



Corporate Responsibility Report 2018

Communication on Progress (COP)

WE SUPPORT



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

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Introduction

As a family company with more than 110 years of history, Huf is committed not only to providing sustainable products and solutions for our customers in the automotive industry, but also to acting responsibly in all we do. Thus, we want to contribute to technological progress as well as to the preservation of natural resources. With our leading-edge car access, security and immobilization systems for vehicles (from small cars to heavy trucks) we increase comfort for drivers and passengers. In our global production network, we align our processes to achieve economic as well as ecological efficiency. We use our power of innovation, to make our products more environmentally friendly by employing non-polluting materials and reducing material usage as well as by diminishing energy and water consumption.

The guidelines fixed in our Code of Conduct determine our actions towards all our stakeholders—our customers, employees, suppliers and other relevant target groups. This is not only about fulfilling legal requirements or preventing their

violation. Acting responsibly is an integral part of the Huf tradition. It is our aim to actively contribute to counteract the climate change and to protect the environment for future generations. Therefore, we strive to apply the principles of Corporate Responsibility to our entire value chain—including our supplier management.

For us, it was a logical step to adopt the »Ten Principles of United Nations Global Compact« as a further guideline for our business processes. With our 2018 CR Report we would like to document the progress we have achieved in implementing the Ten Principles. On the following pages we provide you with insights into our CR activities and show selected examples of how Huf employees are involved in activities to enhance their communities and the environment.

For the coming years, we want to constantly improve our key performance indicators regarding Corporate Responsibility and the principles of the UN Global Compact.

Thomas Tomakidi
Chief Executive Officer
(CEO)



Key Milestones

- | | | | |
|--|---|---|---|
| 1908 Foundation on April 1 —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« | 2009 Foundation of Changchun Huf Automotive Lock Ltd & Co and Yantai Huf Tools |
| 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) | 2010 Foundation of Huf Mexico |
| 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) | 2013 Huf Portuguesa joined the UN Global Compact |
| 1948 Establishment of the works council in Velbert | 1991 Establishment of Huf Portuguesa Lda. | 2005 Establishment of Huf Romania | 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 |
| 1955 1 000 000 VW cars with Huf door handles | 1993 Award »Value of the Year Supplier« by VW | 2006 Huf presents innovations: Display key and design door handle | 2014 Foundation of Huf Secure Mobile GmbH and Huf North America Die Cast Corp. |
| 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, and Huf Japan | 2017 Foundation of Huf Thailand |
| 1961 Establishment of the Huf fire brigade | 1995 Establishment of Minda Huf and Huf Korea Ltd | 2008 Huf builds Huf Electronics April 1 centenary celebration | 2018 Huf Group joined the UN Global Compact and published the 1 st Corporate Responsibility Report |
| | 1996 Introduction of »Credit Card Keys« | | |
| | 1998 Establishment of Shanghai Huf Liyong | | |
| | 1999 Establishment of Huf Tools GmbH | | |
| | 2000 Establishment of Huf Polska Sp.z.o.o. | | |

Brief History of Huf Group

Huf Hülsbeck & Fürst 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 more than 10000 employees in 14 countries on 3 continents. In 2018, Huf Group achieved a turnover of 1.2 billion euros. The company has a strong customer base consisting of all major global OEMs on 3 continents.

Huf was the first company to develop components for the new comfort 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 Hülsbeck & Fürst**,
 - Velbert, Germany
 - Günding, Germany
 - France (Sales Office)
 - Italy (Sales Office)
- Huf Electronics Düsseldorf**, Düsseldorf, Germany
- Huf Tools Velbert**, Velbert, Germany
- Huf Secure Mobile**, Velbert, Germany
- Huf UK**, Tipton, England
- Huf España**, 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 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 of 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 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.

