

# Hager Group Communication on Progress 2017

**UNITED NATIONS  
GLOBAL COMPACT**



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## CEO STATEMENT OF CONTINUED COMMITMENT

Blieskastel, June 2017



Tomorrow, next year, ten years' time... What will the future bring? Nobody knows. Yet at Hager Group we have chosen to anticipate the future by calculating risks and seizing our opportunities proactively. For example, our company projects have a longer-term approach, they are based on five years of commitment – our current one is Project 2020. We invest in our employees and their training, in energy efficiency and future technologies, in fair trade relations and we work actively to continuously improve our eco-balance sheet. Maybe we are giving up more profit in the short term, but we are convinced that this is the way to achieve sustainable success for the future.

Indeed, at Hager Group our ambition is to grow in the long term rather than maximising profits in the short term. Making money is, of course, something that we have to and want to do, but what counts is how we go about it. We want to do things properly for the right reasons by adopting an ethical approach when interacting with employees, partners and suppliers, and by continuously reducing our ecological footprint and developing more energy-efficient solutions for our customers.

Markets, technological standards and customers' needs are changing faster than ever before, therefore, the highly sought-after 'windows of opportunity' for establishing innovative solutions that are ethical, environmentally-friendly and lower in energy consumption, open and close at breath-taking speed. If we are good, fast and ahead in the field we can play a more active part in shaping sustainable progress than ever before. On the other hand, there is also considerable risk: anyone who misses important developments and rests on their laurels will find the march of time leaving them behind even faster and more mercilessly than in the past. Never before has innovation been so important to drive a cleaner, greener and brighter future.

We follow the guidance provided by the ISO 26000 standard to integrate social responsibility into our organisation. With E3, our approach for sustainable development, we act ethically, caring for people, and we respect the environment by taking into account our planet's limited resources in our business activities, offering our customers energy-efficient solutions.

In April 2007, over ten years ago now, we signed up to the United Nations Global Compact, the voluntary business initiative supervised by the United Nations to foster Corporate Social Responsibility. With this document we renew our commitment and contribution as a committed signatory.

A handwritten signature in blue ink, appearing to read 'Daniel Hager'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Daniel Hager, CEO Hager Group

## HAGER GROUP, CONTINUED COMMITMENT TO SUSTAINABILITY...



... because, our values are not negotiable,

... we believe in respecting people and our environment,

... Corporate Social Responsibility is more than just words.

## E3 – HAGER GROUP'S SUSTAINABILITY APPROACH

*“As a family-owned company it is in our nature to be sustainable.”*

With increasing globalisation and diminishing natural resources, we must consider the consequences of our actions. The need for greater corporate responsibility and shaping a sustainable future is increasing. At Hager Group, we want to move forward in such a way that we leave a clean bill of health for future generations. We have translated this vision of sustainable development into a structured approach that we called E3.

**E for Ethics:** we strive to offer our employees a safe and secure working environment, equal opportunities of

professional development and to promote ethical behaviour with all our stakeholders.

**E for Environment:** we aim to make our environmental footprint as neutral as possible for the planet by optimising the use of energies and resources, avoiding hazardous substances, and limiting emissions and waste.

**E for Energy:** we offer value to people and their assets through safe, smart, eco-friendly and energy-efficient products, solutions and services for both their living and working environments.

E3 is a firmly established approach at Hager Group, it is easily accessible to employees, customers and suppliers alike. In a video our Head of Sustainable Development, Denis Munch, (right) outlines the principles of our E3 approach.

**French with English subtitles - French - French with German subtitles**

**For more information concerning our commitment to employees all over the world, please consult page 77 of our latest Hager Group Annual Report.**

In our current company project, Project 2020, our sustainability strategy has eight transverse challenges & eight key process indicators and objectives. The success of the sustainability strategy requires the involvement of every site, every function, every employee.



## Our 8 challenges

### Ethics:

- > **Assessment, policy and goals:** improve health and safety at the workplace
- > **Implementation:** reduce number of work and commuting injuries (with stoppage) per 1000 employees (temporary workers included)
- > **Measurement of outcomes:** - 20%
  
- > **Assessment, policy and goals:** foster skills and talents
- > **Implementation:** 95% of people in scope of a Personal Development Interview have one validated individual appraisal review per year
- > **Measurement of outcomes:** - 20%
  
- > **Assessment, policy and goals:** Increase gender diversity in key positions
- > **Implementation:** increase % of women in management positions
- > **Measurement of outcomes:** + 15%
  
- > **Assessment, policy and goals:** strengthen ethical behaviours in business
- > **Implementation:** 80% of managers qualified (trained and skills validated) in ethical management
- > **Measurement of outcomes:** 80%

## Environment:

- > **Assessment, policy and goals:** Optimise on-site energy consumption
- > **Implementation:** decrease on-site energy consumption in kWh / million € TO
- > **Measurement of outcomes:** -10%

- > **Assessment, policy and goals:** Reduce CO<sub>2</sub> emissions related to freight
- > **Implementation:** kg of CO<sub>2</sub>e emitted related to inter-sites and OTD-sales freight/million € TO
- > **Measurement of outcomes:** -10%

## Energy:

- > **Assessment, policy and goals:** Strengthen eco-design of products
  - > **Implementation:** % of eco-designed products amongst the innovative projects
  - > **Measurement of outcomes:** 80%
- 
- > **Assessment, policy and goals:** Increase sales of energy efficiency devoted solutions
  - > **Implementation:** Turn Over achieved with solutions enabling energy measurement, energy savings, energy storage or devoted to renewable energies
  - > **Measurement of outcomes:** +100%

*“Sustainability is the key to our long-term success and inherent in everything we do.”*

## 01 HUMAN RIGHTS - PRINCIPLES

**Principle 1: businesses should support and respect the protection of internationally proclaimed human rights and**

**Principle 2: make sure that they are not complicit in human rights abuses**

We at Hager Group support and respect human rights through our daily activities by providing safe and healthy working conditions and by ensuring non-discrimination in personnel practices. For example, from 2009 to end 2016, occupational safety actions have been put in place to promote safety group wide. The LTIFI indicator (lost time injury frequency index), shows our actions have resulted in the number of work accidents and travel to, per 1,000 employees, being reduced by

31% on average over 7 years - specifically for 2016, the reduction was 16.7%. We expect a great deal from our employees, however we also make every effort to encourage them and develop their abilities in a favourable balanced working environment. Every Hager Group employee currently completes 14 hours of professional training per year on average, therefore increasing collective knowledge and skills for all to enjoy the benefits.

### > Assessment, policy and goals:

#### Diversity



*"Diversity (n. f. - Latin: diversitas, atis): character which is varied, diverse. Applied to companies, is the variety of human profiles that may exist within (country of origin, region, neighbourhood, patronymic, culture, age, gender, physical appearance, disability, sexual orientation, qualifications, etc. ...)." This definition highlights a reality today: every company is faced with diversity and the challenges it represents. Hager Group has chosen to encourage diversity by seeing it as an advantage.*

Since our beginnings, we quickly established ourselves in different local regions and abroad, seeking to capitalise on this asset. *"Beyond a humanistic approach, we believe that diversity is essential for us to be successful in our various markets. Proper management of diversity at all levels of our organisation and in cooperation with our partner networks is now more than ever a genuine lever to support our business,"* explains Daniel Hager, Hager Group CEO.

## > Implementation:

We are operating in a global, multicultural, multigenerational & diverse world; to

achieve success diversity is approached from four different angles in all we do.

### Multicultural approach



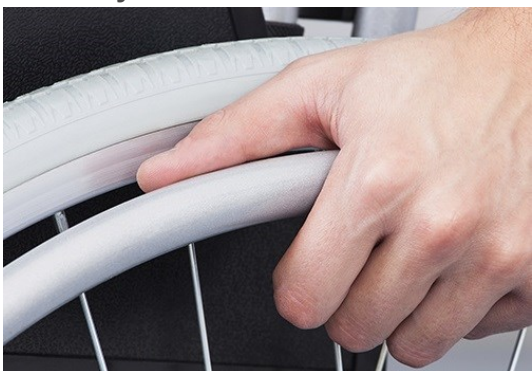
We work in an increasingly international environment with colleagues from all over the world. Transversal projects and processes throughout the group necessitate a better understanding of cultural and linguistic differences. To facilitate our work numerous training sessions are in place to help us better understand and work efficiently with our colleagues from all around the world.

