



Corporate Responsibility Report 2017

Communication on
Progress (CoP)

...the **intelligent**
touch to cars.

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Introduction

Management address

We are proud to present Huf Groups first Corporate Responsibility Report, called »Communication on Progress (CoP)«, covering the year of 2017.

With this report, we express our intent to implement the Ten Principles of United Nations Global Compact (UNGC). We are committed to making its principles a part of the strategy, culture and day-to-day operations of our company.

We strive for a company with a strong sense of business citizenship, promoting ethics and honesty as basic guidelines for our actions.

Our concern for the surrounding community and environmental and economic responsibility are the pillars for a fairer and more equal society.

It is with this belief that we continue to look to the »Global Compact« commitment, attempting to make our contribution to a world and a global community that embraces the principles of Corporate Responsibility.

Change as tradition

Established as a lock, key and metal-working factory by Ernst Hülsbeck and August Fürst in Velbert (Germany) in 1908, Huf Hülsbeck & Fürst supplied the first car key to Mercedes-Benz in 1920. In line with the upswing in the automotive industry, what began as a small company with only a handful of employees developed into one of the world's leading automotive suppliers for car access, immobilization and security systems. It was entrepreneurial spirit that allowed Ernst Hülsbeck's and August Fürst's ideas to become reality: they wanted to build up a company using their know-how and ability.

Change as movement

»We have opened the Automotive World«. These words describe the evolution of Huf over 110 years. Selective growth is the key to corporate success. The international expansion of Huf started back in the eighties and has continued steadily ever since. Today Huf produces innovative top-quality components using state-of-the-art technologies at locations in Europe, America and Asia.



The Huf Group Management, with Dr. Florian Hesse, Thomas Tomakidi and Johann Palluch (from the left).



Key Milestones

- | | | | |
|---|---|---|---|
| 1908 Foundation on 1 st April—Ernst Hülsbeck and August Fürst founded a company for manufacturing, buying and selling locks, ornamental hinges and minor items of iron and brassware in Velbert | 1973 Award »Supplier of the Year« by Opel | 2001 Huf Korea receives the award »Most Reliable Enterprise« | 2010 Foundation of Huf Mexico |
| 1920 First car door lock supplied to Mercedes-Benz | 1983 Establishment of Huf España | 2002 2 000 000 th lock set produced for the BMW 3 Series (E46) | 2013 Huf Portuguesa joined the UN Global Compact |
| 1921 Application submitted to the Patent Office to have »Huf« as the company logo | 1987 Establishment of Huf UK Ltd. | 2004 Passive Entry System for 18 models (DaimlerChrysler, BMW, Audi, VW, Porsche, Ford, Hyundai) | 2014 Huf España published the 1 st Sustainability Report
Huf Portuguesa published the 1 st Communication on Progress Report (CoP) for the UN Global Compact |
| 1948 Establishment of the works council in Velbert | 1991 Establishment of Huf Portuguesa Lda. | 2005 Establishment of Huf Romania | 2014 Foundation of Huf Secure Mobile GmbH and Huf North America Die Cast Corp. |
| 1955 1 000 000 VW with Huf door handles | 1993 Award »Value of the Year Supplier« by VW | 2006 Huf presents innovations: Display key and Design door handle | 2017 Foundation of Huf Nagoya Co., Ltd. and Huf Thailand |
| 1958 50 th anniversary celebration with 1300 employees | 1994 Establishment of Yantai Huf Automotive Lock Co Ltd. | 2007 Production innovation: ID transmitter with Touch Screen, Foundation of Huf India Private Limited, Huf Japan | 2018 Change in the Huf Group Management: Thomas Tomakidi becomes President and Chief Executive Officer |
| 1961 Establishment of the Huf fire-brigade | 1995 Establishment of Minda Huf and Huf Korea Ltd | 2008 Huf builds Huf Electronics
1 st April centenary celebration | |
| | 1996 Introduction of »Credit Card Keys« | 2009 Foundation Changchun Huf Automotive Lock Ltd & Co and Yantai Huf Tools | |
| | 1998 Establishment of Shanghai Huf Liyong | | |
| | 1999 Establishment of Huf Tools GmbH | | |
| | 2000 Establishment of Huf Polska Sp.z.o.o. | | |

Preface



Brief History of Huf Group

Huf Hlsbeck & Frst develops and produces mechanical and electronic key systems, lock sets, steering locks, remote control systems, telematics and tire pressure monitoring systems for the automotive industry.

Founded in 1908 in Velbert, the company first supplied lock sets to Mercedes Benz (now Daimler AG) in 1920.

Today, Huf has approx. 7500 employees located in 15 countries worldwide. More than 500 designers and technicians working in the offices in Germany, in the USA, in Romania, India, Brazil and China are engaged in research and development.

Huf was the first company to develop components for the new car access and immobilization systems »Passive Entry« and »Keyless Go«, and also developed the »Kick Sensor«.



Americas

- Huf North America Die Cast, Corp.
 - Milwaukee/WI, USA
- Huf North America Automotive Parts Manufacturing, Corp.
 - Farmington Hills/MI, USA
 - Greenville/TN, USA
 - Milwaukee/WI, USA
- Huf Mexico, Puebla, Mexico
- Huf do Brasil, Atibaia SP, Brazil

Europe

- Huf Hlsbeck & Frst,
 - Velbert, Germany
 - Gnding, Germany
 - France (Sales Office)
 - Italy (Sales Office)
- Huf Electronics Dsseldorf, Dsseldorf, Germany
- Huf Electronics Bretten, Bretten, Germany
- Huf Tools Velbert, Velbert, Germany
- Huf Secure Mobile, Velbert, Germany
- Huf UK, Tipton, England
- Huf Espaa, El Burgo de Osma, Spain
- Huf Portuguesa, Tondela, Portugal
- Huf Polska, Tychy, Poland
- Huf Romania,
 - Arad, Romania
 - Timisoara, Romania

Asia

- Yantai Huf, Yantai, P.R. of China
- Changchun Huf, Changchun, China
- Chongqing Huf, Chongqing, China
- Shanghai Huf, Shanghai, China
- Yantai Huf Tools, Yantai, China
- Huf Korea, Seoul, Rep. of Korea
- Huf Japan, Tokyo, Japan
- Huf Nagoya, Nagoya, Japan
- Huf India, Pune, India
- Huf (Thailand), Rayong, Thailand

Our Corporate Vision

Our aim is to be the market leader and ensure that we always adhere to our corporate vision:

...the **intelligent touch** to cars.

- We take responsibility for our actions
- We fulfill our customers' wishes
- We design our future by our innovations
- We live by our quality philosophy
- We work together
- We assume social responsibility
- We act cost-consciously

Our Management Principles

The development of Huf's corporate identity includes not only the definition of a vision but also the development of a management culture (in the context of the corporate behavior). The following management principles have been formulated to shape the Huf management culture. Our management principles define a scope for action for all Huf executives. They define how we want to achieve our shared goals and what approach Huf executives should take to assist their employees in their personal and professional development. Our executives are successful because they follow these principles and »live« them in day-to-day business. The management principles have been developed in line with the corporate guidelines, which are to be followed by all employees.