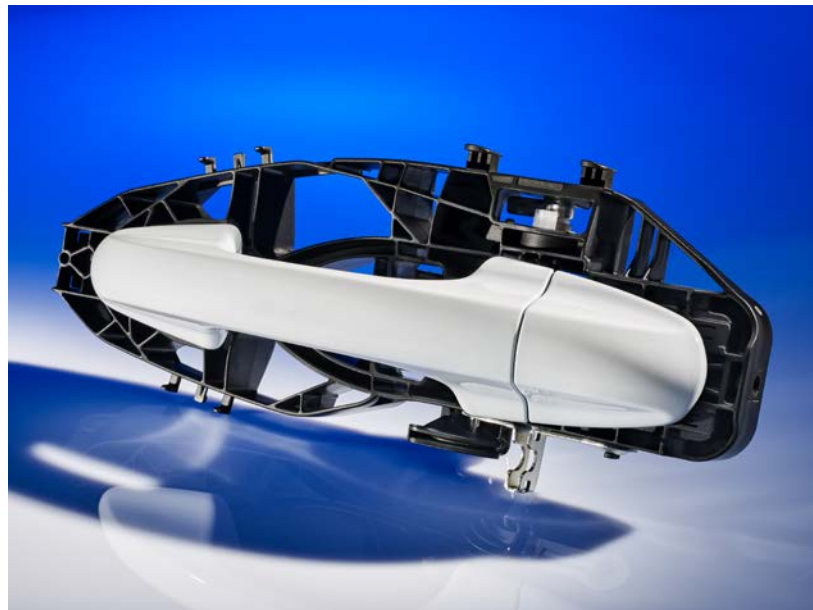
We want our executives to be role models for their employees!

- 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

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

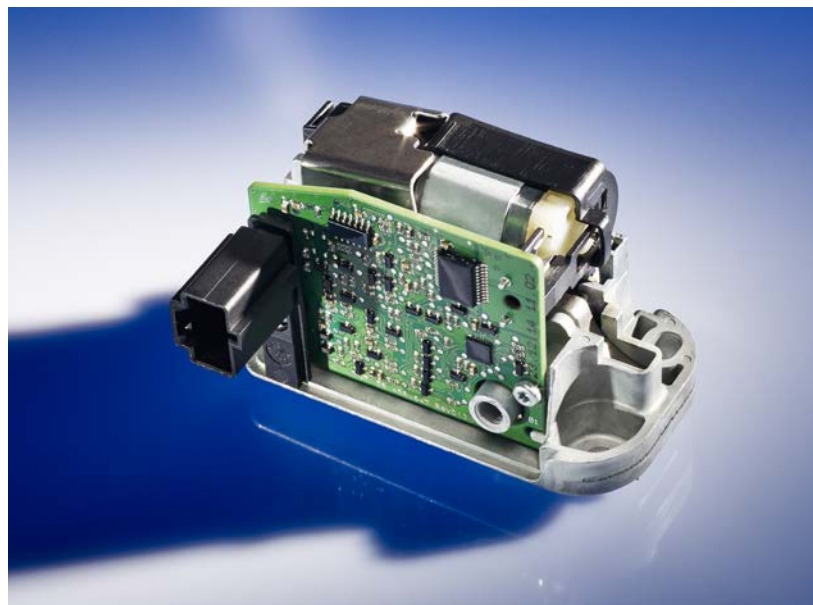
- Lock Sets
- Lock Sets with Steering Column Lock and/or Remote Key
- Mechanic Steering Column Lock
- Interior Lock Sets and Latches
- Tailgate Latches
- Actuators
- Fuel Tank Cap



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

*In January 2019, the tire pressure monitoring business became part of the Joint Venture Huf Baolong.



Business Unit

Mobile Solutions

- Digital Access and Authorization Systems
- SisSense©



Business Unit

Tooling and Automation Solutions

- Mold Making
- Tooling
- Automation



**Our Corporate Responsibility and
Compliance Approach**

Disclosure on Management Approach

DMA

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 resources and in assuring them of constant motivation, well-being and security.

