

Hager Group

Communication on Progress 2021



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

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CEO STATEMENT OF CONTINUED COMMITMENT

Blieskastel, June 2021



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

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

At Hager Group our ambition is to transform and grow in the long term rather than maximising profits in the short term. Making money is, of course, something that we have to and want to do. Without it we would not be sustainable. Yet what counts is how we go about it. We want to do things properly for the right reasons by adopting an ethical approach when interacting with employees, partners and suppliers, and by continuously reducing our ecological footprint and developing more energy-efficient solutions for our customers.

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

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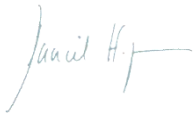
hagergroup

With E3, our approach for sustainable development, we act ethically, caring for people, and we respect the environment by taking into account our planet's limited resources in our business activities, offering our customers energy-efficient solutions.

As a family company committed to sustainable business, we work on solutions that will make the world of tomorrow safer, cleaner and more enjoyable.

In April 2007, over thirteen years ago now, we signed up to the United Nations Global Compact, the voluntary business initiative supervised by the United Nations to foster Corporate Social Responsibility.

With this document we renew our commitment and contribution as a committed signatory.



Daniel Hager, CEO Hager Group



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

HAGER GROUP, CONTINUED COMMITMENT TO SUSTAINABILITY...



Our values are not negotiable, we believe in respecting people and our environment. Corporate Social Responsibility is more than just words.

E3 – HAGER GROUP'S SUSTAINABILITY APPROACH

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

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

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



E3 – Ethics, Environment & Energy is a firmly established approach, easily accessible to our employees, customers & suppliers in French with English and/or German subtitles.

Sustainability at Hager Group

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

Daniel Hager CEO, Hager Group.

E for Ethics:

Ethical principles determine how we act towards our customers, colleagues and society. Our diversity ambition target is more than 15% of women in leading management and expert positions, which we have achieved. A group-wide Integrity Alert System Let’s Talk is in place to whistle blow on any practices deemed dubious.

E for Environment:

We aim to make our environmental footprint as neutral as possible by optimising the use of energies and resources, avoiding hazardous substances, and limiting emissions and waste. Implementing life-cycle thinking revolutionises the way we consider product development, resource use and our ecological footprint. Whenever possible we recycle internally our plastic waste and several products contain post-consumer recycled materials. At our Obernai site in France and at the Blieskastel site in Germany almost 80% of our plastic waste is recycled, at Huizhou in China it is 97%.

E for Energy:

We offer value to people and their assets through safe, smart, eco-friendly and energy-efficient products, solutions and services for both their living & working environments. Contributing to the energy transition, we optimise the use of energy via environmentally friendly pioneering solutions. With our Business Unit Hager Energy which incorporates E3/DC, a company specialised in energy storage, Hager Group completes its integrated energy management system offer.

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Hager Group Sustainability Policy

We commit to:

- protecting our employees from physical injury and preserving their long-term health
- protecting the environment, avoiding pollution and optimising the consumption of natural resources, including energy
- ensuring availability of adequate information, financial and human resources to ensure continuous improvement
- complying with all applicable legal requirements and other requirements to which the organisation subscribes, as a minimum standard, when developing products and running activities
- complying with the requirements set by internal standards referring to ISO 45001, ISO 14001, ISO 50001 and improving processes for managing Health & Safety, Environment & Energy, with a focus on excellence.

Sustainability Policy

This policy defines Hager Group commitments in the frame of its corporate social responsibility and structures them in a concrete approach named E3.



01 Improve health and safety at the workplace

02 Foster skills and talents

03 Increase gender diversity in key positions

04 Strengthen ethical behaviour in business

05 Optimise on-site energy consumption

06 Reduce CO₂ emissions related to freight

07 Strengthen eco-design of products

08 Increase sales of energy efficiency devoted solutions

Ethics

Ethics and responsibility
People and social cohesion
We strive to offer our employees a safe and secure working environment, equal opportunities of professional development and promote ethical behaviour with all our stakeholders.

Environment

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

Energy

Energy efficiency
We offer value to people and their assets through safe, smart, eco-friendly and energy-efficient products, solutions and services for both their living and working environments

We commit to

- protecting our employees from physical injury and preserving their long-term health.
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- ensuring availability of adequate information, financial and human resources to ensure continuous improvement.
- complying with all applicable legal requirements and other requirements to which the organisation subscribes, as a minimum standard, when developing products and running activities.
- complying with the requirements set by internal standards referring to ISO 45001, ISO 14001, ISO 50001 and improving processes for managing Health & Safety, Environment & Energy, with a focus on excellence.

Every production or logistic site will strive to achieve certification to ISO 45001 and ISO 14001 standards and those with more than 250 employees or an energy consumption over 5 GWh/year are encouraged to commit to ISO 50001 certification.

Making people's lives safer ...

Risk assessment and Health & Safety training is placed at the core of our occupational risk prevention approach.

This concern to control the impacts of our activities not only applies to our own employees, it also applies to third parties and external companies working at any Hager Group site. Risk assessment, regulations and accident analysis make it possible to prioritise the most significant risks and define goals, opportunities and action plans to reduce them.

The management, staff and staff representatives are consulted and involved to varying extents in the processes for development, planning, implementation, performance review and improvement of Health & Safety management.

Prevention preserves human, intellectual, material and technical capital and reinforces our image with our customers and the community, thus preserving the development and sustainability of our business.

... cleaner and more enjoyable on our planet

Environmental impact assessment and energy review are placed at the core of our approach, which makes it possible to define objectives and action plans to priority tackle significant environmental impacts and energy use.

We are committed to Assessing, analysing and improving our most significant environmental impacts including energy consumption in a systematic way at all sites.

Optimising natural resources and energy consumption, minimising waste, reusing and recycling materials whenever feasible.

We are counting on everyone's involvement so that all of these principles are known, understood and applied by all, working and intervening on any Hager Group site, and so that our Sustainability policy translates into a strengthening of our actions and into a continuous improvement in our results. Although the ultimate responsibility rests with management, each of us is responsible for our own behaviour, decisions and actions in terms of Health & Safety, Environment & Energy.

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



Daniel Hager
Chief Executive Officer



Philippe Ferragu
Chief Group Resources Officer



Franck Houdebert
Chief Human Resources Officer



Dr. Ralph Fürderer
Chief Technical Officer



Mike Elbers
Chief Marketing Officer

hagergroup.com 2nd March 2020



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01 HUMAN RIGHTS - PRINCIPLES

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

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

We at Hager Group support and respect human rights through our daily activities by providing safe and healthy working conditions and by ensuring non-discrimination in personnel practices.

> **Assessment, policy and goals:**

***Diversity** (n. f. - Latin: *diversitas, atis*): character which is varied, diverse. Applied to companies, is the variety of human profiles that may exist within (country of origin, region, neighbourhood, patronymic, culture, age, gender, physical appearance, disability, sexual orientation, qualifications, etc. ...).*

This definition highlights a reality today: every company is faced with diversity and the challenges it represents. Hager Group has chosen to encourage diversity by seeing it as an advantage. Since our beginnings, we quickly established ourselves in different local regions and abroad, seeking to capitalise on this asset.

In an interconnected world, success often boils down to human diversity. In our company, this diversity gives rise to an entire spectrum of talent, experience and perspectives. Diversity thus plays a significant role when it comes to innovative strength and strategic foresight. It ensures well-rounded decisions, fresh ideas and new perspectives that Hager Group can harness to tap into new growth potential.

With over 70 nationalities and a huge range of cultural backgrounds, languages and lifestyles, we already boast a highly diverse workforce. Our first Diversity Manager was appointed in 2012 and in order to underline our commitment to non-discrimination in all its forms, Hager France signed the Diversity Charter, alongside 3900 companies, in January 2019.

“Beyond a humanistic approach, we believe that diversity is essential for us to be successful in our various markets. Proper management of diversity at all levels of our organisation and in cooperation with our partner networks is now more than ever a genuine lever to support our business.”

Daniel Hager CEO, Hager Group.

> **Implementation:**

We are operating in a global, multicultural, multigenerational & diverse world; to achieve success diversity is approached from four different angles in all we do.

Multicultural approach SDG#10



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

Gender Balance SDG#5



41% of our staff are female & 59% male. 18.4% of all (middle/top) management & expert positions are held by women, which is above our 15% minimum target. HR maintain a sensible & pragmatic approach to gender balance when appointing new colleagues. Our business approach on gender equality is to allow women to grow & access positions.