### Gender Balance



41% of our working population is female and 59% male, 15.9% of managers are female (project mgr, dept. mgr, senior mgr, directors). When appointing new colleagues, HR assesses female and male candidates, however, we maintain a sensible and pragmatic approach. Our business approach on gender equality is to allow women to grow and access positions.

### Disability



For Hager Group, disability is not considered as inability, but rather a different kind of ability. For 2016 there were 232 colleagues in France registered within RQTH (Reconnaissance en Qualité de Travailleur Handicapé).

### Inter-generational approach



We act fairly in working relationships between colleagues, be they young trainees, employees with few or many years' experience and seniors. This approach aims to bring employees together in purposeful, mutually beneficial work to promote greater understanding and respect between generations and contributes to the growth of the company.



## Corporate Social Responsibility CSR & community activities

### > Assessment, policy and goals:

Corporate Social Responsibility is an integral part of how we conduct our business at Hager Group, make decisions and set our priorities. Our corporate social responsibility approach is based on the 30 articles of the United Nations Charter of Human Rights, the standards of the International Labour Organisation and the Organisation for Economic Co-operation and Development Guidelines for

Multinational Enterprises. We ensure that our suppliers and partners respect a number of rules on human rights and labour law. That is how we aim for a balanced and safe competitive environment and broad international diversity. This approach not only increases the motivation of our employees, but also the loyalty of our customers and our partners, at home and abroad.

### > Measurement of outcomes:

#### France

#### Achieving a good work-life balance



The wellbeing of staff has always been a key priority at Hager Group, as such, day-care places for employees' children are offered. One of the objectives of the Care Management scheme is to help employees strike the right balance between their

private and professional lives. The arrival of a new baby is a happy event, it entails a great deal of change and requires a lot of organisation. One of the main concerns new parents have is finding high-quality, safe, affordable childcare that also meets their requirements in terms of work and family life; with this in mind, reserved day-care places for the children of employees near our sites in France are provided.

As well as being close to the Hager Group sites, these nurseries charge attractive rates, thus making them a practical and economic option. In total, 232 of our employees benefit from this service.

#### Toy collection in Bischwiller



To give a new lease of life and benefit those less fortunate, in December 2016 employees at the site in Bischwiller, were able to drop off toys and games that their children no longer play with. During a three-week period more than 200 items were collected and donated to the Sonnenhof foundation.

## Hacking Industry Camp



Hager Group supported Hacking Industry Camp #HICamp & Alsace Digitale at the Hackathon weekend in Strasbourg, France from 14<sup>th</sup> to 16<sup>th</sup> October 2016.

During this weekend, Hager Group challenged programmers to develop the app of the future at the Hacking Industry Camp.

## Handicap Awareness Day

For International Handicap day on 2<sup>nd</sup> December 2016, in four of the French sites initiatives were carried out to make colleagues aware of different handicaps in the workplace. For example, in Obernai DYS workshops and conference were held providing information about Dyslexia,

Dyspraxia, Dysphasia, Dysgraphia and Dyscalculia. At all sites, a collection was made to recycle toys for children and at Crolles cakes were sold to raise money for the association AFIP that assists with professional reinsertion.



## Young Talents Day



On 30<sup>th</sup> March 2017, Hager Group opened the doors of its Obernai site in Alsace to students from various schools of engineering in the region. More than 100 participants took part in the fourth Young Talents Day and, in numerous workshop sessions, and were given an opportunity to discover more about the group and the possible career options open to them. The event is a part of the group's diversity approach, the aim of which is to interest young graduates in Hager Group, and also promote and foster a mixture of nationalities and generations.

The engineering schools taking part this year included ECAM, INSA and Télécom Physique from Strasbourg, the ESTA and UTBM from Belfort and, for the first time, the ENSISA from Mulhouse.

Each of the six themed workshops on the agenda gave the participants an opportunity to learn more about product solutions, production processes and

innovation within the group and also served as a forum for the discussion of topics such as work-life balance, in-house career advancement prospects and diversity with employees. In addition to this, 'Speed Recruiting' interviews with members of the Human Resources team were organised at intervals throughout the day to provide the students with information regarding career prospects within Hager Group.



Franck Houdebert, Chief Human Resources Officer commented, "*...Young Talents Day pursues long-term objectives. We want to increase*

*awareness of our company, our values and the opportunities we can offer. We also want to inspire interest in different career paths and their evolution within industry. The challenges we rise to create our future successes.*"

## Hager Forum instils a positive attitude!



June 2016, as part of European Sustainable Development Week, Hager Forum organised 'Positive Impact Week'; a series of different events to help employees find specific ways to take positive action and make a difference. A series of lunchtime sessions that approached the topic of positive action from different angles were held. Some of the sessions were business-oriented; others were more informal; they included participative workshops and lectures featuring internal and external speakers.

A total of 160 people took part in the events. They included a presentation by the company Parkeon about harnessing sustainable development for innovation, a participative workshop about E3, a disco soup party, a brown bag lunch on the topic of the circular economy with a presentation by the company Ricoh and a community gardening session to create shared gardens with consumables at Hager Forum.

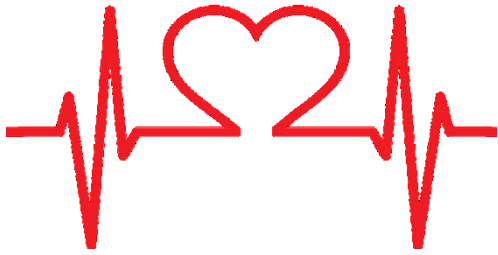
## Warm-ups at the factory in Saverne



At the factory in Saverne, before they enter their shifts, teams systematically have a five-minute warm-up session at their work stations. The aim of these exercises is to

ease muscles in gently and the therefore potentially reducing the risk of Repetitive Strain Injury. In 2016, all production staff were trained in the techniques of warm-up.

## Healthy Hearts Day (Journées du Cœur) & blood donations



In November 2016 the health service in Obernai organised with the Healthy Hearts association in Obernai (Réseau Cardio Prévention d'Obernai) four information sessions for healthy hearts awareness. Cardio vascular disease causes incapacity and premature death and is one of the major causes of death in Alsace where

three of the French sites are based. It is important to inform employees of the risks involved – prevention being better than cure. The four sessions consisted of making employees aware of diabetes, high blood pressure and obesity. Advice was also given on food hygiene, how to stop smoking and integrate physical activity into daily life. There was also conference about well-being & relaxation. On 6<sup>th</sup> March 2017 colleagues in Obernai had the opportunity to donate their blood, as every year the National Association of Blood donors set up on site. 65 colleagues participated.

## Hager Group cooperates with universities in the field of engineering



Hager Group has been cooperating with various universities in the field of engineering and machine-building for a number of years already. In September 2016, the Research and Development department welcomed a new colleague, Umesh Kumar. He arrived in the company through a partnership with ENSISA (specialised University for Engineering in Alsace) in Mulhouse. Umesh got the opportunity to acquire practical experience and Hager Group in turn benefited from his extensive technical knowledge and his expertise in the field of electromagnetism. After completing his internship, Umesh was offered a permanent position as an engineer in the Research and Development department.

Susan Trulson, Human Resources manager responsible for the Engineering division at Hager Group pointed out that,



*“...partnerships with universities encourage innovation and offer us very good opportunities as an employer to establish contact with excellently educated students. As an internationally operating family company, we are delighted that we were able to attract Mr. Kumar.”*

For more details, click [here](#).

## France and Germany

### SOS Villages – 2 events



On 20<sup>th</sup> October 2016 80 youngsters aged 3 to 18 from SOS Villages in Obernai, France and Merzig and Eisenberg in Germany were treated to a day and a half at **Europa Park** in Rust, Germany. After dinner and a night in teepees at the park's Camp Resort, they headed for Europa Park's attractions. This charitable initiative was launched in 2011 at Hager Group Symposium. *"Since we are a family company, the notion of family and the social roots it represents is particularly*

*close to our hearts; as such we support SOS Children's Villages International. The Villages offer these youngsters a family environment and the opportunity to have a better life,"* explained Daniel Hager. The Mack family, founders and owners of Europa Park, also wanted to support this initiative by providing tickets for the children from SOS Children's Villages.

For more details, click [here](#).



On 11<sup>th</sup> April 2017, more than 80 children between the ages of 3 and 19 and their carers left their respective SOS Children's Villages of Obernai, Merzig and Eisenberg, and headed to the zoo in Amnéville. The programme was action packed and full of excitement; participants discovered the 360 species residing in the zoo, from parrots to seals, gorillas to giraffes, tigers to African

elephants, all spread out over the 18 hectare park. There were shows, including one that is unique worldwide: TigerWorld, with eight Bengal tigers and their trainer. Chocolate Easter bunnies were given in anticipation of Easter and to add an educational moment, the children did a quiz enabling them to further their knowledge.