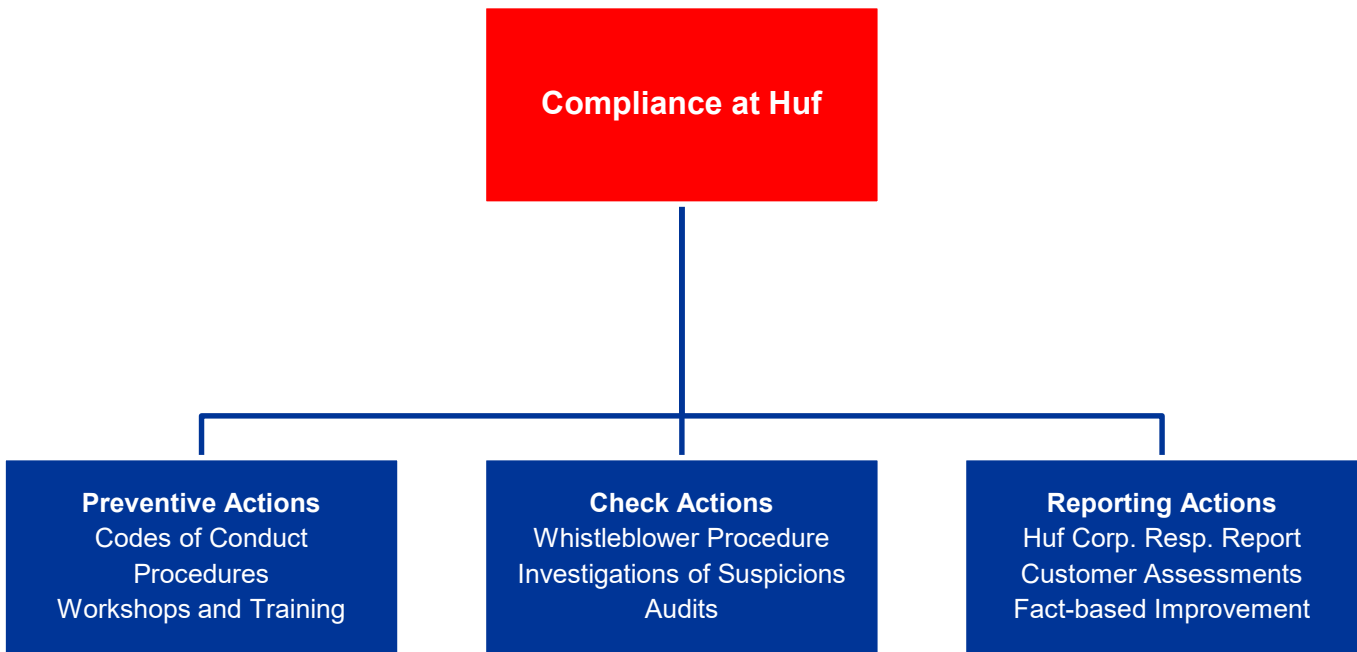
Consequently, we invest in strategies and solutions that:

- 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 Communication of Progress (COP), we are aiming to set a positive example and encourage our supply chain to become engaged themselves.

Legislative bodies: The requirements to comply with applicable global legislation is a fundamental part of the Huf Codes of Conduct. We are committed to complying with all applicable rules and regulations.



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 local languages relevant for the Huf Group, 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 Code of Conduct with additional focus on good leadership and conduct towards one another



Impression from the integrity and Code of Conduct training at Huf Portuguesa.



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

- Personal handout together with payroll
- Departmental meetings
- Group-wide training sessions conducted by Huf internal compliance experts
- Integration of Supplier Code of Conduct in the ordering process
- Publication on our website and partner portal
- Handout to the employees includes confirmation of receipt in some Huf sites

Huf Group Certifications

Huf Hüsbeck & Fürst	Huf Electronics Düsseldorf	Huf Romania	Huf España	Huf UK	
DIN EN ISO 14001:2015	DIN EN ISO 14001:2015	IATF 16949:2016	BS OHSAS 18001:2007	IATF 16949:2016	
IATF 16949:2016	DIN EN ISO 50001:2011	DIN EN ISO 14001:2015	ISO/IEC 27001:2013	ISO/IEC 27001:2013	
DIN EN ISO 50001:2011	IATF 16949:2016	ISO/IEC 27001:2013 Arad	DIN EN ISO 14001:2015	DIN EN ISO 14001:2015	
ISO 26262:2011 Velbert		ISO/IEC 27001:2013 Timisoara	IATF 16949:2016		
Fachbetriebsurkunde WHG 2016					
Autodesk Moldflow Insight Expert Level Certification					

Huf Portuguesa	Huf Polska	Huf North America	Huf Mexico	Huf do Brasil	Huf India
ISO/IEC 27001:2013	ISO/IEC 27001:2013	IATF 16949:2016	DIN EN ISO 14001:2015	IATF 16949:2016	IATF 16949:2016
IATF 16949:2016	DIN EN ISO 14001:2015	DIN EN ISO 14001:20015 Greenville	IATF 16949:2016	ISO/IEC 27001:2013	ISO/IEC 27001:2013
DIN EN ISO 14001:2015	IATF 16949:2016	ISO/IEC 27001:2013 Farmington Hills	ISO/IEC 27001:2013	DIN EN ISO 14001:2015	ISO/IEC 27001:2013 Development Center
BS OHSAS 18001:2007		ISO/IEC 27001:2013 Milwaukee			DIN EN ISO 14001:2015
ISO 26262:2011		ISO/IEC 27001:2013 Greenville			

