://qfc-news.com/>)

The COP-report will be also disseminated by the new QFC-CSR newsletter.

The Shareholder, the advisory board and the board of trustees of the QFC will be informed of the Communication on Progress Report.

The Communication on Progress Report of the QFC will be available to all employees on a bulletin board.

Information to the employees of QFC

QFC supports the 10 Principles of the Global Compact

In 2008 QFC had joined the United Nations Global Compact. The Global Compact is a voluntary, international initiative of the United Nations to contribute to a social and environmentally sustainable globalization.

The Global Compact consists of 10 principles:

Human Rights

- Principle 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2 make sure that they are not complicit in human right abuses

Labour Standards

- Principle 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4 the elimination of all forms of forced and compulsory labour;
Principle 5 the effective abolition of child labour; and
Principle 6 the elimination of discrimination in respect of employment and occupation;

Environment

- Principle 7 Businesses should support a precautionary approach to environmental challenges;
Principle 8 undertake initiatives to promote greater environmental responsibility; and
Principle 9 encourage the development and diffusion of environmentally friendly technologies

Anti-corruption

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

The Management of QFC supports the 10 principles of the Global Compact and calls upon all employees of QFC to support actively the implementation and to spread the Global Compact principles.

Halle, 18.11.2008


Melanie Neumann
Chairwomen of works council


Helmut Krodel
Managing Director