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Inclusion SDG#8 SDG#10



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

Inter-generational approach SDG#10



We act fairly in working relationships be they between young trainees, employees with few or many years' experience and seniors. This approach aims to bring employees together in purposeful, mutually beneficial work to promote greater understanding & respect between generations and contributes to the growth of the company. Concerning apprentices, in Germany in particular, the number has been steadily rising and in 2020 there were 133.

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Corporate Social Responsibility & community activities

> Assessment, policy and goals:

Corporate Social Responsibility is an integral part of how we conduct our business at Hager Group, make decisions and set our priorities. Our corporate social responsibility approach is based on the 30 articles of the United Nations Charter of Human Rights, the standards of the International Labour Organisation and the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises. We ensure that our suppliers and partners respect a number of rules on human rights and labour law. That is how we aim for a balanced and safe competitive environment and broad international diversity. This approach not only increases the motivation of our employees, but also the loyalty of our customers and our partners, at home and abroad.

> Measurement of outcomes:

Groupwide

International Women's Day #IWD 8th March SDG#5



In honour of women and to celebrate the United Nations' International Women's Day, starting on 8th March for one week Hager Group celebrated our female colleagues, partners & stakeholders, our mothers, daughters and girlfriends – all the important women in our lives – by communicating on the achievements of 41% of the work force.

The week focused on their careers, their efforts to balance their personal and professional lives, their passion and determination to succeed and how they find their place in an industry that tends to be male dominated.

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Chief Human Resources Officer Franck Houdebert shared the following message:

“Today, the United Nations International Women’s Day, we celebrate all over the world, women, their achievements, their place in society. At Hager Group women make up 41% of our workforce. There are women in all departments at Hager Group. Let’s be honest, our industry is somewhat male dominated, we know this. It takes courage to stand out and make yourself noticed. We make every effort in selecting candidates and recruiting to find a balance, we strive to be fair and show integrity in this process. Thank you of course to everyone for their hard work, passion and commitment to the group, today in particular I want to thank our Hager Group women worldwide. Your energy, your contributions, your perspectives, your authenticity, your efforts to balance family and professional lives is deeply appreciated. I know this is not easy. Thank you.”



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

Where do we currently stand?

- Our ambition for 2021 is to put diversity, in particular our intergenerational approach and **gender equality** to the forefront. Action plans are being constructed to lead us through to 2023.
- Currently, 41% of our staff are female & 59% male.
- 18.8% of all (middle/top) management & expert positions end 2020 were held by women. If all management positions are taken into account, it is above 20%.
- Our minimum target for this in 2020 was 17.3%.
- In France there is an official index for gender balance in the workplace - Index de l'égalité professionnelle - for 2020 we obtained the score 84/100.

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What about recruitment, development & our talent pool?

Our Human Resources Business Partners along with managers maintain a sensible & pragmatic approach to gender balance when appointing new colleagues. In parallel to this, a talent pooling approach was implemented in 2018 with the objective to fill our succession pipelines. Talents are identified, proposed and discussed in our “People Reviews”. In 2019, nearly 30% of these talents were female, this is helping us ensure successors for Senior Management roles in the future. During the last 2 years, one third of the women in our talent pool had a career evolution, a promotion or an internal mobility.



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

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



Fit February challenge SDG#3



Throughout the month of February, we invited all colleagues groupwide to get into or stay in shape. Every Monday, there was a fitness challenge launched. Over 28 days, colleagues were invited to get into or stay in shape with a weekly fitness challenge. They shared their curfew & lockdown adaptations to their fitness routine as well as tips and photos.

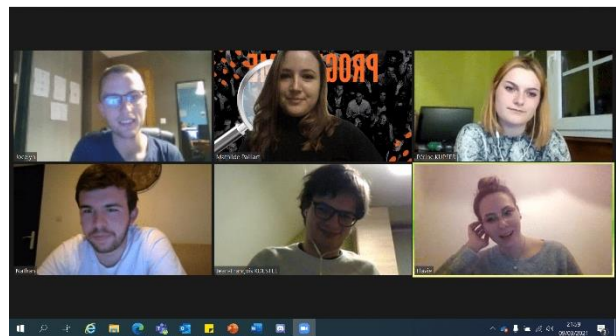
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Encouraging colleagues to stay physically fit is an important part of the work of the medical services on our sites, as physical and mental health are interconnected. It is important to stay in good mental and physical shape. On this theme, every day in production in France a warm-up routine is integrated into the shifts to help reduce fatigue and therefore lower the risk of accidents in the work place. Footballers from the Racing Club de Strasbourg Alsace (RSCA), a team in Strasbourg that Hager Group sponsors even shared some of their tips with the teams in production.

Hager Pal's mentoring network SDG#4

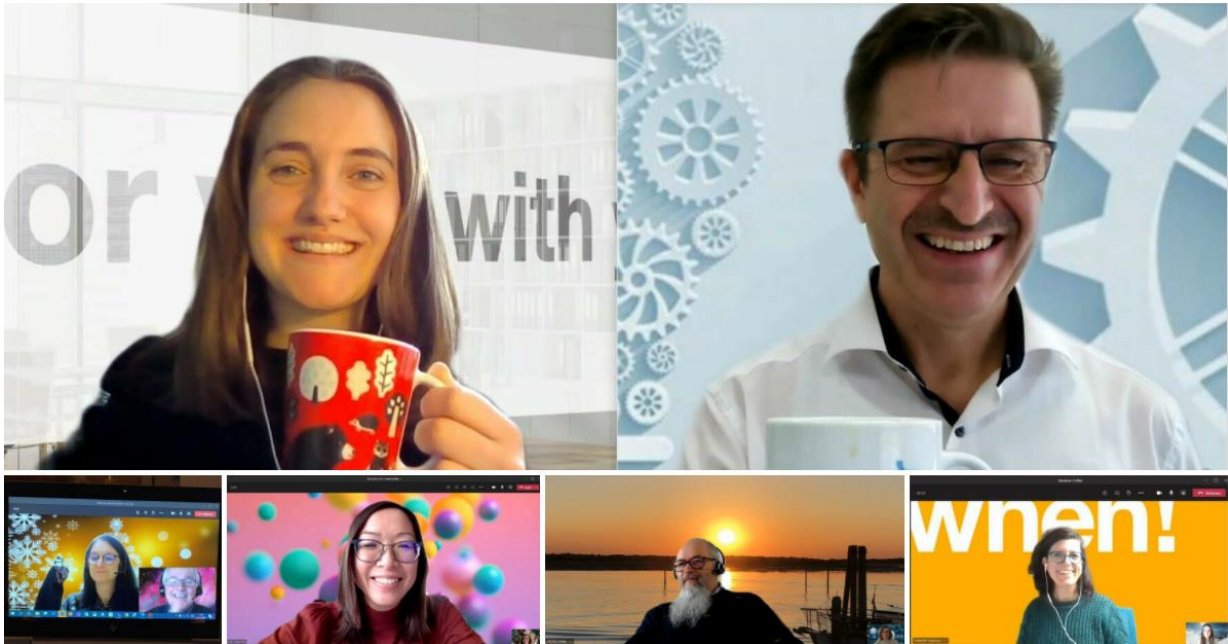
Hager Pal's is a two-way exchange to foster collaboration and knowledge sharing within the group. Have you just joined the company? Taken up a new position? Would like to benefit from the experience of a more experienced colleague? Advance your career? Share your experience with others? Hager Pal's facilitates this as it is a mentoring programme between Hager employees. The objective is to create a network within the company and encourage exchanges between the mentee and the mentor. The programme, managed by Group Human Resources, is up and running in France, Germany and Poland.

TAI community SDG#4



TAI is the name given to the **Trainee, Apprenticeship & Interns** Community at Hager Group. This community was created to facilitate integration into Hager Group and in the region via a network of young students who are starting out in their professional life. The TAI community's latest action is the launch of the Buddy Programme, so on 9th March 2021, a 40-person "buddy hunt" took place allowing new and former TAIs to meet (virtually). The aim was for each apprentice and trainee to find a sponsor-buddy to accompany them on their professional Hager Group journey.

Random Virtual Coffees SDG#3



December 2020, Hager Group set up a Random Coffees initiative; almost 200 participants took part over a 4-month period. The initiative was first set up as a fun Christmas activity but soon proved to be much more than this and was therefore continued. Colleagues had the chance to take a break and discover new colleagues all at the same time, it also helped counter the feeling of isolation that some colleagues may have felt due to much remote working.

France

Taking equal opportunities seriously in Obernai SDG#10



Hager Group takes equal opportunities seriously, as such a project was kicked off in Obernai to counter discrimination in recruitment; the project is named *Cap Relais*. In partnership with *Pôle Emploi* (a French employment agency), Hager Group has initiated a new recruitment method to integrate qualified personnel into its relay production sites in Obernai. The project

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was built in two stages, firstly the search for skills during simulation sessions and then a motivation interview where no CV was necessary.

