



# Sustainability Strategy





**Our corporate culture is characterized by openness, trust, and tolerance. Together we achieve goals and bring about change.**

**PEOPLE**

**PLANET**

**We work in a climate-friendly way according to the principle “recognize, reduce, compensate”.**

**PROFIT**

**Sustainable and successful economic management allows us to take responsibility. For people and the environment.**





# Our Team

## What we have accomplished:

- Flexible working time model
- Promoting the health of everyone in the company
- Support of non-profit organizations
- Parent seminar on balancing family and career
- Happy@Work Team: small gestures just because
- Various offers for further trainings
- Transparent promotions
- Inhouse bonus- und incentive programme
- More than 40% of women in management, 85% women within Interplan
- We train and retain employees
- Company loans for employees

## What we still want to achieve together:

- Internal contact person for health management
- Regular ergonomics training
- Further training on future-oriented topics
- Expansion of sports offerings for employees





# Common Good



## What we have accomplished:

- Christmas donation, 100% of which goes to local charities. Every euro donated is doubled by the board and the company. 1 euro becomes 4 euros.
- Employees can use at least one working day per year for social commitment
- Raising employee awareness for the 17 UN goals
- Impulses and participatory activities for employees
- Linking science, innovation, and research through innovative continuing education and event formats that serve the general public

## What we still want to achieve together:

- Support social activities throughout the year
- Promote even more community culture
- Support initiatives and social commitment of employees and partners
- Establishment of a "volunteering round table"
- Donation of old devices to non-profit institutions







# Ecology

We regularly review the success of our environmental measures and, where necessary, will make further improvements. For this purpose, we involve external partners to measure and reduce our emissions. The responsibility lies with all employees. The management sees itself in a role model position for implementing the guidelines set out here and promotes and supports measures for training and motivation of employees.

The ecological aspect of sustainability is about the careful use of the environment and its resources. The goal is to consume only as many resources as the Earth can regenerate.

## What we have accomplished:

- Remote work options
- Little-used company vehicles have been abolished
- Analysis of electricity/gas/water consumption and change of provider
- Discounted train tickets for employees, e.g. BahnCard
- Conduct cross-location meetings digitally
- Job ticket - monthly public transport ticket is subsidized with 20 € per employee
- Digital payroll statements
- IAPCO Plastic Pledge
- Net Zero Carbon Event Pledge

## What we still want to achieve together:

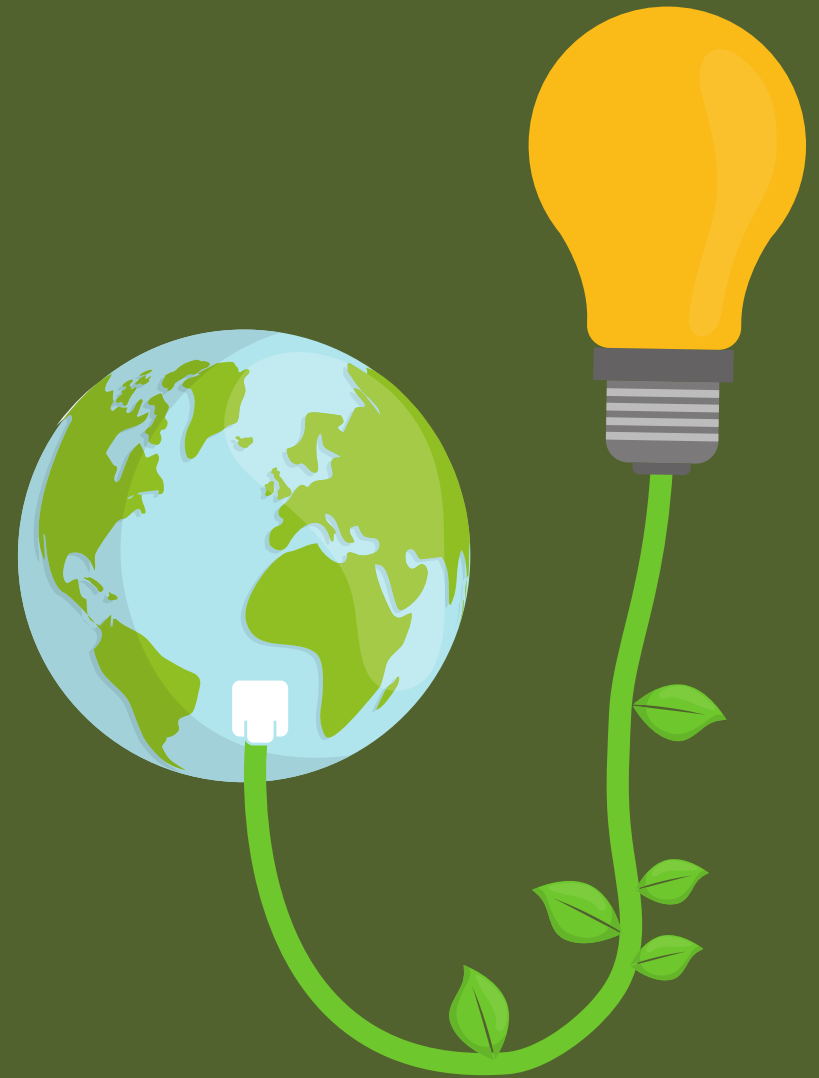
- CO2 compensation for travel
- Sharing workplaces to save resources
- Digitalization
- Select accommodation for business trips according to ecological aspects