## Germany

### Ambient Assisted Living - added comfort for patients and staff in hospitals



Many patients require nursing care when they least expect it, more predictable is that in the future an increasing number of people will be reliant on care, and many of them will also suffer from dementia; forward-thinking hospitals are already making provisions. For example, the healthcare organisation Vest-Klinikverbund in North Rhine-Westphalia is currently equipping its newly built and renovated hospitals with AAL (Ambient Assisted Living) technologies by Hager. AAL solutions help nursing staff by allowing them to focus more on their actual job. At some of the organisation's hospitals

patients can rely on a special service; some of the hospitals' rooms are fitted with the disorientation protection system my.connect, produced by a Hager subsidiary Locate Solution.

Two further buildings at the Klinikum Westfalen hospital will be equipped with AAL technology, and it will later be rolled out to other locations. Stephan Kreutzer, former Head of Business Development AAL at Hager Group states that

*"...intelligent AAL technologies are not about using more equipment; they are about providing more personal care and individual support. This is exactly what patients and staff need."* Instead of always being busy with supervisory tasks, staff can spend more time caring for the patients and tending to their actual needs.



For more details, click [here](#).

### Ambient Assisted Living – helping to grow old (more gracefully)



Hager Group is specifically working on creating AAL solutions that can connect with every smart home; solutions designed to help mobility-impaired or care-dependent people and avoid them from having to be cared for in a home or hospital. Hager Group is accommodating the trend in the AAL business area

whereby the boundaries between the residential and functional building segments are becoming noticeably blurred. In general terms, the trend is shifting from inpatient care to semi-outpatient or outpatient care. Private institutions and charities are hardly building any segregated in-patient nursing homes any more, but mostly 'combination projects' with attached assisted living facilities. Stephan Kreutzer comments that, *"...intelligent everyday helpers still seem a long way off, however they can make the lives of older and care-dependent people noticeably easier. All we need to do is help make a breakthrough; it will happen soon."*

For more details, please consult pages 20 to 22 of our [2016 Annual Report](#).

## Hager Group Training Day in Blieskastel and Heltersberg



Training Open Days were held at both Blieskastel and Heltersberg under the theme of 'hands-on training'. The event saw our trainees, students and instructors showcasing a broad range of informative activities on everything to do with our training centres. 150 visitors came along to find out more about the variety of training opportunities and jobs on offer in the metal (M) and electrical (E) industries. And the perfect place to do it was in the M+E info

truck. Covering floor space of 80m<sup>2</sup> and spanning two floors, the info truck provided both career guidance with the help of multimedia applications, and also came equipped with clearly designed experimentation stations to give participants an opportunity to fully grasp and experience the fascinating world of technology.

For more details, click [here](#).

## Lange Nacht der Industrie (Long Night of Industry)



On 6<sup>th</sup> October 2016, Lange Nacht der Industrie, organised by the Saarland Chamber of Industry and Commerce (IHK) and the AGV ME Saar took place. The event is a yearly opportunity to see behind the scenes; companies open their doors to school children and students as well as job and training seekers. Hager Group welcomed two groups of 50 guests. The evening kicked off with a company presentation speech by Oswald Bubel, deputy chairman of Peter und Luise Hager

Foundation, participants then went on a factory tour. Jörg Sick, Head of Human Resources, commented that "...the Long Night of Industry is a chance for us to showcase our company and inform young people, young professionals or employees looking to make a career change about Hager Group. In particular, the participants can network with our on-site trainers and students."

For more details, click [here](#).



## Heltersberg 70<sup>th</sup> anniversary celebration



In July 2016 Hager Group in Heltersberg invited Tehalit GmbH employees and their families to a family celebration to mark its 70<sup>th</sup> anniversary; around 80 helpers from local clubs and associations were involved in arranging the programme. Production open for visitors, works shops for

engraving, Heltersberg fire brigade offering the opportunity to see the entire site from the top of a turntable ladder were just some of the day's events.

For more details, click [here](#).

## Greece

### Hager Hellas is proud supporter of Aristurtle team



The first electric racing car in North Greece was presented on Wednesday 28<sup>th</sup> September 2016 at the [LABattoir in Thessaloniki](#) - a socially engaged machine laboratory of applied creativity that promotes culture. This electric racing car named 'Aristurtle', was designed and constructed by a group of students from Aristotle University of Thessaloniki. Design and construction of the car began in 2013 with the support of the community of the Aristotle University of Thessaloniki, and also private companies; this is where Hager Hellas stepped in. The combination of the student's electrical expertise and the

potential of electrical vehicles were impossible to resist, and as such Hager Hellas supported this initiative and the Aristurtle team from the outset. As a platinum sponsor, Hager Hellas provided the financial support necessary for the construction of the car and its participation in European-wide university competitions. Hager Hellas is a great supporter of young students' ingenuity and enthusiasm in the development of new technological solutions, and in particular welcomes and supports those related to electric mobility.

For more details, click [here](#).

## International

### International TAI Community (Trainees, Apprentices and Interns)



Hager Group TAI Community is made up of Trainees, Apprentices and Interns, and supports efforts to promote diversity within the company. On 6<sup>th</sup> September TAIs from France and Germany came together for their first joint meeting at Hager Forum, in Obernai, France. The main focus of this international gathering was for young employees to get to know their counterparts from their neighbouring country. Additional aims of the meeting included furthering internationalisation of the TAI Community and promoting better understanding of Hager Group employees work.

Franck Houdebert, Group Human Resources Officer explained that, “...the



TAI Community

A total of 126 TAIs from Germany and France attended; they were introduced to the TAI Community concept and took part in various team-building activities and brainstorming sessions.

*reflects the cooperative spirit that we want to promote within our company; it is an example of how networking can help us build a*

To conclude the day two Board of Directors members took part in a Q&A session, both stressing that the top management was supportive of and encouraged the TAI Community.

Tamara Obry, Indirect Procurement intern at Blieskastel commented that, “...the TAI



*Community meeting was really interesting; we got to know other TAIs, as we were put into different teams for each activity. It was possible to talk about the different sites and find out what kind of work other TAIs were doing. That’s really useful, especially when you’ve just joined the company.”*

Stephan Hornig, Corporate IT work-study programme student at Blieskastel expressed the opinion that, “...the TAI Community meeting was well organised and very varied thanks to different group activities. It was interesting to talk to TAIs from different sites. I’d like more events like this in the future, maybe at different locations.”

## Young Professionals Club



The Young Professionals Club (YPC) is a talent management initiative built on a two year integration programme, established by Hager Group Sourcing in 2014. Based on the success of the first programme the sourcing department organised a second edition of the club for 2016 and 2017. Now employees outside the Operations Services department can participate. Members of this new YPC edition follow a two year integration programme financed by Human Resources. The HR team provides detailed information about the

department, related peer functions and Hager Group as a whole. The 2016 to 2017 edition of the YPC is a diverse group of 18 from Poland, France and Germany. Members meet twice a year and thus create a network facilitating internal communication.

Hager Group Management Team also works with the YPC to leverage the Generation Y mindset in further business developments.

For more details, click [here](#).

## Hager GO!



In March 2017 a third edition of Hager GO! an internal opinion survey was launched for all group employees. Employees gave anonymous feedback about their working conditions, motivation, organisation of the company etc. The feedback resulted in actions plans to improve working life within

the company. For each survey completed, Hager Group donated one euro to [Make A-Wish, an international charity](#), present in 47 countries, whose objective is to make the wishes of children who are or have been seriously ill, come true.

## Italy

Various initiatives were taken.

### All companies in Italy:

- Compliance with the activities and programs of the Italian Standard 231
- Employees fundraised in favour of two solidarity projects to help the earthquake victims in Central Italy:

1. The first, coordinated by the *Friuli Venezia Giulia* Civil Protection, concerns the reconstruction of a kindergarten in Sarnano (Macerata Region) which had to be demolished after the earthquake.
2. The second, *Il futuro non crolla* consists of contributing to the reconstruction of buildings, labs and accommodation for the University of Camerino Students.

### AB Plast:

Employees collected foodstuff for the *Banco di Solidarietà*; an organisation that provides food and support to families in financial difficulty. It gives them food and basic necessity products.

### Hager Lumetal:

Hager Lumetal continues to work with *Il Giglio* association in social projects to help disabled people.

