

CORPORATE SOCIAL RESPONSIBILITY

Corporate social responsibility has a long tradition at DEUTZ. As a corporate citizen with operations around the world, we are aware of our duties and obligations. We assume responsibility for our decisions and our actions, for our products and services, for our customers and lenders, for the environment and for the society in which we live. We have been involved in corporate citizenship projects for many years, not only in our home region in the area around Cologne but also throughout Germany and beyond.

Engine museum always popular with visitors The number of visitors to the DEUTZ engine museum rose again last year. It explains the origins and history of global motorisation and displays original machines from the early days of the engine. This all started more than 150 years ago with the founding of N.A. Otto & Cie., the predecessor of today's DEUTZ AG.

On 12 June 2015, DEUTZ again took part in the 'Nacht der Technik' engineering and technology evening along with other companies. Visitors were able to take a guided tour of our engine museum and the assembly hall at our Cologne-Porz site.

Getting young people and the unemployed into careers For almost 25 years, we have been working with IN VIA – an association under the auspices of the German Caritas organisation – and the German Federal Employment Agency to provide career preparation courses for young people with learning and social difficulties. In 2015/16, a total of 36 participants underwent basic metalwork training over a ten-month period at the DEUTZ training centre, which equipped them with a wealth of skills needed to take up a career.

Valuable and important contribution from people with disabilities DEUTZ has successfully worked with NOSTRA GmbH for more than 30 years. People with disabilities work as full and equal employees at DEUTZ AG's Cologne-Kalk site, where they carry out the final assembly and packing for the entire range of engine spare parts. Day in, day out, they prove that people with disabilities can make a valuable, economically viable contribution in the modern world of work. The tasks include packing small and large engine parts and assembling gasket sets and spare parts kits. Around 50 full-time employees now perform a variety of tasks, and highly complex certification standards, such as DIN EN ISO 9001, have been achieved.

DEUTZ has also successfully worked in partnership with GWK, a not-for-profit organisation based in Cologne, for more than 40 years. At the Bergisch Gladbach site, 62 people work on DEUTZ packing and assembly orders. Around 2,500 different articles are packed, weighed and labelled. Approximately 35 people use machines to produce additional articles such as belt pulleys and oil level gauges. In Cologne-Gremberg, a further 15 people handle printing orders. The many different work steps enable the integration of employees with a variety of abilities who benefit from the continuity of the repetitive tasks.

Employee engagement DEUTZ has always contributed to various charitable projects, especially in the run-up to Christmas. In November, we launched an internal donation campaign entitled 'DEUTZ helps' in aid of refugees. Together with the Cologne branch of the German Red Cross (DRK), we called on employees to donate urgently required items. Our employees responded brilliantly, enabling both a van and another vehicle to be filled to the roof with donated items and handed to the DRK.

As part of our 'DEUTZ fulfils your wish' initiative, we again transformed the Christmas tree in our reception area into a 'DEUTZ wishing tree' in December. Around 130 children from a local support centre for children, young people and disabled people wrote down their Christmas wishes on lovingly decorated 'wish notes' that were then hung on our wishing tree. Once again, our employees demonstrated their compassion and fulfilled all of the children and young people's wishes.

High-profile performances by the DEUTZ choir The DEUTZ choir has now been singing for almost 70 years. It was founded in March 1946 as a group of just eight enthusiastic singers, quickly growing into a powerful men's choir with more than 100 active members. Last year, the DEUTZ choir hosted a large opera gala at the Cologne Philharmonic Hall on 6 and 7 June. The choir was accompanied by the Bonner Operisten and Collegium Cantandi choirs along with the Württembergische Philharmonie Reutlingen orchestra. On 12 and 13 December, the choir gave further outstanding performances at its three Advent concerts in Cologne-Gürzenich, at which it was joined by the Domstadt Philharmoniker orchestra. At the concerts, a collection was made for the Kölner Klinikclowns charity.

The members of the Board of Management and managers at DEUTZ AG are fully aware of their responsibility to lead by example. For many years, they have been personally involved in various charitable associations, trade associations, committees, trusts and other forums.