# Energy

## What we have accomplished:

- 100% green electricity in the offices
- Raising awareness for efficient use of electricity and water
- Conscious consumption of office materials
- Energy-saving and LED lighting
- Low-emission mobility & travel management
- Cooperation with Deutsche Bahn (German Rail)



## What we still want to achieve together:

- Further reduction of CO2 emissions
- Conscious energy management
- Implementation of CO2 accounting for congresses
- Reduce drinking water consumption







# Procurement

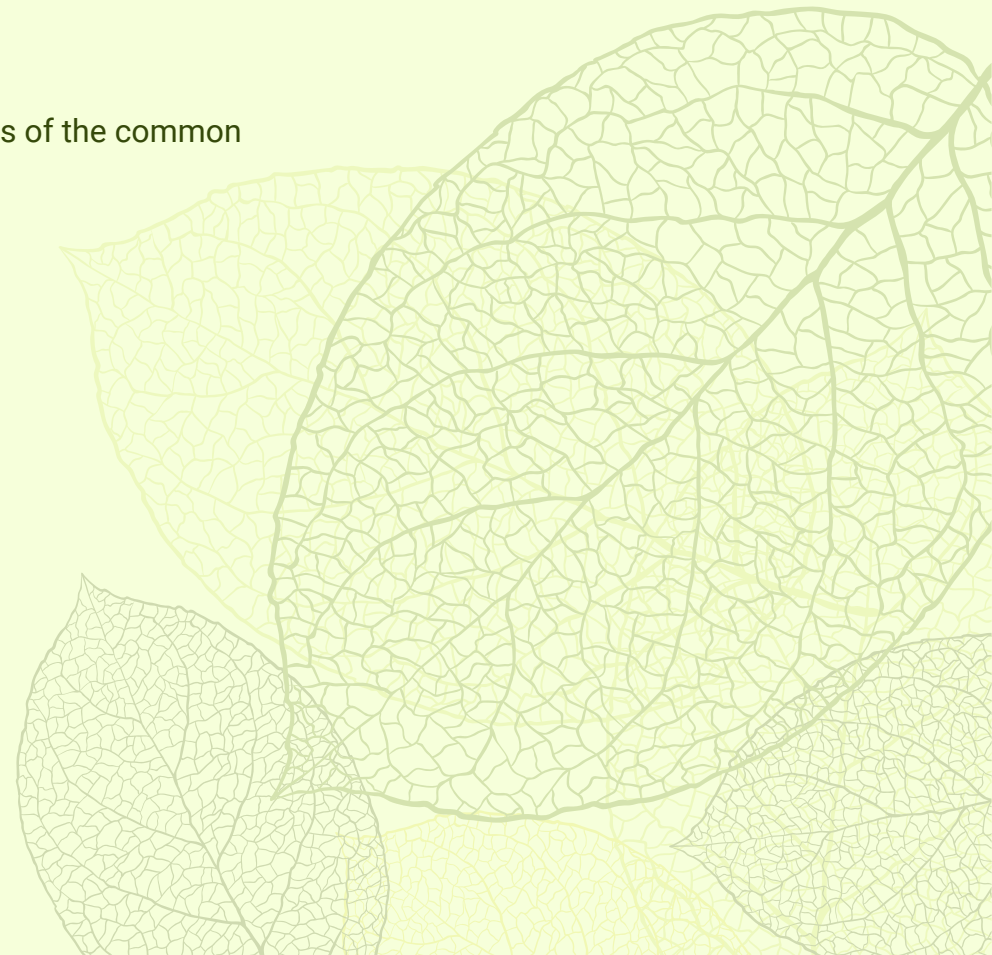
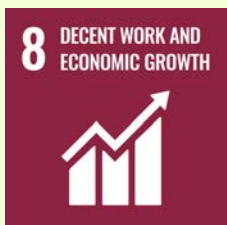
## What we have accomplished:

