

Corporate Responsibility (CR) at Bertelsmann in Brief

At Bertelsmann, responsible action has always been an integral part of our corporate culture of creativity and entrepreneurship. We take responsibility for our employees, for the quality of our media, services, and educational offerings. We are mindful of the impact we have on society and environment, and we seek to make a positive difference.

Our Approach

The committee responsible for the strategic development of corporate responsibility at Bertelsmann is the CR Council. The CR Council is composed of the Group's Chief Human Resources Officer and high-ranking representatives of the divisions. It deals with the strategic development of CR at Bertelsmann, the cross-divisional coordination of CR activities within the Group and proposes further measures to the Bertelsmann Executive Board. At Group level, the Corporate Responsibility department coordinates and supports the work of the CR Council in close cooperation with other Group functions. Accountability for putting corporate responsibility into practice through specific CR measures and projects lies with the local management teams. The divisions and companies have implemented their own structures and processes.

Our Engagement

Day after day and around the world, employees at Bertelsmann companies dedicate themselves to CR efforts close to the media, services, and education business. We document their engagement in our project database. In our magazine "Faces of Responsibility," some of them discuss the topics they care about and that motivate them to take on responsibility.

Our Topics

Bertelsmann regularly conducts CR relevance analyses to identify Group-wide responsibility topics. These range from creative independence and learning to diversity, equity & inclusion and health & well-being. Among the strategic focus topics of our work are the climate protection (2020) and gender diversity (2019) targets adopted by the Executive Board. The other topics can be found here.

Our Reporting

Each year, Bertelsmann publishes a non-financial statement on relevant CR topics in the Combined Management Report. We have applied the international standards of the Global Reporting Initiative (GRI) in our voluntary CR reporting since 2011. In this way, Bertelsmann also fulfills its obligation, as a member of the UN Global Compact, to submit an annual Communication on Progress. Further information on CR can be found here.



Thomas Rabe
Chairman and Chief Executive Officer of Bertelsmann
Chief Executive Officer of RTL Group

"With Bertelsmann_next, we are now further refining our corporate strategy. In this context, we will set ourselves additional Group targets – beyond "Climate Neutrality 2030" – for our priority Corporate Responsibility (CR) topics. Our ambition is to advance Bertelsmann's CR strategy in line with our stakeholders' expectations."



Immanuel Hermreck
Chief Human Resources Officer of Bertelsmann

"Creativity and entrepreneurship run like a thread through Bertelsmann's 184-year history. They have made this company strong, allowed it to grow internationally, and empowered it to keep transforming itself. Our values show what makes us unique and strong and what we are better at than other companies: giving people responsibility and encouraging them to decide for themselves and to act on their initiatives."

Our Values and Guidelines (Selection)

- [Bertelsmann Essentials](#)
- [Bertelsmann Code of Conduct](#)
- [Bertelsmann Supplier Code of Conduct](#)
- [Bertelsmann Diversity, Equity & Inclusion Policy](#)
- [Bertelsmann Environmental Policy](#)
- [Bertelsmann Energy & Climate Policy](#)
- [Bertelsmann Paper Policy](#)
- [Bertelsmann Slavery and Human Trafficking Statement](#)

Recent CR Ratings (Selection)

Agency	Scale	Year	Score	Rank
ISS ESG	D- to A+	2021	C+	Prime
EcoVadis	0 to 100	2021	72	Gold
CDP	F to A	2021	B	Upper Midfield
MSCI	CCC to AAA	2020	AA	Above Average

Responsibility at Bertelsmann Companies (Selection)

- [Corporate Responsibility at RTL Group](#)
- [Responsibility at RTL Germany](#)
- [Creative Responsibility at UFA](#)
- [Social Impact at Penguin Random House US](#)
- [Creative Responsibility at Penguin Random House UK](#)
- [Responsibility at Gruner + Jahr](#)
- [Responsibility at Arvato Systems](#)
- [Corporate Responsibility at Arvato Supply Chain Solutions](#)
- [Sustainability at Bertelsmann Printing Group](#)