Changchun Huf	Shanghai Huf	Yantai Huf	Yantai Huf Tools	Huf Secure Mobile	Huf Thailand
GB/T 28001-2011/ OHSAS 18001:2007	DIN EN ISO 14001:2015	GB/T 24001-2004/ ISO 14001:2015	ISO 9001:2015/GB/ T19001-2016	ISO/IEC 27001:2013	DIN EN ISO 14001:2015
GB/T 24001-1-2004/ ISO 14001:2015	IATF 16949:2016	IATF 16949:2016			IATF 16949:2016
IATF 16949:2016	ISO/IEC 27001:2013	ISO/IEC 27001:2013			
	VDA-TISAX	VDA-TISAX			

External Engagements

External boards

We assume responsibility in relevant 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 Huf Portuguesa, which received recognition for its projects from APEE (Portuguese Business Ethics Association) in the initiative »Recognition of Practices of Social Responsibility« in the categories of »Social Responsibility in the Community«, »Decent Work and Conciliation« and »Communication«. In their summing-up, the judges particularly singled out the company’s commitment to its surroundings, treatment of its employees, and the clarity, objectivity and transparency of its communication.



Compliance and Corporate Responsibility Training for Huf Employees

It is a mandatory requirement to ensure that the relevant staff should be 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.



Chinese colleagues at the Corporate Responsibility/Compliance Workshop at Shanghai Huf.

External Audits

Compliance audits

Our responsible business approach was verified by independent external organizations in several audits, conducted at various Huf sites. The audits were conducted by the auditing company Intertek.

The auditing results were positive overall. We take the identified deviations as a motivation to further improve in order to reach the highest standards.

Checks by competent authorities

Specific Huf sites regularly undergo checks to ensure compliance with legal requirements. These activities focus on topics such as environment, health and safety.

We support these activities and cooperate 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:
12.4 training hours/employee × year

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

Our further employee development efforts include among others:

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

Life-long learning programs

The personal development of the individual employee is a fundamental element of our Huf Group Human Resources processes.

Talent programs

In many of our local sites specific talent programs are in place. These programs are set out for the medium or long term, in order to develop basic technical and soft skills.

We consider these programs to be one of the most important investments in the future of our company, in response to:

- Demographic change
- Talent shortage due to lack of specialized workforce in some countries

Technical development program at Huf Mexico

In 2018 Huf Mexico started the technician development program for maintenance technicians. The target is to train students in theoretical and practical sessions. When they have passed a practical examination, they are ready to start their career at Huf Mexico.

LA10



Technical skills program of Huf India

The company organized a project for underprivileged students. 100 students were trained in classroom sessions and on the job, in order to improve their technical skills.

LA2

Benefits for employees

There are several benefits offered at our worldwide Huf sites. 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)
- Bike leasing option
- Insurance cover for of occupational accidents
- Vacation option for professional training.

Below are some specific examples from various Huf sites:

Annual health screenings

In many of our worldwide sites annual health screenings are offered. The employees undergo a physical check, which includes potential identification of any occupational diseases caused by employment at Huf. Direct feedback and recommendations can be provided directly to the people concerned.

Huf España

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

Campaña de vacunación contra la gripe, temporada 2018-2019

Como cada año, Huf - España pone en marcha la campaña de vacunación frente a la gripe que, para la temporada 2018-2019, a partir del 23 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.

¿Gripe? corta por lo sano Vacúnate



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 Portuguesa

At Huf Portuguesa we provide physiotherapy sessions by an external trainer. This activity is supported by internal awareness campaigns, for example »Safety Flash«. Please refer to indicator LA7 for further details.



Impressions from a physiotherapy session.

Huf Polska

At Huf Polska we offer our employees the opportunity to take part in a fitness program.

OK SYSTEM

go FIT od 20zł

Jeden Pakiet Sportowy Tysiące możliwości!

Huf

Od 1 do 15 dnia miesiąca można się zapisywać oraz rezygnować z programu na stronie: www.pakietyoksystem.pl/hufpolska kod do strony: HUFok2018

Masz pytania? Skontaktuj się z Biurem Obsługi Klienta, tel: (48) 22 290 80 70, e-mail: bok@oksystem.pl

OK System Polska S.A.

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 sites have already been certified to OHSAS 18001. Further Huf sites will be included in this management scheme.

In addition to this, we have extended the Huf internal health & safety audit activities, performed within the framework of our Huf internal Compliance audits. Please refer to indicator HR9 for additional information.

