

**hagergroup**

# Hager Group

## Communication on Progress 2022



*"As a family-run company with strong values, we act today to ensure our long-terms success for tomorrow."* Daniel Hager, CEO.

Hager Group Communication on Progress 2022 UNITED NATIONS GLOBAL COMPACT: author Cate Shaw

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## CEO STATEMENT OF CONTINUED COMMITMENT

Blieskastel, June 2022



We live in a time when the ability to react swiftly to changing circumstances is becoming increasingly important. In the face of unpredictability, however, it is equally important to remain focused on your chosen path and to respond to whatever life throws your way calmly, reflectively and with a level head.

There is a special strength in pulling together, in finding common ground, in talking to each other and understanding what the other party needs most and how we can support them. The fact that our world is becoming more interconnected also presents us with an opportunity to address problems more quickly and effectively together; by being there for one another and finding solutions together. It is this certitude that makes me look forward with optimism. It is up to us to turn the challenges of our time into opportunities.

At Hager Group, our ambition is to transform and 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. Without it we would not be sustainable. Yet 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.

Sustainability reports and intentions only get you so far. What makes the real difference is people. Their drive. Their determination. Their passion. Their mindset. And there is no hierarchy for change making, we each have a role to play. Every step taken, however big or small, has an impact. Changes we make internally have a knock-on effect outside our company and we are proud to contribute the greater good empowering our customers to be sustainable with us.

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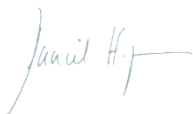
Today, our awareness of the importance of our living and working environment is more heightened than ever. And never before have we had such an opportunity to have a positive influence on the design of these important spaces. Let us be courageous together and develop ideas about our contribution to taking further steps towards a climate-neutral world.

With E3, our approach for sustainable development, we act ethically, we care about 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.

With our Blue Planet Commitment, as a family company committed to sustainable business, we work on solutions that will make the world of tomorrow safer, cleaner and more enjoyable.

In April 2007, 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', with a long horizontal stroke extending to the right.

Daniel Hager, CEO Hager Group

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



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. As a family-run company with strong values, we act today to ensure our long-term success for tomorrow. One way we do this is by investing in our employees and their skills development, as well as optimising our eco-balance and developing solutions that are more energy efficient. Thinking and acting for the long term helps us systematically avoid risks and take advantage of entrepreneurial opportunities earlier and with greater intensity. Although the maxim of sustainability is inherent in everything we do, we have focused on particular sustainable activities in our approach that we call E3, our special environmental approach is called **Blue Planet Commitment**.

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***“There are challenging times ahead for us all. To help protect our planet’s resources, the current energy landscape is being transformed. We are changing the way we think about traffic, buildings and infrastructure, we all want to live safer, more comfortable and, above all, more sustainable lives. By exploring together new technologies & innovative ways of working, we are developing future-focused solutions for our customers, partners and all those who believe in progress.”***

Daniel Hager CEO, Hager Group

**Built to last:** our approach to sustainability begins with who we are. What we stand for, our values and our vision for the future. Hager Group is a family company, owned and run by family members. Because of this we can commit to real long-term planning. Real long-term thinking. We’re not about slogans and quick returns. We are about courageous, consequential decision-making which reflects the core values that underpin our strategy: authenticity, courage and integrity.

For us, sustainability encompasses Ethics, Employees and the Environment. **E3**. This includes strong values, an inclusive work environment and reliable products and ingenious solutions which are built to last.

**We make better choices together, for our planet and for all generations.**



## E for Ethics:



As a family owned and run company, our business rests on the ethical values we live by: authenticity, courage and integrity. Ethical principles determine how we act towards our customers, colleagues and society. We produce electrical equipment and solutions, which is why consumer safety is one of our main concerns, as well as business and data integrity. We are committed to complying with all national and

international industry standards and in many instances go over and above what's expected. Fair and safe conditions in our value chain is also something we look out for.

## E for Employees:



Recruiting and retaining talent is one of the great challenges of business today. For us, a sustainable business is only possible if we can attract the right people who feel welcome, safe and able to fulfil their potential at Hager Group. Without future generations excited to work for us, there can be no future business, no sustainable development. The specialist skills in demand in our industry are sometimes so special that

we have our older generation teaching the younger in house. In general, we see our company as a cross-generational endeavour, much like a family. Our business thrives on curiosity, courage and initiative. With lifelong learning opportunities and opportunities to build a meaningful career we're offering our employees the ideal basis from which to fully engage in a long-lasting and fruitful mutual relationship with our company.

## E for Environment:



At Hager we manufacture products and offer solutions all over the world to business to make people's life on our planet safer, cleaner and more enjoyable. To do this we use raw materials and energy, then we ship our products; our products have a lifecycle. All of this produces emissions and waste. For this simple reason, the longer a product can be used, the more sustainable it becomes. Our products

have long been appreciated for their durability and reliability. Yet, we have decided to put our entire process, from sourcing materials to end-of-product-life, under further intense scrutiny to analyse exactly what our environmental impact is. And this we measure in CO<sub>2</sub> equivalent. Our detailed action plan to get there is called the **Blue Planet Commitment**.

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## 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. We wish to ensure a working environment characterised by mutual respect and free of any discrimination, harassment, bullying, or other offensive or disrespectful behaviour. No employees should be disadvantaged on the basis of their origins, orientations or other distinguishing characteristics. We support the principles of equal opportunity, equal treatment and mutual respect. We expect our employees to treat each other with tolerance, courtesy, and respect, thus contributing to a productive and agreeable working environment. Only a group in which daily interactions are characterised by mutual respect, trust and cooperation can ensure smooth successful long-term operations.

### > Assessment, policy and goals:



**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. ...).

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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. In an interconnected world, success often boils down to human diversity. In our company, this diversity gives rise to an entire spectrum of talent, experience and perspectives. Diversity thus plays a significant role when it comes to innovative strength and strategic foresight. It ensures well-rounded decisions, fresh ideas and new perspectives that Hager Group can harness to tap into new growth potential. With over 70 nationalities and a huge range of cultural backgrounds, languages and lifestyles, we already boast a highly diverse workforce. Our first Diversity Manager was appointed in 2012 and in order to underline our commitment to non-discrimination in all its forms, Hager France signed the [Diversity Charter](#), alongside 3,900 companies, in January 2019.

***“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.”***

Daniel Hager CEO, Hager Group.



## > 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.

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## Multicultural approach SDG#10



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

## Gender Balance SDG#5



41% of our staff are female & 59% male. 20% of all management positions are held by women. HR maintain a sensible & pragmatic approach to gender balance when appointing new colleagues. Our business approach on gender equality is to allow women to grow & access positions.

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## Inclusion SDG#8 SDG#10



At Hager Group, disability is not considered as inability, rather a different kind of ability to be integrated into & enhance the work place. On a yearly basis over 150 colleagues in France are registered within RQTH (Reconnaissance en Qualité de Travailleur Handicapé) and over 250 with a RQTH, declared invalidity or an IPP (Incapacité Permanente Partielle – permanent partial incapacity).

## Inter-generational approach SDG#10



We act fairly in working relationships be they between 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 & respect between generations and contributes to the growth of the company. Concerning apprentices, in Germany in particular, the number has been steadily rising and in 2021 there were 131.

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## Corporate Social Responsibility & 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:



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## **We stand together in these difficult times**

The events in Ukraine are fundamentally irreconcilable with the values that we as a company consider inviolable and that define us. We stand with the international community in calling for peace. The continuing war is causing great suffering, death, destruction and a refugee crisis; our solidarity is with the many people affected. We are very concerned about the well-being of our colleagues and their families in Ukraine and are in touch with them. We are doing everything possible to support them. We are also aware of the worries and distress of colleagues in other countries as many of them have family and friends in Ukraine.

Start March, Hager Group donated a total of 200,000€ to the Red Cross and the local NGO Polish Humanitarian Aid. Especially in neighbouring countries, our local teams contributed aid in addition to providing financial support to local relief organisations. We have also put all deliveries to Russia and Belarus on hold. We regret the impact this has on our customers, partners and the population at large, as we do not hold them responsible for the actions of their respective governments.



Our Foundation - Peter und Luise Hager Stiftung - launched in parallel to our group donation an initiative for colleagues to contribute and support families in Ukraine. A specific site to facilitate donations was set up, Hager Group committed to matching every donation and the foundation has also topped it up. As a result, a grand total of 60,000€ was raised for the SOS Children's Villages worldwide.

The Ukrainian SOS Children's Village team have already launched an emergency plan and initiated evacuation before the war started. Children and families from these villages continue to be placed in facilities in neighbouring Poland.

## Groupwide



### Women at Hager Group

We are operating in a global, multicultural, multigenerational & diverse world; to contribute to our success, gender equality is part of our diversity approach, women can grow & access all positions at Hager Group.

Where do we currently stand?