### Hager SpA, Hager Lumetal, Atral Italia and AB Plast:

Employees contributed towards buying a bus for an organisation that cares for the elderly in Porcia.



Bienvenuti nel Centro Anziani di Porcia, Associazione di volontariato che dal 1983 promuove un ruolo attivo per tutte le età nella nostra comunità.

## The Netherlands

### 25<sup>th</sup> Anniversary party for Dutch colleagues in Amsterdam



On 1<sup>st</sup> and 2<sup>nd</sup> October 2016, Hager colleagues from s-Hertogenbosch and Coevorden in The Netherlands visited the capital Amsterdam along with partners, to celebrate 25 years of Hager in The Netherlands. Two large birthday buses

transported 155 people to Amsterdam for various 25<sup>th</sup> Anniversary festivities. During these two-day festivities the team participated in workshops, a dinner-party canal boat cruise and a city-sites visit.

## Responsible purchasing at Hager Group

### > Assessment, policy and goals:

As a signatory of the United Nations Global Compact we aim to promote the principles of sustainable development among our suppliers. From the selection of our suppliers, which involves ethical work and environmental protection criteria, to signing a purchase contract, involving a

commitment from the supplier to comply with the terms of Hager Group's sustainable growth and ethical trade policy, we encourage our suppliers to be active in rolling out their socially responsible business approach.

### > Implementation:

Hager Group stands for high standards in brand quality, reflected in our procurement activities. We are very careful in choosing suppliers, and apply a range of selection criteria. Any supplier wanting to work with us must recognise our core values used in our own business: professionalism, fast response times and a high level of customer focus.

Hager Group fully supports the OECD initiative of 2013, 'Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas', which is in line with our values and

our sustainable development commitment. Hager Group **requests that its suppliers comply** with Hager Group's 'Sustainable Growth and Ethical Trading Policy' that includes the request to source materials needed for their operations solely from socially responsible vendors. In particular, the signing of our 'Conflict mineral position-Hager Group' document to determine if their components contain tin, tungsten, tantalum and/or gold, is mandatory.

For more details about our sourcing policy, click [here](#).

## 02 LABOUR – PRINCIPLES

Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: the elimination of all forms of forced and compulsory labour

Principle 5: the effective abolition of child labour

Principle 6: the elimination of discrimination in respect of employment and occupation

### Occupational Health & Safety

#### > Assessment, policy and goals:

At Hager Group, employee health and safety are vital issues. Beyond compliance with the applicable regulations and the financial aspects of the costs of workplace accidents or occupational illnesses, it is not ethically acceptable for an individual's mental or physical health to be permanently or temporarily affected by their professional activity. Providing

employees with a safe workplace, environment and working conditions is a core value of Hager Group, which places the company's men and women at the heart of its concerns. This is an integral part of our commitment to sustainable development, and more specifically to the ethical aspect contained within E3.

#### > Implementation:

Hager Group's European Works Council, in agreement with the company's Top Management, has put in place a committee made up of elected members of staff whose goal is to notify management in the event of any serious issues or the

appearance of major risks to the health and safety of individuals or to the environment. In the context of this mission, this committee is tasked with carrying out monitoring visits of the company's sites.

#### > Measurement of outcomes:

A shared health and safety indicator for the group was put in place in 2009: this is known as the frequency index. This measures the number of workplace and

travel accidents resulting in stoppages of one day or more per 1,000 people (Hager Group employees or temporary staff) per year.

### Internal mobility

#### > Implementation:

Internal mobility on a local and global scale is an important factor in career development and Hager Group

International Mobility policy is part of a wider business strategy developing businesses in new countries as well as developing international careers.

## > Measurement of outcomes:

Human Resources departments in Hager Group follow indicators for the number of positions filled through **internal mobility**. For example in France, the internal mobility

objective is 30%; by the end 2016 it was 28%.

Internal mobility for the whole group has reached 23%.

## Health & Safety Certifications

### > Assessment, policy and goals:

#### OHSAS 18001 & ISO

We do our utmost to uphold the international standards such as OHSAS

18001 and ISO throughout Hager Group's industrial and other sites.

### > Measurement of outcomes:

Number of production sites including 3 logistic sites certified to:

- ISO 14001: 18
- OHSAS 18001: 19

Number of sites in France (5 industrial: Annecy, Bischwiller, Crolles, Obernai, Saverne, as well as Bordeaux) certified to:

- ISO 50001: 6

Number of production sites certified to:

- ISO 9001: 28



International  
Organization for  
Standardization



## Italy

Various initiatives in relation to employees' health and safety took place in the different sites in Italy.

### **AB Plast:**

- training on safety systems for employees, department managers, employee representatives and Health and Safety managers,
- free influenza vaccinations for all employees.

### **Hager Lumetal:**

- training on safety systems for department managers, employee representatives and emergency team members,



- yearly audits on Environment & Safety compliance to OHSAS 18001 and ISO 14001 Standards,
- training for defibrillator usage.

### **Atral Italia:**

- training courses updated for safety issues for employee representatives,
- yearly audit for Quality Certification Standard ISO 9001:2009.

### **Hager SpA:**

- training courses updated for safety issues



(first aid and fire-safety) for employee representatives, at both headquarters and branch offices.

### **Bocchiotti SpA:**

- OHSAS 18001 Certification in progress, legislative check on Health & Safety and audit for transition from step 1 to step 2,
- ISO 9001 and ISO 14001 certifications renewed,
- monthly updating of Health & Safety Notice Board with the collection and posting of visual communication,
- training courses on Health & Safety policies for all employees.



## 03 ENVIRONMENT - PRINCIPLES

Principle 7: businesses should support a precautionary approach to environmental challenges

Principle 8: undertake initiatives to promote greater environmental responsibility

Principle 9: encourage the development and diffusion of environment friendly technologies



**The following commitments form our approach for sustainability.**

**At Hager Group, we:**

- want to be a corporate citizen and a responsible employer,
- care for people,
- act for the protection of the planet,

- put ethical behaviour at the centre of all we do with our customers, partners, suppliers & employees,
- contribute, with our solutions to a more efficient use of energy in buildings.

For more information concerning our commitment to employees all over the world, [consult page 77 of our 2016 Annual Report.](#)

For further E3 (Ethics, Environment and Energy) details, consult [pages 5 & 6](#) of this report.

## > Assessment, policy and goals:

In line with E3 and Global Compact's principles to support a precautionary approach to environmental challenges, Hager Group undertakes both internally and externally to promote greater environmental responsibility and

encourages the development and diffusion of environment friendly technologies that reduce our carbon footprint. As a family-owned company, social responsibility is a matter close to our hearts.

## > Implementation:

Hager Group's employees have played a significant role in our company's success with the professionalism and commitment they have shown. The future of Hager Group depends on its employees, so with this in mind, priorities have been set for 4 different areas:

- improving safety and creating good working conditions,
- supporting internal advancement, developing competencies and increasing employability,
- promoting diversity,
- respecting and supporting ethical principles.

## > Measurement of outcomes:

**Ethics:** For every 1,000 employees, we have seen a reduction of 43% in the number of accidents occurring in the workplace and on the way to or from work since 2009. One of the aims of our health

and safety policy is for all our production sites worldwide to be certified in accordance with the international standard OHSAS 18001. So far, 74% of Hager Group's employees work at a certified site.

**Environment:** 18 sites are already certified ISO 14001 (environment management) and 9, ISO 50001 (energy management). March 2017 saw 3 projects highlighted at a

ceremony where environmentally friendly projects were presented. For more details please refer to [page 29](#) of this report.

**Energy:** The need to contain CO<sub>2</sub> emissions and curb the extraction of the earth's oil reserves has brought with it a demand for new transport solutions. One of these solutions is the electric car. Hager Group develops the charging stations for these electric cars. The equipment used in our sustainable buildings is intended to have as little impact on the environment as possible. The solutions Hager Group develops are subjected to a life cycle analysis from the conceptualisation stage. This analysis not only helps us to pinpoint

the best compromises to be made in order to limit any negative impact on the environment, it also enables an environmental profile to be created for the product. This serves as a sort of 'green pass' for products. The number of products with an environmental profile, named Hager Product Passport, has tripled in the space of two years. For more information about Hager Product Passport, please refer to pages [74 to 77 of our 2016 Annual Report](#) and page 28 of this report



*“We do not inherit the earth from our parents; we borrow it from our children.”*

Antoine de Saint-Exupéry, a French writer, aviator and poet.