Below are some specific examples from various Huf sites connected with OHS:



OHSAS certification for Changchun Huf.



Impressions from a course in fire fighting at Huf Portuguesa.

上海霍富

车间安全/人机工程影响程度及风险告知板
Workshop Safety/Ergonomics Risk Board

Huf

大众锁芯装配/VW Locking Line

岗位名称 Position	影响部位 Affected Body Parts	影响程度 Effect Degree	风险类型 Risk Type	风险等级 Risk Level
操作工	左右手手腕		机械伤害	D
	物体打击		D	
	触电		D	
预装配	左右手手腕		机械伤害	D
	物体打击		D	
	其他伤害		D	
铣齿	左右手手腕		机械伤害	D
	触电		D	
包装	左右手手腕		物体打击	D
	左右手小臂		其他伤害	D
入库	左右手手臂		物体打击	D
	左右小腿		其他伤害	D

风险等级
Risk Level

- A级：重大风险，必须立即整改
- B级：较大风险，必须立即整改
- C级：一般风险，必须采取措施予以控制
- D级：低风险，可以接受，有基本的防护措施

事故影响程度及描述
Effect of Accident Impact

- 重度影响：重度劳动伤害，事故损失很大，影响严重
- 中度影响：中度劳动伤害，事故损失较大，影响较重
- 轻度影响：轻度劳动伤害，事故损失一般，影响一般

...the Intelligent
touch to cars.

Safety and Ergonomics Risk Board in the production area at Shanghai Huf.



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 flyer for visitors to Huf Polska.

Increasing employees' safety awareness at Huf Portuguesa with »Safety flash«.

HR4

Freedom of association and collective bargaining

Huf Group and Supply Chain Policy

We are committed to the right of »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 towards a fair balance of interests.

At the majority of our local Huf sites, works councils represent the their interests. Some sites have established heir own works councils, even though it is not required by law or collective agreements.

We have formulated similar expectations for our suppliers 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.

Child labor/forced labor

Huf Group and Supply Chain Policy

We are fully committed to fundamental human rights, 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 shall not be 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.

HR5

HR6

Probability analysis of child labor/forced labor

According to the official estimates of the ILO (International Labor Organization) from 2017, 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 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 the 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. This 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 indicators HR9 and HR11.

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.

Examples of actions taken within Huf:

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 site intention is to give preference to the hiring of women in those cases, where the candidates have the same qualification.

Labor law training at Huf North America



Spotlight on Huf Portuguesa

- Gender ratio (women/men) of 49/51
- 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



On December 18, 2018, Huf Portuguesa signed its renewal of the commitment with the Equality Business Forum of the Portuguese Government.

Discrimination incidents and corrective actions

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

Reports from the Huf sites and complaints received through the corporate whistleblower channel have verified: There were no discriminative actions that have caused internal penalties or even forced us to press criminal charges against any of our employees.

HR3

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 are 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 German government 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 Huf Group.

NAP 1: Policy statement of the company

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

NAP 2: Identification of human rights risks

We focused on the probability of identifying forced and child labor in our Huf sites 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 on 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 at different Huf sites.

The audit volume and topics are planned individually for the various companies. Factors of influence include:

- 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 on human rights abuses in the supply chain

Supplier audit activities

In 2018 several supplier audits were performed. These activities included questions related to human rights, work safety and environmental aspects.

Conflict-free sourcing

In 2013 we established our conflict-free sourcing policy and have been improving it since that time. A special focus is laid 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 for calendar year 2018 was 96 %. 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 a standardized Conflict Minerals Reporting Template (CMRT)—supported 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 contacted suppliers and defined corrective actions, in case they provided unacceptable data sheets
- 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 conflict free sourcing

STEP 5: Report on supply chain due diligence

- We report to customer requests by aggregating a Huf Group CMRT
- The topic of Conflict Minerals was a part of external compliance audits, performed in the Huf Group. Please refer to indicator »DMA—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 Huf Group 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 to be 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.

Environmental Indicators

EN27

Minimization of environmental footprint

All Huf sites worldwide have established appropriate processes based on our corporate environmental policy, in order to meet the environmental targets as well as the legal requirements. The efforts are verified through environmental certification according to ISO 14001. Please refer to indicator »DMA – Certifications«.

Some specific measures are highlighted below.

Systematic check of legal requirements

We regularly check the legal environmental requirements on a corporate as well as a local basis. Various programs have been established in order to facilitate this. Examples include subscriptions to technical newsletters or the consultations with specialized advisers or lawyers.

