

## Hager SE COP 2010: Statement of commitment

Since 2007 the Hager Group has been a member of the Global Compact – we support the principles of Human Rights, Labour, Environment and Anti-Corruption. These principles are part of our sustainable strategy. Our employees as well as our suppliers and partners are all involved in fulfilling these goals.

Environmental responsibility is part and parcel of our commitment to sustainability. In any of our activities we aim to contribute to eco-efficiency and environmental protection. Wherever this is possible we implement production processes that preserve the environment and its natural resources:

- 11 of our production sites worldwide are certified ISO 14000.
- We use renewable energies and modern ways of energy recovery – such as the photovoltaic system in Blieskastel, covering 5% of our energy demand.
- We conform to the guidelines of RoHS and WEEE.

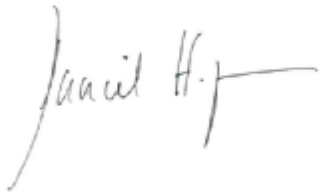
As a provider of systems and products for energy distribution in buildings we are constantly thinking about how to reduce the energy consumption in buildings. Our new MCB, for example, uses 33% less energy during its lifecycle.

Apart from our responsibility for the environment we also have a corporate responsibility. In this we orient ourselves toward the basic principles written into the Declaration of Human Rights of the United Nations as well as on the basic standards of the International Labour Office, on the OECD guidelines for multinational companies. With this form of self-conception, the Hager Group makes every effort to contribute to a greater familiarity for the protection of human rights within its sphere of influence, and as such, also supports the principles of the United Nations. The creation of optimal working conditions belongs to this as well as humanitarian aid in crisis situations:

After the earthquake in China 2008, Hager employees worldwide donated more than 1,125 holiday days for “Human Aid Sichuan”, corresponding to the sum of 150,000 Euros. This money is presently being used to rebuild a primary school – the so-called “Hager Primary Friendship School”.

We also care about the preservation of important objects of cultural relevance. After the earthquake in Italy 2009, Hager employees donated 25,000 Euros – which we have used to support the restoration of an old abbey and its frescos.

All of the values represented by the Global Compact correspond with the values practised within the Hager Group. With our COP 2010, we commit to the 10 principles as an integral part of our corporate culture and our daily work.



Daniel Hager, CEO

## COP 2010

1) VALID FOR PRINCIPLES 1-10		
<b>1.1)</b>	<p><b><u>Prix de l'Excellence Sociétale</u></b></p> <p>On 25th March, Hager Group was awarded the Prix de l'Excellence Sociétale (award for corporate culture excellence), a distinction created within the framework of the "Grand Prix de l'Entreprise Patrimoniale et Familiale" (Grand Prix for owner-managed and family businesses), whose theme for 2009 was sustainable growth.</p> <p>The aim of this award is to recognise and reward owner-managed businesses that, as part of a coherent, long-term strategy, successfully stand out by putting in place the conditions for sustainable growth.</p> <p><b>Measures / Figures :</b>            The award looks to highlight the ethical and entrepreneurial excellence of companies according to the following criteria:</p> <ul style="list-style-type: none"> <li>- the ability to innovate</li> <li>- the ability to achieve successful internationalisation</li> <li>- irreproachable quality management</li> <li>- gaining customer and employee loyalty, in addition to optimal supplier management</li> <li>- an environmentally friendly approach</li> </ul>	<p>Information to be found on the Hager Group website:  <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=5546">www.hagergroup.net/index.php?scr=1024&amp;id=5546</a></p>

## 2) PRINCIPLES 1 AND 2

Businesses should support and respect the protection of internationally proclaimed human rights, and make sure that they are not complicit in human rights abuses.

<p><b>2.1)</b></p>	<p><b><u>The basic principle for all purchasing arrangements: a declaration from the supplier as to "Sustainable growth and ethical trade"</u></b></p> <p>The Hager Group has been a member of the Global Compact since 2007. All values represented by the Global Compact under the themes of Human Rights, Labour, the Environment and Anti-corruption are aligned with the principles practiced within all regions of the world.</p> <p>The Hager Group wishes to deal with suppliers whose values respect all these principles. It is not only the responsibility of the Hager Group suppliers to comply with these fundamentals, but also the Hager Group Sourcing's responsibility to avoid or cancel its business with any supplier who will not respect – or who no longer respects - these fundamentals, as soon as the Hager Group becomes aware of it.</p> <p>In respect to these values, the Hager Group suppliers shall approve and sign our Sustainable Growth and Ethical Trading Policy.</p> <p><b>Measures / Figures:</b></p> <p>The Hager Group is working in a socially responsible way by involving its suppliers in the implementation of its sustainable strategy and setting up processes to ensure that suppliers comply with Hager Group's ethical, social and environmental requirements.</p> <p>In respect to this company values the Hager Group suppliers shall approve and sign our Sustainable Growth and Ethical Trading Policy - or be themselves member of the Global Compact.</p> <p>Since end of 2007 (creation of the Policy) nearly 500 suppliers - among them all the important suppliers of the Hager Group - have signed the Policy.</p> <p>The target is that in the long term 80% of the (new and existing) suppliers will have signed the policy or will be member of the Global Compact.</p>	<p>Information and Policy to be found on the Hager Group website:  <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=3886">www.hagergroup.net/index.php?scr=1024&amp;id=3886</a></p>
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### 3) PRINCIPLES 3-6