## Hager product passport: profile for life



Around a third of Hager Group products already have a detailed environmental profile, more and more of them leave the factory today with one of these *passports*; a product environmental profile (PEP). It is a form of environmental passport providing accurate information on ecological performance. Skander Hassayoune, an environmental engineer at Hager Group comments that, “...for sustainability-minded planners and builders, PEPs are an invaluable tool for assessing and planning the environmental performance of a product throughout its entire life cycle.” The PEP records the environmental performance of a product based on 27

criteria including energy consumption, water consumption, raw materials consumption and CO<sub>2</sub> emissions. One third of Hager Group product portfolios now has a PEP. Every single newly developed product is also given one as standard. In the foreseeable future all Hager Group products will have their own individual environmental profiles. Products and solutions are designed right from the outset to ensure their environmental footprints are kept as low as possible throughout their entire life cycles. According to Skander, “PEPs are likely to become standard in the future. The more sustainability minded

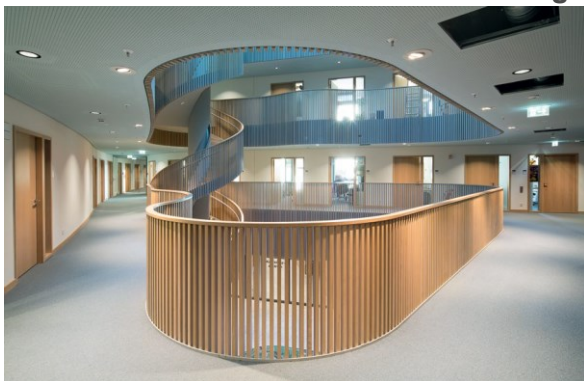


*builders and the construction industry itself become, the more important the performance of the individual construction*

*components will be.”*

For more information about the PEP and E3, [please consult pages 74 to 77 of our 2016 Annual Report.](#)

## Added value venture: Azimut Monitoring



Didier Dufournet, founder of Azimut Monitoring, and part of Hager Services since 2016, provides sensors that measure air quality and energy consumption. Customers are supplied with a package of

solutions including connected multi-sensors and web-based reporting tools that measure energy consumption, air quality and visitor comfort. Indeed, one can only live and work effectively in clean, fresh air. These solutions help improve comfort, health and quality of life at work as well as help preserve buildings. In December 2016 Azimut Monitoring supplied the first 500 units to a market-leading company in heating and air conditioning technology.

For more information and to see the full interview with Didier Dufournet, [consult pages 14 to 17 of our 2016 Annual Report.](#)

## Hager Group Eco-Awards



Three ECO projects were featured at Hager Group Continuous Improvement Awards ceremony on 15<sup>th</sup> March 2017.

### Device-Bracket: the initial process had 7



different working steps with 16 days of Lead Time, now the product can be manufactured in one injection shot. Stock was reduced by 45% and lead time by 94% to 1 day. Environmental benefits are many thanks to process improvements; CO<sub>2</sub> emissions reduced by 77%, equivalent to 72% stainless steel scrap.

### Green pallet: demonstrates the ambition



to increase turnover despite augmented logistic costs. To achieve this, changes such as modifications to pallet size were implemented resulting in an 18% saving in logistic costs, a 20% increase in container loading capacity, a 22% reduction in CO<sub>2</sub> emissions and a 9% saving in wood material. This project is easily duplicable and could bring environmental benefits to all of Hager Group.

### New injection machinery cooling system: is all about water, a limited



resource in la Roca, Spain, with frequent periods of drought. It is our responsibility to ensure responsible use of water in our industrial activity. The advantages of the project are the reduction in water consumption on site by more than 50% (equivalent to the yearly water consumption of 32 people), elimination of the risk of contracting Legionella (colleagues and surrounding population), reduction in exposure to chemical agents and reduction of maintenance costs.

## '1,2,... E3!' workshop

Summer 2016 saw a series of workshops in the frame of Positive Impact Week, the sustainable development team were there to answer questions in an '**1,2,3... E3!**' workshop.

Below are the answers to questions about our assessment, policy and goals and how we measure our outcomes.



### How can we increase gender diversity in positions of responsibility?

In the frame of Project 2020, we plan to increase by 15 the percentage of women occupying positions such as project manager and head of department, and at senior management level. To monitor this, local and group indicators have been set up. Internal recruitment and promotion are prioritised and training programmes developed along with communication initiatives in order to change mind-sets.

### How do we measure ethics in the different departments?

A *whistleblowing system* has been developed to allow reporting in good faith of business situations that infringe our ethics principles. Furthermore, an Internal Audit function, created in 2014, offers yearly audits at group sites in accordance with a reference document underlining business ethics principles. On the basis of the audits and alerts reported, actions are taken.

### Why don't we promote more recycling notions?

Recycling is a subject of great importance for Hager Group. Efforts are made internally to reduce waste at source and favour recycling. A project is underway in

the injection department in Obernai, France to reduce injection waste by 4.5 tonnes per year. This initiative is subsidised by ADEME (National Agency for the Environment and Energy Control). For instance, 100% of metal waste from stamping is recycled and 90% of plastic waste from injection moulding is reused.

### When will the company vehicles fleet be 100% electric?

It is a matter of autonomy. 100kms doesn't meet all trip requirements, for example the distance between Blieskastel and Obernai is 125km. The General Services Department in Obernai will progressively equip the vehicle fleet with additional electric cars replacing combustion-powered vehicles for short trips. In Blieskastel and Heltersberg, five electrical vehicles are available.

### When will home office become standardised thus reducing transportation costs and carbon footprint?

Home office is currently possible in accordance with some rules set out by the Human Resources Department. It is not adapted to all departments as certain functions require on site presence.

## When will photovoltaic panels be extended to the whole of the Obernai site?

It is not simple to equip all rooftops with photovoltaic panels, some buildings simply do not allow for it – in particular older buildings. Our priority is to reduce on-site energy consumption: the best and cleanest energy is the energy we do not consume. Photovoltaic panels on Hager Forum roof provide 40% of the building's daytime consumption. In Heltersberg, a windmill project is currently under discussion.

## How is the reduction in energy consumption managed within Hager Group?

Energy is a resource that will become unavoidably more and more expensive (the decrease in the oil prices is only a temporary phenomenon). Companies' performances will also be influenced by their ability to control their energy costs; Hager Group is fully aware of this. Thus, energy consumption control and reduction is one of our strategic challenges integrated into Project 2020. Our objective is to reduce our energy consumption in relation to turnover until 2020. Our annual Eco-Awards promote the best energy saving projects and inspire and generate competition between our sites to reduce further energy consumption.

## How can Research and Development contribute to sustainable development?

With product eco-design. Offering a larger eco-friendly product range that allows

energy saving in buildings is also a sustainable solution. An eco-designed product is a product which needs less material and contains no dangerous substances for its production; it also consumes less energy when in use. The product must also be produced at a certified ISO 14001 eco-aware production site. 80% of products developed between 2015 and 2020 will comply with our eco-design criteria. Furthermore, we set the objective to multiply our energy saving solutions sales by three within the next five years.

## How do you define your sustainable development objectives and the five-year strategy? How are sustainable development results communicated?

Our E3 approach and its related objectives are defined by the Sustainable Development Department and submitted to the Executive Committee for validation; they apply to the group in its entirety. Objectives are cascaded in all countries along are added to their action plans. The Sustainable Development Department carries out scheduled reporting to the Board of Directors and the Executive Committee. Long term goals are defined and redefined every five years in line with the company project. We aim to consolidate our reporting system and make it more comprehensive, to better anticipate the future.

*“All employees are part of our sustainably shaped future.”*

## E3 Learning module for managers



As a family-owned company it is in our nature to remain sustainable; sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. As such, E3 (Ethics, Environment, Energy) is embedded in our Project 2020 and part of our daily business.

It is important that we all be actors and able to consider the economic, social and environmental concerns of our E3 approach in our management methods and decision-making processes. As such and to

put this into practice from June to October 2016 an E3 learning module was launched in English, French and German as part of the compulsory standard training plan for managers. The module concerned a fictitious promising partnership with Stenco, an energy storage company. Managers were asked to ensure that this partnership was sustainable and in line with our E3 approach. They had to audit and evaluate Stenco via a one-hour long Serious Game. Before doing the audit, they refreshed their E3 knowledge via another e-learning module.

## Health, Safety and Environment

### France

Hager Group in Obernai continues to participate in funding a local bus to avoid employees taking their personal vehicles.