- We want our executives to be role models for their employees!**
- We encourage our colleagues to be innovative
 - We show our employees what customer orientation means
 - We train our employees' awareness of quality
 - We foster our employees' team spirit
 - We encourage our employees to assume social responsibility
 - We help our staff to be cost-conscious
 - We assume responsibility

Facts and Figures

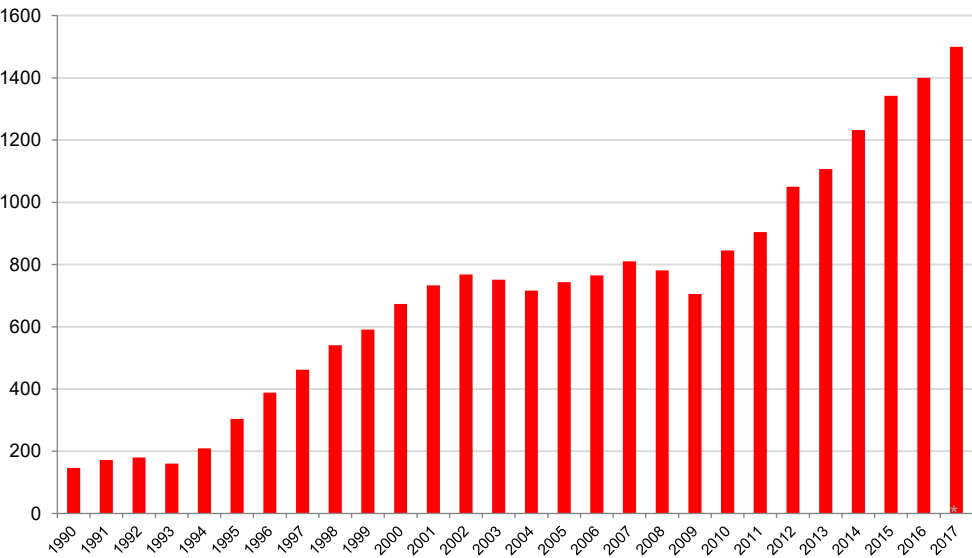
- Americas

 - approx. 1500 employees
 - approx. EUR 240m turnover
- Asia-Pacific

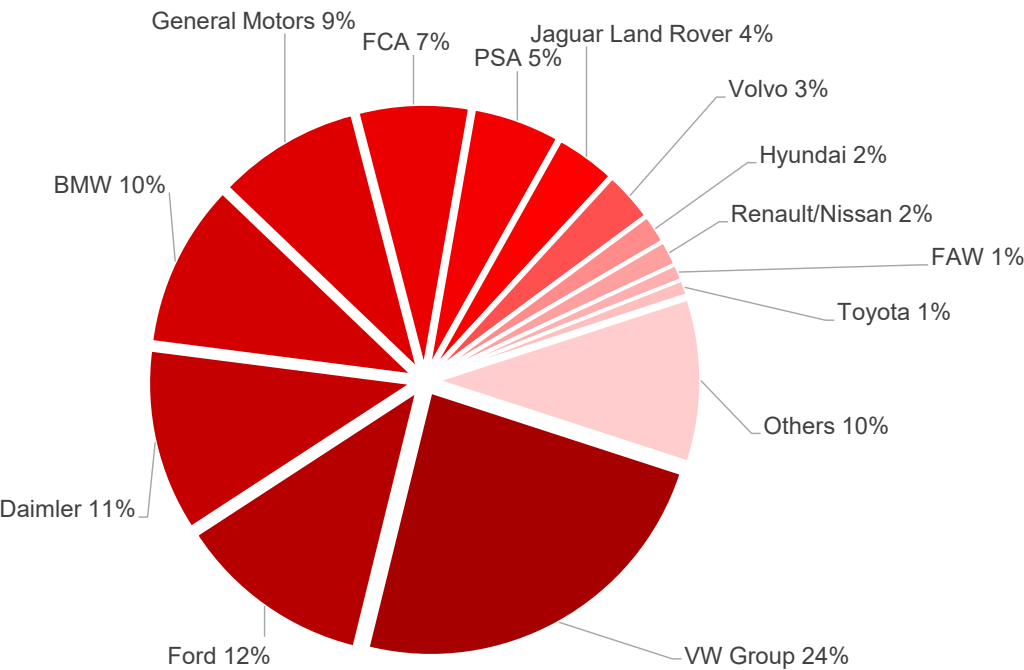
 - approx. 1760 employees
 - approx. EUR 380m turnover
- Europe

 - approx. 4500 employees
 - approx. EUR 890m turnover

Turnover of Huf Group/Year



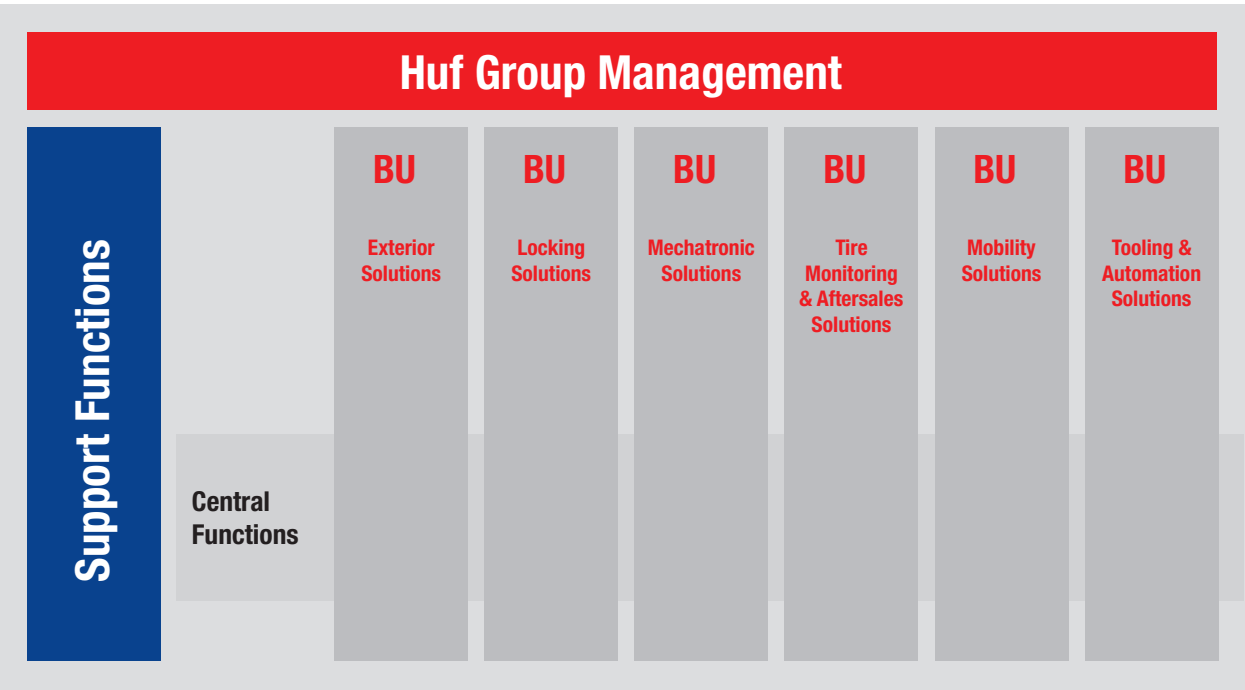
Main Customers



Our New Organization – »One Huf«

We at Huf have always associated customer orientation with keeping in close touch with the customer. Today, our company is represented through its locations in countries with important

automotive markets. We have arranged our global organizational structure into product groups, which are bundled in business units.



The new organization of the Huf Group with Business Units.

Business Unit

Exterior Solutions

- Exterior Door Handle
- Interior Door Handle
- Brackets
- Antenna
- Tailgate Emblem Closures
- Garnishes
- Soft Touch Handle
- Capacitive Tailgate Handle



Business Unit

Locking Solutions

- Lock Sets
- Lock Sets with Steering Column Lock and/or Remote Key
- Mechanic Steering Column Lock
- Interior Lock Sets and Latches
- Tailgate Latches
- Actuators
- Fuel Tank Cap



Business Unit

Mechatronic Solutions

- Electronics for Exterior Door Handle
- Remote Key
- RF Receiver
- Electronic Steering Column Lock
- Key Receptacle
- Start-Stop Buttons
- Passive Entry Passive Start Systems
- Control Unit (ECU for doors, sliding roof, side doors)
- Kick Sensor
- Optical Sensor



Business Unit

Tire Monitoring & Aftersales Solutions

- Tire Pressure Monitoring System
- Antenna
- Tools
- IntelliSens App
- Control Unit
- OE Products as spare parts



Business Unit

Mobile Solutions

- Digital Access and Authorization Systems SIXSENSE©



Business Unit

Tooling and Automation Solutions

- Mold Making
- Tooling
- RFID Technology
- Automation



Our Corporate Responsibility and Compliance Approach



Disclosure on Management Approach



We regularly monitor the expectations of interested parties and stakeholders, in order to identify the material requirements for our responsible business approach. Based on this analysis, several policies and procedures have been introduced in recent years.

Our Employees: We believe in our company’s human capital and in assuring them of constant motivation, well-being and security.

