

Our Sustainability Programme

When we adopted our Sustainability Programme in 2007, we defined clear objectives to constantly improve our sustainability performance. The programme, which also includes the key objectives of WestLB's Environmental Programme, is an integral element for the management of the group-wide sustainability activities. During the reporting period we defined additional measures in those areas where we see further need for action.

Objective	Project	Deadline	Status
Strategy			
Sustainability strategy Development of specific sustainability strategies for all relevant business units	Joint development by the business units and Sustainability Management	12/2006	☉ Implemented in selected areas; Responsibility was delegated to the business units
	Development of the WestLB Policy for Environmental and Social Issues	12/2007	☉ WestLB Policy adopted in 2007
	Development of sector-specific and topic-specific concepts	12/2009	☒ New deadline: Development of a Climate Policy and a Bioenergy Policy by 06/2010
	Roll-out of the sustainability policy and development of management processes	06/2009	☉ Bank-wide implementation of the Policy
	Formalisation and standardisation of the ESG assessment processes for new business	12/2009	☒ New measure
	Formalisation and standardisation of the ESG assessment processes in the internal audit process	12/2009	☒ New measure
Analysis of the environmental opportunities and risks of the product portfolio	Reviewing options for a product-related sustainability management system (SMS)	03/2008	☉ It was decided not to introduce a product-related SMS for resource reasons
	Development and expansion of the SMS under environmental aspects	12/2008	Measure given up for resource reasons
	Integrating social and governance aspects in the SMS and Group-wide roll-out	07/2009	Measure given up for resource reasons
Compliance Implementation of uniform compliance standards in all business units	Alignment of compliance monitoring and money laundering prevention with new legal requirements	Ongoing	☉
	Expansion of training activities for employees	Ongoing	☉
	Increased incorporation of Compliance Guidelines in the supplier management activities	06/2010	☒ New measure; market research underway
Core business Consistent implementation of Equator Principles in specialised / project finance	Development of an IT based analysis tool for Equator Principles projects	08/2005	☉ Introduced 2006; expanded 2007; to be revised by 12/2010
	Group-wide introduction of an intranet tool	12/2005	Measure given up for resource reasons
	Improvement of implementation in own processes	Ongoing	☉ Implementation underway
	Training of all new employees	03/2006	☒ New deadline: 50% of new staff to be reached by 12/2009
	Development of a concept for the integration of NGO expertise in specialised/project finance	12/2008	Measure not implemented; involvement of NGOs is part of day-to-day business
	New concept for a refresher course on project finance	06/2008	Measure not implemented; given up for resource reasons
Stakeholder dialogue			
Communication Intensification of the dialogue with society	Answering inquiries; participation and lectures at events by WestLB employees	Ongoing	☉
	Systematic passing on of inquiries	03/2010	☒ New measure
Strategy Integrating stakeholder requirements into the sustainability strategy	Organisation of the "WestLB NGO-Dialogforum Nachhaltigkeit" (NGO Sustainability Dialogue Forum)	Ongoing	☉ Regular meetings
	Integration of the Sustainability Advisory Board into the Business Advisory Board	03/2009	☉ Regular meetings
Representation of interests Incorporate the WestLB position in the Performance Standards of the International Finance Corporation (IFC)	Development of a WestLB position and incorporation into the discussion with the IFC	Ongoing	☉ Continuous incorporation

☉ Objective reached in time ☒ Implementation postponed ☒ New measure

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Employees			
Qualification Employee qualification	Systematic identification and development of high-performers and effective successor planning	06/2010	☒ New measure; successful completion of pilot project, roll-out intended for other units
Work-life balance Position WestLB as a family-friendly employer	Re-auditing of "berufundfamilie"	11/2009	☒ New measure
Equal opportunities Increase the share of women in qualified specialist positions to 30 percent	Refinement of the Equal Opportunities Plan (EOP))	Ongoing	☒ As at 12/2008: 27.7 percent New EOP 2007/2010 under development
Motivation Group-wide employee satisfaction survey	Group-wide employee survey	12/2006	☒ Measure suspended due to the latest developments at the bank
Framework concept for sustainable education Target group-oriented sustainability education of all employees throughout the bank	Development of a comprehensive sustainability education concept	11/2007	Measure not implemented; given up for resource reasons
	Review all training performed by external service providers for sufficient consideration of the Policy for Environmental and Social Issues	12/2009	☒ New measure
	Expansion of environmental education and training to include international locations	12/2008	Measure given up for resource reasons
	Updating of training documents for all employees	09/2010	☒ New measure
	Evaluation of the educational concept and transfer to companies of the WestLB Group	11/2009	Measure given up for resource reasons
	Creation of an e-learning tool to train new employees in the environmental management system	12/2009	☒ New measure
Environmental Protection			
Environmental management Integration of international locations into WestLB's environmental management and controlling system	Certification to ISO 14001:2004 of the branches in London, New York, Tokyo and possibly Luxembourg	12/2008	☒ Measure suspended due to the latest developments at the bank
Climate protection CO ₂ reduction through a reduction in power and gas consumption of at least 20% as compared to 2006	Technical measures, e.g. review of a new PC energy management approach and raising staff awareness	12/2009	Implementation underway
	Reduction in business travel through increased use of video conferences	12/2009	☒ New measure; project has started; key performance indicators to be surveyed from 2010
	Limiting of CO ₂ emissions of company cars and increase of the fuel lump sum for cars with high fuel consumption	08/2009	☒ New measure; implementation underway since 02/2009
	Identifying weather- and climate-induced risk positions and profit opportunities in the banking business	Development of a Carbon Policy and adoption by the Managing Board	02/2009
20% power from renewable energy sources	Increase the percentage of renewable energies	12/2010	☒ New measure; market analysis underway
Water protection Reduction of water pollution	Ecological assessment of all cleaning agents used	12/2009	⊙ Corresponding criteria incorporated into the contracts with cleaning firms
Waste Reduction of the share of residual waste by 20% and improvement of recycling ratio	Integration of all key locations in Germany into the waste management concept	12/2008	☒ New deadline for implementation at continued locations: 12/2010
	Production of a waste brochure, better employee involvement	12/2008	⊙ Information material has been produced and distributed; project for apprentices/trainees has been completed
	Improvement of the waste separation concept and reorganisation of the disposal and recycling system	12/2009	⊙
Increase of the share of recycled paper	Employee workshop on recycled paper	12/2008	Measure not implemented; information made available on the Intranet

⊙ Objective reached in time ☒ Implementation postponed ☒ New measure