The bus runs between the sites and from the sites to the train station and town centre. Pascal Christmann, in charge of Health,

Safety and Environment in France comments that *“every effort we make to reduce our carbon footprint helps, for example our company restaurant serves over 164,000 meals per year and Spark café 22,000 equating to a saving more than 744,000 kms per year, corresponding to about 126K tonnes equivalent CO<sub>2</sub>. This has a positive impact on the environment.”*

### Electricity consumption reduction

In September 2016 a condensing boiler was installed in Factory 1, in just 3 months

there was a reduction of 708,000 KW of gas equating to 273 K Tonnes of CO<sub>2</sub>.



## HG Environmental and Energy Policy

Our Environmental and Energy Policy was reedited and is now available in all group languages. It ensures adherence and harmonisation across the board. Hager Group commits to comply with legal requirements and all applicable local laws and regulations, as a minimum standard, when developing products and running activities.

In particular for Environmental and Energy Management Systems we have consolidated and guarantee to carry out the following:

- Assess, analyse and improve most significant environmental impacts including energy consumption in a systematic way at all sites.
- Certify every production or logistics site to ISO 14001 standard.
- Certify every site with more than 250 employees to ISO 50001 standard.
- Request newly acquired companies to satisfy these obligations at the latest three years following the acquisition.

## Measures & celebrations

Measures are constantly being improved and put in place to progress safety and prevent accidents in the work place. At Factory 3 in Obernai, there have been 475 days without an accident in the work place. In addition to this, celebrations took place start 2017 in Obernai to congratulate the different sectors of production that have gone over 1,000 days with no accidents. Ceremonies were held for 400 of the 1,000 workers on site.

## Coordination

For all sites in France, security issues are now coordinated and a network has been set up.

## Environmental and Energy Policy

Hager Group, as a manufacturer of energy efficiency devoted solutions, has integrated the protection of the environment and the optimisation of the consumption of natural resources, including energy, in the principles of E3 (Ethics, Environment, Energy), our approach for a responsible and sustainable development. We placed the environmental impact assessment at the core of our approach, which makes it possible to define objectives and action plans to tackle in priority significant environmental impacts and energy use.

We are committed to provide adequate information, financial and human resources to ensure a continuous improvement of Hager Group's environmental and energy performance.

We expect everyone working and intervening on any Hager Group site to respect this commitment and to comply with Hager Group's policies and procedures, as a contribution to reduce our environmental impact, optimise our energy consumption and prevent pollution.

We also encourage our suppliers and other business partners to adopt the principles of this policy.

Hager Group commits to:

**Legal requirements**

Comply with all applicable local laws and regulations, as a minimum standard, when developing products and running activities.

**Environmental and energy management systems**

Assess, analyse and improve its most significant environmental impacts including energy consumption in a systematic way at all sites.

Certify every production or logistics site to ISO 14001 standard.

Certify every site with more than 250 employees to ISO 50001 standard.

Request newly acquired companies to satisfy these obligations at the latest three years following the acquisition.

**Resource Efficiency**

Reduce natural resources and energies consumption.

Minimise waste; reuse and recycle materials whenever feasible.

Encourage purchasing of energy efficient equipment, devices, products and services.

**Eco Design**

Reduce the environmental impact of products by taking into account their complete life cycle.

Provide customers with the product environmental performance information.

**Hazardous substances**

Eliminate hazardous substances, wherever technically possible or substitute hazardous substances with less harmful ones.

**Energy performance in buildings**

Provide products which allow a better energy performance.

We are counting on everyone's involvement so that all of these principles are known, understood and applied by all, and so that our Environment and Energy Policy translates into a strengthening of our actions and into a continuous improvement in our results.

Billeskastel, 28<sup>th</sup> July 2016



Daniel Hager  
Chief Executive Officer

Legal form: Société Européenne  
Head Office: Billeskastel  
Registration Office: Neuchâtel (HR01026)  
Board of Directors: Daniel Hager (Chief Executive Officer), Philippe Perregé, Francis Houdebaut, Bernard Schmitt

1/1

## Cogeneration boiler

In 2016 at Bischwiller, the production site and Area Distribution Centre were linked up to the cogeneration boiler of a neighbouring company. This has allowed a reduction in the consumption of gas for heating the two facilities.

## Sprue reduction in Alsatian sites

With injection moulding a certain number of sprues are generated, 90% of them are currently transformed and recycled internally. Injection moulds have been remade to adapt to recycling measures.

Since 2014, 71 tonnes of plastic material has not ended up as waste, that is to say 1,100 CO<sub>2</sub> tonnes equivalent.

OBERNAI Hager

# En finir avec les carottes

Investi de longue date dans la réduction de son empreinte environnementale, le site obernois de Hager intensifie le combat contre les déchets plastiques. Un engagement qui se traduit par des investissements lourds, soutenus en partie par l'Agence de l'environnement et de la maîtrise de l'énergie (Ademe).

Chez Hager, le développement durable n'est pas un écran de fumée. Depuis 2009, le fabricant de matériel pour installations électriques a pris le virage de l'éco-conception et de la maîtrise de sa consommation énergétique, de ses matières premières et de ses déchets. Il persiste et signe, puisque le projet d'entreprise valable jusqu'en 2020 intègre pour la première fois un axe stratégique dédié au développement durable.

## 350 tonnes de déchets plastiques générés dans trois sites alsaciens

Dernier cheval de bataille : le plastique. Une matière stratégique pour l'usine obernoise, site pilote pour la fabrication de toute la gamme de disjoncteurs. Si la totalité des déchets métalliques sont directement réutilisés, il n'en va pas de même pour les surplus plastiques, appelés carottes. 90 % des chutes générées par le processus de transformation sont recyclées en interne



Stéphane Lafaye et les équipes de Hager ont imaginé un nouveau protocole pour limiter le volume de déchets plastiques générés par la fabrication de disjoncteurs. PHOTOS DAJA

par la machine. Restent 10 %. En 2013, Hager a lancé une évaluation : les trois sites alsaciens de Hager (Obernai, Saverne et Bischwiller) produisent 350 tonnes

de déchets plastiques. Comment faire fondre ce volume ? L'équipe "développement durable" de Denis Munch et les ingénieurs ont planché sur la



Les carottes représentent les 10 % de déchets non réutilisés par la machine.

question et ont imaginé un dispositif susceptible de limiter les pertes. Cela consiste à recréer un moule pour chaque pièce plastique, en intégrant une nouvelle technique. D'un point de vue comptable, cette nouvelle orientation a un prix : un moule standard coûte 100 000 €, auxquels il faut rajouter entre 60 et 80 000 € supplémentaires par pièce.

Depuis trois ans, Hager a déjà investi dans une vingtaine de moules. Les moins coûteux. Pour quatre pièces plus chères, l'entreprise, qui débourse 200 000 €/an (achat brut de

matériel) dans ce projet, a sollicité l'Ademe (Agence de l'environnement et de la maîtrise de l'énergie). Le dossier a été retenu dans le cadre de l'appel à projets sur l'économie circulaire. 35 % de l'enveloppe globale seront subventionnés.

## Un gain plus écologique qu'économique

Pour quelles économies ? Elles sont estimées à 15 000 €. « Cela ne compensera pas le surinvestissement, reconnaît Stéphane Lafaye, ingénieur en matières plastiques. Heureusement, la direction y croit et nous suit. » Car les gains sont aussi écologiques : depuis l'engagement pris en 2014, 71 tonnes de matières plastiques n'ont pas terminé à la poubelle. Soit 1 100 tonnes équivalent CO<sub>2</sub> économisées.

Les responsables obernois le reconnaissent : L'objectif « zéro déchets » est inatteignable, en raison d'un volume de chutes incompressible. Cela n'empêche pas de tendre vers lui. Par la généralisation progressive des nouveaux moules et la recherche d'une filière de valorisation incluant des acteurs extérieurs qui retransforment les plastiques, avant de les ramener à Obernai. Le combat continue. ■

AMANDINE HYVER

## Germany

### Finding the right energy balance at Blieskastel



Our Research and Application centre automatically makes the switch to a self-sufficient energy supply. In just over a year our Research and Application centre has virtually disconnected from the electricity grid. Designed to function as a sort of green power plant, the smart office building constantly analyses and optimises its energy consumption in an intelligent way. Since the systems were first introduced, they have proved so effective that this building covering an area of 3,000 square metres generates far more energy than it consumes.



*"The building is a power plant that generates 1.7 million kilowatt hours of energy a year, and we can feed up to 1.1 million kWh of this energy into the plant's independent*

*grid system,"* commented Andreas Frevel, Solutions Support Manager in November 2016. In other words, not only does the

smart research centre supply its own electricity, but it also contributes to the energy supply for its neighbouring buildings.

