

# Hager Group Communication on Progress 2016

**UNITED NATIONS  
GLOBAL COMPACT**



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## CEO STATEMENT OF CONTINUED COMMITMENT

Blieskastel, June 2016



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

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

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

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

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

A handwritten signature in blue ink, appearing to read 'Daniel Hager'. The signature is fluid and cursive.

Daniel Hager, CEO Hager Group

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



...because our values are not negotiable,

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

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

## E3 – HAGER GROUP'S SUSTAINABILITY APPROACH

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

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

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

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

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

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



E3 is not a one-off programme, at Hager Group it is a firmly established approach for many years to come. Employees, customers and suppliers alike can easily access our E3 approach by consulting our corporate video where our Head of Sustainable Development, Denis Munch, (left) outlines the principles of our E3 approach.

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

**For more information concerning our commitment to employees all over the world, please consult pages 82 & 83 of our 2015 Annual Report.**

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

## Our 8 challenges

### Ethics:

- > **Assessment, policy and goals:** improve health and safety at the workplace
- > **Implementation:** reduce number of work and commuting injuries (with stoppage) per 1000 employees (temporary workers included)
- > **Measurement of outcomes:** - 20%
  
- > **Assessment, policy and goals:** develop the company's talent pool
- > **Implementation:** increase % of people with a tenure in job below 5 years (indirect workforce)
- > **Measurement of outcomes:** - 20%
  
- > **Assessment, policy and goals:** Increase gender diversity in key positions
- > **Implementation:** increase % of women in management positions
- > **Measurement of outcomes:** + 15%
  
- > **Assessment, policy and goals:** strengthen ethical behaviours in business
- > **Implementation:** increase % of managers qualified (trained and skills validated) in ethical management
- > **Measurement of outcomes:** 80%

## Environment:

> **Assessment, policy and goals:** Optimise on-site energy consumption

> **Implementation:** On-site energy consumption in kWh / million € TO

> **Measurement of outcomes:** -10%

> **Assessment, policy and goals:** Reduce CO<sub>2</sub> emissions related to freight

> **Implementation:** CO<sub>2</sub> tons emitted related to inter-sites and OTD-sales freight/million € TO

> **Measurement of outcomes:** -10%

## Energy:

> **Assessment, policy and goals:** Strengthen eco-design of products

> **Implementation:** % of eco-designed products amongst the innovative projects

> **Measurement of outcomes:** 80%

> **Assessment, policy and goals:** Increase sales of energy efficiency devoted solutions

> **Implementation:** TO achieved with solutions enabling energy measurement, energy savings, energy storage or devoted to renewable energies

> **Measurement of outcomes:** +200%



## 01 HUMAN RIGHTS - PRINCIPLES

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

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

We at Hager Group support and respect human rights through our daily activities by providing safe and healthy working conditions and by ensuring non-discrimination in personnel practices. For example, from 2009 to end 2015, occupational safety actions have been put in place to promote safety group wide. The LTIFI indicator (lost time injury frequency index), shows our actions have resulted in the number of work accidents and travel to, per 1,000 employees, being reduced by

31% on average over 6 years - specifically for 2015, the reduction was 13.8%.

We expect a great deal from our employees, however we also make every effort to encourage them and develop their abilities in a favourable balanced working environment. Every Hager Group employee currently completes 18 hours of professional training per year on average, therefore increasing collective knowledge and skills for all to enjoy the benefits.

### > Assessment, policy and goals:

#### Diversity



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

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

## > Implementation:

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

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

### Multicultural approach



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

### Gender Balance



42% of our working population is female and 58% male, 12% of managers are female. Diversity of views and genders is a driving force for innovation; therefore a better balance would benefit the company. When appointing new colleagues, we ask

our Human Resources managers to suggest both female and male candidates; however, we maintain a sensible and pragmatic approach. Women's access to positions in the company comes through early training and education. Education systems must attract young women to these courses to provide them with the necessary skills to better prepare them for the world of work. As a company, we are conscious of having a role to play in developing the rights of women in the corporate world. Our business approach on gender equality is to allow women to grow within the company and access positions, without the gender issue.

### Disability



For Hager Group, disability is not considered as inability, but rather a different kind of ability. In May 2016 there

were 113 colleagues in France registered within RQTH (Reconnaissance en Qualité de Travailleur Handicapé). On 3<sup>rd</sup> December 2015, to celebrate the United Nations 'Handicap Day' in Obernai was organised handicap awareness. The following initiatives were set up for colleagues to take part in: lunch with headphones – to imitate the environment of a deaf person, a lesson in sign language and a representative of the Regional Office for handicap people, available for discussion and information.