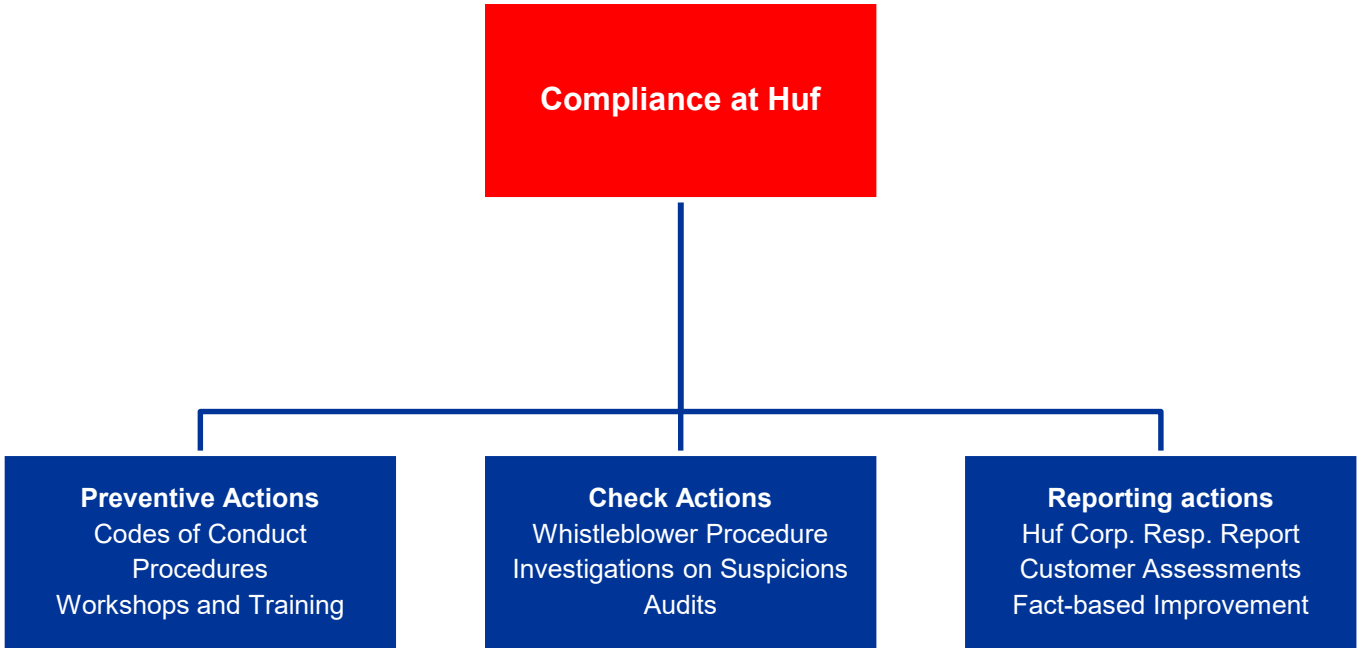
Consequently, we invest in strategies and solutions that:

- Increase their commitment and empowerment
- Encourage their professional and personal development, furnishing them with added-value competencies and knowledge
- Recognize merit when due, both in individual terms and in relation to the teams
- Promote equal opportunities
- Safeguard security, health and well-being

Our Customers: Corporate Responsibility and compliance performance are key criteria in becoming a business partner of our valued customers. We regularly monitor the customer-specific requirements in order to satisfy the demands with appropriate activities.

Our suppliers: The commitment of our supplier partners is a fundamental element of our responsible business approach. By publishing our COP, we are aiming to set a positive example and encourage our supply chain to start own engagements.

Legislative Bodies: The requirements to comply with applicable global legislation is a fundamental part of the Huf Codes of Conduct. Currently, several court decisions against automotive companies regarding competition law and corruption are setting the pattern for Huf’s Corporate Responsibility approach and focus areas.



Overview of actions to satisfy the material stakeholder expectations.

Codes of Conduct

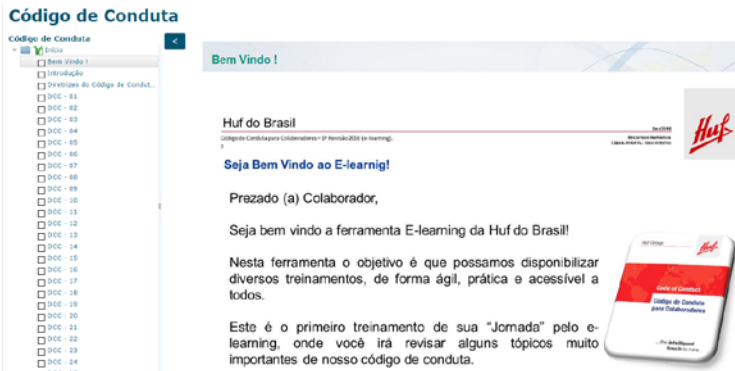
We have defined the basic expectations regarding Corporate Responsibility and compliance in the Huf Codes of Conduct (employee and supplier versions). The employees' version has been translated into all Huf languages, and the supplier version is available in English and German. We introduced these documents in 2015 and update them regularly to take account of the current needs and expectations.

Basic contents:

- Material Corporate Responsibility and compliance requirements based on the expectations of stakeholders and interested parties
- Whistleblower opportunity
- Employee CoC with additional focus on good leadership and conduct towards one another



Internal Corporate Responsibility Workshop »Iberia«.



eLearning Code of Conduct at Huf do Brasil.

We use different communication channels for the promotion of our Codes of Conduct:

- Personal handout together with payroll
- Departmental meetings
- Group-wide training conducted by Huf internal compliance experts
- Presentations at supplier days
- Integration of Supplier Code of Conduct in the ordering process
- Publication on our website and partner portal
- Special eLearning course created at Huf do Brasil



Cartel law training at Huf do Brasil.



Shanghai Huf launched environment training to raise the awareness of environmental protection among Huf management team.

Huf Group Certifications (Status: April 2018)

Huf Hlsbeck & Frst	Huf Electronics Dsseldorf	Huf Electronics Bretten	Huf Romania	Huf Espaa	Huf UK
DIN EN ISO 14001:2015	DIN EN ISO 14001:2015	DIN EN ISO 14001:2015	ISO/TS 16949:2009	BS OHSAS 18001:2007	ISO/TS 16949:2009
ISO/TS 16949:2009	DIN EN ISO 50001:2011	DIN EN ISO 50001:2011	ISO 14001:2004	ISO/IEC 27001:2013	ISO/TS 16949:2009 Navigation Point
DIN EN ISO 50001:2011	ISO/IEC 27001:2013	ISO/TS 16949:2009	ISO/IEC 27001:2013 Arad	ISO 14001:2004	ISO 14001:2015
ISO 26262:2011 Velbert	ISO/TS 16949:2009	ISO 27001:2013	ISO/IEC 27001:2013 Timisoara	ISO/TS 16949:2009	
ISO/IEC 27001:2013 Gnding					
ISO/IEC 27001:2013 Velbert					

Huf Portuguesa	Huf Polska	Huf North America	Huf Mexico	Huf do Brasil	Huf India
ISO/IEC 27001:2013	ISO/IEC 27001:2013	ISO/TS 16949:2009 Greenville	ISO 14001:2015	IATF 16949:2015	ISO/TS 16949:2009
IATF 16949:2015	ISO 14001:2015	ISO 14001:2004 Greenville	ISO/TS 16949:2009	ISO/IEC 27001:2013	ISO/IEC 27001:2013
ISO 14001:2004	ISO/TS 16949:2009	ISO/IEC 27001:2013 Farmington Hills	ISO/IEC 27001:2013	ISO 14001:2004	ISO/IEC 27001:2013 Development Center
BS OHSAS 18001:2007		ISO/IEC 27001:2013 Milwaukee			ISO 14001:2015
ISO 26262:2011		ISO/IEC 27001:2013 Greenville			

Changchun Huf	Shanghai Huf	Yantai Huf	Yantai Huf Tools	Huf Secure Mobile
GB/T 28001-2011/OHSAS 18001:2007	ISO 14001:2004	GB/T 24001-2004/ISO 14001:2004	ISO 9001:2015/GB/T19001-2016	ISO/IEC 27001:2013
GB/T 24001-1-2004/ISO 14001:2004	ISO/TS 16949:2009	ISO/TS 16949:2009		
ISO/TS 16949:2009		ISO/IEC 27001:2013		

External Engagements

External boards

We take over extended responsibility in respective external boards. As a member of VDA (German Association of German Automotive Industry) and CLEPA (European Association of Automotive Suppliers), we learn from experts in other member companies and exchange best practice in the fields of compliance and Corporate Responsibility.