Hager Group is currently accompanying 10 jobseekers in an 8-month training course which will provide them with a certification so they can re-enter the world of work and to benefit from a tailor-made training course in our industry.

Donation to a local food bank SDG#2

Hager Forum, in February 2021 donated about 2,000 packets of traditional Alsatian Christmas biscuits to AGORA Truck, a local mobile food bank for students in Strasbourg. The Covid-19 crisis has meant that many of them are unable to meet their daily nutritional requirements due to lack of means.

Giving to the local community, building blocks find a second home SDG#11



As part of our 2019 Hager Group Symposium, to end the day, participants were invited to make a construction out of large building blocks. The theme of the construction was “our company values” - **courage, authenticity & integrity** and what they mean to us and how we can carry them into the future.

In February 2021, just over a year later, some of the unused building blocks found a second life and a new home. They are being enjoyed by young children at a local extra-curricular activities centre in Obernai, France. 4 pallet loads were delivered to the centre named P riscolaire Obernai Europe.

One of our Obernai colleagues commented that, *“my daughter goes to this school and is having a lot of fun playing with these building blocks with her friends! What a great idea to donate the blocks and give them a second up-cycled life. Kids are really happy to have them and I appreciate that we, as a company, do good around us and for the community. We are a great company!”*

And another colleague-parent told us that her daughter was disgruntled because she was picked up too early from school and didn't have enough time to play with the blocks.

In a nutshell:

- 4 pallets delivered
- 500 building blocks
- 150 happy children-
- 1 sharing & upcycling initiative



Support for care givers SDG#11



As it isn't always easy to have a fully active professional life and then in your private life help a sick relative, Hager Group now officially recognises care givers and supports them in their action to help others.

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

Employees in France can donate every month a small amount to local associations by rounding down their salary to the nearest euro. The cents collected help to finance different programmes run by local associations. Thanks to donations made throughout 2020, 4 associations will be able to kick off new projects with 14,000 euros worth of donations. The sums collected (between 0 and 99 centimes per month and per donor) are topped up by the Peter und Luise Hager Foundation and paid at the end of the year to social or charitable organisations chosen in partnership with the social partners at our sites.

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Some of the associations that have benefited:

An **association** in Illkirch, Alsace that helps differently-abled people to access sporting or recreational activities with an adapted offer.



SOS Femmes Solidarité 67 is the Bas-Rhin, branch of a French association whose aim is to provide help, advice and support to women who are victims of domestic and family violence. It implements information, training and awareness-raising actions. It runs a shelter, a relay house, as well as a day reception and an inter-mediation service.



The **Relais Ozanam** in Gières near Crolles is an association working in the field of social exclusion. It helps homeless people and those in difficulty to find accommodation.

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when! SDG#5

The logo for 'when!' is displayed on a solid yellow rectangular background. The word 'when!' is written in a bold, sans-serif font. The letters 'w', 'h', 'e', and 'n' are white, while the exclamation point is blue.

when! is a feminine network for inspiration, sharing experience and solidarity at Hager Group. Members meet and exchange ideas that may contribute to women's personal & professional development. The network, to which all Hager Group colleagues, both men and women, are welcome, has been active since October 2017. This grass-roots initiative has strong support at all levels of the company. Below are just few examples of what happened with when! in 2020/2021

Women In Leadership (WIL) network SDG#5

Hager Group's when! community is now collaborating with Merck's WIL network. Every two months an exchange takes place to closely follow the actions of WIL and Merck Group's diversity approach and identify opportunities for collaboration, co-organisation of events, or networking in the Grand Est region of France.

Virtual coffee break - networking SDG#5 SDG#3 SDG#11

when! hosted four external networks dedicated to women's development and diversity to share experiences around the question **How to sustain a network in times of health crisis?** The guests, *WIL* from Merck, *Cov'elle* from Covea, *Together* from Alcatel Lucent and *Women Network Alsace*, all shared their difficulties in sustaining a network in times of crisis, particularly with lockdowns, social distancing & curfews and workload. Solutions were discussed and ideas for joint projects in 2021 were developed.

Think Tank 2020 **SDG#5 SDG#10**

2020's Think Tank focussed on professional mobility, with a round table discussion with 6 members of the when! team.

Speed dating mentoring **SDG#10**

On 19th October 2020 the sixth mentoring speed dating took place and duos were formed. They paired until April 2021.



Eco-awareness conference **SDG#13 SDG#15**



Questioning our daily actions and giving us the keys to move forward together: this was the objective of the conference on Ecology led by Laetitia Gangloff, a Development Technician in Obernai and facilitator in ecological transition. She explained the basics through an interactive quiz, gave key ecological facts & figures and a presentation of alternative products and eco-friendly actions that are easy to implement at home; a recipe for home-made deodorant, bulk grocery stores in the local area. Participants also shared good ideas to implement at Hager!

We learned that:

- since 2017, the speed of global deforestation is equivalent to 1 football pitch every second!
- the average annual waste for a French person is 513 kg.

Digital multitasking conference **SDG#11**



An information session on how to balance our on line work/life balance was held in October 2020. A colleague and externally trained coach in digital well-being, accredited by the International Coaching Federation (ICF), organised a workshop on this topic for when! participants to make them aware of the effects of digital technology on our brains. This

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session was such a success that she repeated it at a when! Christmas event and it was integrated in to the French Market kick off virtual seminar in January 2021.

when! virtual Christmas party in France **SDG#3**



A fun virtual session was held in December for all when! members in France. Participants brought a drink and snack of their choice, discussed, summed up the year and played a few on line games to keep the Christmas spirit.

when! facts and figures to sum up 2020

- 24 active members
- 275 members in total
- 17 events
- 530 event participants

Kitty & Aïcha - passion for sport SDG#5 SDG#7 SDG#9 SDG#11 SDG#12



Kitty & Aïcha are both from the North of France. Aïcha Sostaric is Customer and Distribution Manager and Kitty Duquesne Project Sales Manager. They are at the starting blocks aboard a Bolloré Bluesummer 100% electric car for a 100% feminine Moroccan desert rally planned for summer 2021 - the Rallye Aïcha des Gazelles. They proudly wear our Hager colours on their journey. The Rallye Aïcha des Gazelles in Morocco is motor racing with a difference: it's a total adventure because it's off-road with no GPS system, so no telephones or other means of communication! Back to basics, the participants have to rely on each other and show resilience and courage.



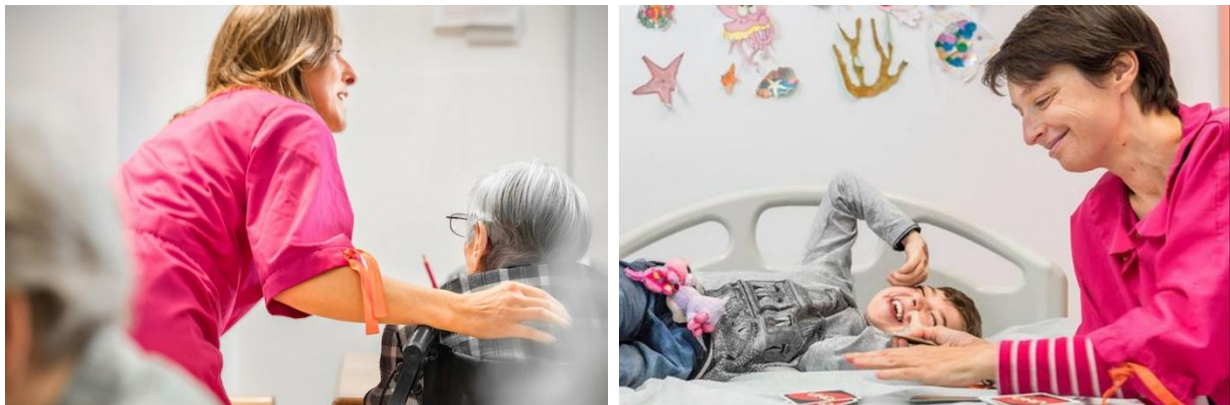
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What is exceptional is that this rally is 100% female, each crew is composed of two women. It is their passion, profession and motivation brings them together in search of a challenge and self-improvement.