The self-sufficient effect is made possible thanks to a smart energy management system with around 5,000 data points in the building. By collecting vast amounts of data about users' consumption behaviour or up-to-date weather forecasts, the software solution is able to use this information to prepare accurate forecasts of the expected energy consumption levels. On the roof of the building, solar panels produce electricity from the power of the sun, while a highly efficient combined heat and power plant converts gas into heat and electricity in the adjacent building. Depending on requirements, the energy generated is either stored in a 112.5 kWh buffer tank or used immediately – for example, to charge the factory's own electric vehicles.

For more details, click [here](#).

## Italy

Initiatives have been carried out in our various sites in Italy:

- Atral Italia: a new training room equipped with new furniture to improve the comfort of customers during training courses.

- Hager Lumetal: implementation of a new system for the sorted waste collection.

## KNX RF Protocol - standardised module

Along with other industry giants technical specifications for the KNX RF protocol were made to minimise the impact of radio frequencies on end-users environment. Specifications were designed with the least possible radio transmissions. Although this represents only roughly a few milliseconds of transmissions per day, equipment connected to the meter can recognise the information and take it into account. The end result is a quieter environment for the user.

## hagergroup

### Standardised Radio Module for French Linky smart meters

Team: P Magneron  
Targets:  
Create a standard radio module for any electricity supplier and home automation system



#### Idea / Concept description

According to French „energy transition law“, electricity suppliers are obliged to provide a display for each social tariff customer (4M in France). In the display decree, the radio module is referred and described in a separate decree. The best way to create a market is to add a legal requirement.

## Regulations & Certifications

### > Measurement of outcomes:

#### REACH Regulations

Hager Group requires its suppliers to declare the presence or not in their supplied goods of one or more of the latest substances added to the SVHC list (substance of very high concern). This declaration concerns good provided with and beyond Europe. Yearly screening tests are carried out by a third party laboratory on randomly chosen products to confirm

that they don't contain hazardous substances over the regulatory thresholds. At Hager Group we endeavour to not use these substances of high concern in our existing products and all new projects do not contain any of them. This list, last updated on 12<sup>th</sup> January 2017, now contains a total of 173 substances.

#### ISO 14001 Certifications

By the end of 2016, 18 of our 25 production sites were certified ISO 14001.

#### ISO 50001 Certifications

By the end of 2016, 8 of our 25 production sites were certified ISO 50001. (Energy Management Systems)

## E-mobility

### > Assessment, Policy and Goals:

As electrical mobility develops, charging stations for electric vehicles are increasingly more present in our lives, be they in public places or in the home. By developing a range of recharging

solutions we have put the focus on ease-of-use, ergonomics, intelligent and aesthetic charging stations, positioning ourselves as an active contributor to this new industrial and human adventure.

### > Implementation:

#### Sponsoring a team in the WAVE Trophy



The world's biggest e-rally, the WAVE Trophy, has one mission - zero emission. The e-rally runs from Germany to Switzerland, the 2016 edition had 80 plus e-vehicles. What with our witty charging stations, an e-rally charging stop in 2015 for the simultaneous charging of 26 electric vehicles, and a venture with freshmile (an operator for recharging electrical vehicles) we are firm supporters of all initiatives promoting sustainable development. As such, we supported Benoît and Marie Kayser on their electric route.



Marie and Benoît participated in the WAVE rally with their Nissan LEAF. Sharing the 'WAVE' spirit,

their message is clear, *"the electric vehicle (E.V.) is a solution for today, and absolutely not a futuristic concept. Daily, we can all choose to reduce our environmental impact. We are confident that the E.V. is an effective solution and not exclusively for technicians, engineers or militant environmentalists. It is simply a pragmatic solution for anyone."*

On arrival during the afternoon of 18<sup>th</sup> June at Liestal, near Bâle in Switzerland, Marie and Benoît commented that, *"...we are very happy to have been able to participate yet again in this extraordinary WAVE Trophy event. It was enriching and we met many interesting people on our route from the participants who are passionate about electric vehicles to the supporters who waved us on. We hope the road trip will encourage future generations to find sustainable solutions."*

## 04 ANTI-CORRUPTION PRINCIPLES

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery

### Anti-corruption initiatives

#### > Assessment, policy and goals:

What is the right thing to do?  
What is not right?  
Where do you draw the line?

Doing business globally entails many challenges, particularly when working in diverse cultures where 'appropriate' business conduct can vary widely and in countries where enforcement of national or international standards may be weak. Therefore adherence to the company's Ethics Charter must be observed. In a

business environment, making the right choices becomes increasingly more complex and more important. It is important that new and current employees be guided through our company values and understand our Ethics Charter which make it very clear what is expected behaviour of a Hager Group employee. Our Ethics Charter is a reference framework based on our values, providing an authoritative guideline for an upright, reliable yet successful way of doing business.

#### > Implementation:

Hager Group has set out its company values and philosophy in its own Code of Ethics. In addition to obeying the law and treating competitors fairly, it also covers complex problems.

For example - can I accept a supplier's invitation to a symposium with a stay in a luxury hotel?  
Is the gift of a pen tantamount to bribery?

Hager Group firmly believes that only those whose actions are moral and trustworthy will benefit in the long term. To apply these principles to the daily lives of employees, 80 percent of executives will be receiving online ethics training by 2020.

For more details about our Ethics Charter, click [here](#)

## 05 SELECTED EXAMPLES OF SOCIAL ACTIVITIES WITHIN HAGER GROUP

### Peter und Luise Hager Foundation



#### > Assessment, policy and goals:

As a family-run company, it is part of Hager Group's culture to be aware of its responsibility. This means taking responsibility for employees and their families as well as the sustainable protection of the environment and natural resources, and above all, social

responsibility. The founders are convinced that it is important to give something back to society in return for its commercial success. Such a commitment reflects the Hager family culture, integrity and their values.

#### > Implementation:

The Peter und Luise Hager Foundation was established in December 2010 to support projects in the fields of science and research, protection of the environment, culture, child development and education and social care. Many of the projects are

located near Hager Group sites and therefore benefit the people who live and work in close proximity to the company. The name of the foundation is also fitting; it is named after the parents of the company founders, Dr. Oswald and Hermann Hager.

#### > Measurement of outcomes:

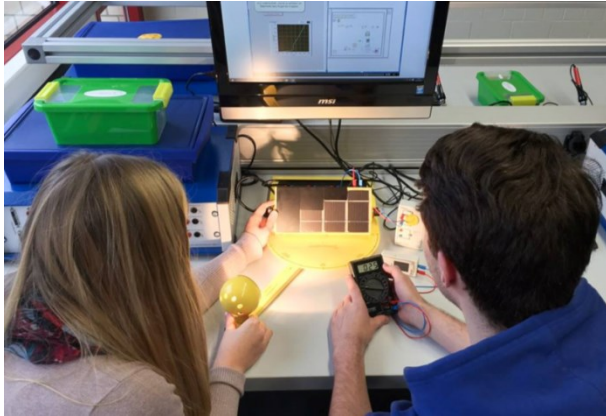
##### Presenting Founder Award



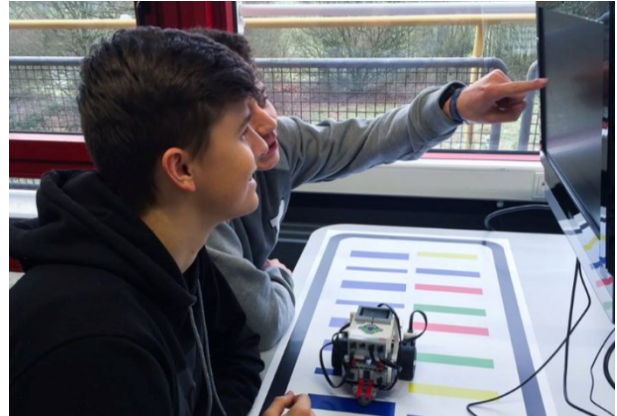
The three most successful German founders among master electricians who have successfully established a company or taken over a business in Germany since 2011, have received the new Founder Award, presented by Peter und Luise

Hager Foundation. The award ceremony was held at the House of Family Businesses in Berlin on 12<sup>th</sup> October 2016. Acknowledgement of these new 'masters' is the legacy of Hermann Hager, one of the founders of Hager Group. With this award, the foundation rewards and promotes master craft-workers in the field of electrical engineering who have founded a company. The Jury focused on economic success, social commitment & public spirit and corporate culture with a human face. A forward-looking approach to the business is also criteria considered when awarding this prize.