We currently chair the CLEPA Conflict Minerals Expert Group.

Example from Huf Portuguesa

Another positive example comes from our valued company of Huf Portuguesa, which was recognized by APEE (Portuguese Business Ethics Association) in the initiative »Recognition of Practices of Social Responsibility« for our »Social Responsibility in the Community – Decent Work and Conciliation and Communication Projects«. The Jury awarded the Project »Prize – Our Commitment«, »People – in the category of Decent Work and Conciliation and a Project Award Communication« and »Communication – Clear, Objective and Transparent«.



Compliance and Corporate Responsibility Training for Huf Employees

It is a mandatory requirement to ensure that the relevant staff are suitably qualified, especially with regard to the subjects of environment, health and safety. We offer appropriate training courses involving trainers from both inside and outside of Huf.

In addition, several experts among the employees have taken part in a number of different training sessions, such as eLearning, workshops, coaching days and classic courses. Below we would like to highlight some of the activities:

- Participation in AIAG Corporate Responsibility Summit 2017
- Auditor qualification to perform compliance audits
- Participation in BCM mentoring program (BCM = German Federal Association of Compliance Managers)
- Participation in conferences of UN Global Compact.



American Huf colleagues at the AIAG workshop in Michigan.

External Audits

Compliance Audits

Our responsible business approach was verified by independent external organizations in several audits, conducted in various Huf companies. The auditors were sent by a number of customers or by reputable auditing companies, such as SGS and Intertek.

The auditing results were positive overall. We clearly consider all identified deviations not as failings but rather as an incentive and opportunity to further improve.

Checks by Competent Authorities

Specific Huf companies regularly undergo checks by local agencies in order to demonstrate compliance with legal requirements. These activities focus on but are not limited to topics such as the environment, and health & safety.

We support these activities and cooperate as best as we can in order to meet the expectations of this relevant stakeholder group.



Target Field »Labor«



UNGC Labor 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 labor;

Principle 5: The effective abolition of child labor; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Huf Code of Conduct: Labor Sections

Occupational health and safety: A safe, healthy and hygienic work environment for all employees is ensured. To achieve this all necessary steps to prevent accidents and health issues are taken. At the same time, employees are expected to display independently responsible behavior.

Working hours: The applicable legal regulations and company agreements with regard to working hours as well as the relevant ILO conventions are to be upheld.

Remuneration and fringe benefits: At Huf the financial compensation is based on the applicable legal and company regulations.

Conduct towards one another: Huf employees have a fair and respectful attitude towards one another.

Freedom of association and right to collective bargaining: The rights of the employees to freedom of association and collective bargaining is observed.

Handling of child labor and forced labor: Any form of forced labor and child labor is rejected.

Handling of human trafficking: All forms of illegal human trafficking are rejected.

Equal opportunity: As a company with an international orientation we promote diversity in the staff and reject any form of discrimination.

Labor Indicators

LA9

Employee human resources development efforts

- Average of training hours:
- 23.17 training hours/employee × year

Training courses are a fundamental element in ensuring that our employees are suitable qualified. Every training hour is considered as an investment in the future of our Huf Group.

Our target for the following years is to provide this indicator in a gender-specific form.

Our further employee Human Resources development efforts include but are not limited to:

- Good contacts to universities
- Support for schools and universities
- Trainee options at Huf
- We are the co-founder of Schlüsselregion e. V. (<https://schluesselregion.de/>)

Life-long learning programs

The personal development of the individual employees is a fundamental element of our Huf Group HR processes.

LA10

Example: Huf do Brasil

As an example, at Huf do Brasil there is a special program called P.D.I. It is planned individually, based on a commitment of the employee and his/her direct superior.



Example: Huf UK

At Huf UK a special apprenticeship program is in place to prepare young people for employment in the company. The target group of this program is young people between the ages of 16 and 18.



Examples: Yantai Huf and Huf Portuguesa

In both Huf companies, internal libraries are available. Employees can borrow national and international books and magazines and read them at home. The aim of this initiative is to improve the reading skills of the employees and their close relatives.



LA2

Benefits for employees

There are several benefits offered in our worldwide Huf companies. These activities are partially based on legal requirements or are part of the local collective agreements.

The local programs include:

- Life insurance options
- Specific health programs
- Parental leave option
- Extra time compensation
- Paid annual leave days
- Additional paid leave days (e.g. in case of birth)

Below are some specific examples from various Huf companies.

Chongqing Huf

At Chongqing Huf we perform an annual health screening.

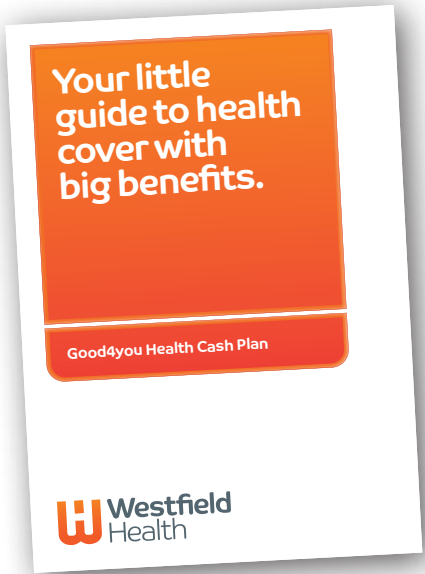


Huf España

We conduct a special campaign to prevent influenza at Huf España.



Como cada año, Huf - España pone en marcha la campaña de vacunación frente a la gripe que, para la temporada 2017-2018, a partir del 24 de octubre. El objetivo de la campaña es disminuir los efectos de la enfermedad y protegiendo a los grupos de mayor riesgo en los que la gripe es potencialmente grave. Los trabajadores de nuestra empresa son un grupo prioritario dentro de la Campaña regional de vacunación antigripal ya que, al estar en contacto directo con los compañeros de trabajo, no sólo tienen un gran riesgo de padecer la gripe sino que pueden convertirse en transmisores de la infección del virus. La vacunación se hará a través del Servicio Médico de Huf - España todos los días en su horario habitual de mañana y tarde según días.



Huf North America and Huf UK

At Huf North America and Huf UK we offer and support a health insurance option for our employees.



Huf Polska

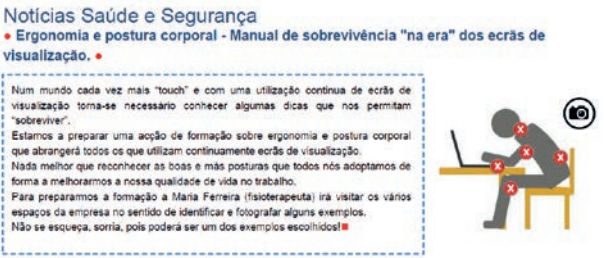
At Huf Polska we offer and provide support for our employees to take part in a fitness program.



Huf Portuguesa

At Huf Portuguesa we provide physiotherapy sessions, and an external trainer comes into the company four days per week. This activity is supported by internal awareness campaigns, for example »Health news«:

- Impressions from a physiotherapy session
- Sample of health news



LA7

Occupational health and safety

Occupational health and safety (OHS) is one of the core elements of our labor policy, based on the respective local legal requirements. OHS activities include obligatory training for staff and visitors, protective measures (such as workplace evaluations or protective clothing) and appropriate emergency systems.

Three of our Huf companies have already been certified to OHSAS 18001. Further Huf companies will be included in this management scheme in 2019.

In addition to this, we will extend the Huf internal health & safety audit activities, performed by our HS specialists.

Below are some specific examples from various Huf companies connected with OHS.