- Our ambition for 2021 was to put diversity, in particular our intergenerational approach and **gender equality** to the forefront. Action plans are being constructed to lead us through to 2023.
- Currently, 41% of our staff are female & 59% male.

- 20% of management positions are held by women.
- In France there is an official index for gender balance in the workplace - [Index de l'égalité professionnelle](#) - for 2020 we obtained the score 84/100.

### What about recruitment, development & our talent pool?

Our Human Resources Business Partners along with managers maintain a sensible & pragmatic approach to gender balance when appointing new colleagues. In parallel to this, a talent pooling approach was implemented in 2018 with the objective to fill our succession pipelines. Talents are identified, proposed and discussed in our "People Reviews". In 2021, 30% of these talents were female, this is helping us ensure successors for Senior Management roles in the future. During the last year, 46% of identified talents who had a career evolution, a promotion or an internal mobility were women.

### How does Hager Group facilitate the balance between professional & family life?

There is, groupwide, the possibility to work part time and have flexible hours. Indeed, working from home has recently become the norm for many, this allows greater flexibility for everyone.

## World Youth Day 21<sup>st</sup> November SDG#4 SDG#5 SDG#10



At Hager Group, we offer a variety of exciting and rewarding ways for young people to plan their professional future. As a family business, we always have and always will put people first. Everyone is part of what we have built and key to what we will accomplish in the future. We also know that work should hold meaning, that you want to do something useful which benefits not only you but society as a whole. At the annual open day in Obernai, France, young people between 14 and 20 years old and their parents are invited to take a peek inside Hager and gather information about the many ways we support their way forward. We offer an inclusive environment where young people from different backgrounds, origins and genders can succeed equally.



Working and studying at the same time: a popular and challenging path in Germany is known as Duales Studium, a learning path which basically combines work and study. The advantage: you get paid and gather a wealth of valuable work experience whilst still a student. A Duales Studium is open to anyone who meets the language requirements for being accepted at a Germany university.

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## TAI community SDG#4



TAI is the name given to the **Trainee, Apprenticeship & Interns** Community at Hager Group. This community was created to facilitate integration into Hager Group and in the region via a network of young students who are starting out in their professional life. The TAI community's latest action is the launch of the Buddy Programme, so in March 2021, a 40-person "buddy hunt" took place allowing new and former TAIs to meet (virtually). The aim was for each apprentice and trainee to find a sponsor-buddy to accompany them on their professional Hager Group journey.

## A community that reflects our values



The TAI Community organised its first TAI Talks on Friday 22<sup>nd</sup> April at Hager Forum in Obernai. This was an opportunity for the 130-member network to meet.

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The aim of the TAI community is to bring together Hager Group apprentices and trainees in order to facilitate their integration, to develop their internal network and to allow them to exchange experiences. It is a community managed and administered by the members themselves. It is important to create a friendly atmosphere, which is why the young people are also "among themselves" to get to know each other. During the April meet, many young employees learnt more about Hi!, Hager Group's university.

As a Hi! Learning Experience Specialist, Valérie Kaufenstein explained to the TAIs the challenges and benefits of learning at Hager Group.



*"Hi! brings together the full range of training provision, making it easier for employees to acquire the knowledge they need for their work and development. This helps them to stimulate their ambitions, initiatives and entrepreneurial spirit,"* comments Valérie Kaufenstein.

## Future Council: weaving connections between the Board and the next generation SDG#4 SDG#10



We make the most out of the richness which we all bring to the workplace across the different generations; this encourages openness, innovation and creativity which are integral to our success as a company.

In 2021, Hager Group set up the Future Council with the aim to encourage intergenerational collaboration and learning. Twice a year, around ten young employees give the Board of Directors authentic feedback on strategic and cultural issues. This serves to build bridges and deepen connections between the board members and the younger generation at Hager Group. It also challenges perspectives on both sides and strengthens the voice and perception of the next generation within the company.

In October 2021, eleven young people from different countries, genders and professional backgrounds participated in the 2021 Future Council edition. *“It was a great opportunity for me to meet the Vorstand: [...] to learn about myself, and develop myself personally & professionally [...] your voice is heard and you are able to express your personal opinions and to be more included in Hager Group strategy [...] Networking possibilities are also more than great in such an experience.”* was just one of the opinions expressed by a member of the 2021 Future Council.

The feedback from all involved was so positive that the journey continued into 2022 with another group of young employees. Their first meeting with the Board of Directors was held in spring 2022.

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## France

### Support for budding engineers SDG#4



Hager Group works closely with INSA, the Strasbourg engineering school. Through numerous partnership programs the company supports the development of tomorrow's engineers by helping them acquire new in-demand skills. In so doing, we facilitate our own recruitment of specialists and to support technological innovation. On 19<sup>th</sup> January, 2 Hager Group representatives handed more than 150 new electrical protection products to the electrical engineering department of INSA Strasbourg, thus allowing students to use the latest generation of equipment for training purposes whilst also supporting research and technological innovation.

*"We are constantly looking for specialists who are rare on the job market. It's not least for this reason that we see it as an opportunity for us to support INSA students by donating products which after all are manufactured in close vicinity to Strasbourg, in Obernai. As such, students can work on electrical refurbishment and practical projects,"* says Jean-François Bonnardot, Hager Group's R&D Director and a former student at the school.

Philippe Leroy, Director of INSA Enterprises, adds: *"We are proud to have major companies like Hager Group as loyal partners. With this donation, the group will participate this year in the steering committee of the INSA Strasbourg pedagogical innovation chair currently under construction."*



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## Support for care givers SDG#11



On 6<sup>th</sup> October 2021 an special event was held at Hager Forum in Obarnai to inform people about the role of being a care giver at home and the additional help that the company offers. A care giver could be a parent who look after a handicapped child or their elderly parents. Workshops were held to support care givers, offer them advice about this demanding role and their rights. It is possible for employees to donate some of their holiday days to their care-giver colleagues.

## Every cent counts SDG#1 SDG#3 SDG#5 SDG#8 SDG#10

Employees in France can donate every month a small amount to local associations by rounding down their salary to the nearest euro. This equates to an average of 6€ per year per employee contributing. The cents collected help to finance different programmes run by local associations. The sums collected (between 0 and 99 centimes per month and per donor) are topped up by the Peter und Luise Hager Foundation and paid at the end of the year to social or charitable organisations chosen in partnership with the social partners at our sites. Since 2016 in France, 45,000€ have been donated to various associations, and thanks to donations made throughout 2021 & 2022, 4 associations will be able to kick off new projects thanks to donations.

### Some of the associations that have benefited in the last 12 months:



#### **Guynemer primary school in Strasbourg:**

A school trip in April 2022 was financed for children from priority neighbourhoods.

Amount of the donation: 1,200€

## UNISTRA Foundation:



The UNISTRA Foundation (Universities of Strasbourg), created in 2008, is a scientific cooperation foundation. A 4,000€ cheque was presented as part of the provision of food vouchers as well as the setting up of a solidarity fund for students in precarious situations.

Amount of the donation: 4,000€

## Association Régionale d'Aide aux Handicapés Moteurs (ARAHM):



This Strasbourg-based regional association, founded in 1965, takes care of young people and adults with disabilities. The donation will enable the production of a film as part of an educational project carried out by people with disabilities.

Amount of the donation: 1,800€

## L'Industrie Magnifique in Strasbourg

In June 2021, we participated for the second time as one of the major patrons of the open-air art exhibition L'Industrie Magnifique in Strasbourg. Our participation involved a piece of intelligent, digital artwork comprised of two large one-way mirrors, its name? "yes:no, perhaps". The piece, able to generate words at random, is emblematic of opportunities arising from digitalisation - it symbolises our digital journey into the future. The 5-tonne display has been acquired by the Peter und Luise Hager Foundation and now has a permanent home in Blieskastel, Germany.

### ATELIER LEGO SERIOUS PLAY

**1 Construire la plus belle tour selon vous**




**2 Reproduire à l'identique un des animaux**

Les déles d'animaux LEGO



**3 Modifier l'animal pour le rendre électrique**



**4 Construire le monde électrique du futur**

**Equipe 1**



Le cœur du monde électrique de demain sera la **maison**. Radiateur électrique, connecté, intelligent et capable d'envoyer de l'énergie sans fil. Maison avec un **composte** qui est une sorte de pile à combustible alimentée par des **déchets**. Maison alimentée par des **lignes** haute tension captant l'énergie des **éclairs**. Déplacement grâce à des **salons** mobiles autonomes à lévitation magnétique.

**Equipe 2**



Le monde électrique de demain facilitera notre vie à la **maison**, notamment grâce aux **objets connectés**. La production électrique sera verte et une **nouvelle source d'énergie** sera trouvée pour satisfaire nos besoins. Mobilité électrique avec des **motos électriques** et des **systèmes de transports collectifs raisonnés**. Les véhicules pourront utiliser l'**énergie cinétique** sur la route.