## Inter-generational approach



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

## Corporate Social Responsibility CSR & community activities

### > Assessment, policy and goals:

Corporate Social Responsibility is an integral part of how we conduct our business at Hager Group, make decisions & 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:

#### China

#### 'Best Supplier - First Class Supplier Award' for Hager China



As testimony to our unique added value and positive customer experience, Hager China has been awarded 'Best Supplier - First Class Supplier Award' by PKURG,

Peking University Resource Group, for low voltage power distribution devices. Through their internal evaluation process, PKURG selected only 4 suppliers out of nearly 100 for the First Class Supplier

Award. Hager China was the only company in the power distribution sector. A very proud Ma Dongliang, RED (Real Estate Developer) manager of North Region received the 'First Class Supplier Award' on behalf of Hager China.

From July 2015 to July 2016, Hager China will be the sole supplier of devices and solutions to PKU RESOURCES, a real estate developer. Hager China will provide

solutions for their commercial buildings, hotels, high and mid-level residential projects, science & technology parks and schools. This strategic cooperation between Hager China and PKU RESOURCES, set up in 2013 will guarantee orders over the coming years.

For more information about Hager China's Award, click [here](#).

## France

### Run for cancer awareness



For more than 15 years, October has been the month of the pink ribbon in Strasbourg, France. Worldwide, this pink ribbon symbolises support and advice for breast cancer awareness.



Today more than 1 in 8 women are at risk from breast cancer. The best protection is early detection - prevention is always better than cure. Every October a 5 kilometre run and walk are held in Strasbourg to campaign for the importance of screening. Many Hager Group colleagues from Obernai, Saverne and Bischwiller took part in the event to raise awareness. Bischwiller's works council, for the second year running, financed 100 inscriptions and a bus to the event. A donation of 4€ was given per employee-participant for the fight against breast cancer.

### Being LEAN

How to avoid waste to improve overall customer value at work...? Be LEAN. It is a management philosophy we apply in our 28 different Hager Group production units. In September 2015 our Bischwiller site in France welcomed a group of LEAN experts who were in training at ECAM in Strasbourg (European Catholic School of

Arts and Trades). A factory visit was organised to put theory into practice and perform an international Shingo (LEAN) audit; useful for both trainees and us as we had an outsider view of our factory's performance. Strengths and areas for improvement were identified and taken into account for our ambitious Project 2020.



## 60<sup>th</sup> birthday 2-day open house celebration in Obernai



The weekend of 4<sup>th</sup> and 5<sup>th</sup> July was dedicated to a very special event in Obernai, France – a 2-day open house – where employees were welcomed with their close family to enjoy the festivities to celebrate 60 years of Hager. Just shy of 5000 people were present at the Obernai site for the 2 'Open Days' - Hager Group employees, their family members and

almost 500 employee-volunteers. The fun-packed programme included numerous activities for both adults and children: 8 stands exhibiting not only Hager Group solutions and innovations but also key themes such as E3 (Ethics, Environment & Energy), International Hager and visits of the 3 on-site factories.



Employees' relatives got the chance to see their loved-ones everyday-life at work. There were also music concerts, bouncy castles, a 'fresco' to colour in and games. Throughout the day, available for employees and their guests were hamburgers, hotdogs, fajitas, a barbeque, the Alsatian speciality 'tarte flambée', ice-

cream and ice-pops and for the health conscious there was a selection of salads and a salmon dish. Of course, there was plenty to drink as the temperatures topped 35°.

For more information about the celebrations, click [here](#).



## Make every cent count ('Chaque centime compte')



**« Chaque centime compte ! »**  
Campagne de don pour la Banque alimentaire du Bas-Rhin et les Restos du Coeur de l'Alsace

**Faites don des centimes d'euros de votre salaire net mensuel à une association caritative**

**Comment puis-je participer ?**  
C'est très simple : remplissez le formulaire d'adhésion\* et envoyez-le à l'assistante paye de votre secteur.  
Les centimes d'euros de votre salaire (soit entre 0 et 99 centimes d'euros par mois) seront déduits de votre feuille de paye et reversés sur un compte spécifique dédié au projet.  
Chaque collaboratrice et collaborateur du groupe Hager peut adhérer à l'initiative à n'importe quel moment. Et si un jour, vous souhaitez réévaluer votre participation, il vous suffira d'en informer votre assistante paye.