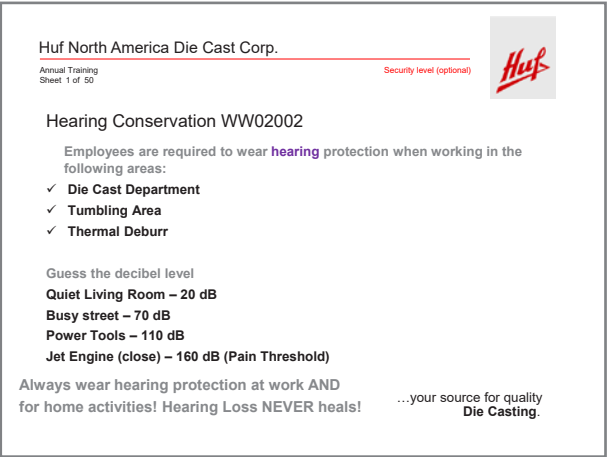


OHSAS certification for Changchun Huf.



Impressions from a fire fighting training at Huf do Brasil.

OHS risk categories at Huf UK			
Low Risk	Medium Risk	High Risk	Very High
No further action is required, but necessary controls must be maintained. Information and instruction to be made available to the workforce where necessary.	Training at regular intervals and increased level of supervision required. Risk reduction strategies which rely on technical controls will be preferred to reliance on purely systems and procedures.	Controls must be improved within a specified timescale. Risks will be controlled by technical measures which reflect state of the art precautions and best industrial practice.	Activity must be stopped until extensive, foolproof precautions are made. Intensive training and stringent rules with severe penalties for infringement must be put in place.



Impressions from the OHS training slides at Huf NA Diecast.



Emergency flyer at Huf Velbert.

Huf Polska

Basic OHS Rules

Our priority is safety and to provide a healthy environment for all persons on our premises

You can only move around the plant under the supervision of an employee of Huf Polska. Move along the designated in-plant communication routes.	
While on the premises of the plant (outside the offices), wear a warning vest or protective apron.	
Watch out for internal transport; transport trolleys moving around in the production halls as well as in the warehouse and its manoeuvre yard.	
Watch out for hanging objects; overhead-crane transport in the production halls – do not go under the load.	
Immediately report any accidents, fires, failures or events, that might cause a hazard, to the nearest employee of Huf Polska.	
The first aid room (equipped with a defibrillator) is located next to the dining room. First aid kits are located at designated points within the plant.	
The speed limit on the external in-plant roads is 20 km/h.	
It is prohibited for unauthorised persons to enter work areas that require a permit.	
The smoking of tobacco and e-cigarettes is prohibited throughout the entire premises of the plant, except for the smoking room.	
Each chemical must be kept in a properly labelled package and provided with a safety data sheet.	
Disrupting the work process is prohibited.	
Touching the machines, equipment and tools that are in motion as well as the manufactured and stored parts is prohibited.	

International guest flyer of basic OHS rules at Huf Polska.

HR4

Freedom of association and collective bargaining

Huf Group and Supply Chain Policy

We are committed to the right »Freedom of association and collective bargaining«. The Employee Code of Conduct (Chapter 10) states:

10. Freedom of association and right to collective bargaining

The basic right to freedom of association and the right to collective bargaining within the framework of national laws is observed. Assurance is given, that any employees who become active in this field will not have to fear any negative consequences as a result. The elected representatives of the employees are offered cooperation conducted in an open and truthful manner, working toward a fair balance of interests.

In practice, several work councils are in place in our local Huf companies. Some companies have established their own work councils, even though it is not required by law or collective agreements.

We have formulated similar expectations for the value chain in the Supplier Code of Conduct (Chapter 8).

Compliance checks

At Huf we perform compliance checks related to the Code of Conduct. For more details please refer to indicator HR9.

HR5

Child labor/forced labor

Huf Group and Supply Chain Policy

We are fully committed to the elements of fundamental human rights elements aimed at avoiding any form of child or forced labor. The respective chapters in the Employee Code of Conduct refer to this undisputable commitment:

11. Handling of child labor and forced labor

Huf rejects any form of forced labor and child labor. The age limit for an allowable work contract is not below the age of compulsory education and will in no case be below 15 years of age (or 13 years of age if the national law in agreement with ILO convention 138 permits this). Underage employees must not be brought into contact with any dangerous, unsafe or unhealthy situations.

The rights of children and young people are observed. Any exploitation of children and young people will not be tolerated.

12. Handling of human trafficking

Huf rejects all forms of illegal human trafficking. Human trafficking is illegal when the recruitment, transportation, transfer, detainment or receipt of persons takes place by improper means (e.g. force, deception, abduction). The Supplier Code of Conduct reflects this policy in Chapters 9–11.

HR6

Probability analysis of child labor/forced labor

According to the official estimates of the ILO (International Labor Organization), child labor occurs in all regions of the world. The proportion of (employed children vs. children in total) ranges from 2.9 % (Arab states) to 19.6 % (Africa).

ILO also provides estimates regarding forced labor. The proportions vary in this field as well, but do not differ as significantly as in the case of child labor.

Our responsible business approach concerning the avoidance of child or forced labor is based on a country-related probability analysis. The target of this approach is to identify risk countries we operate in or in which suppliers of our organization are located.

This analysis is performed on widely accepted indices, such as:

- Human Development Index (HDI)*
- MVO NEDERLAND**

The results of this analysis are the second step of our five-step approach, which is described in Chapter »Human Rights« of this report.



Empowered lives.
Resilient nations.

*Backup »Human Development Index (HDI)«:

Poverty and reduced school education are considered as important indicators for the occurrence of child labor. The UNDP (United Nations Development Program) created the (HDI) Human Development index. That index covers the factors GNI (Gross National Income) and expected years of schooling.



**Backup »MVO NEDERLAND«:

The CSR Risk Check tool is recommended by the German agency »Agentur für Wirtschaft und Entwicklung« as a means of enabling global companies to evaluate the local country-specific status regarding human rights. MVO is a Dutch-based Corporate Responsibility network organization.

Compliance checks

At Huf we perform compliance checks related to the Code of Conduct. For more details please refer to indicator HR9.

LA12

Diversity and equal opportunity

In our globally organized company the acceptance and respect of different cultures and customs is a key element. Our expectations and approach are reflected in the corresponding section of our Code of Conduct:

13. Equal opportunity

As a company with an international orientation, we promote diversity among our staff and reject any form of discrimination. We will stop any form of differentiation, exclusion or preference that is based on

- ethnic affiliation
- national and social origin
- color of skin
- gender
- age
- religion and ideology
- disabilities
- sexual orientation or any other personal traits

The respective legal regulations are applicable.

Below we provide some examples of how diversity is measured and what actions are taken in order to increase the awareness within Huf.

Diversity data for Huf Velbert and specific activities

Category	female	male
Staff total	464	1367
Staff below the age of 30	33	132
Staff between the ages of 30–50	222	720
Staff over the age of 50	209	515
Disabled employees	28	65
Top management*	2	26

*Company managers and 1st management level.

Specific diversity activities at our Velbert company include but are not limited to:

- Apprenticeship options for refugees
- Labor law training options for executives
- Training options on intercultural business competence
- Quotas for disabled employees
- Language course options

Equality gender plan of Huf España

At Huf España we have set up processes to select employees for or promote them to departments or job positions subject to a gender imbalance in terms of staff distribution. The company intention is to give preference to the hiring of women in those cases, where the candidates have the same qualification.

HR3

Discrimination incidents and corrective actions

We define discrimination incidents as a clear violation of Section 13 of our Employee Code of Conduct (»Equal opportunity«).

Consideration of reports from the Huf companies and the complaints received through the corporate whistleblower channel has verified, no discriminative actions that have caused internal penalties or even forced us to press criminal charges against any of our employees.



Impressions from the labor law training slides at Huf NA.

Anti-discrimination policy at Huf North America

There is a specific policy on »Unlawful Harassment« at our North American companies. A memo related to this was sent out to all employees in November 2017. In addition to that, we have performed specific Labor law training courses on anti-discrimination.

Spotlight on Huf Portuguesa

- Gender ratio (women/men) of 50/50
- Celebration of international women's day (on 8th of March) and men day (on 19th of November), by giving a small gift to the employees
- Increase in awareness of equality and anti-discrimination through internal communication and publication of articles
- Huf Portuguesa is a member of the Equality Business Forum (Portuguese Government Initiative). This forum promotes diversity, equal opportunities between men and women and the work-life balance.

Target Field »Human Rights«



UNGC 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.

Huf Group Human Rights Approach

Huf Code of Conduct human rights Sections

Freedom of association and right to collective bargaining: The rights of the employees to freedom of association and collective bargaining is observed.