**Equipe 3**



Hager Tower : centre d'innovation pour les nouvelles technologies. Drones de transport. Bâtiments autonomes. Animaux producteurs d'énergie. Tous connectés mais comment les gens vont vivre cette surveillance des données ? Personnes hyperconnectées nativement. Plus de pays mais des zones autonomes.



Also available at Hager Group's stand were workshops; some for children to imagine the world of the future with Play-doh® and a serious LEGO® workshop.



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## True grit, courage and rising to the challenge **SDG#5 SDG#7 SDG#12 SDG#13**



It was a proud podium finish for Aïcha Sostaric and Kitty Duquesne in October 2021, who participated in the thirtieth edition of the Rallye Aïcha des Gazelles in the all-female category with their fully electric Bollore BlueSummer under the Hager brand banner. Kitty & Aïcha are both from the North of France. Aïcha Sostaric is Customer and Distribution Manager and Kitty Duquesne Project Sales Manager.

It takes true grit and courage to do what they did. Imagine in this day and age using a paper map and compass to navigate your way across the Moroccan desert; they had to totally rely on each other and old-school navigation skills to find their way, constantly adapting themselves and their strategy to the difficulties of the terrain. What is also exceptional is that this rally is 100% female, each crew is composed of two women.



This rally is one of a kind, it's the only 100% female off-road event in the world certified to the ISO 14001:2015 standard. Since 1990, it has been bringing together women of all nationalities aged 18 to 71. Speed is not the focus, rising to the challenge and showing resilience and courage are. The words "competition" and "leaving one's comfort zone" really don't really begin to cover what happened during their two weeks in the Moroccan desert. Expertise and excellence, not to mention teamwork, solidarity, empathy, stamina, courage and passion were essential ingredients to complete the seven stages of this gruelling sandy challenge.

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The objective is to reach checkpoints by clocking up as few kilometres as possible. There are penalties too, just to add to the challenge, for example, calling for assistance. A rally in a desert can be punishing; the 1000-kilometre route crosses Morocco from North to South, before finishing in Essaouira on the Atlantic Ocean. Predictably, Aïcha and Kitty ran into difficulties along the way; four punctures, getting lost once, arriving late at camp and having to leave the next day without a fully charged battery which meant some adaptations to their original plan. But they made it, and proudly stood in third position on the podium.



*Kitty: "Don't change your dreams, change the world! In life, you have to seize opportunities to make your dreams come true. Above all, you have to believe in yourself, in your abilities and trust others. The rally is an opportunity for Hager to make itself visible in the strategic market for electric vehicles, which will be a growth market for years to come, for charging stations and other products, and to establish a position as an innovator and developer in our industry."*

*Aïcha: "Taking part in this rally is a childhood dream come true and it runs in the family. This rally has human and environmental values that Hager and I carry on a daily basis. It seemed obvious to me to involve Hager in this superb project to promote our brand externally as well as our charging stations."*

### **Les Blouses Roses SDG#3 SDG#10 SDG#12**

Our electrical vehicle drivers keen to help others and through their participation in the rally helped raise funds for the charitable association Les **Blouses Roses**. Les Blouses Roses association is committed to providing extra help to hospitalised children and the elderly throughout France.

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## Germany

### Spohns Haus 2021 SDG#4 SDG#10



From 19<sup>th</sup> to 31<sup>st</sup> July 2021, in the Saarland region of Germany, the ecological school hostel Gersheim - Spohns Haus organised a trinational youth camp. It is sponsored on a yearly basis by the Peter und Luise Hager Foundation. 20 young people between the ages of 13 and 18 from Poland, Ukraine and Germany took part, including children of Hager Group employees in Tychy and Blieskastel. Normally more children participate but number were reduced due to Covid-19 social distancing rules in place at the time. The two-week programme was packed with excursions and workshops: day trips to Paris and Karlsruhe, language courses, graffiti classes with the well-known Saarland graffiti artist Reso and much more.

One day was organised by the Peter und Luise Hager Foundation, it included a company and foundation presentation as well as a factory tour at the headquarters in Blieskastel with a stop at the apprentice workshop. The youngsters were also able to put their climbing skills to the test at the Fun Forest Abenteuer Park Homburg.



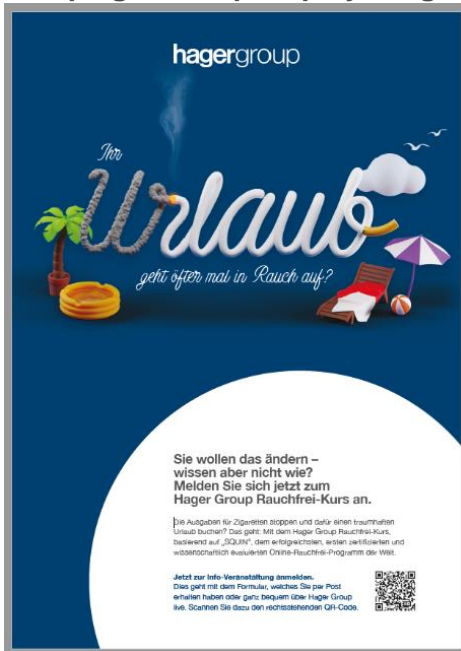
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The day ended with a joint barbecue evening and a performance by the Ukrainian music and dance group "Sbrutsch" on the outdoor grounds of the school hostel.



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## Campaign to help employees give up smoking **SDG#3**



At the beginning of 2022, the kick-off for the first online “Rauchfrei-Kampagne” with Squin GmbH at Hager Group in Germany was launched. It’s all about helping colleagues to quit smoking. The service provider Squin, is a modern online group training program that helps people to quit smoking.

The Squin method is scientifically verified and has been awarded the German Standard Prevention certificate of approval, by the Central Testing Centre for Prevention (ZPP).

This external programme is carried out in cooperation with the Health Management Department in Germany. Any employee who is a smoker can participate by registering anonymously with Squin via a link and a code.

## Italy **SDG#1 SDG#3 SDG#10 SDG#11**



Hager Lumetal continues to work with Servizi FVG and Il Giglio, both of which are associations involved in social projects to help physically and mentally disabled people with their rehabilitation and social integration by providing work in product assembly and small packaging. Activities are still carried out with the agreement of the former province of Pordenone.

Bocchiotti continues its collaboration with Tassano Inserimenti Lavorativi Consortium, a social Cooperative, that takes care of job placements for people with disabilities in the domain of packaging services, assembly of printed products and preparation of promotional material. The Tassano Consortium in Sestri Levante, is a group of type "B" social Cooperatives, that manages and promotes the job placement of people with disabilities. Activities are still carried out with the agreement of the former province of Genoa.

For Christmas 2021, all Italian Hager Group companies, made an overall donation of 6,900€ in favour of a pool six different charities. The chosen charities are active in the fields of child care, cancer research and social aid.

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## Responsible purchasing at Hager Group SDG#12

### > 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 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.



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## 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 at 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. The figures are updated and communicated on a regular basis.

## Health & Safety Certifications SDG#12

### > 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:

In 2021, our ISO/OHSAS certifications:



International  
Organization for  
Standardization



- 18 production sites and 4 Area Distribution Centres certified to ISO 14001.

- 19 production sites and 4 Area Distribution Centres certified to ISO 45001.

- 22 production sites and 4 Area Distribution Centres certified to ISO 9001.

- 6 sites certified to ISO 50001.

## > Measurement of outcomes:

Several actions were implemented at the various Hager Group sites; some examples from **Italy and the UK**, are listed below. For Italy we are compliant with the activities and programs of the Italian Standard 231 for all Hager Group Italy-based companies.

### Italy **SDG#3** **SDG#4**

- All Italian employees supplied with free vitamins.
- At Hager Bocchiotti and AB Plast, training deployed for safety systems for employee representatives and Health & Safety Managers.
- Updated training on Fire Extinguishing & First Aid.
- AB Plast, the yearly Audit for Quality system SQ 9001:2015 & update of a specific training for dead man safety device.
- Hager Lumetal, mandatory training for employee representatives, forklifts and other work equipment.
- Yearly Audit regarding ISO 14001 (Environment), Quality system SQ 9001:2015 as well as OHSAS 18001 successfully completed.
- Bocchiotti, renewal of fire extinguishing system "CPI" (certified fire prevention) for the plant and offices in Arenzano.
- Bocchiotti, renewal of Environment UNI EN 14001:2015 & Safety UNI EN 45001 Quality SQ 9001:2015 certifications.
- Bocchiotti specific safety training courses:
  - defibrillator update, specific worker training update, training for suspected or confined pollution environments, Italian "PAV/PES" electrical risk trainings, "DVR" (dynamic voltage restorer) updated training
  - training on operational instructions and "Personal Protective Equipment (PPE)"
  - safety training for managers, training for high-work, specific training for dead man's switch, training for the use of stairs, operational control procedures & confined space training.
- ABPlast has implemented a system which provides an updated list of people present in the company when necessary to evacuate in case of an emergency. When an alarm goes off, the system automatically sends an email with the list of the people present in the building to the designated people (RSPP, Members of the Emergency Teams, Human Resources) so they can do a roll call at the external meeting point.