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

<p><b>3.1)</b></p>	<p><b><u>Promoting diversity within the company: 16 concrete measures for senior employment.</u></b></p> <p>To anticipate the effects linked to the extension of working life and the increasing number of older employees within the company, in 2009 the Hager Group signed a company-wide agreement with all of the trade union organisations. This agreement is the fruit of a collective reflection process involving the Human Resources teams, occupational physicians, supervisory staff, staff representatives and management. The group is thus undertaking to put in place sixteen concrete measures in France over the next three years.</p> <p>In order to ensure their implementation, the commitments set out in the agreement are for the most part based on existing tools that will be developed and adapted. Accordingly, the first measures will be deployed as of 2010 and will concern, among other things, improvements in ergonomic risk prevention and second career phase preparation from the age of 45.</p> <p><b>Measures / Figures:</b> The HR managers and representatives of the different commercial lines in France have signed a declaration.</p> <p>The target is to implement 16 measures, taken out of 5 areas:</p> <ul style="list-style-type: none"> <li>- working condition improvements,</li> <li>- career development anticipation,</li> <li>- skills development,</li> <li>- end-of-career management,</li> <li>- knowledge transmission.</li> </ul> <p>The declaration will be valid for the next 3 years</p>	<p>Information to be found in the Annual Review 2009</p>
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<p><b>3.2)</b></p>	<p><b><u>IIP in 9 countries</u></b></p> <p>Hager Group is recognised with the Investors in People Standard (IIP), a programme for optimisation of business processes. Hager's UK subsidiary Hager Ltd was the first part of the Group to engage with the Investors in People standard and was first recognised in 1995. Since that time the company has been consistently re-recognised every three years, with its last two re-assessments taking place against the more demanding Profile framework.</p> <p>According to Karen Overmass, Human Resources Director for Hager Ltd, the company was initially motivated to get involved with the Investors in People Standard as a way of ensuring the company developed the necessary systems and procedures to effectively manage and develop its people. It was also an excellent method of understanding and implementing best practice throughout the business, as well as gaining recognition from stakeholders for the efforts the company was making towards valuing and developing its people.</p> <p>Over recent years the Investors in People standard has become a strategic tool used to develop its people development activity and support the integration of newly-acquired businesses into the Hager Group. The Hager Group believes that the Investors in People model enables new parts of the Group to understand the standards it sets out to achieve and helps them work towards meeting them. Following the successful implementation of Investors in People within the UK in 1995, the Hager Group made the strategic decision to roll out accreditation across the wider organisation.</p> <p><b>Measures / Figures:</b> So far 16 Hager businesses in 9 countries, accounting for more than 75% of the total Group workforce are covered by formal Investors in People recognition (Germany, France, Belgium, Spain, Netherlands, Sweden, UK, China, Italy). The last two countries have been China and Italy in 2008. The company's activities are posted regularly in different internal communication panels.</p> <p>As a Group, Hager's ambition is for all parts of their business throughout the world to be fully recognised as Investors in People. Their experience has been that the framework is flexible enough to be applied in any country and with organisations of any size.</p>	<p>Information to be found on the Hager Group website: <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=3465">www.hagergroup.net/index.php?scr=1024&amp;id=3465</a></p>
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<p><b>3.3)</b></p>	<p><b><u>Hager Group Care Management</u></b></p> <p>Care Management is a very important subject world-wide within the Group and we offer a healthy and attractive working environment. Supported by international Health &amp; Safety standards such as ISO 18001, the Hager Group is continually striving to improve the working life of all employees.</p> <p>The target is: define and implement appropriate activities in the areas of healthcare, fitness, alimentation and ergonomy which are conducive for the employees health, which enhance motivation and job satisfaction, which create a healthy atmosphere, which maintain the capacity for innovation and which guarantee the compatibility of family and work.</p> <p><b>Measures / Figures:</b></p> <p>For its contribution to "Occupational Safety and Care Management", the Hager Group was awarded first prize by German Trade &amp; Goods Distribution Association (German abbreviation: BGHW) The members of the jury were agreed that Hager had made an outstanding contribution "in the field of promoting the health and well-being of the employees, and that its efforts could well act as a model for other companies".</p> <p>Also in 2009, the care management department at the Hager Group offered the employees a truly broad spectrum of health-related activities. The ultimate goal of all the facilities on offer at Hager locations across the world is to increase employees' awareness of healthcare issues and their sense of well-being. The offers thus range from daily portions of fruit, breast cancer screening for women in Poland, a family hiking days in the Netherlands, general information campaigns, 'Health Day's at work, stop-smoking programmes, Nordic Walking courses to the early detection of cancer of the colon in Germany. Meanwhile in China, there are efforts to encourage sporting activities in which the togetherness factor is important.</p>	<p>Information to be found on the Hager Group website:  <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=5545">www.hagergroup.net/index.php?scr=1024&amp;id=5545</a></p>
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#### 4) PRINCIPLES 7-9