Kitty (left in photo page 23) commented that: *"In life, you have to seize opportunities to make your dreams come true. Above all, you have to believe in yourself, in your abilities and trust others. The rally is an opportunity for Hager to make itself visible in the strategic market for electric vehicles, which will be a growth market for years to come, for charging stations and other products, and to establish a position as an innovator and developer in our industry."*

Aïcha (right in photo page 23): *"Taking part in this rally is a childhood dream come true and it runs in the family with my father. This rally has human and environmental values that Hager and I carry on a daily basis. It seemed obvious to me to involve Hager in this superb project to promote our brand externally as well as our charging stations."*

Blouses Roses association SDG#3 SDG#9 SDG#11



For the participants in the Rallye des Gazelles, the race is also an opportunity to give visibility to a solidarity association. Kitty Duquesne and Aïcha Sostaric have chosen to support the Blouses Roses association, which is involved throughout France with children in hospital and the elderly.

A collection was organised at many Hager Group sites in France for clothes in good condition, equipment or games for manual activities and hygiene products. The donations were distributed via the association in the many hospitals, care institutions and retirement homes where the association's volunteers work.

Germany SDG#3

Rehabilitation and redesign of workplaces Blieskastel

In February 2021 an experienced workplace therapist in the domain of rehabilitation & design of workplaces suitable for people with disabilities joined the medical, health & safety team. To assist people with difficulties and help them better use their competencies, the process of reintegration into the workplace after illness is continually redesigned. It's objective is to gradually bringing the employee back to full capacity. During this time, employees' working hours are reduced with an incremental increase in workload so that at the end of the process the employee is fully employable again. Before reintegration begins, the restrictions are documented and the ability to work under pressure is determined. In addition, the suitability of the workplaces where the person is to be employed is checked. Their progress is assessed by regular visits and if necessary, both the workplaces and the workloads are adjusted. This is all done in close cooperation with the company doctors. If for any reason reintegration can no longer be successfully carried out due to the specificities of the illness, the company doctor can intervene at an early stage and help find a new job.



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



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

Bocchiotti continues its collaboration with Tassano Inserimenti Lavorativi Consortium, a social Cooperative, that takes care of job placements for people with disabilities.

For Christmas 2020, all Italian Hager Group companies, made an overall donation of 9,000 Euros in favour of a pool six different charities. The chosen charities are active in the fields of child care, cancer research and social aid. Furthermore, two private donations were made in favour of two Hager Group Italy families who lost a member of their family during the pandemic.

Poland SDG#1 SDG#2 SDG#11

Christmas gifts for children



Since 2015, employees of Berker Polska sp. z o.o., with the OREW association, prepare yearly Christmas packages for children from families requiring social help. December 2020, it was Hager who prepared these packages for 42 children. Their tutors, nurses, teachers, rehabilitation specialists, cooks and the many other people who take care of the wards also received a small Christmas gift in the spirit of giving.

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

Berker team run for charity SDG#1 SDG#2 SDG#11



Every year since 2018, Berker Poland has supported a good cause, this time it was a *Business Run*. There were teams of five and each team member ran 4 kms. The Berker Poland team was classified 401 of the 3,309 teams in Poland. Our runners were: Piotr Bryjak, Mikołaj Buczak, Paweł Bękarciak, Mariusz Jaworski and Michał Skrzypczak. Thank you!

Volunteer Fire Department Support SDG#11



The local Volunteer Fire Department is also supported by Berker Poland. In 2021, a donation was made to help with the purchase of the equipment most needed to assist people, a rescue sleigh.

On the theme of protection against fire, on a yearly basis, there is fire drill & alert training for colleagues at the Berker plant in Poland.

UK SDG#3 SDG#11

Company Sponsorship Scheme: contributions given to sporting activities, community activities, charity sponsorship, school and college projects.

Occupational Health: Hager UK funded health-screening, including; osteoporosis, prostate and cardiovascular assessments.

Stress Management and Mental Health awareness: various sessions held and support via the Electrical Industries Charity.

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

Responsible purchasing at Hager Group SDG#12

> Assessment, policy and goals:

As a signatory of the United Nations Global Compact we aim to promote the principles of sustainable development among our suppliers. From the selection of our suppliers, which involves ethical work and environmental protection criteria, to signing a purchase contract, involving a commitment from the supplier to comply with the terms of Hager Group's sustainable growth and ethical trade policy, we encourage our suppliers to be active in rolling out their socially responsible business approach.

> Implementation:

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

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

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



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

02 LABOUR – PRINCIPLES

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

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

Principle 5: the effective abolition of child labour

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

Occupational Health & Safety

> Assessment, policy and goals:

At Hager Group, employee health and safety are vital issues. Beyond compliance with the applicable regulations and the financial aspects of the costs of workplace accidents or occupational illnesses, it is not ethically acceptable for an individual's mental or physical health to be permanently or temporarily affected by their professional activity. Providing employees with a safe workplace, environment and working conditions is a core value at Hager Group, which places the company's men and women at the heart of its concerns. This is an integral part of our commitment to sustainable development, and more specifically to the ethical aspect contained within E3.

> Implementation:

Hager Group's European Works Council, in agreement with the company's Top Management, has put in place a committee made up of elected members of staff whose goal is to notify management in the event of any serious issues or the appearance of major risks to the health and safety of individuals or to the environment. In the context of this mission, this committee is tasked with carrying out monitoring visits of the company's sites.

> Measurement of outcomes:

A shared health and safety indicator for the group was put in place in 2009: this is known as the frequency index. This measures the number of workplace and travel accidents resulting in stoppages of one day or more per 1,000 people (Hager Group employees or temporary staff) per year. The figures are updated and communicated on a regular basis.

Health & Safety Certifications SDG#12

> Assessment, policy and goals:

OHSAS 18001 & ISO

We do our utmost to uphold the international standards such as OHSAS 18001 and ISO throughout Hager Group's industrial and other sites.

> Measurement of outcomes:

In 2020, our ISO/OHSAS certifications:



International
Organization for
Standardization



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

- 19 production sites and 4 Area Distribution Centres certified OHSAS 18001 or ISO 45001.

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

- 6 sites certified to ISO 50001.



Energy

> Measurement of outcomes:

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

SDG#3 SDG#4

- Free influenza vaccinations were given to Hager Lumetal employees who requested one.
- All Italian employees supplied with free vitamins.
- At Hager Bocchiotti and AB Plast, training deployed for safety systems for employee representatives and Health & Safety Managers.
- Updated training on Fire Extinguishing & First Aid.
- AB Plast, the yearly Audit for Quality system SQ 9001:2015.
- Hager Lumetal, mandatory training for employee representatives, forklifts and other work equipment.
- Yearly Audit regarding ISO 14001 (Environment) and Quality system SQ 9001:2015.
- Bocchiotti, renewal of fire extinguishing system “CPI” (certified fire prevention) for the plant and offices in Arenzano.
- Bocchiotti, renewal of Environment UNI EN 14001:2015 & Safety UNI EN 45001 Quality SQ 9001:2015 certifications.
- Bocchiotti specific safety training courses:
 - defibrillator update, specific worker training update, training for suspected or confined pollution environments, Italian “PAV/PES” electrical risk trainings, “DVR” (dynamic voltage restorer) updated training
 - training on operational instructions and “Personal Protective Equipment (PPE)”
 - safety training for managers, training for high-work, specific training for dead man’s switch, training for the use of stairs, operational control procedures & confined space training.

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

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

03 ENVIRONMENT - PRINCIPLES

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

Principle 8: undertake initiatives to promote greater environmental responsibility

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



The following commitments form our approach for sustainability.

At Hager Group, we:

- want to be a corporate citizen and a responsible employer
- care for people
- act for the protection of the planet
- put ethical behaviour at the centre of all we do with our customers, partners, suppliers & employees
- contribute, with our solutions to a more efficient use of energy in buildings.

For further E3 (Ethics, Environment and Energy) details, consult [pages 5 - 7](#) of this report.



> Assessment, policy and goals:

In line with our E3 approach and Global Compact's principles to support a precautionary approach to environmental challenges, Hager Group undertakes both internally and externally to promote greater environmental responsibility and encourages the development and diffusion of environment friendly technologies that reduce our carbon footprint. As a family-owned company, social responsibility is a matter close to our hearts.

> Implementation:

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

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

> Measurement of outcomes:

Global recycling day SDG#7 SDG#9 SDG#11 SDG#12 SDG#13 SDG#15



Globally, humans generate over 2.01 Bn tons of waste annually, according to the World Bank. Without immediate action, this figure is projected to rise to 3.40 Bn tons by 2050. Short of drastically cutting consumption, recycling is one of our key levers to meet this crisis.

The seventh resource: on Earth, we can identify the six most important natural resources: water, air, oil, natural gas, coal and minerals. Those resources are the foundation of life on our planet - and we're using them up way too fast. Thankfully, a seventh resource has been identified: recyclables. Indeed, recyclables today cover around 40% of the world's raw material needs. And they are estimated to save over 700 million tons of CO₂ emissions per year. There is absolutely no doubt that recycling is one of our best chances to preserve the future of our planet and humanity.