**À qui sont reversés vos dons ?**  
100% des dons sont reversés à des associations caritatives locales proches de nos sites.  
En fin 2016, les dons reçus, multipliés par deux grâce à l'abondement de la Fondation Peter und Luise Hager, seront remis à la Banque Alimentaire du Bas-Rhin pour les 3 sites Alsaciens et aux Restos du Coeur de l'Alsace pour le site Croillev.

**Merci pour votre soutien !**

 Peter und Luise Hager Stiftung

\*Formulaire d'adhésion disponible auprès de votre service RH et téléchargeable sur Hager.net

As of January 2016 every employee in France had the opportunity to make a contribution to charity. The Human Resources department, based on the model already set up in Germany with the Peter und Luise Hager Foundation, provided employees with the opportunity to donate the cents after the decimal point of their salary. 100% of the profits go to local associations.

## Thank you barbeque

Factory 6 at our Bischwiller site in France set up in November 2014 a project called 'Factory 6 Vision'; the idea being to implicate employees on the factory floor in significant changes to be made within the

organisation and way of working. To thank the personnel for their hard work managers organised a summer barbeque dinner where they themselves served employees.



## Hager Forum celebrates Chinese New Year



From 8<sup>th</sup> to 19<sup>th</sup> February 2016 Hager Forum held its first intercultural event in honour of China. It was an opportunity to encourage international cooperation between different group entities and local partners. There were a series of activities; the aim being to build connections between the different group sites, strengthen our intercultural character, introduce colleagues to Chinese culture and showcase our company values to visiting customers. With this in mind, Hager Forum team worked with Chinese colleagues to create a programme that will be further developed with each passing year.



*“We want to make Hager Forum a real meeting place that brings together our*

*company’s various stakeholders and different cultures. These interactions and diversity are essential for all to benefit and develop new projects, both locally and internationally,” emphasised Ana Maria Arteaga, Hager Forum Manager. For more details about the Chinese New Year celebrations, click [here](#).*

## Achieving a good work-life balance: day-care places for employees’ children



One of the objectives of our Care Management scheme is to help our employees to strike the right balance

between their private and professional lives. The arrival of a new baby is a happy event, but it entails a great deal of change and requires a lot of organisation. One of the main concerns new parents have is finding high-quality, safe, affordable

childcare that also meets their requirements in terms of work and family life, if possible.

As of January 2016 reserved day-care places are on offer for the children of employees near our sites in Saverne, Bischwiller and Crolles. As well as being close to the Hager Group sites, these nurseries offer attractive rates that are the same as those of the local authorities. In April 2016, day-care was also made available for children of employees based in Obernai. In total, around 80 of our employees benefit from this service.



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



In November 2016 the health service in Obernai organised in conjunction with the Healthy Hearts association in Obernai (Réseau Cardio Prévention d'Obernai) four information sessions for healthy hearts awareness. Cardio vascular disease causes incapacity and premature death and is one of the major causes of death in the Alsace region of France where three of our French sites are based. It is important to inform employees of the risks involved – prevention being better than cure. The four

sessions consisted of making employees aware of diabetes, high blood pressure and obesity. Advice was also given on food hygiene, how to stop smoking and integrate physical activity into daily life. There was also conference about well-being & relaxation.



Plus que des collègues,  
des donateurs de sang.

**COLLECTE DE SANG**

**Mardi 12 avril 2016**  
de 10h00 à 16h00

**HAGER GROUP**  
Salle des Sports  
132 bid de l'Europe  
OBERNAI



On 12<sup>th</sup> April colleagues in Obernai had the opportunity to donate their blood, as every year the national association of blood donors set up on site. 46 of our colleagues participated.

## A step further toward gender balance: women, Obernai and Hager Group



Start 2016 a Sustainable Development day 'Journée Développement Durable' took place at Strasbourg Management School; Hager Group's participation was led

by Doris Anzel who was invited together with 9 other company representatives who are all members of the Sustainable Development Charter of the Management School. Her mission was to present to 90 male and female students Hager Group's Sustainable Development approach and provide a gender equality study case.

**Does gender equality engender innovation?** The 90 students were divided into 10 mixed groups and the winning team was offered 3 personalised coaching sessions with an experienced Hager Group manager. The objective of this coaching was to familiarise students with company life, and support them in finding a work placement, and of course better get to

know Hager Group and its company culture and values.