Handling of child labor and forced labor: Any form of forced labor and child labor is rejected.

Handling of human trafficking: All forms of illegal human trafficking are rejected.

Equal opportunity: As a company with an international orientation, we promote diversity among our staff and reject any form of discrimination.

Application of NAP Due Diligence Principles at the Huf Group

The country of Germany sets up requirements for (international) German companies regarding their human rights policy, the NAP Due Diligence Principles (NAP = »National Action Plan Economy and human rights«).

Below is a list of the principles and a short statement on how they are applied in our Huf Group.

NAP 1: Policy statement of the company

We fulfill this requirement in the respective sections our Employee and Supplier Codes of Conduct. For the topic of conflict free sourcing, we have included a relevant section in the Supplier Code.

NAP 2: Identification of human rights risks

We focused on the probability of identifying forced and child labor in our Huf companies and the supply chain (cf. indicators HR5/HR6). In addition to that, we refer to our conflict-free sourcing due diligence (HR11).

NAP 3: Measures and efficiency check

We report on our compliance audit activities in the indicators HR9, HR10 and HR11. Our compliance approach is checked and acknowledged by external audits, please refer to indicator »DMA—external audits« of this report.

NAP 4: Reporting

The measures regarding our application of NAP are announced to the public by this Corporate Responsibility Report. Further information is provided to our stakeholders, such as customers, on specific request.

NAP 5: Opportunities to complain

Our employees and suppliers have the opportunity to report potential human rights abuses (and all other non-compliance complaints). The respective e-mail address is included in Section 17 of the Employee Code of Conduct and Section V. of the Supplier Code of Conduct: corporate-responsibility@huf-group.com.

Human Rights Indicators

HR9

Check of human rights abuses within the company

In the middle of 2015, we started to integrate compliance topics into our Huf internal audit activities. Since then, several internal audits have been performed in different Huf companies.

The audit volume and topics are planned individually for the various companies. Factors of influence include but are not limited to:

- Country-specific evaluations (HR5/HR6)
- compliance maturity of the companies
- Experience from previous audits

Suspensions are recorded and communicated to the process owners. Corrective actions have to be taken within a set timeline.

Evaluation of new suppliers (human rights)

Please refer to indicator SO9. The questionnaires template includes compliance topics (such as our Supplier Code of Conduct) and thus also includes the specific aspect of human rights.

HR10

Check of human rights abuses in the supply chain

Conflict-free sourcing

In 2013 we established our conflict-free sourcing policy and have been improving it since. A special focus is placed on the supply chain, which must provide due diligence reports, so called Conflict Minerals Reporting Templates (CMRT), made available free of charge by the Responsible Minerals Initiative RMI. The rate of valid responses by the suppliers addressed in the report, dated March 2017, was 98.6 %. This is a very good rate compared with other companies in the automotive industry.

HR11

A 5-step-framework has been established based on the Guiding Principles of VDA and the »OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk Areas«:

STEP 1: Establish strong company management systems

- We have determined a managerial owner for Conflict Minerals
- We have assessed adequate staffing for supply chain compliance/conflict minerals reporting activities
- We have developed a conflict minerals reporting policy and integrated it into our Supplier Code of Conduct (Chapter 16)

STEP 2: Identify and assess risk in the supply chain

- We have identified the relevant suppliers
- We have performed data collection by standardized Conflict Minerals Reporting Template (CMRT)—support by appropriate software
- We have analyzed the reported data and checked for consistency/accuracy
- We have conducted due diligence on the conflict minerals source, using the available public information

STEP 3: Design and implement a strategy to respond and to identify risks

- We have performed awareness to suppliers providing unacceptable data sets
- We have promoted conflict-free sourcing in the supply chain

STEP 4: Carry out independent third-party audit of supply chain due diligence at identified points in the supply chain

- We do not perform supplier audits related to human rights topics

STEP 5: Report on supply chain due diligence

- We report individually to requesting customers, by aggregating a Huf Group CMRT
- We annually create a Huf internal conflict minerals report
- Conflict minerals was a part in external compliance audits, performed in the Huf Group. Please refer to »indicator DMA—section Compliance Audits« of this report.



Target Field »Environment«

UNGC Environmental Principles

Principle 7: Businesses should support a pre-cautionary approach to environmental challenges.

Principle 8: They should undertake initiatives to promote greater environmental responsibility.

Principle 9: They should encourage the development and diffusion of environmentally friendly technologies.



The Huf Principles of Energy and Environmental Policy

Corporate environmental protection at our Huf company is handled in the spirit of sustainable development. This includes the conscious and sustainable handling of the »resource« energy.

In all basic decisions on corporate policies, the preservation of the environment and the conservation of resources for future generations represent key criteria.

Principles

Environmental protection is on an equal footing with the objectives of customer satisfaction and operating efficiency.

Compliance with all relevant environmental and energy requirements, laws and regulations is a matter of course for us. Above and beyond that, we will set stricter standards where possible.

All processes and products are evaluated and optimized within the scope of our energy and environmental policy.

We are committed to continually improving our environmental performance and our energy efficiency. For this purpose, we will provide all the necessary resources and relevant information.

To determine energy savings potential, all energy-intensive equipment and processes are regularly considered and evaluated in the context of energy controlling. In addition, we examine the use of alternative technologies and renewable energy sources.

We are committed to considering energy efficiency as a criterion when purchasing new equipment and accessories.

We consider openly and transparently informing authorities, suppliers, service providers, customers and the public as a prerequisite for a trusting relationship.

All of our company employees are responsible for protecting the environment and saving energy. Under our policy of extensive education and training, they are trained and motivated to act in an environmentally-friendly and energy-efficient way.

We have not inherited the world from our fathers—we borrow it from our children.

Environmental Indicators

EN27

Measures to avoid an environmental footprint

Our Huf companies worldwide have established appropriate processes based on our corporate environmental policy, in order to meet the environmental targets set as well as the legal requirements. The efforts are verified through environmental certification according to ISO 14001. Please refer to »indicator DMA—section Certifications".

Some specific measures are highlighted below.

Systematic check of legal requirements

We regularly check the legal environmental legal requirements on a corporate as well as a local basis. Diverse programs have been established in order to facilitate the work. Examples include subscriptions to publishers' services.

In addition we actively participate in the work of industry associations (cf. »indicator DMA—section External boards« of this report), we attend relevant training courses to maintain qualifications and subscribe to technical newsletters.

Preventive awareness actions

We preventively anticipate consequences from legal evaluations for our company and proactively perform respective actions.

As an example, the internal processes and supply chain were checked for the consequences of the upcoming authorization requirement according to REACh Annex XIV relating to chromium trioxide substances. The targets were to raise awareness in our value chain with special focus on our European suppliers and secondly to avoid any supply chain disruptions upstream.


Another example shows preventive emergency actions in our various Huf companies. This is a fundamental element of the risk-based approach according to the ISO 14001 standard.

Notfall - Rufnummern

Verhalten bei Notfällen

Ruhe bewahren

■ Unfall melden



Ersthelfer siehe nebenstehende Liste

Wo geschah es?


Was geschah?

Wie viele Verletzte?

Welche Arten von Verletzungen?

Warten auf Rückfragen!

■ Erste-Hilfe



Absicherung des Unfallorts
Versorgung der/des Verletzten
Den Vorgesetzten / Schichtgruppenführer informieren

Rettungsdienst:..... Tel.: 0-112

Augenarzt: Dr. med. Berlinghoff.... Tel.: 0-07252-2811

Unfallarzt: Dr. med. Beck..... Tel.: 0-07252-2888

■ Weitere Maßnahmen

Rettungsdienst einweisen

Der Vorgesetzte informiert am folgenden Arbeitstag nachstehende Personen:

Sicherheitsbeauftragter Fachkraft für Arbeitssicherheit Betriebsarzt	Herr Hamel Herr Kranich Dr. Engels	Tel.: 0-07252-970412 Tel.: 0-0172-6010748 Tel.: 0-07142-919211
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Emergency awareness example from Huf Electronics Bretten.

Environmental training

Our companies have established different local environmental training courses. Their main target is to increase environmental awareness.

In addition corporate training sessions are held. These include, for example, courses related to IMDS (International Material Data System).

