

Stakeholders

Stakeholder group	How DSM engages	Examples 2015
Employees – create value for DSM's stakeholders by helping them provide solutions to some of the world's greatest challenges	Surveys, engagement events, intranet, internal campaigns	<ul style="list-style-type: none"> - In October, DSM employees answered the Employee Engagement Pulse Survey with a response rate of 78% and an engagement score of 69%. Local management teams will work with employees to improve on focus areas, such as valuing employees' diverse perspectives more. - DSM's young professionals network, DSM NEXT is committed to share knowledge and gain insight into DSM's businesses through many activities. In 2015, this included site visits, workshops, and webinars.
Investors - DSM aims to provide an attractive financial return to its shareholders	Annual General Meeting, Capital Markets Day, conference calls, road shows, investor indices (e.g. DJSI), surveys	<ul style="list-style-type: none"> - In November, DSM organized a Capital Markets Day for financial analysts to discuss strategic progress and the improvement of financial performance. - DSM defined a renewable energy strategy for its operations in the next strategic period taking into account concerns from Eumedion and VBDO. DSM also participates annually in socially responsible investment indices such as DJSI, FTSE4Good and Sustainalytics.
Science research institutes - DSM openly cooperates with renowned universities and science institutes	Financial support, knowledge & research, sharing facilities, lectures	<ul style="list-style-type: none"> - Led by the Circularity Center, DSM, together with Lankhorst Ropes, Van Gansewinkel and the Port of Rotterdam, investigated end-of-life solutions for maritime ropes, fishing nets and gloves made with Dyneema®. - Founded by DSM with Dutch universities and Provincie Limburg, the Chemelot Institute for Science & Technology (InSciTe) opened a biomedical facility at Brightlands Chemelot Campus in September. This collaborative workspace will advance proven biomedical concepts to clinical applications through open innovation.
NGOs and civil society - DSM works together with other organizations to jointly find solutions to societal challenges	Meetings, discussion panels, philanthropic events	<ul style="list-style-type: none"> - DSM's involvement in Climate Week NYC included an event on nutrition and the Sustainable Development Goals hosted by GAIN, SUN Business Network and Devex. DSM CEO/ Chairman of the Managing Board Feike Sijbesma took part in a panel discussion on ways to create successful multi-stakeholder partnerships. - Through its co-chair advisory role in the SUN Business Network, DSM's advocacy helped lead to 186 companies making public commitments to improving nutrition and tracking progress annually.
Communities - a good relationship with parties that are geographically close to DSM's operations is important to maintain the company's license to operate	Open days, news bulletins, social media, education, support through local initiatives	<ul style="list-style-type: none"> - DSM Food Specialties in Delft (Netherlands) publishes a twice-yearly news bulletin which keeps the community up to date on developments at the site. - In India, DSM partners with a local community radio station to raise awareness of health issues among adolescents and couples in Gurgaon. The region also provides educational support to girls living close to DSM facilities.
Governments - DSM engages with governments individually, as part of a coalition or through its memberships in relevant trade associations	Meetings with officials, publications, position papers on DSM website, case studies, letters, reviewing proposed legislation, engagements in trade associations	<ul style="list-style-type: none"> - DSM led an initiative in which 78 companies formed a coalition and signed a joint letter urging the world's leaders to reach an ambitious climate deal at COP21 in Paris. - DSM formed an ad hoc coalition with industry peers on the topic of the circular economy. A position paper was sent to a wide range of stakeholders in Brussels (Belgium) to encourage the European Commission to design an ambitious circular economy legislative package.