In addition, we actively participate in the work of industry associations (cf. indicator »DMA – External Boards« of this report)

Preventive awareness actions

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

One example is that our products were checked regarding potential consequences of the upcoming authorization requirements according to REACH Annex XIV.

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.



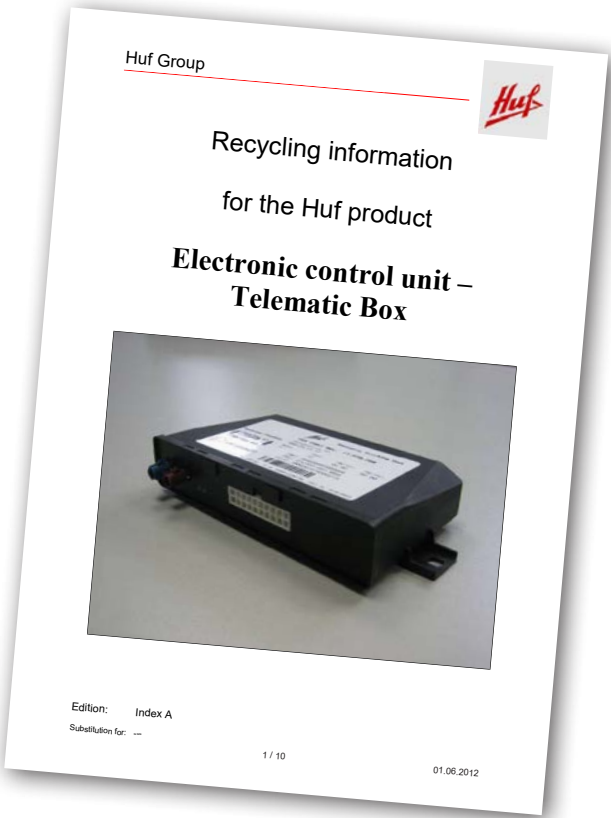
Example of an environmental newsletter from Huf Portuguesa.

Environmental training

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

Environmental management in product development

We have established appropriate processes for the whole environmental life cycle of our products. This includes the preparation of recycling information for a range of products.



Example of recycling information.

Company-specific targets

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

Waste	2017	Budget 2018	Actual (Dec)	Score 2018
Total waste (kg waste/a. sales %)	0.14	0.13	0.15	●
% of residues recycled	80.7	>77	78.8	●
% of dangerous waste	3.5	3.3	2.9	●
% of plastic scrap (plastic scrap/ raw material)	10.9	7.5	11.9	●
Proper sorting waste (5S audits)	92 %	95 %	100 %	●

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:

- We use reusable packaging, wherever possible
- We have special KPIs to reduce the number of special transports
- We contract specialized service providers (such as Cargoline) in order to optimize transports and avoid unladen journeys
- In many of our sites we use forklifts with rechargeable batteries for inter-company transports
- We choose our suppliers to be as local as possible, in order to reduce long-haul transport
- We try to avoid air freight. Standard transportation for long distances is via sea freight

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 decreased significantly in year 2018. The monetary penalties were halved, compared to 2017. We increase our employees' awareness through regular training courses, in order to avoid environmental offenses.

Evaluation of new suppliers (environment)

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

Greenhouse gas (GHG) emissions intensity

Total Scope 1 CO₂e emissions per €1 Mill. of turnover = 8036 kg

Total Scope 2 CO₂e emissions per €1 Mill. of turnover = 73962 kg

The Scope 1 carbon footprint refers to the direct emissions from our worldwide sites.

The Scope 2 carbon footprint refers to the indirect emissions from our worldwide sites, such as from electricity or district heating.

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 calculated with a mixture of water, biomass, wind, sun and geothermal energy, based on the national energy mix figures provided by VDA. For district heating we divided the CO₂e of potential district heating energy sources into equal percentages.

EN32

EN18

EN19

Evolution of greenhouse gas (GHG) emissions

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

As an additional step, we have been reporting to CDP (Carbon Disclosure Project) since 2013. The reporting scope has been extended from our Velbert site to the entire Huf Group.

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

CO ₂ e/employee Scope 1 (2017)	CO ₂ e/employee Scope 1 (2018)	Trend CO ₂ e/employee Scope 1 [%]
1270	1168	-8.7
CO ₂ e/employee Scope 2 (2017)	CO ₂ e/employee Scope 2 (2018)	Trend CO ₂ e/employee Scope 2 [%]
10917	10754	-1.52

EN8

Water consumption

There are many local initiatives to reduce the water consumption in our Huf sites.

