### Company

**A) darmstadtium**
- Use of renewable energies (photovoltaics, geothermics, use of rainwater, biomass boiler, green electricity)
- Intelligent energy use concept
- LED lamps, motion sensor, water-based varnish, natural stone, bamboo parquet, vacuum toilets
- Intensity of LED-wall adapts to brightness outside
- Greened roof (support biodiversity), own bee colonies, herbal rearing
- DGNB certificate in silver; most sustainable office in Germany 2014 + 3rd place in 2019 (B.A.U.M. e.V.)
- Member of B.A.U.M. e.V. (German Environmental Management Association); initiative “Economy pro Climate”
- Certified ‘senior-friendly company’
- Certified barrier-free business - „Reisen für Alle“ ("Travelling for everyone")

### Environment

**A) Energy and climate**
- 100% green electricity
- Climate partner “Entega” compensates steady CO2-emissions with climate protection projects
- Reduction of energy consumption
- Switch to new generation of LED lamps (e.g. own production of compatible LED lamps), energysaving event and inhouse technology
- Green IT: server virtualization – still guaranteed data security and reliability
- Use of public transport for business trips
- Print only if absolutely necessary, rarely coloured, always double-sided
- Paper and envelopes from sustainably managed forests
- Trained sustainability consultants in all departments → "sustainability group"
- Participation in the regional initiative “Urban Cycling” as a contribution to climate protection

### Humans

**A) Employees**
- Secure job due to increase in sales and reduce of consumption
- Training and development on company time
- Work experience/internships
- Cooperation with Baden Württemberg University of Applied Sciences
- Cultural diversity
- Flexible working (compatibility of family and career, home office)
- Worker protection
- Employee benefits
- Equal opportunity employer
- Female Executives
- Occupational health check (only for own information)
- Action days for employees (e.g. for health, security) – e.g. joint planting session
Corporate Social Responsibility in the darmstadtium
Company, Environment, Humans

**Company**

B) **Services**
- Climate-friendly location
- Climate-neutral arrival
- Cooperation with Deutsche Bahn (German Rail)
- Green Arrival
- Congress ticket for public transport
- Rental of e-bikes
- Electric charging stations in our underground car park
- Local public transport / AirLiner-connection to Frankfurt Airport
- Public toilets
- Cashpoint
- Accessibility – also on the website
- Automatic sliding doors at the main entrance
- Stair lift to facilitate getting on stage
- Mediation of service providers, e.g. for the recycling of advertising materials such as flags, banners, etc.

**Environment**

B) **Waste, goods traffic**
- Reduce-reuse-recycle
- Strict waste separation in the whole house
- Litter service only if necessary
- Local service providers and suppliers
- Packaging preferably compostable
- Collecting deodorants for a recycling project or plastic closures for the initiative “Deckel gegen Polio”
- Flea market with discarded event technology instead of sling it away
- Collecting used batteries from event technology, e.g. for private use
- Recycling of old writing instruments (shipping to edding company)

**Humans**

B) **Society**
- Participation in a sustainable municipal economy
- Art exhibitions, e.g. BehindART (biggest inclusive exhibition in Hesse)
- Music events (e.g. “Orchesterwerkstatt” for supporting young people)
- Cultural and sports events
- Seniors’ days, certified senior friendly company
- Game event “Darmstadt spielt” (support of pedagogical approaches)
- Clubs’ day “Tag der Vereine”
- Palliative day
- Preservation of the city wall, the Darmstadtia and the history
- Collection of stamps for the foundation “Bodelschwinghsche Stiftungen Bethel”
- Guided tours (e.g. for school classes)
- Girls’ day
- Cooperation with DBU (German Federal Environment Foundation)
- Geodetic measuring station (earthquake early warning system) in conjunction with Darmstadt University of Technology and HLNUG
- Collecting sunglasses for the Action Shades of Love
- Packing Christmas parcels for the organization ADRA Deutschland e.V.
- Support for environmental diploma of the science city of Darmstadt

15.04.2020
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<td><strong>C) Ethics</strong></td>
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<td>- TÜV-tests</td>
<td>- Reduction of service water</td>
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<td>- Accident prevention regulations</td>
<td>- Rainwater treatment system</td>
<td>- Labour standards</td>
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<td>- Fire prevention</td>
<td>- Partly irrigation of rainwater for green spaces</td>
<td>- Anti-corruption</td>
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<td>- Safety concept (prepared with fire brigade and police)</td>
<td>- Vacuum toilets (water-saving)</td>
<td>- Initiative fairpflichtet</td>
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<td>- Public accessible defibrillator</td>
<td>- Water dispenser for employees (glass bottles, no plastic)</td>
<td>- Training initiative “100pro” (training company)</td>
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