Respect for Human Rights

Ensuring our employees act in a lawful fashion guided by integrity also means protecting human rights. HHLA only has sites in Europe and more than 95 % of HHLA's suppliers are based in the European Union, where human rights are a prime concern and enshrined in both local and European laws. Furthermore, the principles of the UN Global Compact are reflected in the Code of Conduct and HHLA's comprehensive guidelines, such as its health and safety guidelines. As an overarching set of rules, the Code of Conduct includes the following principles:

- Integrity as a central value, a commitment to diversity and the rejection of all forms of discrimination in our interactions with one another
- Guidance on lawful behaviour, particularly to prevent corruption in dealings with business partners and officials
- Protecting the health and safety of employees in the workplace. Occupational safety is a priority for HHLA and we have set ourselves the goal of remaining a leader in this regard
- Protecting the environment and sustainable business practices. Promoting environmental awareness and accelerating the development and widespread use of eco-friendly technologies via HHLA's sustainability initiative ▶ see also Sustainability Strategy, page 160

Additionally, HHLA actively encourages worker co-determination and safeguards both the freedom of association and the right to collective bargaining.

Economy

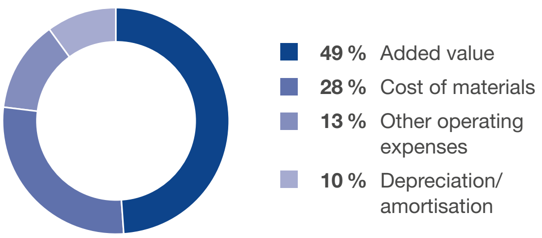
Value Added in the HHLA Group

in € million	2017	2016	Change
Employees	469.8	451.9	4.0 %
Shareholders	105.9	105.1	0.8 %
Public authorities	41.4	41.0	1.2 %
Lenders	6.1	7.3	- 17.1 %
Total	623.2	605.3	3.0 %

Net added value rose by 3.0 % to € 623.2 million in the 2017 financial year. At 48.6 %, the added value ratio was slightly above that of the previous year. Net added value serves as an indicator of the economic value creation of a business activity. It is calculated by taking the production value and deducting all intermediate inputs, depreciation and amortisation. Added value is shared between employees, shareholders, the state (taxes) and lenders. The largest proportion, 75.4 % or € 469.8 million, went to employees.

Source of Added Value

Production value 2017: € 1,283 million = 100 %



Application of Added Value

Net added value 2017: € 623 million = 100 %