

JF Hillebrand Group

UN Global Compact  
Communication on Progress  
2016

Reporting period: January 1st 2016 to December 1st 2016



# UN GLOBAL COMPACT

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## OUR COMMITMENT

Dear reader,

In 2011 JF Hillebrand Group became an active member of the UN Global Compact, joining companies from across the globe in making a commitment to corporate responsibility and sustainability.

Today, across our global portfolio of logistics companies, the UN Global Compact serves an important purpose in providing consistent guiding principles for our company to follow in the areas of human rights, labour, environment and anti-corruption.

Since our first Communication on Progress in 2012, we have worked to systematically integrate the principles of the UN Global Compact into our core business strategy. During the past year, we have undertaken numerous actions at a global and local office level to ensure that these principles are integrated into our daily operations.

Sustainable transport remains a key objective, and we aim to be at the forefront of sustainable transport in the industries where we operate. While we continue to make strides in reducing our own environmental impact, climate change is a challenge we share not only with other companies in the transport and logistics sector, but with society as a whole. Only together, and with robust commitment from organisations and bodies worldwide, we will make a difference.

In the following report, which will be shared with our staff and stakeholders, we report on the progress which we, as a company, continue to make. We recognise our responsibility to our staff, to our clients, to our industry, and indeed to our society. We are proud to support the UN Global Compact and remain committed to making a real difference in our global community.

Yours sincerely,

**Mr. Christophe Bernard**  
*CEO, JF Hillebrand Group AG.*



# ABOUT THE JF HILLEBRAND GROUP

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## JF Hillebrand Group

The Group is a privately owned company, headquartered in Mainz, Germany. The company is an international service provider specialized in: the logistics of beer, wine and spirits, industrial bulk and keg supply chain management for the beer industry.

The Group employs more than 2500 people across 58 offices around the world. Presence in 91 countries 1.2 billion € turnover in 2015.



JF HILLEBRAND

JF Hillebrand, the Group's founding brand, exists since 1844. Christof Hillebrand, Chairman of the Supervisory Board for JF Hillebrand Group AG; represents the 5th generation. JF Hillebrand is an international logistics service provider, solely dedicated to beer, wine and spirits logistics, working with a large network of local and international carriers, sea freight and airfreight companies.

JF Hillebrand offers a full range of logistics solutions and services, from full container loads to groupage shipments, from large volumes of bulk wine to small consignments via airfreight. Whatever the logistics challenge, the global network of experts, situated in every major beverage market in the world, will find the optimum solution.



TRANS OCEAN

For over 30 years, Trans Ocean, with the flexitank, has been providing market-leading services in industrial bulk liquid logistics. The company focus on 3 broad product verticals: mineral oils, chemicals and food.

Trans Ocean is the only global flexitank service provider vertically integrated.

The flexitanks are designed, engineered and manufactured entirely in-house, in one of our wholly owned factories, which enables us to have complete control over equipment supply and quality. Trans Ocean logistics' teams organise its fitting, door-to-door logistics and recycling worldwide.

## POLICY, PRACTICAL ACTIONS AND OUTCOMES

This is JF Hillebrand Group's fifth annual Communication on Progress (COP). In this document we will disclose the policies and actions JF Hillebrand Group has undertaken during the past 12 months in order to implement the Global Compact's ten principles in each of the four issue areas: Human Rights, Labour, Environment and Anti-Corruption. We also assess and measure the outcomes within the context of the COP framework.

# HUMAN RIGHTS

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## **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 rights abuses

## ASSESSMENT, POLICY AND GOALS

- We recognise our responsibility to uphold human rights issues within our organisation and within our sphere of influence.
- JF Hillebrand Group supports the Universal Declaration of Human Rights.
- We have internal policies to ensure that all employees are treated fairly and respectfully.
- We aim to create an inclusive corporate culture where our staff and employees are nurtured.
- We promote and comply with all Health and Safety regulations throughout our network of offices and manufacturing plants.