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**Furthermore, since the beginning of pandemic, strengthened security measures have been implemented in all the Italian companies:**

- “Crisis Committee” set up and still running to better to face Covid-19.
- Creation of an insurance policy in case of hospitalisation.
- Drafting and updating of a health protocol.
- Informing and deploying a ‘Covid’ culture (emails, videos, training, etc...).
- Implementing remote working when possible.
- Continuing to FFP2 masks and using alcohol based disinfectants in all sites.
- Deploying a weekly presence plan & specific procedures to be applied when employees are working at the office.
- systematic checking Covid Pass Certifications for employees, suppliers & consultants.
- Applying specific procedures for the use of company tools such as cars, PCs, tablets etc...
- Scheduling regular disinfection of working areas.
- Deploying serological tests provided to employees who requested.

## **UK SDG#3 SDG#4 SDG#10**

- physio therapy sessions funded to support rehabilitation and return to work after long illnesses
- Drug & Alcohol Policy introduced with an emphasis on supporting employees. D&A awareness sessions for all employees
- Mental Health First Aiders on site
- external provider available for help with mental wellbeing - Westfield Health wellbeing consultancy. Support also provided via wellbeing webinars across a range of topics such as mindfulness, menopause and healthy eating.



## 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.

As such we launched in 2021 our Hager Group **Blue Planet Commitment**.

And for further **E3** (Ethics, Employees and Energy) details, consult [pages 5 - 7](#) of this report.

## > Assessment, policy and goals:

In line with our E3 approach 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 employees' continue to play a significant role in our company's success thanks to their professionalism and commitment. The future of Hager Group depends on its employees, so with this in mind, priorities have been set for 4 different areas as part of our latest company project:

- 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:



***“Hager Group wants to engage all stakeholders in designing a more sustainable future together; we create sustainable business across the board empowering our customers to be sustainable with us.”***

Globally, we humans generate over 2.01 billion tons of waste annually, according to the World Bank. This represents per person per day an average of 0.74 kilograms, this does however range widely from 0.11 to 4.54 kilograms. Without immediate action, this figure is projected to rise to 3.40 billion tons by 2050. Short of drastically cutting consumption, recycling is our best lever to meet this crisis. On our planet, the six most important natural resources are water, air,

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oil, natural gas, coal and minerals. Those resources are the foundation of life on earth and we're using them up at a rapid pace. A seventh resource has been identified: recyclables. Today they cover around 40% of the world's raw material needs. And they are estimated to save over 700 million tons of CO<sub>2</sub> emissions per year. There is absolutely no doubt that recycling is one of our best chances to preserve the future of our planet and humanity.

Aside from the production process itself, Hager Group is taking other actions, to collect and recycle our waste. One example is the IT material in France & Germany being recycled through an external partnership. Another is the recently introduced mandatory wearing of masks during the Covid-19 pandemic created a new source of plastic waste. A partner was found who turns the collected masks into school kits that will be distributed to local associations in Alsace.

As a matter of course, all office and production site waste is collected and recycled according to local regulations. This substantially reduces waste produced. **All individual actions count:** the good news of this challenge is that every single one of us can act and contribute to increasing this seventh resource and so reduce the impact on our planet. Recycling is becoming an integral part of our lives, at work and at home. No matter what we do – work, shop, play sports, cook, eat, - we have it in our power to reduce waste. Recycling is a mindset that we can choose to embrace, whatever we do. Today we are lucky to be able to recycle almost anything. Clothes, computers, phones, food, toys, pens. No matter whether broken or not, no object should end up being incinerated or buried in a landfill site.

If we want to leave to our children a better planet, we must reduce the amount of waste we produce. Sorting and recycling are an easy way to achieve this.

**The best waste, is always the waste we don't produce.**



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## Focus on Hager Group's **Blue Planet Commitment**

SDG#7 SDG#9 SDG#11 SDG#12 SDG#13



Our 4 structuring pillars: compliance, decarbonisation, eco-design & customer-centricity.

### **Compliance:**

Start 2022, we extended the scope of RoHS throughout the group, not just products sold in the European Union. Results for Q1 are very encouraging.

- RoHS: target 75% data completeness - reached 79%
- Reach: target 70% of data completeness - reached 80%
- Halogen: target 15% data completeness - reached 15%

### **Decarbonation:**

Q1 2022, Manufacturing sites prepared decarbonation roadmaps. Energy audits so far:

- Arenzano in Italy,
- Tychy in Poland,
- Blieskastel & Heltersberg in Germany.

### **Eco-design:**

- Within the engineering development and marketing teams foundations have been laid, as such, by end Q2, all new developments should no longer contain hazardous substances such as halogens, or at least be below guidelines set in "Halogen free rules" technical documents.
- New process in place to digitise information supports, to reduce the amount of paper that is added to our product packaging.

### **Customer-centricity:**

- Encouraging progress on Non-Recycled Plastic Packaging project. (see page 40 for more details)
- Preparing for the SBTi certification ([Ambitious corporate climate action - Science Based Targets](#)), to really prove to our customers & partners that we are serious about environmental sustainability.

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## Shaping tomorrow's electrical world for a more sustainable energy SDG#7 SDG#9 SDG#11 SDG#12 SDG#13



In the context of the EU Sustainable Energy Week in October 2021 "Towards 2030: reshaping the European Energy System" a few Hager Group initiatives that contribute to a more sustainable energy.



- As an electrical solution and product provider, has created January 1<sup>st</sup> 2021, a specific Business Unit dedicated to the topic: **Hager Energy**. Experts from Hager Group & E3/DC are united to offer existing and new customers highly innovative solutions and products. Renewable energies are the future, and the main challenge resides in the storage of those new energies. Our efficient management and storage systems propose solutions contribute indirectly to the development of renewable energies.

- 440 photovoltaic panels generating enough renewable energy to power more than 40% of Hager Forum's (Obernai, France) needs are installed on its roof. PV panels are also installed at Bischwiller (France) and Blieskastel Emmenbrücke, Heltersberg and Ottfingen (Germany).

- E3/DC is specialised in storing and managing the energy from photovoltaic installations on individual roofs. The end user can manage and optimise their consumption. This solution helps also to solve the problem of storage of renewable energies, with the storage in home but also in your car's battery (EVCS).

- Charging stations, such as Witty, contribute to the use of electric cars and therefore a more sustainable way of driving. In France we have already installed over 50,000 of our electrical charging stations.

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## Hager Group in action for a low-carbon world



At Hager Group, plastics are definitely the greatest concern, as it's the main raw material used in production. As a group, we purchase thousands of tons of plastic raw material every single year and we are very aware of the associated environmental issues. According to recent studies, the production of 1kg of plastic raw material releases between 3.5 to 9.5kg of CO<sub>2</sub> into the atmosphere. Recycled plastic, on the other hand, only accounts for between 0.5 and 1.7kg of CO<sub>2</sub> per 1kg produced. In short, producing recycled plastic emits around six times less CO<sub>2</sub> than producing virgin plastic. For several years a team of experts has been looking for ways to include recycled plastic in production and a project to eliminate all virgin plastic in packaging is well underway.

So just how big a task is it to integrate more sustainable plastics into our products and solutions? Can we realistically design out plastic? Modern businesses cannot afford to ignore the environmental issues resulting from their activities. According to Patricia, we must start by defining essential and non-essential use of plastic. What we'll find is that we cannot simply design out plastic from electrical products. Plastics do play a vitally important role in their manufacture and design and there can be no compromise on quality. Any change here must be painstakingly researched. For example, plastic above all must protect the user from direct contact with electrical components. It also must be fire resistant and have the right design. There are instances where recycled plastic just won't do (yet) but there are also instances where we can indeed substitute virgin for recycled material.

We are constantly looking to use more recycled plastic wherever possible. These, however, are not easily sourced. Recycling facilities are growing and technologies are evolving to achieve as-virgin plastic quality, but further investments are needed to meet industrial quantities. It works to our advantage that at Hager Group, the plastic needed for different products and solutions don't all require the same specifications and performances, so we do have flexibility.

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As things stand at the moment, in 2018 we started researching the feasibility and since 2019 have been using recycled plastics made entirely of material sourced from old fridges in some internal parts of our enclosures at La Roca (Spain) & Blieskastel (Germany). It's a small step that is taking us in the right direction.

## A second life for surgical masks SDG#3 SDG#13



The mandatory use of face masks for protection against Covid-19 is producing a lot of extra waste. At Hager Group, we took action and found a local partner in France who recycles the masks, which are made of petrochemical products, into injectable polymers. This process means the material can be turned into geometry kits for schoolchildren. In 2021 we collected 60,000 masks. The 250kg of polymers this represented was enough for 500 of these kits.