## Contributing to Student Research Centre in Saarlouis



Officially opened in 2015, the Student Research Centre in Saarland, Germany, offers three large laboratories as well as rooms for students to discover how fascinating natural sciences can be. Each laboratory offers space for 20 students, to work on various experiments at their own speed and with their own interests. The premises are in the 'In den Fliesen'



community school, and the Ministerium für Bildung und Kultur (Saarland) sponsors teacher hours for developing and supervising the laboratory work. Laboratory equipment, on the other hand, has been financed by the Peter und Luise Hager Foundation as well as other sponsors such as ME Saar, representing the Saarland Metal and Electrical Industry Federation.

## Welcoming new Perspectiva III participants



On 7<sup>th</sup> and 8<sup>th</sup> January 2017, the 'Welcome Weekend' took place for Perspectiva III participants. This year, 17 participants were chosen out of almost 500 applicants for the programme, which helps young people from Spain to gain work experience in Germany. The aim of the weekend was to get to know Saarbrücken, capital city of the Saarland region, and to share their early experiences in Germany. In the two months before the start of the placement, the participants started a German course in order to broaden their language skills and reach at least level B1. After that, on 9<sup>th</sup> January 2017, they began the 6-12 month

placement in German companies. Alongside the work experience, the Spanish participants also continue to attend German courses, in order to further improve their language skills. To get a deeper understanding of German culture and to promote integration, trainees also have the opportunity to find accommodation with a host family. In addition to professional support, the foundation also looks after participants in their spare time by organising trips and provides support in overcoming any bureaucratic hurdles they may encounter.



## Donating to food banks in Germany and France

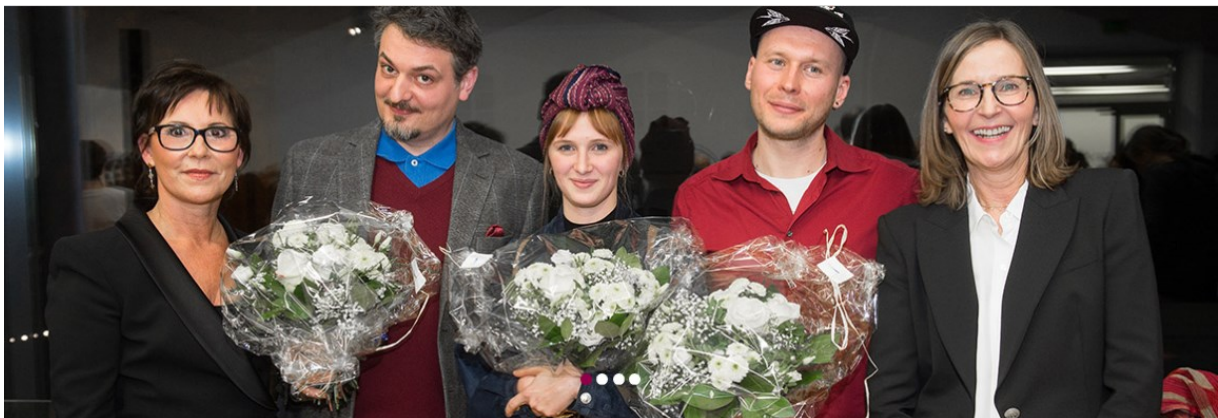


At the end of 2016 and beginning of 2017, the Peter und Luise Hager Foundation donated to food banks in Germany and France. The Foundation supported German food banks in Homburg, Pirmasens, Schalksmühle and Uebigau, and the French food banks Banque Alimentaire du Bas-Rhin in Strasbourg and les Restos du Cœur in Saint-Martin-Le-Vinoux near Crolles.

*"In France, almost six million people depend on low-price and donated foodstuffs. The work of the volunteers in food banks is vital for the most vulnerable in our society and their commitment is something that we hold in great esteem. We are delighted to be able to make a*

*contribution on behalf of the employees of the Hager Group and Peter und Luise Hager Foundation",* said Denis Munch, head of Sustainable development, when he presented the cheque to the Banque Alimentaire du Bas-Rhin in Strasbourg. The donations were collected as part of the 'Eine runde Sache' project, where employees of Hager Group in Germany and France round down their monthly net salary to the nearest whole number and donate the remaining amount to a good cause. The Peter und Luise Hager Foundation top this amount up and donate it to food banks close to Hager Group locations in Germany and France.

## Awarding a prize for most innovative 'circle'



On 10<sup>th</sup> February 2017, the presentation of the Peter und Luise Hager Foundation Prize 2017 was held at the Saar Academy of Fine Art and Design in Saarbrücken. The Foundation and the Saar Academy of Fine

Art and Design honours particularly artistic and creative student work, which explores the sensual experience and interposition of technical, social and cultural processes. The subject of this year's competition was

'Kreis' (circle). From the 34 entries, the jury made up of members of the Board of Directors and the Board of the Peter und Luise Hager Foundation, the Saar Academy of Fine Art and Design and

Roland Mönig (Saarland museum), selected ten candidates, whose work was displayed at the Saarländische Galerie in Berlin between 19<sup>th</sup> March and 15<sup>th</sup> April 2017.

## Creating opportunities for Indian girls: Premanjali



The Peter und Luise Hager Foundation has begun supporting an extraordinary project; some of the girls are studying business management or business administration, while the younger ones are still preparing for their school leaving exams. For all of them, attending Premanjali (which translates as House of Love) is a fantastic opportunity. The boarding school in Mysore, southern India, makes it possible for around 30 girls to study, an opportunity that is unfortunately still very rare in India. *“It is a sad fact that millions of Indian girls are still forced to leave school at the age of 12 or 13 in order to get married”*, says Evi Hager, chair of the Foundation. For many young Indian women, marriage is followed by a life of hard physical labour and one pregnancy after another. Evi Hager adds, *“...we are delighted that by supporting the Premanjali college*

*project we are able to greatly improve prospects for at least a few girls.”*

The Premanjali boarding school was opened in 2015. It is run by the Society of the Helpers of Mary and supported by the charity LIFT e.V., which is based in Hamburg. The Helpers of Mary run two homes in the state of Karnataka that look after the daughters of day labourers and allow them to attend school and receive training. A few particularly gifted girls from these homes can now attend college thanks to the Premanjali project.

All of the girls come from underprivileged backgrounds, and some of them are a ‘first learners’, which means they are the very first member of the family to learn to read and write. The Peter und Luise Hager Foundation has donated enough money to cover the tuition fees for all 30 girls at Premanjali for a year.

## Providing street lighting in Laos

MOLSHEIM Lycée Louis-Marchal

# Chantier humanitaire au Cambodge : premier bilan

Mercredi dernier, élèves et professeurs du Louis-Marchal ont accueilli les partenaires du chantier humanitaire réalisé lors d'un séjour éducatif au Cambodge. De retour de leur voyage à Pounh Thmay, l'heure est aux souvenirs et au partage d'émotions.



**LEUR MISSION**

Supervisés par les experts de Codegaz, les élèves avaient pour mission d'aider à la pose du réseau d'adduction d'eau et de fabriquer des coffrets de compteurs d'eau individuels pour 24 maisons. L'élaboration des supports pour les panneaux photovoltaïques, la mise en place de l'installation électrique sur la structure du château d'eau, l'aide à l'installation de la pompe solaire dans la colonne de production du forage et la confection des systèmes de protection simples des compteurs d'eau à l'entrée de chaque habitation ont occupé les 13 jeunes pendant les dix jours de chantier. En amont, plusieurs classes ont participé à l'étude technique du chantier et à la réalisation du prototype.

culier) qui ont donné ce coup de pouce nécessaire à la réussite de ce projet. Ce chantier humanitaire n'est pas un coup d'essai pour le ly-

Le groupe des 13 élèves après une journée de travail. DOCUMENTS REMIS

In December 2016, installing a water supply network in a Cambodian village near Kampong Cham, 200 km northeast of Phnom Penh, was the objective of the thirteen students from the Lycée Louis Marchal in Molsheim, France.

Over a period of ten days, they carried out



work so that twenty-five houses could be supplied with drinking water; this involved setting up photovoltaic panels to



supply the water pump as well as all the necessary installation to make it work and provide water from the taps.

During their stay, the students discovered village life with the inhabitants and went even went to the local school to train the children about water hygiene.

To consult the video about the project please click [here](#).

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