Environmental management in product development

We have established appropriate processes for the whole environmental life cycle of our products: from first acquisitions before being nominated for the projects, to recycling of our products. Specialized experts take care of all product-related environmental topics.



The Huf approach to the environmental life cycle.



Example of recycling information.

Company-specific targets

We define company-specific environmental targets at a local level. These include specific measures relating to energy, waste and water consumption.

Waste	Budget 2017	Actual (Dec)	Budget 2018	Score 2017
Total waste (kg waste/a. sales %)	0.124	0.137	0.124	●
% residues recycled	>77	80.7	>77	●
% of hazardous waste	5	3.5	3.3	●
% plastic scrap (plastic scrap/raw material)	7.5	10.9	7.5	●
properly sorted waste (5 % audits)	95 %	95 %	95 %	●

Example of waste reduction targets from Huf Portuguesa.

EN30

Environment and transport

- We have implemented diverse local measures in order to reduce the environmental impact of our transportation activities. Measures include but are not limited to the following:
- We transport hazardous waste using qualified personnel only
 - We use reusable packaging, wherever possible
 - We have special KPIs to reduce the number of special transports
 - Our Chongqing facility was also founded in order to reduce inner Chinese transports to our customers
 - We contract specialized service providers (such as Cargoline) in order to optimize transports and avoid unladen journeys
 - In many of our companies we use forklifts with rechargeable batteries for inter-company transports
 - We choose our suppliers to be as local as possible, in order to reduce transport routes. In some cases suppliers are changed for this reason.

EN29

Environmental offenses

We define legal environmental incidents as a clear violation of the relevant laws that result in monetary or non-monetary penalties being imposed on our company.

The penalties increased in year 2017. Our company target is to receive no penalties. The efforts to achieve this will be increased, for example, by conducting relevant training courses to raise awareness.

Evaluation of new suppliers (environment)

Please refer to indicator SO9. The questionnaires template includes environmental topics (such as environmental certification of the suppliers).

Scope 1 emissions

Total CO₂ emissions
per €1 m of turnover = 8081 kg

The Scope 1 carbon footprint refers to the direct emissions from our worldwide facilities. Emissions outside of our organization (Scope 2 or 3) are excluded.

We took the reverse factors to convert the energy consumption into CO₂e from public available sources and emission factor tables provided by VDA (primary source).

Scope 2 emissions

Total CO₂ emissions
per €1 m of turnover = 68453 kg

The Scope 2 carbon footprint refers to the indirect emissions from our worldwide facilities, such as electricity or district heat. We took the reverse factors to convert the energy consumption into CO₂e from publicly available sources and emission factor tables provided by VDA (primary source).

Notes: For renewable energies we assumed a 25/25/25/25 mixture of water, wind, sun and geothermal energy. For district heating we divided the CO₂e of potential district heating energy sources into equal percentages.

EN32

EN15

EN16

EN19

Evolution of greenhouse gas (GHG) emissions

We have started several initiatives in our Huf companies in order to reduce energy consumption. Some companies are certified according to ISO 50001 (please refer to »indicator DMA—section Certifications«).

As an additional step, we have been reporting to CDP (Carbon Disclosure Project) since 2013. The reporting scope has been expanded in that time from the Velbert company to include the whole Huf Group.

Compared with the previous year, our Carbon footprint per employee increased. The probable reason is the additional energy consumption due to increased production, while we have stabilized our number of employees during the same time frame:

CO ₂ e/employee Scope 1 (2016)	CO ₂ e/employee Scope 1 (2017)	Trend CO ₂ e/employee Scope 1 [%]
1238	1270	+ 2.52
CO ₂ e/employee Scope 2 (2016)	CO ₂ e/employee Scope 2 (2017)	Trend CO ₂ e/employee Scope 2 [%]
9647	10404	+ 7.27

EN8

Water abstraction

There are many local initiatives to reduce the water consumption in our Huf companies. As an example, the paint shop in our UK company was optimized, which caused a significant decrease in water needed for this process.

In this report, we report the water abstraction by source per €1 m of turnover:

Source	m ³ /€1 m of turnover
Rainwater	11.06
Groundwater	35.94
Municipal water	172.72

Water recycling

In this report, we break down the water recycling data per €1 m of turnover:

Source	m ³ /€1 m of turnover
Water discharge	136.88
Process water (closed loop)	45.43

Waste data

There are many local initiatives to reduce waste in our Huf companies. Some examples include:

- Local programs to handle recycable waste
- Preference given to use of rechargeable batteries
- New waste press installed in our Bretten company in order to reduce transport costs
- Dehydration of waste by compressing the sludge in our Polska facility
- A special awareness program for employees was conducted at our company in Portugal

In this report, we break down the waste data by category per €1 m of turnover:

Type	kg/€1 m of turnover
Collected e-waste	32.60
Collected batteries	14.31
Collected packaging material	1358.10
Other waste	4534.76
Total [kg]	5939.77

EN10

EN23



Target Field »Anti-Corruption, Competition Law and Data Security«

UNGC Anti-Corruption Principles

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

Huf Code of Conduct Sections on Anti-Corruption and Competition Law and Data Security

Observation of laws, accepted standards and guidelines: All applicable national laws and acknowledged international standards, guidelines and principles will be upheld by the Huf employees.

Prevention of corruption: All applicable regulations to fight corruption are to be upheld.

Antitrust and competition law: The company shall ensure Competition with the company's competitors shall be conducted fairly. The relevant and applicable national and international antitrust laws as well as laws governing unfair business practices are to be upheld.

Confidentiality and data protection: Within the frame of business-related confidentiality, a transparent communication shall be maintained. Company and business secrets are to be observed and all applicable laws concerning data protection are to be upheld.

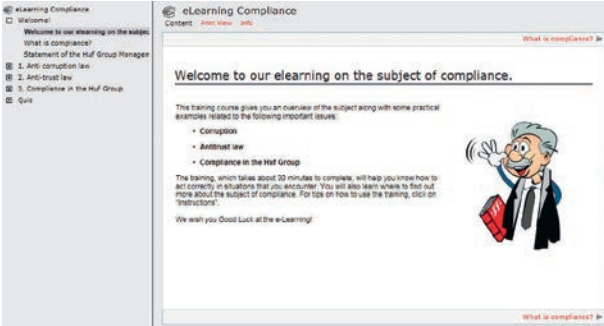
Indicators for Anti-Corruption and Competition Law and Data Security

SO4

Training on anti-corruption and compliance

We have introduced an eLearning compliance program, with the main focus on the specifics of anti-corruption and competition law. We proactively request the participation of the Huf employees.

In addition, this program was rolled out to the supply chain in 2018.



Impressions from the eLearning program.

Legal actions on competition law and preventive measures

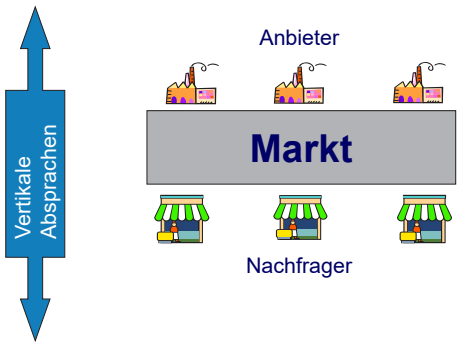
Preventive engagement

The specific topic of competition law is currently considered to be the most important compliance topic for us. Several news items relating to convictions against some of our customers or competitors, combined with a considerably high risk of legal non-compliance, set the scene for our preventive engagement.

In addition to our eLearning measures, which also highlight the specific topic of competition law (reference to SO4), we offered attendance-based training courses related to this topic for specific colleagues. This activity will be continued in 2018.

SO7

Vertikale Absprachen



Sample slide from the competition law training in Velbert.

Legal actions

We define competition law incidents as clear violation of the respective laws which cause monetary or non-monetary penalties to be imposed on our company. There have never yet been any convictions against our company.

SO8

Compliance offenses (excluding competition law and environmental procedures)

For this indicator, we publish all compliance offenses that are not covered by the indicators SO7 (competition law procedures) and EN29 (environmental procedures). We define compliance offenses as a clear violation of our Code of Conduct expectations which cause monetary or non-monetary penalties to be imposed on our company.

There have never been respective convictions against our company yet.