Taking actions at Hager Group? At Hager Group, plastics are definitely the greatest concern, as it's the main raw material used in production. According to recent studies, the production of 1kg of plastic raw material releases between 3.5 to 9.5kg of CO₂ into the atmosphere. Recycled plastic, on the other hand, only accounts for between 0.5 and 1.7kg of CO₂ per 1kg produced. In short: producing recycled plastic emits around six times less CO₂ than producing virgin plastic. For several years a team of experts has been looking for ways to include recycled plastic in production. It's already the case in some plants, like for example in La Roca (Spain) where recycled materials are used to produce some parts of enclosures.

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

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

As a matter of course, all office and production site waste is collected and recycled according to local regulations. This substantially reduces waste produced.

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

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

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

Carbon Footprint Assessment SDG#7 SDG#9 SDG#11 SDG#12 SDG#13 SDG#15



Making sustainability tangible: our sustainability activities, known as **E3**, are part of our Corporate Social Responsibility (CSR) approach. The cutting of greenhouse gas (GHG) emissions stands at the centre of our company's ambitions to be part of a global shift towards a carbon-neutral future.

In 2020 Hager Group defined our areas of growth for the coming decade as well as the levers we identified for achieving this. Besides customer centricity and digitalisation, we see sustainability sitting at the heart of this strategy. We are turning an intangible concept into a measurable quantity. Start 2021, together with consultants, we embarked on an ambitious project to measure our group's entire annual GHG emissions. For this purpose, all emissions, be they actual CO₂, methane or of any other kind, were "converted" into CO₂ - which corresponds to the industry standard and makes global comparability possible.

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

By looking at every single aspect of our business, from raw materials to production to transportation and end-of-life, we have arrived at the amount of GHG emissions Hager Group is responsible for in a single year: 3 million tons of CO₂ equivalent. Which roughly corresponds to the emissions of the inhabitants of the City of Strasbourg in France or the manufacture of nearly half a million cars.

Hager Group's car fleet and offices as well as factories are responsible for around 5% of annual emissions. Our direct impact on GHG emissions is therefore much lower than our indirect impact.



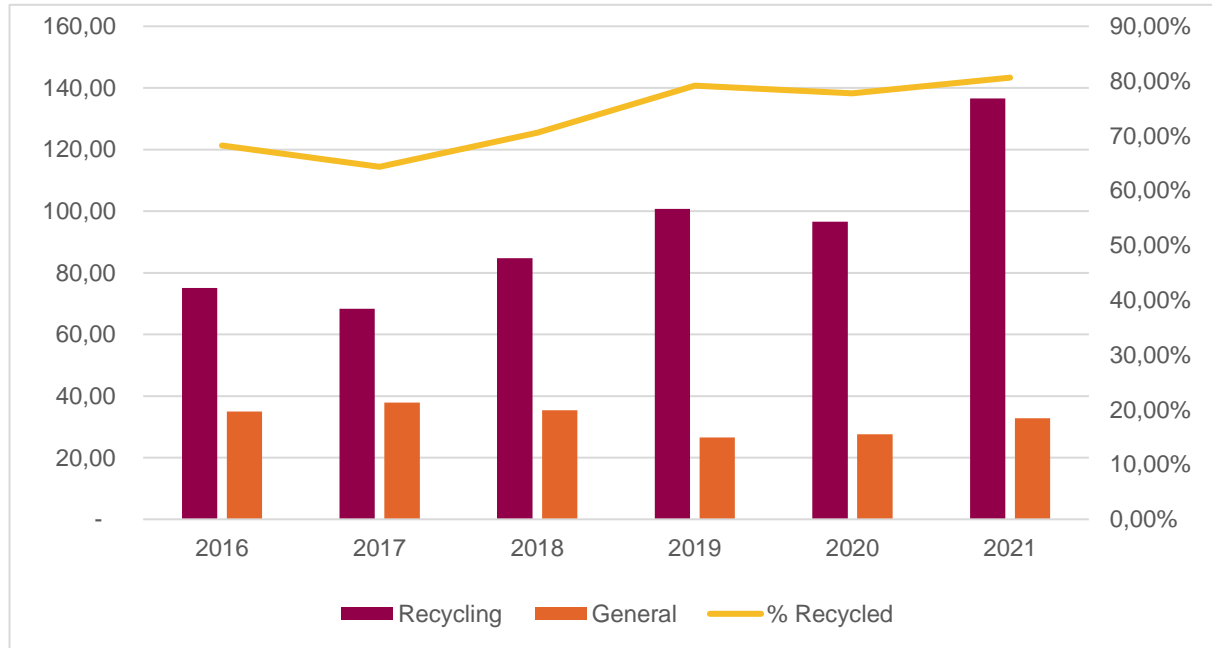
We have meticulously assessed each of our production and office sites. We've looked at every single aspect and made educated guesses when we had no other option. Our methodology followed internationally agreed standards as we're ultimately aiming to comply with these. We can then be certified by organisations such as CDP (Climate Disclosure Performance) or Science Based Targets. Customers increasingly question their suppliers' environmental compliance, and we want to show we're serious about it, and firmly engaged in supporting goals of the United Nations 2016 Paris Agreement to pursue efforts to limit the increase in global average temperature to 2°C maximum. Whilst avoiding unnecessary travel and reigning in the impulse to print everything do play their part, the focus lies on a much grander scale: from improving the ecodesign of our products to reducing energy and resource consumption. From replacing materials used in our products to striking a balance between financial and environmental cost. From convincing our suppliers to move away from fossil fuels or investigating the most efficient modes of transport.

United Kingdom

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

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

Continued & encouraged use of waste recycling facilities for shrink-wrap, cardboard, vending cups have led to being on track for 2021 target to annualise over 80%. A significant improvement on 2016's statistics.



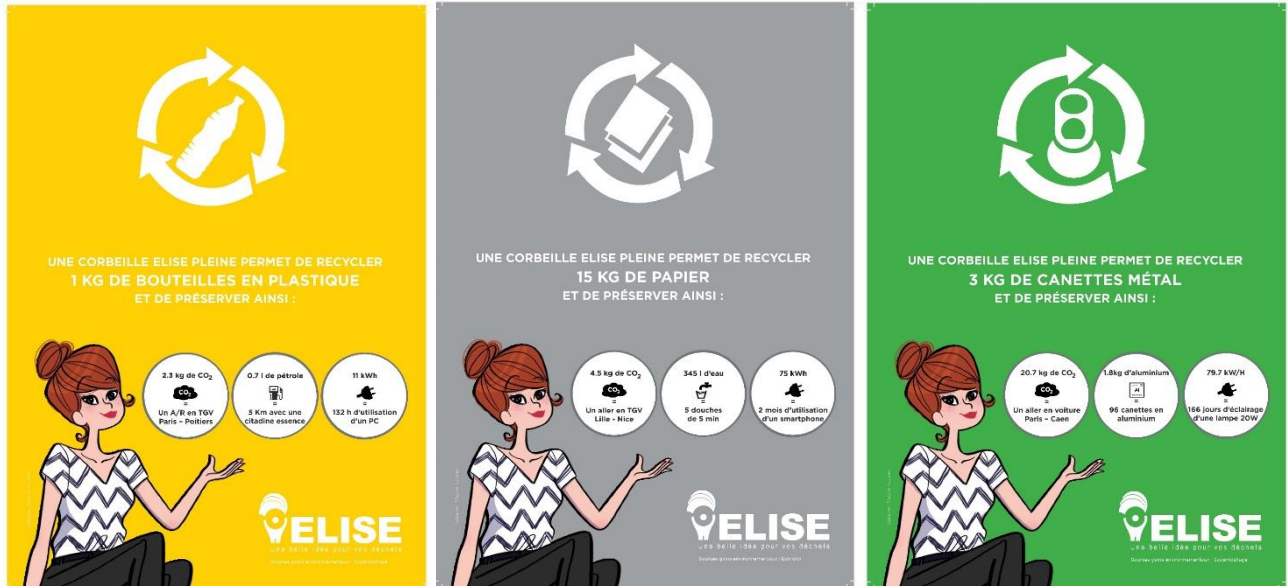
LED lights have been fitted throughout the site to promote energy savings.

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

To reduce CO₂, Hager UK participated in the Administration of UK Government Employee Cycle to Work scheme.

France

Sorting waste at all industrial sites in France



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



New ELISE waste sorting terminals were installed in August 2020 at the Obernai site and other industrial sites in autumn 2020. Office paper, thanks to the collect & recycle company ELISE, is already sorted separately from cardboard. Doing so means better quality recycled paper. Now, thanks to specific recycling points across the site, sorting plastic bottles and metal cans is now possible. The elimination of individual bins and the installation of communal areas also reduces the workload and heavy carrying for cleaning staff. This new system calls on everyone to take responsibility, and also helps make colleagues aware of the amount of waste they produce.