- Regional suppliers are preferred, no purchasing from providers such as Amazon
- Continuous internal and external communication on sustainability and environment
- Office material savings and avoidance of resource use through digitalization
- Modern IT infrastructure with energy-saving devices



## What we still want to achieve together:

- Purchase only fairly produced goods and services
- Prefer suppliers who commit themselves to sustainability and the values of the common good and human dignity
- Expand the procurement criteria catalog to all service areas
- At least one social contracting partnership





## What we have accomplished:

- Reduction of printed materials
- Reduction of disposable items
- Optimization of waste separation and recycling input

## What we still want to achieve together:

- Higher proportion of waste separation and recycling
- Exclusive use of recyclable materials



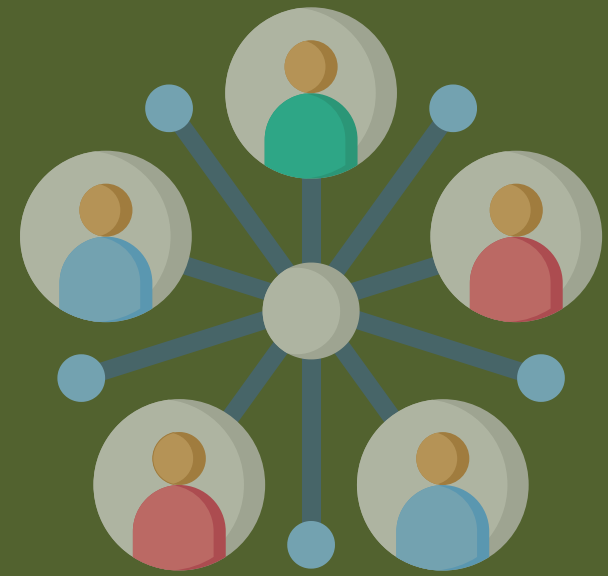


# Economics & Stakeholders



## What we have accomplished:

- Transparent communication with all partners, customers, and employees
- Moderate corporate growth as a sustainable company
- Early identification and minimization of risks
- 80% of our customers are regular customers, solid partnerships for the future
- High employee retention, low turnover



## What we still want to achieve together:

- Expand the portfolio of sustainable products and services
- Optimize processes within the company
- Collaborate with an inclusion company as a fixed partner by 2030
- When obtaining quotes for services or products, at least one quote from a non-profit company should be obtained



# Contact persons



**CSR-Manager**  
**Marleen Herzlieb**



**Member of the Executive Board**  
**Elke Jaskiola**



**Legal & Compliance**  
**Yvonne Görmar**



**Executive Board of Directors**  
**Dr. Markus Preußner & Bruno Lichtinger**



INTERPLAN Congress, Meeting & Event Management AG

Lennéstraße 9  
10785 Berlin  
Phone: +49 30 9210466-50  
E-mail: [info@interplan.de](mailto:info@interplan.de)

Landsberger Straße 155  
80687 Munich  
Phone: +49 89 548234-0  
E-mail: [info@interplan.de](mailto:info@interplan.de)

Sachsenstraße 6 / Haus C  
20097 Hamburg  
Phone: +49 40 325092-30  
E-mail: [info@interplan.de](mailto:info@interplan.de)