Businesses are asked to support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

<p><b>4.1)</b></p>	<p><b><u>New packagings</u></b></p> <p>Together with the re-organisation of the Hager brand the Hager Group has changed its packaging and thus optimised it according to ecological aspects. A consistent brand should also be consistent on the market. That's why on 1st January 2010 we started delivering our products in the new Hager packaging. This improves not only the logistic between manufacturer and commerce, but also the balance between economy and ecology. All packagings have been optimised under economical and ecological aspects.</p> <p>Thus we have we set a good example within the field of natural resources conservation.</p> <p><b>Measures / Figures:</b></p> <p>The cardboard is made of 100% unbleached recycling paper. The brown colour of the new packaging is the result of not using any bleach in the process. Which is why the use of chemical bleaches becomes superfluous as well.</p> <p>The recycling of used Hager packaging is facilitated by the simple fact that the paperboard containers of today are made exclusively of mono-material. This material can be fed into the raw materials cycle without difficulty because there is no need for complicated processes to separate the different layers. Furthermore, the printed area has been reduced – from 60% to approx. 10%. This allows for an annual savings of about 30 tonnes of colouring ink. Since ink needs to be removed when converting recovered paper into raw material, this particular reduction has an additional positive effect in that the consumption of water and energy is decreased during the process. Plus, the uniform white ink used for printing the boxes is a solvent-free natural water-based emulsion ink, making it environment-friendly from the start.</p> <p>By ensuring that the corrugated board type fits the purpose at hand, and thanks to the ingenious way the new Hager packaging materials are produced, Hager's engineers have found it possible to further reduce corrugated board requirements by no less than 20% – savings which were accomplished without detriment to the quality of the product.</p> <p>Moreover, the space necessary for storage and transport was reduced by adjusting the packaging to product dimensions and pallet space.</p>	<p><b>Information to be found:</b></p> <p>in the Annual Review 2009</p> <p>Press release to the launch of the new visual identity in Germany</p> <p>Information to be found on the Hager website:  <a href="http://www.hager.de/unternehmen/alles-anders-ab-01.01.2010/161663.htm">www.hager.de/unternehmen/alles-anders-ab-01.01.2010/161663.htm</a></p> <p><a href="http://www.hager.de/unternehmen/umweltverantwortung/242443.htm">www.hager.de/unternehmen/umweltverantwortung/242443.htm</a></p> <p>Information in the brochure "Ab 1.1.2010 wird alles anders"</p>
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<p><b>4.2)</b></p>	<p><b><u>Recycling plastic waste during production processes at Obernai</u></b></p> <p>During the production of circuit breaker at Obernai, plastic waste is caused. This waste is retained, shredded and recycled – with the recycled plastic being returned to the manufacturing process for use in the production of other plastic components.</p> <p><b>Measures / Figures:</b> 25% of the plastic waste occurred is returned to the production process direct, saving each year no fewer than 700 tonnes of new plastic.</p>	<p>Information to be found on the Hager Group website: <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=2884">www.hagergroup.net/index.php?scr=1024&amp;id=2884</a></p>
<p><b>4.3)</b></p>	<p><b><u>Heat recycling in Heltersberg</u></b></p> <p>The various industrial processes involving the production of cable ducts (plastic profile extrusions) require compressed air. In the generation of compressed air, only 20% of that comes to be used. A total of 80% is lost in the form of heat. At the Heltersberg plant, then, the heat is captured and used to warm the building.</p> <p><b>Measures / Figures:</b> Thanks to this set-up, we conserve 90% of the heat otherwise lost and use it to heat the building. The energy and CO2 thus cut back corresponds to the consumption of 63 households.</p>	<p>Information to be found on the Hager Group website: <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=2884">www.hagergroup.net/index.php?scr=1024&amp;id=2884</a></p>
<p><b>4.4)</b></p>	<p><b><u>Clean painting shop in Blieskastel</u></b></p> <p>Environmental responsibility is an integral part of the Hager Group's commitment to sustainability. Wherever the Group is active, its aim is to make a sound contribution to eco-efficiency and protection of the environment.</p> <p>During the production of our distribution boards, before the painting process, all metal components must be cleaned under high pressure. The water so used is captured, purified and returned to the process cycle.</p> <p><b>Measures / Figures:</b> 100% of the water used is reprocessed and recycled. The system is situated in a water catchment area but does not cause any pollution at all.</p>	<p>Information to be found on the Hager Group website: <a href="http://www.hagergroup.net/index.php?scr=1024&amp;id=2884">www.hagergroup.net/index.php?scr=1024&amp;id=2884</a></p>