## Packaging – unwrapping the environmental potential



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It is more than 10 years ago that we started taking decisive steps towards improving our packaging concept and following comprehensive analysis of the status quo, we have managed to greatly reduce the raw materials and energy required for our packaging. Some of this was achieved by very simple measures. For example, we decided to reduce the printed area on new packaging from 60 to less than 10 per cent. Our printing ink is now water-based, environmentally friendly and solvent-free. By using certain types of corrugated cardboard and sophisticated designs, we were able to cut material use by around 20%. Today, 80% of all packaging is already made of paper (cardboard) and we're urgently looking to replace the remaining 20%. We have completely changed the nature of our cardboard packaging material:

- 100% recycled paper: no more use of packaging paper containing fresh fibres. All of our paper packaging materials are now made of recycled raw materials.
- 100% mono-material: all of our packaging is free of composite materials. As a result, they can be fed back into the raw material life cycle once they are no longer required without having to endure a laborious separation process.
- 100% brown paper: by switching from white to brown cover paper we have made chemical bleaching agents and coating colours redundant and considerably lowered the energy needed for production and recycling.

We have also started to work on our plastic packaging:

- We care about little-seen aspects, such as cable stripping. This is now made of 100% recycled PET instead of non-recycled PP.
- Some of our polybags are made of 50% recycled ocean plastic.
- In 2021 we already reduced the use of virgin plastic in packaging by around 85 tons - all within the framework of our NRPP (Non Recycled Plastic Packaging) project.

## **Non Recycled Plastic Packaging project SDG#7 SDG#11 SDG#12 SDG#13**

Plastic is an icon of modern life, it's everywhere, its most prevalent form is packaging. Every year, Hager Group uses around 880 tons of plastic for packaging only. A change was definitely needed, so in January 2021 we set up a challenging, group-wide project looking into the various options to only use sustainable recycled packaging material. It involves 30 colleagues from areas such as sourcing, industrialisation, logistics, marketing and controlling among others. The goals are certainly very ambitious and the team is highly motivated; the Non-Recycled Plastic Packaging (NRPP) project has already reduced the amount of virgin plastic in packaging by almost 10% and is targeting 100%.

Clearly this means adopting a holistic approach to changing packaging with the whole life cycle carefully examined. One of our packaging engineers, kicked off the process with detailed research into what materials are available, how protective they are and if they can be defined as a sustainable solution. Two changes were introduced in 2021, general reduction in the amount of material used, so less to recycle, less space taken up on a pallet, better filled delivery trucks - a win-win situation. The other change was choosing post-consumer recycled material. Not all recycling processes are environmentally friendly so even the recycling methods needed to be carefully analysed.

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## Empowering customers in Sweden

Nordic countries have a reputation for being at the forefront when it comes to sustainable initiatives. Hager products and solutions are featured on an innovative platform system that empowers Swedish customers in their choices when it comes to constructing and fitting out new buildings with an environmentally-friendly approach.

A group of constructors and property owners in Sweden set up a unique non-profit organisation in the construction industry gathering together many actors around a common and important goal - to build non-toxic and sustainable buildings for today's and tomorrow's generations. The organisation is called Byggvarubedomningen, BVB for short. BVB wants to positively influence future building constructions and the people working in this sector to find sustainable solutions that do not contain hazardous substances. It was important for Hager Sweden to be part of the solution to promote the use safe products in the construction trade. To sum it up, it's sustainable real estate. We work closely with BVB to get our products referenced and consolidate all the detailed data on substance levels. BVB's demands for information are more rigorous than European regulations, files requested go beyond a generic environmental passport, there is in depth analysis of each and every part of the product by experts. Hager products and solution such as trunking, enclosures and devices all contain a lot of plastic, PVC and electronics. The assessment is not just plastic oriented, it takes into account RoHS & REACH, but as plastic makes up a large part of Hager products it could be one of the deciding factors for a customer.

## E3/DC continues the Solar Charge Challenge competition 2021-2022

SDG#7 SDG#9 SDG#11



The Solar Charge Challenge competition is designed to show how much CO<sub>2</sub> can be saved by charging EV with renewable energy using E3/DC intelligent home energy systems. Our E3/DC brand has grown to install around 500 wall boxes each month. Nearly one out of three home energy systems came with its own vehicle charging station in 2021. Using solar power can reduce the CO<sub>2</sub> footprint of an electric vehicle by around 50%, producing less than 50mg CO<sub>2</sub> per kilometre travelled. Keen to advance the technology and hoping to create multipliers in the market, E3/DC started a scheme very popular with commercial customers and private customers in equal measure. Any E3/DC customer can take part in the challenge, which sees E3/DC measuring the solar energy used to fuel the EV over the course of one year. A total of 10 ID.3s were awarded to private customers end 2021, and another 10 will be end 2022. E3/DC CEO Dr. Andreas Piepenbrink is confident that *“together with our dedicated partners, E3/DC will continue to be a ground-breaking pioneer in solar electromobility. Not least because the company is already conducting the first field trials in what is thought to be the future of sustainable living and mobility: bidirectional charging.”*

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## Building a truly zero-carbon community SDG#7 SDG#9 SDG#11 SDG#12 SDG#13



Hager Group in the Middle East is one of the most important players in the Sharjah Sustainable City project; Sharjah is one of the seven Emirates which make up the United Arab Emirates (UAE). This sustainable city once created, will consist of 1,120 villas fully supplied with renewable energy from the sun. It will be the first fully-integrated and net zero energy community in the Middle East.

Clearly getting enough sunlight to produce PV energy is not an issue in the UAE, however, for the Sustainable City of Sharjah a particular specification is that any surplus solar energy created cannot be fed back into the national grid. This constraint was part of the deal and the ambitious climate goals set by the Sharjah Investment and Development Agency (Shurooq). As the Sharjah Sustainable City must generate only to its requirements, storage solutions therefore need to be integrated. Diamond Developers, founded by a team of visionary entrepreneurs architects and engineers are the pioneers of the world's first sustainable community in Dubai - The Sustainable City. Boosted by the success of this first project, they were looking for partners for their next one - Sharjah Sustainable City.

Diamond Developers approached Hager Group when they came across Hager Energy's E3/DC brand as it offers exactly what they were looking for: solar home power stations with integrated storage solutions and a capacity to store surplus energy for on demand use. The E3/DC S10E Pro solution is the perfect fit.

Without an adequate storage solution to allow the energy created by the sun to be stored and distributed on demand, the Sharjah project would probably never have reached its ambition of being totally self-sufficient. In 2021, Hager Group and Diamond Development teams were quick to engage on this unique opportunity. Sharjah Sustainable City could become the Emirate's first settlement where all residents' energy needs were truly met by renewable energy, day and night. Hager Energy would be able to prototype, test and deploy their energy storage system in a real-life context.

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**From theory to practice:** For the testing phase, we're also working together with City Solar. This PV installation company will be installing the solar panels and the all-in-one storage solution and energy management units which are provided by Hager Energy. We will also train the installers and provide product support. This means that not only will City Solar be able to install the systems, they will also be able to provide ongoing technical support for homeowners or tenants.

**Energy storage is crucial in reaching net zero carbon because it allows residents to store surplus energy produced by rooftop solar panels and then release the stored energy when demand is higher.**

**Battery storage can potentially revolutionise sustainable living and allow for 100% renewable energy to be used.**

## **Sustainable City of Sharjah in a nutshell**

- 1,120 villas each equipped with a 5 to 10 kWp photovoltaic panel
- Energy production estimated at 9 to 20 thousand kWh per annum
- Daily production estimated at 22 to 55 kWh
- Lower electricity bills
- Reliable and stable power
- Ability to support and contribute to independent energy generation

## Hager Middle East installs Hager EV Charging Solutions in Egypt SDG#7 SDG#9 SDG#11 SDG#12 SDG#13



Creating sustainable and greener future together with a collaborative mindset has already yielded results in the Middle East. The first operating hub of Hager Electric Vehicle Charging Stations in Egypt has been installed. This development is part of a prominent hub of charging stations in Wattania station, New Cairo, Egypt; 12 AC charging points have been integrated. This hub is a pilot project in collaboration with Wataniya gas stations.