Guaranteeing security

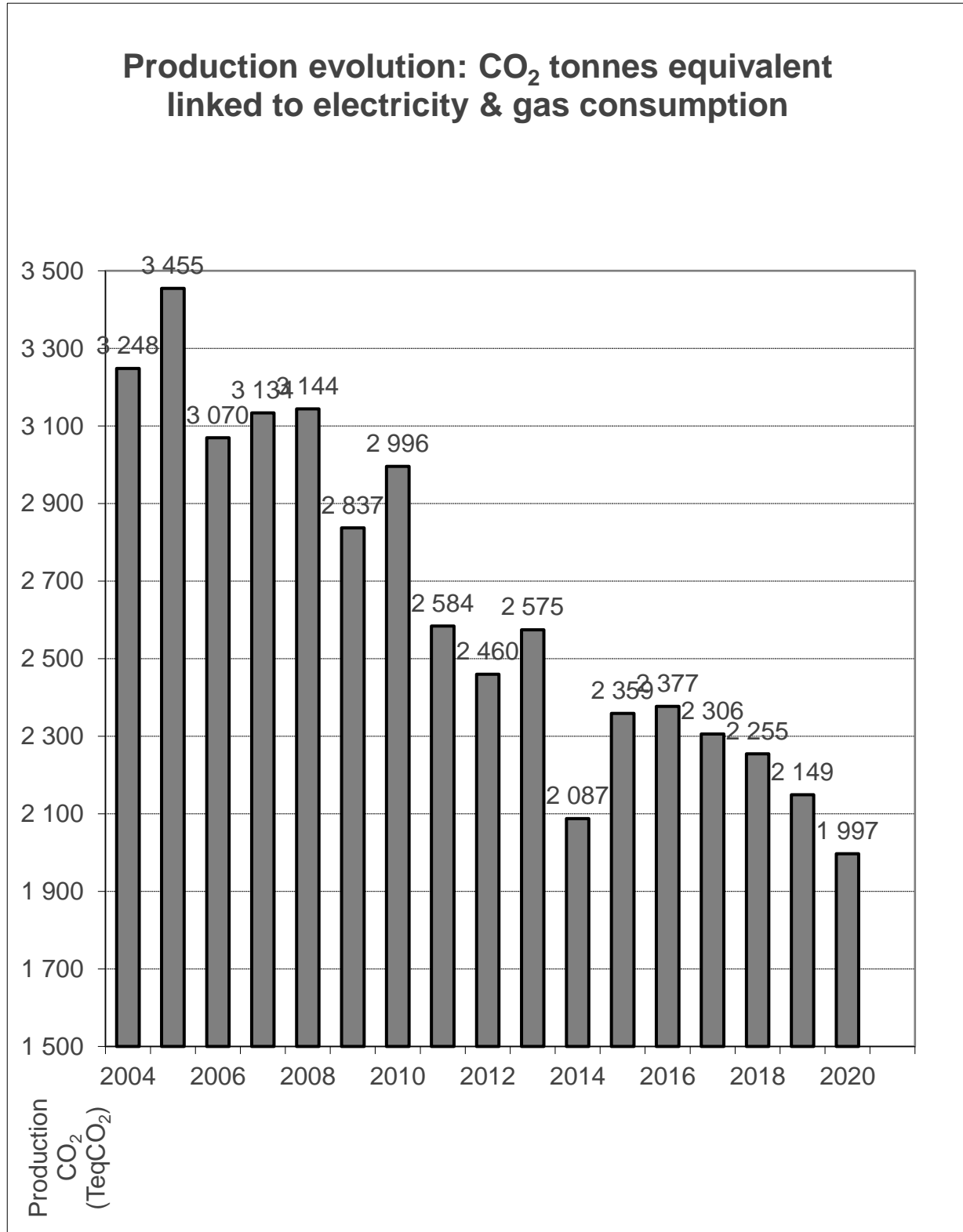
- Certification of ISO 45 001 Certification for Health and Security Management at the work place (*Management de la Santé et Sécurité au Travail*).
- Setting up of rotating monthly site visits by managers to ensure health and safety regulations & recommendations are respected. There are over 400 visits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

In 2020 there were 167 consecutive days without accidents.

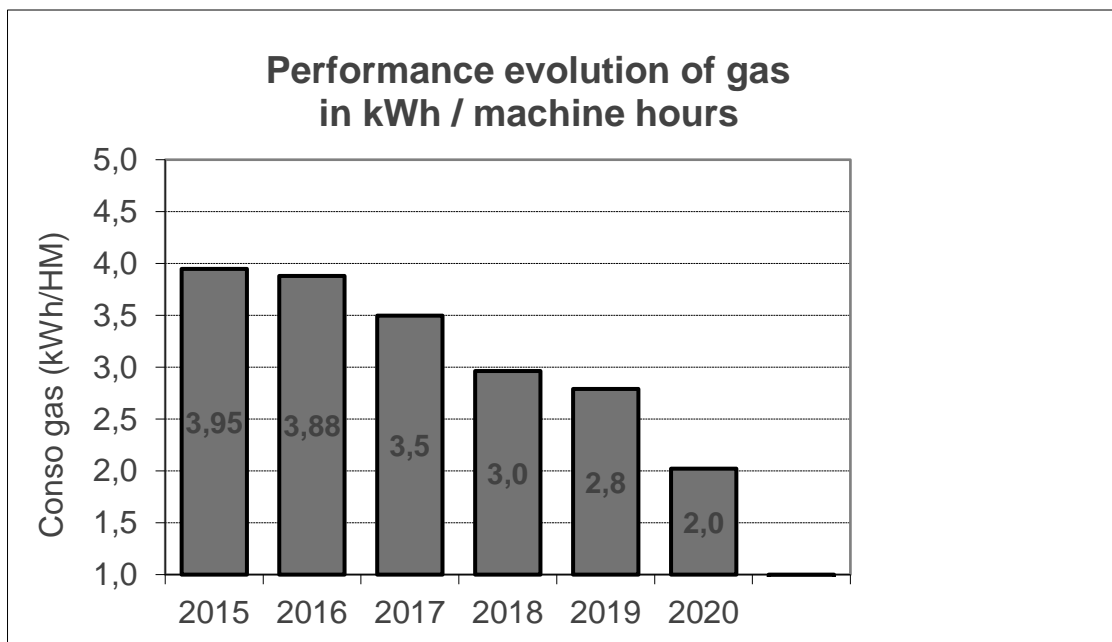
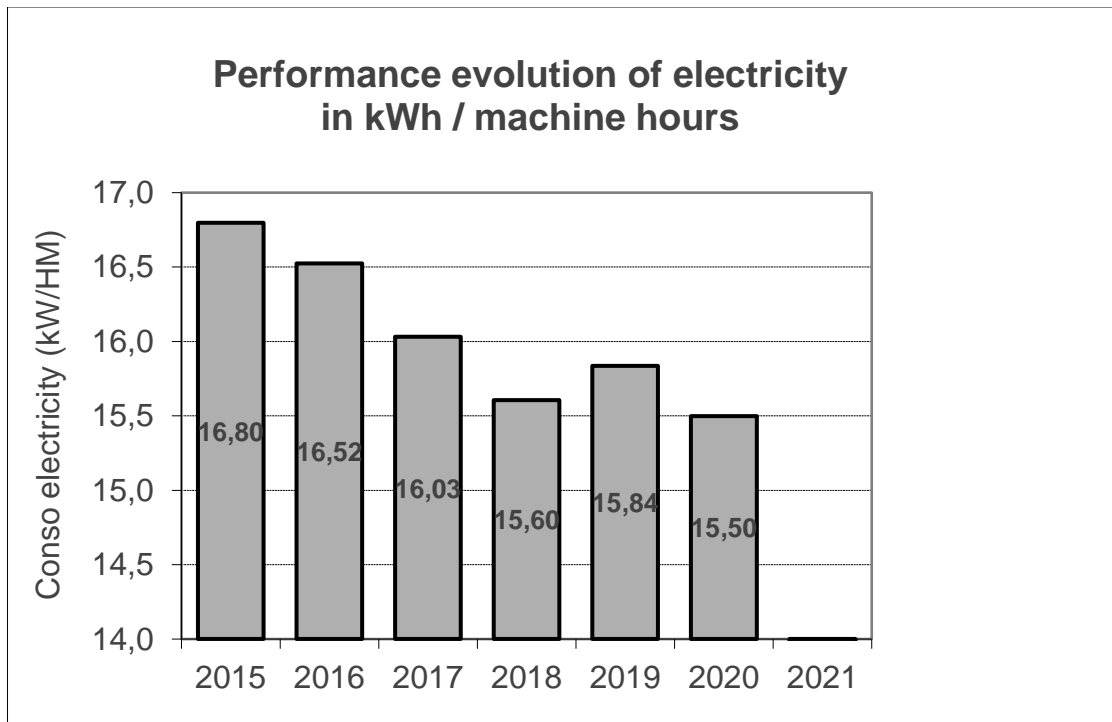
"As a family-run company with strong values, we act today to ensure our long-terms success for tomorrow." Daniel Hager, CEO.

