

Guidelines on donations and sponsorship

Corporate Social Responsibility is the central focus of THIMM Group in addition to its customer and employee orientation. This social commitment includes charitable donations and sponsorship activities. We place great importance on ensuring that these are carried out transparently and according to consistent principles. These principles are regularly reviewed by us and adjusted if necessary.

Sponsorship

Sponsorship is understood to be the voluntary funding of activities with a clear company interest for advertising or customer relationship purposes as well as contributions for company associations and the corresponding memberships.

Donations

Donations are understood to be voluntary payment benefits (cash, material or voluntary allowances) which the company gives without any return to charitable organisations, as well as contributions for memberships in social and cultural associations.

Principles

- The company makes no political donations (donations to politicians, political parties or organisations).
- The following groups do not receive donations from us:
 - » Individuals
 - » Sports clubs
 - » For-profit organisations.
 - » Organisations whose objectives do not correspond to our mission statement as formulated in our Corporate Social Responsibility-Strategy (CSR = TSR → THMM Social Responsibility).
- The recipient of the donation and the specific use of it by the recipient must be known. There must at all times be accountability for the donation reason and the intended use.
- The donation should be tax deductible and granted in a form which ensures fiscal deductibility (e.g. donation certificate)
- Payments to private accounts are inadmissible.
- Double support within one year should be avoided.
- All donations and sponsorship activities need to demonstrate a regional identity and a connection to the communities our organisation is based in.

Criteria: What is supported?

Financial Support

Monetary donations concentrate essentially on the following three areas of support:

Charitable institutions/initiatives/projects

Donations to social institutions (food pantries, meals for children etc), not-for-profit associations for the promotion of social and humanitarian concerns, emergency relief etc.

Projects/initiatives to increase quality of life

Promotion of art and culture, monument renovation, maintenance of public institutions etc.

Projects/initiatives with direct company benefits

Contributions to schools and universities, memberships in not-for-profit associations for the support of research and training, the support of voluntary fire services, support of company teams at a wide variety of events etc.

Material support

Our material donations come in the form of products from our production processes (corrugated cardboard, cardboard tubes, paper, foam etc). These products help support pedagogical work in schools, pre-schools, and similar institutions.

We also support attractive projects with the implementation of creative ideas from the materials mentioned. We focus here on achieving a positive image with a view to our raw materials and we also position ourselves as a creative, innovative company in the region.

In such circumstances remaining items from advertising or sampling campaigns may be provided.

Remaining items from advertising campaigns

Advertising items from the company from advertising campaigns can for example be given as tombola prizes.

Remaining items from sampling campaigns

We receive different customer products so that we can create packaging samples. Remaining items which are not requested by the customer for return, can be given as a donation. If these are food items then these can be donated i. e. to local food pantries.

Thimm Family

In addition to the company, the company owners the Thimm Family, are also committed to various charitable projects. There is generally no connection between the projects supported and the company.

Systematics

Every year the company management defines a monetary amount to be allocated to financial donations. The amount may vary depending on the commercial situation of the company.

Donations within the current year

Donations and sponsorship requests which are made to the company during an ongoing year are checked individually on the basis of the principles and criteria described and then a decision is taken. In principle there is no entitlement to support.

Christmas donations

The company makes monetary donations at Christmas based on the principles and criteria described and does this as an alternative to giving Christmas gifts to customers. Here the donation amount is apportioned in accordance with the size of the business divisions and locations of the company group.

Donations for Employee Engagement

A special fund is available for requests from employees which supports projects and initiatives instigated by employees. To ensure equal treatment the maximum support amount per project is set at EUR 400. There are EUR 5,000 available in the special fund every year which can be increased through internal activities (tombola receipts).

- Employees can submit suggestions in an application form.
- The project must stand up to an inspection in accordance with the principles and criteria of the corporate guidelines for donations and sponsorship.
- A maximum of 20 projects per year will be supported.
- The allocation of funds per employee is restricted to once in 3 years.
- There is no entitlement to support.

Decision-making process

Donations within the current year

The decision on donations in this segment is made by THIMM Group Management Board in consultation with corporate affairs department.

Christmas donations

The decision on Christmas donations is made by the THIMM Group Management Board in consultation with corporate affairs department and the respective management teams of the business divisions.

Donations for Employee Engagement

The decision on donations to support projects submitted is taken jointly by THIMM Group Management Board and corporate affairs department and they present the projects to the works council.

Documentation

All donations and sponsorship activities are continuously documented and form part of strategic communications covering press and public relations work and also the Sustainability Report.

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