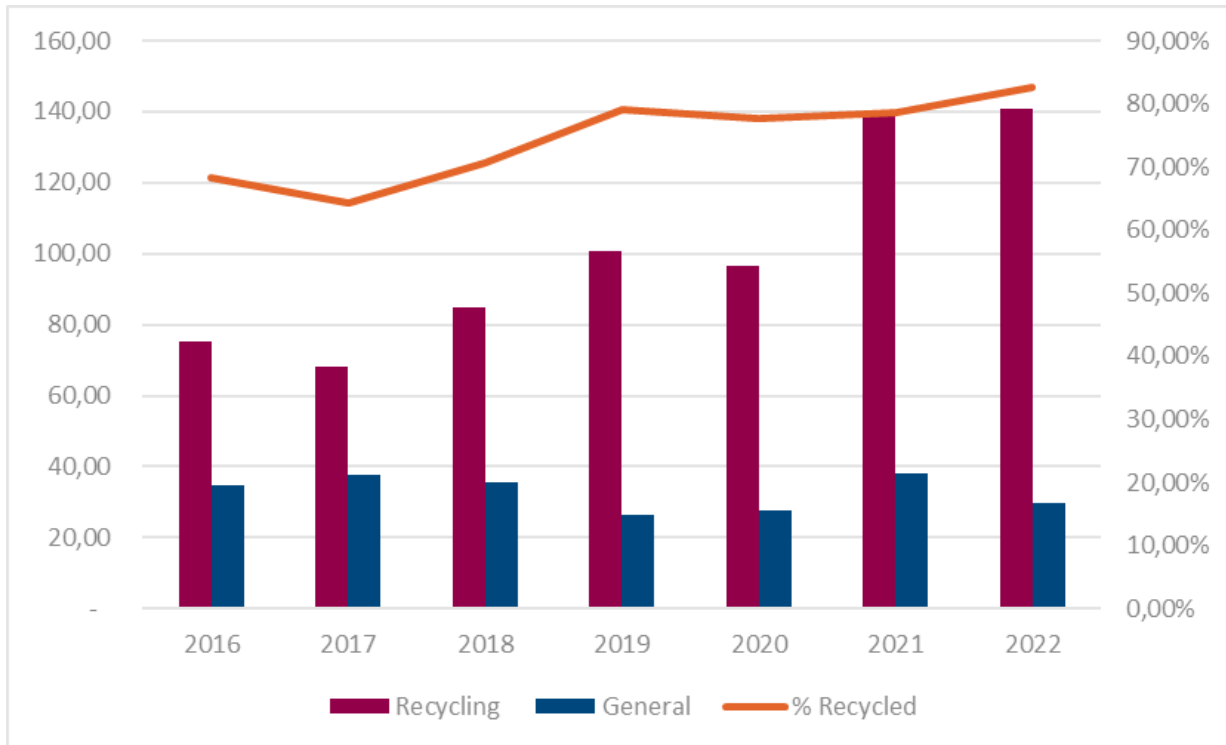
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## United Kingdom

SDG#7 SDG#9 SDG#11 SDG#12 SDG#13 SDG#15

A small sample of some of the initiatives carried at Hager UK:

Continued & encouraged use of waste recycling facilities for shrink-wrap, cardboard, vending cups have led to being on track for 2022 target to annualise over 80%. A significant improvement on 2016's statistics.



LED lights have been fitted throughout the site to promote energy savings.

Skylights have been fitted in the warehouse for employee comfort to make the warehouse brighter and reduce electricity usage. All the lights are activated by motion sensors so only come on when needed. And solar panels have been fitted for the factory and warehouse.

To lower CO<sub>2</sub> emissions, there has been a review of processes in the warehouse to reduce the use of gas and electricity.

## France

### Sorting waste

SDG#7 SDG#9 SDG#11 SDG#12 SDG#13 SDG#15



ELISE waste sorting terminals have been up and running for almost 2 years now, and their usage has been extended over the last year to our 5 industrial sites in France and in all administrative buildings. Office paper is already sorted separately from cardboard, thus resulting in better quality recycled paper. The elimination of individual bins and the installation of communal areas reduces the workload and heavy carrying for cleaning staff. This system calls on everyone to take responsibility, and also helps make colleagues aware of the amount of waste they produce. In addition to this, all coffee distribution machines now also provide reusable goblets, thus eliminating single use plastic ones; less plastic to sort & recycle.

### Guaranteeing security

- Certification of ISO 45 001 Certification for Health and Security Management at the work place (*Management de la Santé et Sécurité au Travail*).
- Setting up of rotating monthly site visits by managers to ensure health and safety regulations & recommendations are respected. There are over 400 visits per year. These Workplace Safety Observation Visits (VOST - Visites d'Observation de Sécurité au Travail) have been set up for all production managers. The aim is to observe a production employee doing their job to highlight the positive things done safely and help them think about what could be improved in terms of safety at work.

### Guaranteeing safety on site



There are 282 first-aiders on-site in Obernai, many of them work in production areas. They are retrained every two years, in conformity with French regulations in place. In addition to first-aiders, in 2020 an initiative called “*Les Gestes qui sauvent*” (how to save a life) was launched targeting office workers and anyone wanting to know the basics about contacting emergency services and using a defibrillator. Over 300 colleagues were trained in 2 years, the ambition is to keep up the momentum and train 150 per year.

### Work accident on the decline



In Obernai, figures for end 2021 were very encouraging. 3.29 accidents were registered per million working hours, that's a 19% decrease on 2020.

## Protecting ourselves and others



Masks continue to be provided for the entire workforce in France, and indeed in many other of our worldwide sites. In addition to this in February 2022 self-testing kits were made available for all employees in France. In 4 days 14,451 kits were distributed in Bischwiller, Saverne, Vendenheim, Paris, Bordeaux, Crolles and Annecy.

## **REACH Regulations SDG#9 SDG#12 SDG#13 SDG#15**

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 goods 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.

## **Hager acs (automatic charging station): quick & easy without cables SDG#7 SDG#9 SDG#11 SDG#12 SDG#13**



Innovation team unveils patented prototype for new charging technology! Imagine being able to charge your e-car quickly and easily without a plug in the future. Sounds good?

You would probably be even more impressed if your autonomous electric car also took care of finding a parking space for you. In future, this could be possible in both multi-storey car parks and also outside your home. Admittedly although this development is still just a prototype, we like the idea already. We save time, hardly lose any energy during the charging process thanks to a conductive charging system and can feed surplus energy back into the grid or the energy storage system. And those are just the most obvious advantages.

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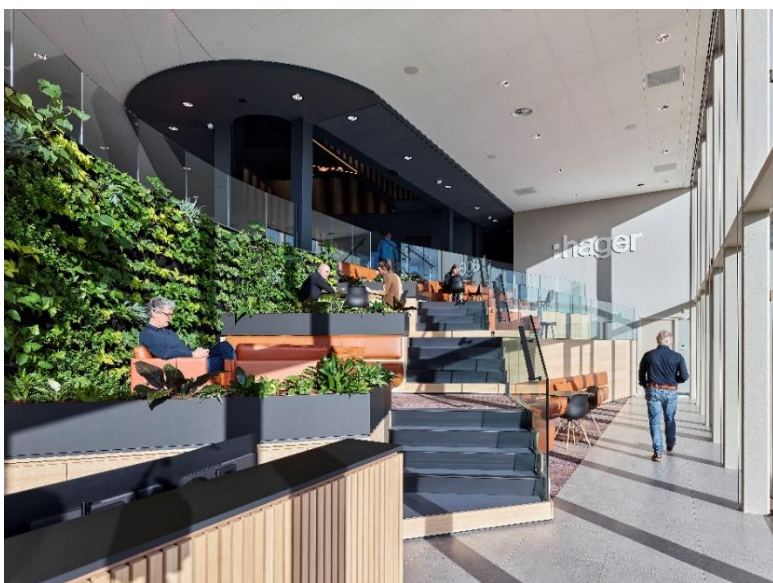
## The Netherlands

SDG#7 SDG#9 SDG#11 SDG#12 SDG#13



Fossil fuels are being phased out, making way for electricity, as such, the demand for electricity is growing and becoming more complex. Hager helps the industry with sustainable solutions and The Netherlands' headquarters in 's-Hertogenbosch are no exception to the rule. Indeed, the new premises in the De Brand business park in 's-Hertogenbosch are fully equipped to advise customers proactively about the broader design of their electrical infrastructure, share knowledge and lead by example.

Our brand new all-electric building is equipped with a heat pump, solar panels and 36 electric vehicle charging stations. Indeed, these EVCS are particularly convenient for our sales team as their car fleet is switching over to all electric. From now on, any new car ordered will be



electric; to date, of a 41 car fleet, 6 are EV and 3 hybrid.

The solar panels are directly connected to the energy storage system and some of the charging stations are directly controlled from the integrated energy management system in the energy storage system. So peaks in demand from the car chargers are absorbed as much as possible by the energy stored in the battery system. Data from over 60 energy meters in the building is collected and made transparent in an energy

monitoring dashboard. A KNX system was also installed to control lighting and blinds based on daylight levels and presence.

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## Hager Group Awards



Hager Group Awards are all about honouring the strength and entrepreneurial spirit of outstanding projects. It's the powerful ideas that keep us in motion every day. Projects that move us forward to help shape the electrical world of tomorrow. Above all, it is our commitment and drive for excellence, individually and as a team. We offered a stage to all the people and projects that keep us in motion, honouring the most ground breaking projects from different teams and departments. These Awards celebrated the technical excellence and success of our projects and the people who make them possible. They are a source of inspiration, innovation and motivation for us all.

One of the categories was: **sustainability**.

The results and analysis will be featured in the next report.

## 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:**



Hager Group commits itself to moral and trustworthy business management. This includes ensuring a transparent and corruption-free business environment while complying with the ethical standards in Hager Group's Ethics Charter.