<p><b>4.5)</b></p>	<p><b><u>Electric cars</u></b></p> <p>In France, the Hager Group is taking part in a pilot project dealing with hybrid / electric vehicles. The aim of the project is to find evidence for the technology and economic viability of the vehicles and so promote mass production.</p> <p>The project with a total of 100 vehicles is run by Toyota, the energy supplier EDF and the city of Strasbourg and is supported by the French agency for environment and energy ADEME. It is part of a European leasing program, in which about 200 hybrid vehicles are tested for their usability and road capability. This is done in 10 European countries, for example in Germany, France, UK, Portugal and the Netherlands.</p> <p>The vehicles combine the hybrid technology with the additional benefit of a battery that can be recharged by a normal socket. This extends their range when driven only electrically. In the electrical mode it is possible to drive about 20 km emission-free. The vehicles are equipped with a lithium ion battery and emit thus only 59g carbon dioxide per kilometre.</p> <p><b>Measures / Figures:</b>  Hager in France is going to lease 3 electric vehicles and make them available to employees.  Moreover, the battery charging stations required will be in place at the locations of Obernai, Bischwiller and Saverne.</p> <p>Schedule:  Feb. / April 2010, contract with the partners to be signed  April / Mai 2010 project to be publicised and launched</p>	<p>No public information so far, as the project is still in preparation</p>
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<p><b>4.6)</b></p>	<p><b><u>"Construisons demain"</u></b></p> <p>Hager has signed up to the "Architectures à Vivre" project. The goal of the several collaborative partners here is to develop a house remarkable for its low energy consumption and fit with the green technologies of today and tomorrow.</p> <p>The house has already been exhibited at various trade fairs in France including Batimat and Interclima + Elec. The construction of this house shows that factors such as modern architecture, comfort and technology combine excellently with environmental awareness.</p> <p><b>Measures / Figures:</b> Building a low-energy house with mobile glazing and a photovoltaic system 10 sq. m. in size. A wooden construction with double-glazed windows, highly efficient ventilation system and a solar installation for the hot water supply.</p> <p>Hager's contribution: Electrical installation to control the heating and lighting systems etc. Monitoring and control of consumption via electronic info panels.</p>	<p>Film and additional information to be found on the Hager website: <a href="http://www.hager.fr/hager/developpement-durable/la-maison-de-demain/technologies-vertes/10803.htm">www.hager.fr/hager/developpement-durable/la-maison-de-demain/technologies-vertes/10803.htm</a></p> <p><a href="http://www.avivre.net/ConstruisonsDemain/partenaires.php">www.avivre.net/ConstruisonsDemain/partenaires.php</a></p>
<p><b>4.7)</b></p>	<p><b><u>be-GREEN houses: responsible well-being.</u></b></p> <p>Inaugurated at the Batimat trade fair in Paris in November 2009, the be-GREEN houses from Architectures à Vivre have been designed as show houses that give concrete expression to a concept of urban housing with a minimal ecological footprint. Sponsoring the project alongside GDF-Suez, Hager is thus confirming its commitment to promoting responsible well-being.</p> <p>The aim is to raise awareness throughout the sector and to show that electrical installation is a driving factor in energy efficiency in buildings, regardless of the client's budget. The Hager solutions presented allow users to steer and optimise housing energy performance.</p> <p><b>Measures / Figures:</b> Hager's contribution: Electrical installation for building automation (heating, lighting) to allow control over the energy consumption Use of the tebis system with displays showing the energy consumption direct.</p>	<p>Film and additional information to be found on the Hager website: <a href="http://www.hager.fr/hager/developpement-durable/la-maison-de-demain/maisons-be-green/14129.htm">www.hager.fr/hager/developpement-durable/la-maison-de-demain/maisons-be-green/14129.htm</a></p>

**5) PRINCIPLE 10**

Businesses should work against corruption in all its forms, including extortion and bribery.

Concrete measures against corruption in any form are in preparation for 2010 / 2011.