Environment & Energy economy results for 2020

- Recertification of ISO 50 001 – Energy Management.
- Evolution at Obernai for electricity & gas consumption



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Recycling initiatives in France SDG#9 SDG#12 SDG#13 SDG#15

- Replacing plastic bottles with glass bottles in company restaurants in the 3 Alsatian sites and at Spark café in Obernai.
- Recycling surgical & fabric masks at all production sites in France with the company Plaxtil.

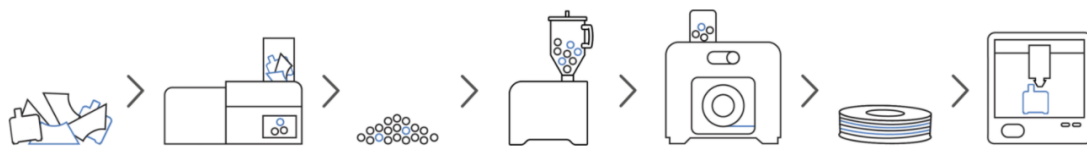
"As a family-run company with strong values, we act today to ensure our long-terms success for tomorrow." Daniel Hager, CEO.

Recycling and prototyping initiative SDG#9 SDG#12 SDG#13 SDG#15



At the *Garden* (our internal creativity lab for experimentation), various objects and prototypes are imagined, notably through 3D printing. To do this, the use of filament spools is essential, however during the various lockdowns, obtaining essential material was complicated. The Garden team are always ready to encourage recycling, and as such decided to produce the filament via 3D printing themselves with a 3DEVO solution. The process offered by the machine is an excellent way to recycle our own waste, by reusing unsuccessful prints or old parts. It's still experimental, because the first spool was made from bioplastic pellets which are relatively easy to extrude and to spool.

Shred it → Dry it → Melt it → Spool it → Print it → Repeat



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

Hager Group requires its suppliers to declare the presence or not in their supplied goods of one or more of the latest substances added to the SVHC list (substance of very high concern). This declaration concerns goods provided with and beyond Europe. Yearly screening tests are carried out by a third party laboratory on randomly chosen products to confirm that they don't contain hazardous substances over the regulatory thresholds. At Hager Group we endeavour to not use these substances of high concern in our existing products and all new projects do not contain any of them.

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

04 ANTI-CORRUPTION PRINCIPLES

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

Anti-corruption initiatives

> Assessment, policy and goals:



What is the right thing to do?

What is not right?

Where do you draw the line?

SDG#8 SDG#10 SDG#16

Doing business globally entails many challenges, particularly when working in diverse cultures where 'appropriate' business conduct can vary widely and in countries where enforcement of national or international standards may be weak. Therefore adherence to the company's Ethics Charter must be observed. In a business environment, making the right choices becomes increasingly more complex and more important. It is important that new and current employees be guided through our company values and understand our Ethics Charter which makes it very clear what is expected behaviour of a Hager Group employee. Our Ethics Charter is a reference framework based on our values, providing an authoritative guideline for an upright, reliable yet successful way of doing business and was updated in October 2020.

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



> Implementation:

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

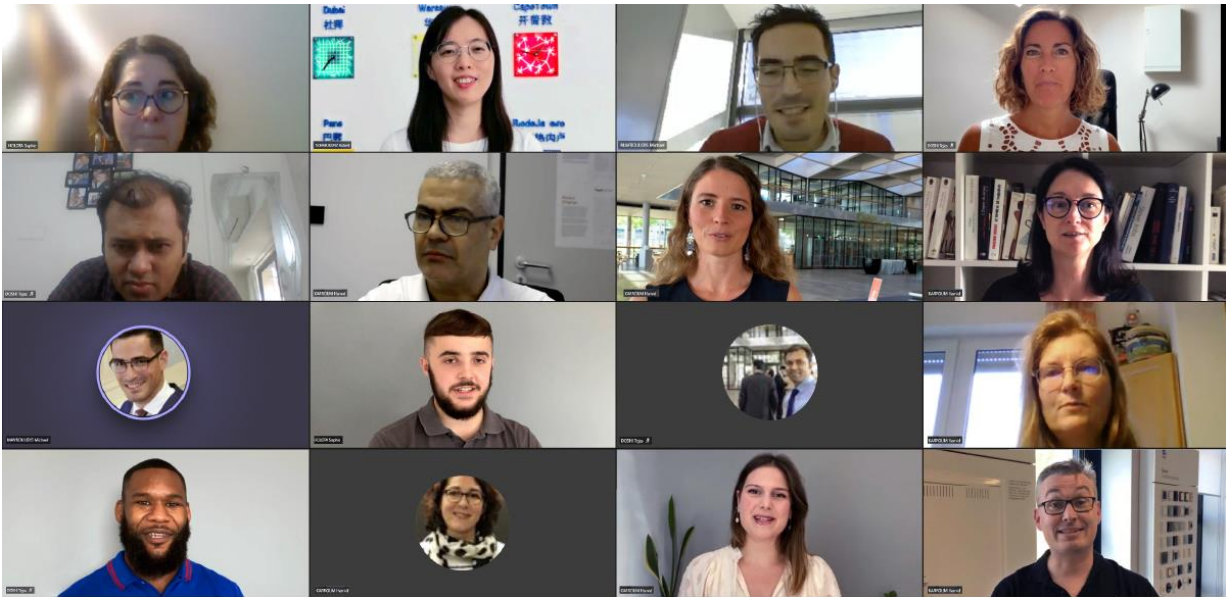
Our company's prosperity and sustainable development are based on the trust it inspires in its customers, suppliers and partners. This trust is also present in the relationship between our company & our employees. This trust is established, maintained and developed at all levels by respecting a number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

When talking about ethics in business, our CEO Daniel Hager insists upon the following,

“...doing business globally entails many challenges, particularly when working in diverse cultures where ‘appropriate’ business conduct can vary widely and in countries where enforcement of national or international standards may be weak. In a business environment, making the right choices becomes increasingly more complex and more important. As a family-run company with strong values, we act today to ensure our long-term success for tomorrow.”

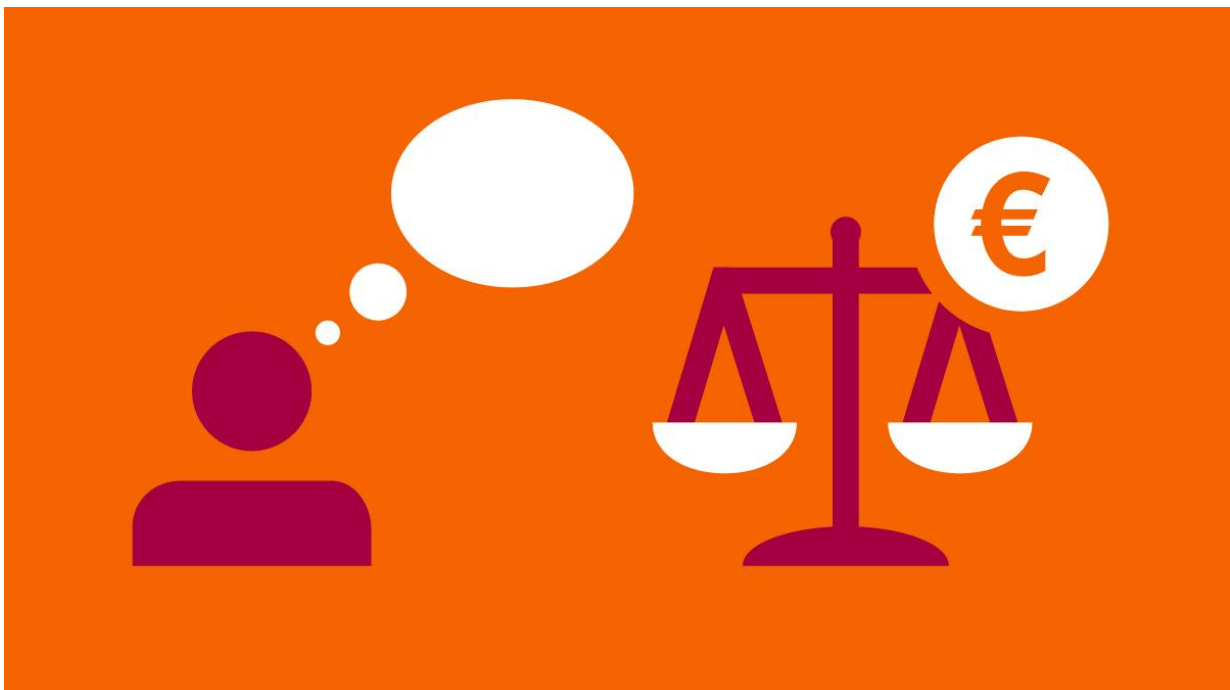
Hager Group firmly believes that only those whose actions are moral and trustworthy will benefit in the long term. To apply these principles to the daily lives of employees, 80% of executives will be receiving online and face to face ethics training by end 2020.