***What is the right thing to do?***

***What is not right?***

***Where do you draw the line?***

Ethical principles determine how we act towards our customers, colleagues and society and form the framework within which we at the Hager Group pursue our business activities. Leaving this framework would call into question fundamental principles and is therefore not negotiable. The focus is consumer safety as well as on business and data integrity. Securing safe and fair working conditions in the supply chain through ethical sourcing are the foundations for reciprocal, long lasting trust amongst our colleagues and with our customers

Our ethics charter, created in 2012 and updated in 2018 was created to build trust across all levels and departments of the entire group. Today, 99.6% of managers have completed Hager Group's internal workshop on business integrity that go beyond the respective locally

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applicable legal requirements. Another big step is the establishment of “Let’s Talk”, a 24/7 integrity alert system, that is available for all employees to talk anonymously to a third party in the language of choice. An “serious ethics game” has also been developed internally, using real-life ethical dilemmas which Hager Group employees have come across. Together with further trainings, it serves to raise awareness on business ethical issues.

Ethics at Hager Group focuses on 4 specifics:

- **Consumer safety & satisfaction:** Customer-centric approach focusing on satisfaction and the safety of the products. This approach relies on three characteristics: safety, robustness and easiness to install and to use.
- **Business integrity:** Set of practices that consist in internal controls, ethics and anti-corruption compliance, anti-discrimination processes, ensuring that business is conducted responsibly and transparently.
- **Data Integrity:** Confidence in the safety of all internal and external information and absolute compliance with DGRP to meet our claim to create a globally standardised level that goes beyond the respective locally applicable standards.
- **Fair and safe conditions along the value chain:** Responsibility for the physical, social and economic conditions of workers in our value chain.

## SDG#8 SDG#10 SDG#16

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 makes 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 and was updated in October 2020.



*“As a family-run company with strong values, we act today to ensure our long-term success for tomorrow.” Daniel Hager, CEO.*

## > Implementation:

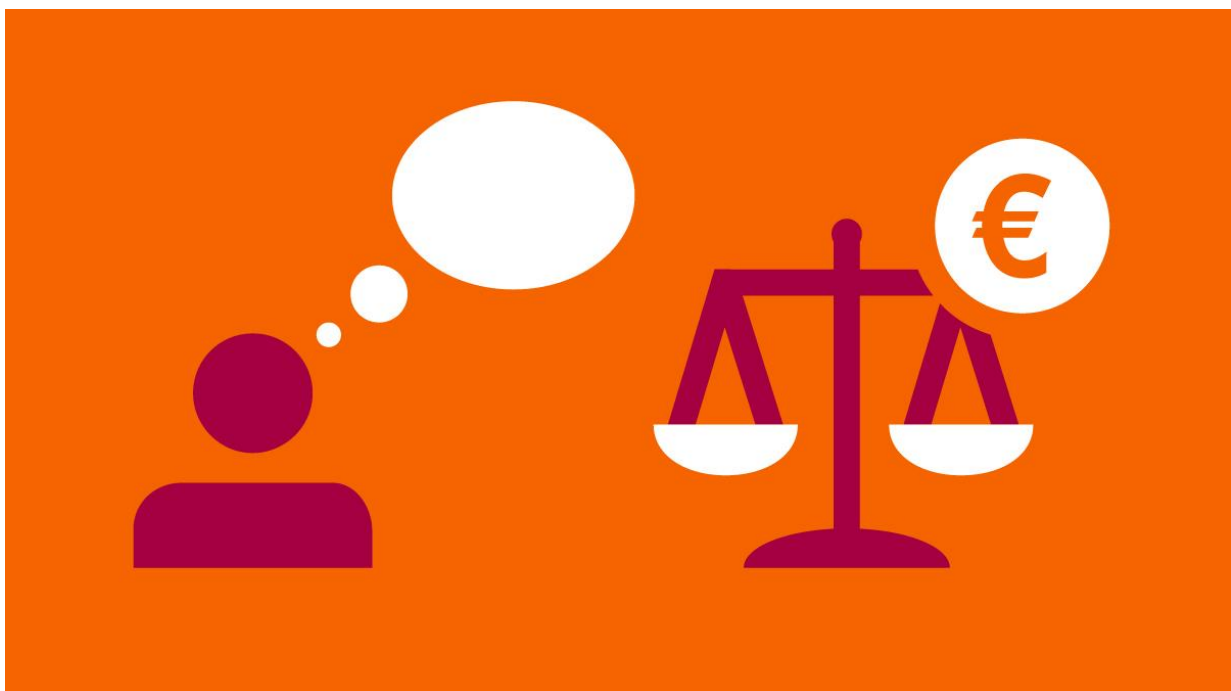
### **Are business and ethics a contradiction? What do we mean by business ethics?**

Our company's prosperity and sustainable development are based on the trust it inspires in its customers, suppliers and partners. This trust is also present in the relationship between our company & our employees. This trust is established, maintained and developed at all levels by respecting a number of principles and rules of conduct. For us at Hager Group, the manifestation of these rules is our Ethics Charter which embodies our **company values**: courage, authenticity & integrity.

When talking about ethics in business, our CEO Daniel Hager insists upon the following, ***“...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. In a business environment, making the right choices becomes increasingly more complex and more important. As a family-run company with strong values, we act today to ensure our long-term success for tomorrow.”***

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% of executives will be receiving online and face to face ethics training by end 2020. In January 2021 we officially launched our **ethics ambassadors** network, to help us conduct business with integrity, trust and sustainability.

These ambassadors support our Group Ethics Officer Denis Munch who comments that: ***“...ethics is a key issue in business and Hager Group is investing in developing ethical behaviours aligned with our company culture. We need strong relays everywhere in the organisation, this is why we have decided to create an ethics ambassadors network to carry the spirit of ethics and help our colleagues act accordingly.”***



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## Let's Practice! SDG#4 SDG#5 SDG#10 SDG#16



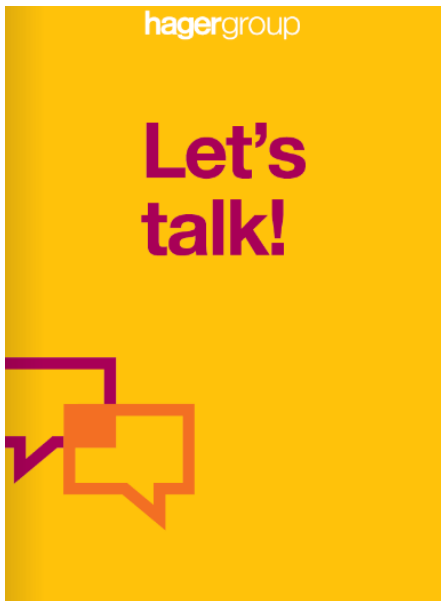
Starting November 2021, Hager Group Ethics Ambassadors network have been rolling out a custom made serious game for colleagues called let's Practice. This game was created to increase awareness on the importance of ethical decision making and it's compatibility with good business practices. The training involves discussing different ethical dilemmas and the different course of action to take. All dilemmas are based on real-life situations that member of the group have experienced over the years.

The network of ambassadors have rolled out more than 50 digital training session with an objective of training 2,500 colleagues in total, to date the figure is 780 colleagues trained. The training sessions take place in French, German, English and Chinese.



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## Let's talk, our Integrity Alert System **SDG#5 SDG#10 SDG#16**



Hager Group's success depends on the trust it inspires in its stakeholders. The key to this trust is our integrity. All our employees and executives are expected to live our values and ethical principles and conduct business accordingly. In our culture of openness, we encourage all employees, customers, business partners and the general public to raise their genuine concerns, to ask for advice and guidance when facing difficult ethical issues, but also to point out unacceptable behaviours and demands, without fear of retaliation.

The integrity alert systems called Let's talk! is available for all Hager Group employees. They can phone in or send an email in the language of their choice, this can be done totally anonymously should they so wish. Additionally, all our external partners (temporary workers, customers, suppliers, other business partners) can use it.

Treat others as you would like to be treated. We all expect to be treated fairly and well and for business to be executed the same way. This implies acting in an ethical manner and letting the appropriate people know if someone might not be doing so. Lack of integrity and subsequent misconduct can threaten the sustainable development of an entire company.

### > Measurement of outcomes:

## Ethical Sourcing, Denied Party Screening & Compliance Guidelines **SDG#9 SDG#11 SDG#12**

As a signatory of the United Nations Global Compact, when we select our suppliers we take into account their working conditions and environmental standards. Every partner has to pledge their commitment to our Sustainable Growth and Ethical Trade Policy, which lays down our principles with regard to environmental protection, human rights, working conditions and business ethics. We also have compliance guidelines and have implemented a DPS (Denied Party Screening) tool to scrutinise all transactions made and background check in order to comply with international sanctions and denied party lists.