SO5

Corruption incidents

We define corruption incidents as a clear violation of section 2 of our Employee Code of Conduct (»Prevention of corruption«).

Considering the reports from Huf companies and the zero complaints received through the corporate whistleblower channel show that there have been no verified incidences of corruption that have caused internal penalties, termination of business relations with third parties or even forced us to press criminal charges against any of our employees or third parties.

Evaluation of new suppliers (society and compliance)

Before becoming a business partner of us, the potential suppliers have to complete a respective questionnaire. The questionnaires template also includes compliance topics. It can be downloaded for free on our Huf partner portal.

Compliance section in the supplier self-assessment questionnaire.

PR8

Data security

We have defined many measures in the Huf Group in order to avoid cases of data leakage or security offences. Our efforts have been verified through the ISO27001 certification of many Huf companies conducted by third parties. Please refer to the table provided in »indicator DMA—section Certifications« for more details.

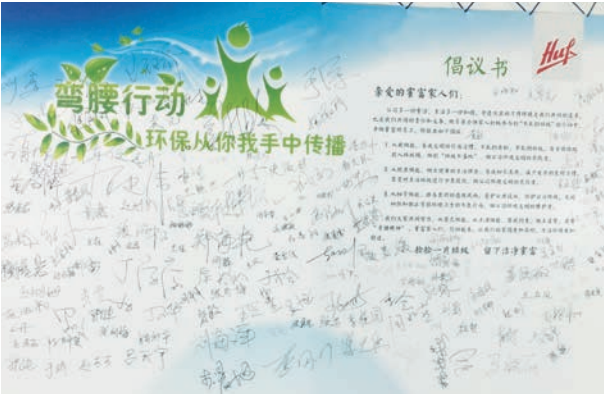


Events



Changchun Huf

An advocacy activity related to »Pick up Litter for Protecting Environment« was organized in Changchun Huf in 2017 and expected to enhance environmental awareness among employees.



Huf North America

- Fund raiser for victims of Sevier County forest fires
- Sponsorship for Greeneville High School Robotics team (to help local students become familiar with robotics)
- Collection point for toy donations for Gifts for Kids program (Christmas gifts for needy children)
- Hosted Greene County Manufacturing Council—sponsored tours for local school teachers and faculty to promote local manufacturing opportunities for students)



Huf Portuguesa—Acknowledgment—Fires of October 2017



The nine heroes were honoured

During the last Christmas Party at Huf Portuguesa, six colleagues who saved our company from the fires which occurred in October 2017 were honoured in a ceremony full of emotion. The Site Management offered each of them a watch and symbolic fire-fighting equipment.

Earlier this year other colleagues were also honoured at a ceremony held at the facilities of Huf Portuguesa.

Rui Pedro received support from colleagues of Huf Portuguesa

Internal Donation—Fires of October 2017

For three months, Huf Portuguesa employees collected funds to help their colleague Rui Pedro rebuild his house which had been destroyed by the fires in October 2017.

During the last Christmas Party of Huf Portuguesa the Workers' Commission symbolically presented a check with the amount collected.

Rui Pedro's family will receive 100 % support from the Portuguese Government and the Huf Group



will help him with the acquisition of new equipment for his house.

Huf España

Hiking

In June 2017, 44 people from Huf España, together with their families and friends, took part in a walk of some eleven kilometers. They walked from the Soria viaduct (next to the train station) to Garray, which runs parallel to the Duero River.

Along the entire route, participants were able to enjoy the walk passing by San Saturio and Soto Playa or visiting San Juan de Duero’s arches. Once they arrived at Garray, they had a guided tour of Numancia. Finally, they were able to visit an exhibition about Numancia and Rome made by Playmobil.

Suggestions for improvement

An option was introduced allowing winners of prizes for suggesting improvements to donate their prizes to the Menudo Corazones Foundation. Seventeen people decided to donate their prizes.

Menudo Corazones is a non-profit organization which aims to help children and young people affected by heart disease to develop integrally and to improve their quality of life.

This foundation presented a certificate to the employees of Huf España to thank them for their collaboration.



Shanghai Huf

- Shanghai Huf increased waste gas treatment equipment to reduce the emissions concentration in exhaust gases and reduce the impact on the environment
- Shanghai Huf, together with Baoshan District government, provided safety travel training for employees before the Chinese New Year Holiday
- Shanghai Huf, together with local government, launched the »clean river« project for the river near Shanghai Huf

Huf Mexico



Huf Group helps victims of earthquakes in Mexico

Last September, two earthquakes shook the Puebla region in the center of Mexico, where the Huf Mexico plant is located and one of the worst affected areas.

As part of the inauguration of the expansion of the Huf Mexico plant, Mr. Ulrich Hülbeck handed over a representative check for 50 000 euros to the »ASUA Construye« program of Anáhuac University for the benefit of victims of these earthquakes.

The donation will be used for the reconstruction works in this program and involves the construction of 46 houses, of which 10 will be built with the donation from the Huf Group, in the town of Alpanocan, Puebla.

The construction of these houses will be carried out with the help of the ASUA Construye volunteer work, formed by students of this university, in addition to collaborators of Huf Mexico.

Huf Mexico helps celebrate Child’s Day for the CRIT children.

To coincide with Child’s day in April 2017, Huf Mexico joined the candy collection by the Centro de Rehabilitación e Inclusión Infantil de Puebla (or CRIT—the acronym in Spanish), to celebrate the children who are part of this association.

This is not the first time that Huf Mexico has participated in the CRIT activities, and in fact Huf Mexico colleagues frequently buy donuts for the benefit of these children.

The CRIT is a foundation that serves children and adolescents up to 18 years of age who have neuro-musculoskeletal disabilities. The foundation has 24 care centers in various parts of Mexico.



Other social responsibility activities of Huf Mexico in 2017:

- Pet storage center for the construction of houses of the ASUA Construye program
- Collection of food for the victims of the September earthquakes.

GRI Index and Progress

GRI Indicator	Topic	Page	Progress Trend	Comments on progress / degradation
DMA	Disclosure on Management Approach	16	↑	+ Code of Conducts updated (new chapters on Human Trafficking and Product Responsibility) + External verification audits with good results
EN8	Water withdrawal	49	→	
EN10	Water recycling	49	→	
EN15	Scope 1 emissions	48	→	
EN16	Scope 2 emissions	48	→	
EN19	Evolution of greenhouse gas (GHG) emissions	49	↓	– Scope 1 and Scope 2 emissions per employee increased
EN23	Waste data	49	→	
EN27	Measures to avoid environmental footprint	46	↑	+ Divers local and corporate actions performed, in order to reduce the environmental footprint
EN29	Environmental offenses	48	↓	– Environmental fines increased in 2017 compared with 2016
EN30	Environment and transport	48	↑	+ Divers local measures reduced the environmental impact with reference to transports and logistics
EN32	Evaluation of new suppliers (environment)	48	↑	+ Supplier self questionnaire updated
LA2	Benefits for employees	28	→	
LA7	Occupational health and safety	30	→	
LA9	Employee human resources development efforts	27	→	
LA10	Life long learning programs	27	→	
LA12	Diversity and equal opportunity	34	↑	+ Apprenticeship option for refugees in our Velbert company
HR3	Discrimination incidents and corrective actions	35	→	
HR4	Freedom of association and collective bargaining	32	→	
HR5	Child labor	32	↑	+ Probability analysis of child labor introduced
HR6	Forced labor	32	↑	+ Probability analysis of forced labor introduced
HR9	Check of Human Rights abuses Company internally	40	→	
HR10	Evaluation of new suppliers (human rights)	40	↑	+ Supplier self questionnaire updated
HR11	Check of Human Rights abuses in the supply chain	40	→	
S04	Training on anti-corruption and compliance	53	↑	+ eLearning Compliance introduced
S05	Corruption incidents	54	→	
S07	Legal actions on competition law and preventive measures	53	↑	+ Cartel law trainings conducted
S08	Compliance offenses (excluding competition law and environmental procedures)	54	→	
S09	Evaluation of new suppliers (society and compliance)	54	↑	+ Supplier self questionnaire updated
PR8	Data security	55	↑	+ Increased number of Huf companies with ISO 27001 certification

↑ positive trend
→ stable trend
↓ negative trend

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