## IMPLEMENTATION

- A statement of policy expressing our commitment to Human Rights has been approved by our Executive Board, and communicated to all stakeholders.
- Throughout our global office network, we have taken steps to ensure that countries or regions we are trading in comply with the Universal Declaration of Human Rights.
- We assess Human Rights risks in the sectors and countries in which we operate.
- We have implemented an HR structure and policies/programmes designed to nurture, train and develop our staff and increase retention.
- We have undertaken and supported humanitarian projects to provide local communities with education and health programmes.

# HUMAN RIGHTS

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- We have undertaken a number of humanitarian projects in 2016, including financial and resource support for the following charities and organisations:
  - Wine and Spirits Trade Associations - WSTA (UK)
  - The Benevolent - The UK Drinks Industry Charity (UK)
  - Restaurants du Coeur (France)
  - Croix Rouge Française (France)
  - Personnimages (France)
  - Kawanis International (France)
  - Fédération Alliance 33 (France)
  - Le Pain de l’Amitié (France)
  - La Maison pour Rebondir (France)
  - Education & Health Nepal NGO (Portugal)
  - Barrio Abierto organised by CreerHacer (Argentina)

## MEASUREMENT OF OUTCOMES

- We have taken active steps to devote financial, human and time resource to charitable and humanitarian initiatives and activities.
- JF Hillebrand Group has not been complicit in any Human Rights abuses, and has not been subject to any investigations, legal cases or incidents involving Human Rights.

# LABOUR

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## **PRINCIPLE 3**

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

## **PRINCIPLE 4**

Businesses should uphold the elimination of all forms of forced and compulsory labour

## **PRINCIPLE 5**

Businesses should uphold the effective abolition of child labour

## **PRINCIPLE 6**

Businesses should uphold the elimination of discrimination in respect of employment and occupation

## ASSESSMENT, POLICY AND GOALS

- We recognise the right to collective bargaining, and uphold the abolition of forced, compulsory and child labour, and the elimination of discrimination.
- JF Hillebrand Group supports and advocates the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.
- We have a clear policy stating that we do not and will not engage in activity with any organisation which uses forced or child labour.
- All employees are given information on company rules, grievance and disciplinary procedures.
- All JF Hillebrand Group offices comply with all global and local Health and Safety legislation, and provide safety training to staff as appropriate.
- All JF Hillebrand Group offices comply with all local employment acts and regulations.

## IMPLEMENTATION

- We have developed local HR Policies throughout our network of offices and manufacturing plants to promote best practice in employment.
- We are an equal opportunity employer with a zero tolerance policy on workplace discrimination.
- We have implemented risk management and disaster recovery programmes at each of our sites, for the protection and safety of our staff.

# LABOUR

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- We have implemented a formal and comprehensive staff training and development programme, encouraging employees to develop and build on their existing skills base. All personnel are encouraged to develop their skills by attending appropriate training courses. A centralised training scheme known as “JF Hillebrand Group Academy” has been created to further train our staff.
- We have developed Corporate Health Management in certain offices, promoting healthy lifestyle to staff.
- We have introduced Health Management and Assessment programmes.
  - We have developed ergonomics studies to improve work conditions, reduce risks of musculoskeletal disorders and improve comfort.
  - We have developed BBS principles (Behaviour Based Safety) in all French offices further to SQAS evaluation.
- We comply with all minimum wage regulations.
- We have achieved numerous local accreditations which are testament to our commitment to staff development and best practice.

## MEASUREMENT OF OUTCOMES

- We have not been subject to any investigations, legal cases, rulings, fines or other relevant events related to Labour or Health and Safety prosecutions.
- We have been awarded as the 22nd best company to work for in logistics and transport in Portugal.
- We have actively encouraged staff development throughout our local office network, such as “JFH Training” session every quarter for newcomers in France.
- We have actively supported local community projects education and health programmes, aimed at eliminating child labour and discrimination.
- We have gained external quality audits which encompass our commitment to labour, quality and staff development.
  - ISO 9001 (Quality)
  - ISO 14001 (Environmental)
  - ISO 22000 (Safety)
  - AEO (Authorised Economic Operator)
  - IIP (Investors in People)
- We have provided training sessions focused on our core industry to our staff:
  - Wine and Spirits Education Trust (WSET) (UK)
  - The British International Freight Association (BIFA) (UK)
  - CAP Emploi (France)