Some of our documents and guidelines include:

- Code of Purchasing Conduct Ethics and Sustainable Sourcing
- Anti-discrimination and Anti-harassment guidelines
- Antitrust guideline
- International Trading Controls guideline
- Correct conduct during search of business premises guideline
- Gifts & Entertainment guideline

***“Business ethics do not contradict business development, on the contrary, they go hand-in-hand; there is no sustainable business development without sound business ethics.”***

Daniel Hager, CEO Hager Group.

“As a family-run company with strong values, we act today to ensure our long-term success for tomorrow.” Daniel Hager, CEO.

## 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 **PHLS** - Peter und Luise Hager Foundation - (from the German Peter und Luise Hager Stiftung) 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; Peter and Luise are the parents of Dr. Oswald and Hermann Hager, who together, with their parents founded the company.

#### > **Measurement of outcomes:**

Here are a selection of the Foundation's projects that relate to the environment, developing skills and supporting education and well as empowering local communities.

**SDG#1 SDG#2 SDG#3 SDG#4 SDG#5 SDG#6 SDG#7 SDG#8 SDG#9 SDG#10 SDG#11  
SDG#12 SDG#13 SDG#15**

## Standing together in solidarity!



On 15<sup>th</sup> March, Hager Group and Peter und Luise Hager Foundation joined forces in a call for donations in support of the international aid organisation SOS Children's Villages Worldwide and in particular the campaign "Emergency aid for children and families in Ukraine".

### The results:

- colleagues donated **21,000€**.
- Hager Group committed doubled every donation, so a further **21,000€**.
- The foundation topped up with a total of **18,000€**.



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A grand total of 60,000€ has been transferred to SOS Children's Villages worldwide thanks to colleagues and Peter und Luise Hager Foundation. Thanks to company solidarity & donations, the foundation are able to generously support children and families in Ukraine and surrounding area. We can actively contribute to providing medical help, accommodation, food - in both the short and long term.



**Evi Hager**, Chairwoman of the Board of the Peter und Luise Hager Foundation, expresses her gratitude:

*"We are proud and happy that our appeal for donations was supported by so many colleagues within Hager Group. It was only through their generous donations that we were able to reach our goal of raising a total of 20,000 euros. The sum raised is even above our goal! This week, the entire amount will be forwarded to SOS Children's Villages worldwide. We are absolutely convinced that our joint support will reach exactly the right place. A huge thank you from the foundation and to everyone who participated. This is a wonderful sign of solidarity. Thank you for your generosity!"*

*\*As part of the 18,000€ from the foundation, 7,000€ comes from French colleagues' donations in 2020 to the monthly "Every cent counts!" campaign. It is a solidarity initiative that allows any Hager Group employee in either France or Germany to donate the cents of their monthly net salary.*

**Project:** Bicycles for children on the Wackenberg

**Partner:** PÄDSAK (Pädagogisch-Soziale Aktionsgemeinschaft e.V.)



The leadership of PÄDSAK has developed a project entitled "Bicycles for children on the Wackenberg". Roadworthy bicycles are made available to children and young people of the Wackenberg neighbourhood.

The bicycles and scooters are purchased at a low cost and lent to the children.

The children's bicycles are selected under professional and pedagogical guidance, prepared, assembled, repaired and also maintained. In the process, the children acquire manual skills in a fun way and learn to take responsibility and to use the available resources sparingly. At the same time, the children's motor skills and mobility are promoted and they are taught how to react to traffic.



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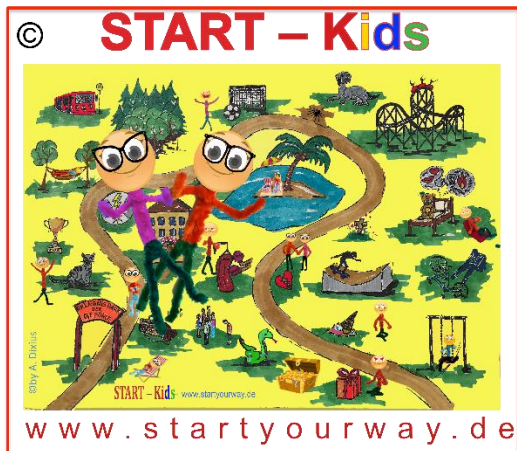
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The children's parents are involved in the project from the beginning. In cooperation with the German Bicycle Club (ADFC), cycling skills training courses are held for the different age groups. The foundation will support the project for the next three years building on the workshops and ensuring sustainable professional and pedagogical guidance.



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**Project:** START manual for refugee children  
**Partner:** Saarland University Hospital / SHG Clinics



Since 2021, the foundation has been supporting the "START" project for children and adolescents initiated by Prof. Dr. Möhler and Ms. Dixius (Saarland University Hospital and SHG Clinics, respectively). The manual serves to promote stress resilience in children and adolescents in general and especially in the aftermath of the pandemic. The manual is to be translated into English so that it can also be used for refugee children from Ukraine and in other international aid campaigns.

**Project:** Sustainable drinking water project in Tanzania  
**Partner:** BlueFuture Project, Saarbrücken

The BlueFuture Project founders, Tibor Sprick and Christoph Dillenburger, create sustainable access to clean drinking water in Tanzanian communities. They work with locals, for locals empowering them to find solutions to water crisis through their own efforts.



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Doctor Askwar Hilonga is an award-winning chemical engineer from Tanzania who grew up in a small, rural village without any access to clean drinking water. As waterborne diseases were a regular part of his childhood and many community members succumbed to the consequences of contaminated water he was spurred on to develop solutions to eliminate water-borne diseases and provide fresh water. Thanks to his motivation, tenacity and skills he created an innovative, low-cost water filtration system called a nanofilter that

has already changed many lives. Its unique feature is its adaptability to the local contamination with special filter calibration, particularly important as water sources in Tanzania contain different pollutants.

The BlueFuture Project founders equip community members in rural villages of Tanzania with the nanofilter and a water station. From then on, the water station becomes a small business within the community, impure water can be filtered, cleaned and provided to the community at a reasonable price. This system creates companies, jobs and opportunities for locals, while assuring a water supply. It is important to help the local populations help themselves, whereas Dr. Hilonga and his team ensure the maintenance of the filter and the stations, the local community run the sustainable water supply business without the need for further support.

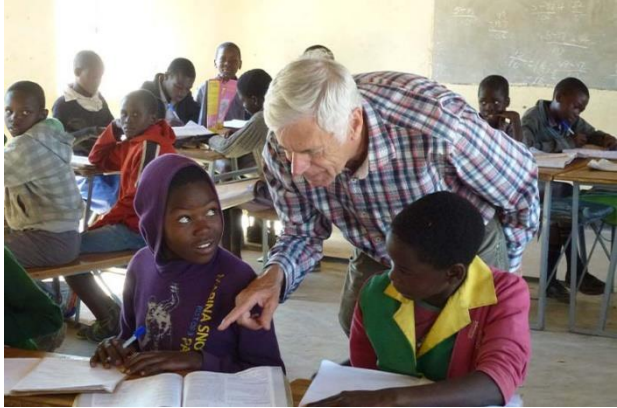
With the generous support of the Peter und Luise Hager Foundation, to further the eight water stations built in 2020, four more were built over the course of 2021. In total over 100 water stations have been built in Tanzania already since the beginning of the project and 500 more are planned for the next five years.

Furthermore, the project team helps finance the regional projects in Saarland, with the help of the income from the sale of the BlueFuture Project's mineral water. Since spring 2022, their mineral water is available in all meeting rooms in our Blieskastel site. This change from standard water from Schwollener Quelle also known as BlueFuture Mineralwasser is all part of an initiative to support two young Saarlanders who set up the BlueFuture Project.

For more about [BlueFuture's projects and the two founders.](#)

**Project:** Dr. Schales Africa Project in Zimbabwe  
**Partner:** Förderverein Afrikaprojekt Dr. Schales e.V.

The Peter und Luise Foundation has been supporting the Dr. Schales Africa project in Zimbabwe since the beginning of 2020 to promote both health and education for the local communities. Dr. Hans Schales, former senior physician at the Caritasklinikum St Josef in Dudweiler (Saarland), has been working in Zimbabwe since 2001. His work and commitment to Zimbabwe follow Nelson Mandela's credo, "education and, with it, health are the most powerful weapons against poverty".



With the help of this Africa project, Saint Luke's Hospital in Lupane has been expanded and the medical staff have been trained to boost their skills to ever better serve the local community. Providing additional medical equipment and medications are also part of the support provided to this hospital that helps care for many of the most underprivileged people in the area of North Matabeleland. It is precious help for the communities and the 3,000 or so children who are born there have access to medical care. The hospital boasts 250 beds.



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The education project primarily involves pupils in the catchment area of Saint Luke's hospital. 6,00 pupils have access to school education as the infrastructures have been explained, there are now 15 schools in the area. The funds provided by the foundation contribute notably to school fees, uniforms, on site meals and, if necessary, medical care.



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In the words of Antoine de Saint-Exupéry, a French writer, aviator and poet:

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



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