

ENTREPRENEURIAL RESPONSIBILITY

EMPLOYEES

Well trained, motivated and with individual strengths: when it comes to our staff, we know what we can count on. Accordingly, modern HR work has a high priority at HSH Nordbank. We provide specific support as well as individual basic and advanced training. We make use of our internal seminar programme to teach specific specialist content and offer training courses, among other things for communication, methodology and leadership skills. And we are not the only ones who think our HR work is exemplary: in 2015 we were awarded the “Fair Company” label by the Karriere.de initiative for our promotion of the next generation of employees and the fair treatment of trainees and university graduates. The Absolventa job exchange calls our trainee programme career-enhancing and fair. We were among the finalists in the German national Corporate Health Award with our comprehensive health care services, which are tailor-made for the needs of our workforce. We see this as confirmation and, at the same time, as an incentive to carry on precisely at this point.

COMPLIANCE

The Compliance division works centrally and across divisions to ensure compliance with the main legal provisions and parameters within HSH Nordbank. It monitors compliance with the legal requirements governing the Bank’s capital market activities, the prevention of

money laundering, the financing of terrorism and other criminal acts punishable under the German Banking Act, as well as monitoring compliance with financial sanctions and embargoes. The basic rules of behaviour for the Bank’s employees are summarised in a Code of Conduct. In conjunction with regular training events, employees are provided with a reliable guide regarding legal requirements as well as ethical and societal principles. In addition, HSH Nordbank has established an external Whistleblower role, which follows up internal tip-offs, including those received anonymously, and passes suspected cases on to the Compliance division.

INTERNAL AUDITING

Internal Auditing provides objective, risk-focused auditing and consulting services which extend across all of the Bank’s business activities and processes. It evaluates the effectiveness, efficiency and correctness of risk management, the internal control system and of management and monitoring processes. Internal Auditing is involved in all material projects and in all changes to operational processes and structures. It has an unlimited right of information in order to fulfil its mandate. It acts independently and on its own initiative at all times.

SOCIAL COMMITMENT

In the north, for the north: Hamburg and Schleswig-Holstein are not just of major economic importance to us, there are also the regions where we are firmly established in society. Kieler Woche, the Schleswig-Holstein Music Festival and the HSH Nordbank Run are events that allow us to bring many people together and to promote cultural and sports entertainment. We support social welfare facilities such as the Herz As initiative in Hamburg and

the Hempels association in Kiel, both of which work with the homeless and with socially disadvantaged people. Furthermore, since 2015 we have collaborated with the Hamburg branch of the German Child Protection Association in the integration of refugee families. We do this because we think this is the right thing to do and because we consider it our duty. We are part of society and are aware of our role and our responsibilities.

WE SUPPORT THE SCHLESWIG-HOLSTEIN MUSIC FESTIVAL'S

PROGRAMME DIVERSITY AS ONE OF ITS PRINCIPAL SPONSORS. THIS SPONSORSHIP ALSO INCLUDES THE LEONARD BERNSTEIN AWARD, WHICH THE SAVINGS BANK FINANCE GROUP PRESENTS EACH YEAR IN COLLABORATION WITH THE SHMF.



HSH NORDBANK RUN: SINCE 2004,
WE HAVE RAISED DONATIONS TOTTALLING MORE THAN

€ 1.1 MILLION

FOR THE "KIDS INTO CLUBS" INITIATIVE.
IN THIS WAY WE HAVE ENABLED A GOOD 10,000
CHILDREN AND YOUNG PEOPLE TO ENJOY
SPORTS AS PART OF A CLUB.



WE ARE A PREMIUM PARTNER OF THE WORLD'S BIGGEST
SAILING EVENT, **KIELER WOCHE**.

AS PART OF THE "GOOD FOR KIDS" CHARITY EVENT,

OUT FÜR KIDS



WE HAVE GENERATED MORE THAN € 100,000
IN PROCEEDS SINCE 2011, WHICH BENEFIT
CHILDREN AND YOUNG PEOPLE.

WE ARE A FOUNDING MEMBER OF THE
**ELBPHILHARMONIE
FOUNDATION**

AND HAVE THUS BEEN CONTRIBUTING
TO THIS OUTSTANDING
CONCERT HALL IN HAMBURG SINCE 2005.