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



In January 2021 we officially launched our **ethics ambassadors** network, to help us conduct business with integrity, trust and sustainability. These ambassadors support our Group Ethics Officer Denis Munch who comments that:

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



Hager UK

Specific fraud awareness training was delivered over the year by the Finance Manager to relevant employees.

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

> Measurement of outcomes:

Let's talk, our Integrity Alert System

SDG#5 SDG#10 SDG#16



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



The system Let's talk is available for all Hager Group employees. Additionally, all our external partners (temporary workers, customers, suppliers, other business partners) can use it.

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

Ethical Sourcing SDG#9 SDG#11 SDG#12

As a signatory of the United Nations Global Compact, when we select our suppliers we take into account their working conditions and environmental standards. Every partner has to pledge their commitment to our Sustainable Growth and Ethical Trade Policy, which lays down our principles with regard to environmental protection, human rights, working conditions and business ethics.

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

Daniel Hager, CEO Hager Group.

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

05 SELECTED EXAMPLES OF SOCIAL ACTIVITIES WITHIN HAGER GROUP

Peter und Luise Hager Foundation



> **Assessment, policy and goals:**

As a family-run company, it is part of Hager Group's culture to be aware of its responsibility. This means taking responsibility for employees and their families as well as the sustainable protection of the environment and natural resources, and above all, social responsibility. The founders are convinced that it is important to give something back to society in return for its commercial success. Such a commitment reflects the Hager family culture, integrity and their values.

> **Implementation:**

The **PHLS** - Peter und Luise Hager Foundation – (from the German Peter und Luise Hager Stiftung) was established in December 2010 to support projects in the fields of science and research, protection of the environment, culture, child development and education and social care. Many of the projects are located near Hager Group sites and therefore benefit the people who live and work in close proximity to the company. The name of the foundation is also fitting; Peter and Luise are the parents of Dr. Oswald and Hermann Hager, who together, with their parents founded the company.

> **Measurement of outcomes:**

Project: Reforestation project in Central Africa

Partner/Organisation: WWF Deutschland



The Dzanga Sangha area, located in the south of the Central African Republic (CAR), is about 4,000 m². There are large populations of forest elephants, bongo antelopes and western lowland gorillas. 15,000 people live in the region. The WWF has been active on site for 30 years, mainly in park management. The organisation also works for the local people by promoting education, health and human rights.

Bayanga is the main town in the region with a population of 5,000 people, it strongly depends on agriculture and the surrounding natural area. The country is very poor and the infrastructure poorly developed. As a result, there are heavily degraded areas around the cities due to unsustainable agricultural practices - mainly through slash-and-burn agriculture.



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

This is precisely where the joint project of WWF Deutschland and the Peter und Luise Hager Foundation comes in. 20 hectares around Bayanga are being restored with 6,000 trees of the species *Ricinodendron heudelotii*. This tree has a high importance for the local population.



On the one hand it serves as a source of food. The seeds can be eaten and processed in oil. The tree is also home to caterpillars, which are also eaten.



Furthermore leaves, bark and roots have healing effects. The soft light wood is processed to furniture and also carvings. The project is being carried out with the local population and should bring the following results:

- Limiting CO₂ emissions from deforestation and slash-and-burn
- Protection against fires
- Restoration of the ecological balance of the degraded areas
- Securing food and income for the local population

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

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



With the BlueFuture Project the founders, Tibor Sprick and Christoph Dillenburger, create sustainable access to clean drinking water in Tanzanian communities. They work with locals, for locals. The BlueFuture founders' ambition is to empower people to fight the water crisis through their own efforts. The partner Dr. Askwar Hilonga (above) is an award-winning chemical engineer from Tanzania. He grew up in a small, rural village, without any access to clean drinking water. Waterborne diseases were a regular part of his childhood and many community members succumbed to the consequences of contaminated water. This spurred Dr. Hilonga on to develop solutions to eliminate water-borne diseases and provide fresh water. He specialised in nanomaterials for his doctorate. At the same time, he started to work on an innovative, low-cost water filtration system.



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



The Nanofilter has already changed many lives. A unique feature of the Nanofilter is the ability to adapt the system to the local contamination. Since water sources in Tanzania contain different pollutants, calibrating the filter is extremely important. The founders equip community members in rural villages of Tanzania with the Nanofilter and a water station. From then on, the water station becomes a small business within the community, where impure water can be filtered and cleaned the provided to the community at a reasonable price. This system creates companies, jobs and opportunities for locals, while assuring a water supply. Dr. Hilonga and

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

his team ensure the maintenance of the filter and the stations, doing so provides a sustainable water supply in the community without the need for further support.



With the support of the Peter und Luise Hager Foundation, eight water stations were built in 2020 and with a further funding more water stations will be built in the course of 2021. In total over 100 water stations have been built in Tanzania already.

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

Project: Education for Indian girls in Mysore

Partner/Organisation: LIFT e.V., Hamburg

Description: LIFT supports girls in India through education and training to become qualified and self-confident women, this action is one of the best ways to fight poverty and give young Indian women the chance to follow a their path through education.



Since 2016, the Peter und Luise Hager Foundation has supported educating Indian girls in Mysore, for which LIFT works in cooperation with the Society of the Helpers of Mary. Today, the Helpers of Mary are a purely Indian congregation founded in 1942 by a German nun. Fighting poverty and the emancipation of girls and women are the goals of their social work. They achieve this through education, training and mutual support. In the "Premanjali" residence, in a suburb of the South Indian city of Mysore, particularly gifted

girls are accommodated in the care of the Marys. Some of the girls are studying business management or business administration, the younger ones are still preparing for their A-levels. Whatever their studies be, life in Premanjali offers them a great opportunity.



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

Project: Wildfire recovery efforts update in the Blue Mountains World Heritage Area in Australia

Partner/Organisation: Blue Mountains World Heritage Institute



BLUE MOUNTAINS World Heritage Institute

Starting September 2019, forest fires ravaged Australia for months, destroying more than 12 million hectares of forest. Since environmental protection is one of the issues at the heart of the Peter und Luise Hager Foundation, it made a one-off donation of 30,000 euros to the Blue Mountains World Heritage Institute near Sydney for reforestation at the beginning of 2020. With the help of the donation, monitoring measures could be further developed and expanded. Specifically, the changes in vegetation and wildlife are being observed and compared with the help of regular recordings by photo and infrared cameras. Marsh systems are also being monitored. By monitoring these ecosystems, the institute is developing a better understanding of nature, allowing early warning systems and preventive measures to be taken.



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

The findings can also be shared with other countries to protect ecosystems worldwide. At the beginning of 2021, the Foundation decided to provide a follow-up grant of 10,000 euros to ensure the project's progress.

The Blue Mountains World Heritage Institute is a non-profit organisation based in the Blue Mountains World Heritage Area in Australia (NSW). The team conducts research, pursues international collaborations and engages with communities to develop innovative conservation and sustainability strategies.



Music or a good cause on World Music Day, Fundación a la Rueda Rueda, Colombia



As a family business we think in generations, and sustainability is at the core of our approach to doing business. Wanting to contribute to the greater good is what drives our business & our people. Over the years, our Foundation has supported many associations worldwide, one of them is “Fundación a la Rueda Rueda” a Colombian foundation that supports children. As our foundation is providing the children with musical instruments, and it was World Music Day on 21st June, we made a song video together to celebrate music & the children’s achievements.



A la Rueda Rueda is a foundation that supports children and adolescents in the most vulnerable areas of the Colombian Caribbean area. It’s ambition is encourage their educational development with creativity and innovation in arts & craft, sport, music and technology. The Peter und Luise foundation has supported the Fundación a la Rueda Rueda since 2020.

To know more about **Fundación a la Rueda Rueda**

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

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