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

Source	m ³ /€1 Mill. of turnover
Rainwater	10.12
Groundwater	50.00
Municipal water	177.67

Water recycling

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

Source	m ³ /€1 Mill. of turnover
Water discharge	117.48
Process water (closed loop)	26.86

Waste data

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

- Local programs to handle recyclable waste
- Dehydration of waste by compressing the sludge at our Polska and Shanghai sites
- »Mewa program« at Huf Portuguesa, which coordinates the reuse of cleaning cloths and reduction of hazardous waste, paper and urban waste
- At our Greenville site, we initiated projects in order to reduce paint sludge and other hazardous waste. The site also introduced solvent recycling processes
- We give preference to the deployment of reusable packaging materials at many of our Huf sites

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

Type	kg/€1 Mill. of turnover
Collected e-waste	37.24
Collected batteries	2.62
Collected packaging material	1198.35

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

SO3

Corruption Risks

Our business approach concerning the avoidance of corruption 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.

»Transparency International« offers a public available index, stating the country-specific ranking by the perceived level of corruption, the so-called »Corruption Perceptions Index«. The index scales a range from 100 (very clean) to 0 (highly corrupt). Huf considers this index to be a valid source to identify the countries with the most probability of occurrence of corruption.

The analysis is the basis for further measures, such as audit activities or training offered in the countries where we operate and/or purchase. Further information can be found under the indicators »DMA—Compliance and Corporate Responsibility Training for Huf Employees« and »HR9«.

SO4

Training on anti-corruption and compliance

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

We rolled out this program to our suppliers via our Huf partner portal in 2018.



Impressions from the eLearning program.

SO7

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. In view of the recent cases of non-compliance in the automotive industry, we have intensified our internal training to ensure compliant behavior.

In addition to our eLearning measures, which also highlight the specific topic of competition law (reference to SO4), we have established the following measures:

- Competition law was a focus topic in our compliance training conducted at Shanghai Huf. Please refer to section »DMA—Compliance and Corporate Responsibility Training for Huf Employees«
- We offer so-called Competition Law Cards, which can be used in meetings, where competitors come together (e.g. supplier/association meetings in our facilities)

Legal actions

We define competition law incidents as a clear violation of the respective laws which cause monetary or non-monetary penalties to be imposed on our company. As of now, the Huf Group has never been indicted in relation to any breaches of competition law.



Huf Competition Law Card.



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.

To date, there have never been any convictions against our company in this respect.

Corruption incidents

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

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

SO8

SO5

SO9

Evaluation of new suppliers (society and compliance)

Before becoming one of our business partners, a potential supplier has to complete a relevant questionnaire. The questionnaires template also includes compliance topics. It can be downloaded for free on our Huf partner portal.

A form titled 'Huf Hülbeck & Fürst' with the Huf logo. The section is '4. Unternehmensverantwortung - Corporate Responsibility'. It contains questions about the company's commitment to environmental, social, and governance (ESG) issues. There is a table for 'Geplant für / Plannend for' with columns for 'Ja / Yes' and 'Nein / No'. The table lists various standards: DIN EN ISO4001, SAS9000, ISO 19600, ISO 50001, OHSAS 18001, IDW PS 980, and DIN ISO/IEC 27001. Below the table, there are questions about the company's policy on corporate responsibility and whether it has a code of conduct.

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. In addition, our Data Security eLearning awareness training course has been updated to match the requirements of the new European »General Data Protection Regulation« (GDPR).



Impression from GDPR eLearning.

Social Responsibility Activities

China, Mexico, Brazil, Portugal, Spain

Management and employees of the Huf Group are aware of their responsibility as good corporate citizens in their respective communities. This is why the teams at all sites organize various social activities to support their fellow citizens.

**Huf do Brasil
Together in pink**

Almost everyone knows the pink ribbon, an international symbol that points to the problem of breast cancer. In October, the month of breast cancer, the symbol is becoming increasingly visible around the world in order to raise public awareness of the prevention of, research into and treatment of breast cancer. The employees of Huf do Brasil took this opportunity to dress up in pink on October 30, 2018, to demonstrate solidarity with the people, families and friends affected, as well as to educate all employees about the importance of early diagnosis.



Together in pink against breast cancer: the employees of Huf do Brasil.