# ENVIRONMENT

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## **PRINCIPLE 7**

Businesses should support a precautionary approach to environmental changes

## **PRINCIPLE 8**

Businesses should undertake initiatives to promote greater environmental responsibility

## **PRINCIPLE 9**

Businesses should encourage the development and diffusion of environmentally friendly technologies

## ASSESSMENT, POLICY AND GOALS

- As a logistics provider, JF Hillebrand Group is fully committed to undertaking initiatives to promote environmental responsibility. We aim to reduce the environmental impact of our operations and activities.
- JF Hillebrand Group supports a precautionary approach to environmental challenges through centralised and local risk assessment and risk management policies.
- We accept our responsibilities and recognise our obligation to contribute to the resolution of global and local environmental issues by reducing our environmental impact and by promoting environmental best practice.
- As such, we have undertaken environmental initiatives throughout our global network to ensure both we, and our partners, minimise our carbon footprint.
- We use our best endeavours to maintain environmental awareness and responsibility among our staff in daily operations, management of our facilities and in new project implementation.
- We will, whenever reasonably practicable, mitigate possible impacts to the environment during planning, design and execution of our operations.
- We have actively invested in the development and usage of environmentally friendly technologies.
- We have actively communicated our environmental policies and actions to staff, clients and stakeholders.
- We have published a transport sustainability white paper, available to staff, clients and stakeholders.
- We encourage our suppliers and agents to adopt and develop similar environmental policies.
- We aim to significantly reduce CO<sub>2</sub> emissions within the European road network by 2017.
- We aim to reuse a significantly higher % of our VinLiners during 2017.
- We aim to increase the number of our flexitanks recycled and steel bulkheads collected and reused.

# ENVIRONMENT

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## IMPLEMENTATION

- JF Hillebrand Group fully considers and supports environmentally friendly initiatives when managing business on behalf of our clients. Our expertise and extensive market knowledge enables us to meet customer requirements with bespoke solutions and initiatives which can help lower carbon emissions throughout the world.
- We continuously strive to improve our environmental performance, through initiatives and best practice, either alone or in partnership with others.
- Strategic involvement in non-profit forums such as the Container Owners Association (COA) with the objective to minimise industry-wide pollution risks through constant analysis and reporting on incidents.
- Existing logistics initiatives within JF Hillebrand Group are:
  - Increased use of “Short-Sea” shipping – we use feeder services into smaller regional ports, as close as possible to the final delivery point. Utilising feeder options minimises road miles and eases congestion at ports and container terminals.
  - Use of domestic coastal shipping – we utilise feeder services where appropriate to reduce the use of road transport.
  - Inland waterways – where possible, we use barges and inland canal routes to cut down on road miles.
- Development of technologies and solutions to minimise environmental impact:
  - Bulk transport solutions via our flexitank systems. Bulk transportation allows shippers to significantly reduce transportation costs, and dramatically reduce the associated carbon emissions - in some cases by up to 50%. Furthermore, importing liquids in bulk and bottling them at destination using recycled, lightweight glass or other materials further reduces carbon emissions. In addition, we have addressed the carbon footprint of the flexitank itself.
  - We have proactive and long-term Equipment Recovery Management plan to leverage recycling opportunities for our flexitank products. Our single layer flexitank materials are 100% recyclable.
  - We have invested in recycling facilities and actively assist our clients in the design and implementation of local flexitank recycling solutions.
  - The flexitank material is shredded, baled for granulation and cleaned before being pelletized and manufactured into new products.
  - We actively manage the collection of steel bulkheads (used for flexitank shipments), which are refurbished and reused throughout our network.
  - We aim to reduce to zero the number of flexitanks used in landfill.
  - We have developed our own VinLiner thermal liners as an environmentally friendly alternative to shipping in temperature controlled reefer containers (which require approximately 30% to 40% more energy to refrigerate on the basis of the same transported tonnage).

# ENVIRONMENT

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- Our VinLiner product is produced from a fully recyclable material. We also have a VinLiner recollection/ recycling programme, with a target that 100% of VinLiner Pallet Covers will be produced from recycled VinLiners.
- Development of a Carbon Calculator tool on the JF Hillebrand website, enabling shippers to calculate and compare their carbon emissions via different transport modes. Providing innovative tools such as the carbon calculator helps to foster a culture of environmental awareness amongst our customers and staff, in every country in which we operate.
- Development of IT tools Kegspediter, LogiTrax and EcoBev, designed to help clients manage supply chains as efficiently as possible.
- EcoBev beverage disposal service is the only green solution for beverage disposal in the USA.
- Kegspediter solution increases efficiency of keg usage and helps brewers minimise their environmental impact.
- Development of a best practice “How to go green at work” document with guidelines to be implemented in each JF Hillebrand Group office and manufacturing plant, including:
  - Waste separation.
  - Recycling waste paper and sourcing paper from renewable sources.
  - Recycling plastic.
  - Reducing printing.
  - Conserving energy.
  - Switching energy supply to renewable sources.
  - Use of lower emission or electric company cars.
  - Use of energy efficient office and IT equipment.
  - Constantly searching for new ways to limit environmental impact.
- Implementation of local office initiatives across our entire network, including:
  - Earth Hour in March 19<sup>th</sup> in collaboration with the companies located in our building (Singapore).
  - “Welcome manual” to save printed pages per newcomers (France).
- We are active members of industry environmental bodies and organisations including:
  - The Containers Owners Association
  - The European Petrochemical Association
  - The Responsible Care
  - The Clean Cargo Working Group (CCWG, a B2B initiative managed by BSR/Business for Social Responsibility)

# ENVIRONMENT

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## MEASUREMENT OF OUTCOMES

- We received independent ISO 14001 (Environmental) accreditation for environmental initiatives.
- We have received independent ISO 22000 and HACCP (hazard analysis critical control points) accreditation, adopting a systematic approach to reducing physical, chemical, and biological hazards/risks in production processes.
- We are a SmartWay® Logistics Company Partner (applicable to our SLG division).
- We have actively encouraged environmental best-practice throughout our network and have invested in technologies for environmental benefit. This has improved energy efficiency in all offices as a result of local initiatives and measures.
- We recycled 60% of our LLDPE flexitanks, across our top 12 import countries (in the third quarter of 2016).
- We recovered and reused 49% of the steel bulkheads used in flexitank transportation, thanks to our worldwide bulkhead recovery program. For our top 25 import countries this figure stands at 61% recovery.
- We have successfully developed environmentally-minded logistics services for our customers and clients.
- We centrally monitor, collate and disseminate information relating to our environmental initiatives.

# ANTI-CORRUPTION

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## PRINCIPLE 10

Businesses should work against all forms of corruption, including extortion and bribery

## ASSESSMENT, POLICY AND GOALS

- JF Hillebrand Group does not tolerate toward bribery, corruption and extortion in any form whatsoever.
- We are totally committed to complying with international and local anti-bribery and anti-corruption standards, laws and legislation.
- We aim to create a corporate culture where an ethical and moral code is upheld by our staff.
- We are transparent in all company transactions and operations.

## IMPLEMENTATION

- As a member of various trade and industry bodies in the sectors in which we operate, we work with peers, partners and independent organisations to create transparent and level playing fields.
- Our internal Code of Conduct is made available to all staff, to foster an ethical culture based on our corporate principles.
- We have local anti-corruption policies in place across our office network, in line with local legislation.
- We do not, and will never do business with any organisation dealing in counterfeit products or parallel market transactions, or with any organisations/vendors that are on local or international trade blacklists.
- We fully support anti-terrorism processes including the C-TPAT and AEO.
- We have actively engaged in local initiatives aimed at promoting transparency and integrity in business.

## MEASUREMENT OF OUTCOMES

- JF Hillebrand Group has not been implicated in any cases or incidents of or related to extortion, corruption or bribery.
- Our financial reporting is verified by external auditors to ensure transparency and accuracy of accounting practice.

# JF Hillebrand Group

## We value your feedback

We welcome any questions, comments or suggestions you might have for this report and our performance.

Please send your feedback to:

### **JF Hillebrand Group Head office**

Carl-Zeiss Strasse 6

PostFach 100254

55 129 Mainz Hechtsheim

Germany

[info@jfhillebrandgroup.com](mailto:info@jfhillebrandgroup.com)



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

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