**Huf Mexico
A new home**

In September 2017 an earthquake with a magnitude of 7.1 shook the metropolis of Mexico City and the Puebla region, where Huf Mexico is located. Dozens of buildings collapsed, and many people lost their homes. To help people in need, Huf immediately donated a large sum for the rebuilding. Through the initiative of the Universidad Anahuac Puebla (Social Action Universidad Anahuac) and the support of over 900 volunteers as well as the donation from Huf, eight families, consisting of 54 people, were already able to move into their new homes in 2018, roughly one year after the devastating natural disaster.



**Huf España
Blood donation campaign**

Since March 2016, blood donor sessions have been held twice a year at Huf España. Since then, a total of 85 employees have donated blood.



**Huf Portuguesa
Celebrating the three Magi**

Singing the Janeiras (January songs) is a tradition in Portugal on January 6. This year, Huf Portuguesa was visited by young children from two associations that the company regularly supports—the Adição's kindergarten and Cooperativa Vários, an association assisting disabled people. They presented songs to celebrate the New Year and the adoration of the three Magi at Epiphany.

**October 14, 2018—Hands on Land Project—
First aid for the Woodlands**

One year after the terrible fires in the region and on the 27th anniversary of Huf Portuguesa, a group of employees and their friends came together to assist in remediating environmental damage.

Even though Storm Leslie ravaged some areas of the country all night long, this crew picked up the shears and hoes and got all hands on deck to revitalize and reforest an area of the Caramulo Mountains, now with a much darker setting, which had previously been covered by oak trees as far as the eye could see.



Around the Caramulo Mountains the Huf employees plant the young trees.



Changchun Huf

In November 2018 members of the Changchun Huf Sales team visited lonely senior citizens in Changchun Social Welfare Institute, presenting them with donations of food and fruit.

Shanghai Huf

In December 2018, Shanghai Huf opened its gates to 30 MBA students from Fudan University. The students enjoyed an exciting look into the production of door handles and new locking systems as well as gaining insight into traditional and innovative products, combined with an introduction of Huf Group and Shanghai Huf. At all sites, Huf Group regularly hosts students in order to present the company as a preferred employer for young engineers and managers.



Yantai Huf

To thank the family members of their staff, Yantai Huf organized an open day for families to visit. Spouses and children gained interesting insights into production and the working life of their relatives.

GRI 4.0

Index and Progress

GRI Indicator	Topic	Page	Progress Trend	Comments on progress / degradation
DMA	Disclosure on management approach	12	→	
EN8	Water withdrawal	43	→	
EN10	Water recycling	43	→	
EN18	Greenhouse gas (GHG) emissions intensity	42	→	
EN19	Evolution of greenhouse gas (GHG) emissions	43	↑	Reduction of Scope 1 and Scope 2 emissions per employee.
EN23	Waste data	43	→	
EN27	Minimization of environmental footprint	40	→	
EN29	Environmental offenses	42	↑	Environmental fines decreased in 2018 compared with 2017.
EN30	Environment and transport	42	↑	Diverse local measures reduced the environmental impact with reference to transports and logistics.
EN32	Evaluation of new suppliers (environment)	42	→	
LA2	Benefits for employees	22	→	
LA7	Occupational health and safety	24	→	
LA9	Employee human resources development efforts	21	→	
LA10	Life long learning programs	21	↑	New development programs at Huf Mexico and Huf India.
LA12	Diversity and equal opportunity	28	↑	Huf Portuguesa participates in local »Equality Business Forum«.
HR3	Discrimination incidents and corrective actions	29	→	
HR4	Freedom of association and collective bargaining	26	→	
HR5	Child labor	26	→	
HR6	Forced labor	26	→	
HR9	Check on human rights abuses within company	34	→	
HR10	Evaluation of new suppliers (human rights)	34	→	
HR11	Check on human rights abuses in the supply chain	34	↑	Compliance questions were integrated into supplier audit activities.
S03	Corruption risks	47	↑	New indicator »corruption risks« introduced.
S04	Training on anti-corruption and compliance	47	↑	Program of eLearning was opened to suppliers in 2018.
S05	Corruption incidents	48	→	
S07	Legal actions on competition law and preventive measures	48	→	
S08	Compliance offenses (excluding competition law and environmental procedures)	48	→	
S09	Evaluation of new suppliers (society and compliance)	49	→	
PR8	Data security	49	↑	GDPR eLearning updated.

↑ positive trend
→ stable trend
↓ negative trend

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