Doris Anzel was for a six-month period from 2015 - 2016 based in the Human Resources department in Obernai whilst writing her MBA thesis on gender equality as part of the MBA

Programme for Sustainable Development & Corporate Social Responsibility at Strasbourg. She had free reign to interview and investigate the situation at Hager Group. The subject of her thesis:

**According to the Global Gender Gap Report of the World Economic Forum women only occupy a minority of key positions in industrial companies within**

**Europe. How can sustainable development help to remedy this phenomenon?** Her research was primarily based on information found at 5 of Hager Group's main sites.

Excerpts of Doris Anzel's analysis: "...the concept of diversity is counted as being part of the company's social responsibility and represents a key contributor to its business performance. Two countries are trying to integrate gender balance into their everyday work routine in terms of recruitment and internal development. In another, gender balance is implemented by the Country Manager who specifically develops both women and men in his team. In many countries, home office is becoming a tool for a more flexible work and a better work-life balance for men and women. An action of particular interest is a special one-day event - 'Dare! Discover careers in engineering' - where male and

female students from three engineering schools in Alsace are invited to spend the day at Hager Group, Obernai to 'dare' to discover the professions linked to engineering and the reality of a future mission at Hager Group. Workshops are facilitated by one male and one female manager.

The Director of Industrial Engineering Services is passionate about gender balance and is supported by a young female engineer who joined the company as the result of a previous one-day event. This event highlights the company's awareness of social responsibility and shows its effort to build the future (female and male) workforce."

For more information about the 2016 edition of the aforementioned one-day event, click [here](#).

## France and Germany

### Hager Group is one of the best employers in France and Germany



Hager Group is one of the best employers in France: such is the result of a survey conducted at end 2015 by the online statistics portal Statista on behalf of CAPITAL magazine. In this survey, 20,000 employees anonymously expressed their views on the various qualities of their workplace and employer, thus enabling 2,100 companies with more than 500 members of staff to be rated on a scale from 1 to 10. "We are going to great lengths to become an even better employer," says Franck Houdebert, Human Resources Director at Hager Group, "it is both a reward for all the effort our teams have put in and confirmation that we are on the right track with regard to our mission of growing together."

For more information about this nomination, click [here](#).

## ‘Going beyond borders’ with Annegret Kramp-Karrenbauer



On Monday 27<sup>th</sup> July 2015, a committee from Hager Group in Blieskastel - Daniel Hager, CEO and president of the executive board, Johannes, corporate strategy and business development - welcomed the Minister-President of the Saarland Annegret Kramp-Karrenbauer and Annelie Faber-Wegener, mayor of Blieskastel. The theme for Kramp-Karrenbauer’s 2015 summer tour was ‘going beyond borders’, which began with us to best demonstrate this theme. Hager Group has been developing connections between France and Germany since it was founded over 60 years ago.



Minister-President Kramp-Karrenbauer, who also visited the Obernai site in January 2015, commented: “I am

very pleased to begin my summer tour here. Hager is not just a Franco-German

*company whose activities go beyond borders; it is also a group that proves that a family company can be innovative and a market leader.”*

After visiting the factory and the research and applications centre that was opened at the end of 2013, Daniel Hager, and Annegret Kramp-Karrenbauer went for a drive in one of our electric cars. Topics such as the company’s future and projects, in particular the ‘Stromsparland’ research project on energy efficiency and renewable energies, which is supported by the government of Saarland were discussed.

*“We are delighted to have been able to show the advances we have made in innovation, energy transition, electric mobility and assisted living for the elderly,”* said Daniel Hager at the end of the visit.

For more details about ‘Going beyond Borders’, click [here](#).

## Role of smart homes in the energy transition



On a similar theme, Hager Group was also present at Light + Building where the topic of the role of smart homes with regard

to implementing the energy transition in buildings was discussed? Johannes Hauck, Director of Corporate Business answered this question in an interview with the association ZVEI at the trade fair.

For more details click [here](#).



## Ambient Assisted Living Days



Ambient Assisted Living technology is opening up a new business area for solutions that make everyday life easier for the elderly and those in need of care. How to make life easier was the question addressed at the 1<sup>st</sup> Franco-German AAL Days in Obernai, Alsace, on 28<sup>th</sup> & 29<sup>th</sup> September 2015. These AAL Days were the first Franco-German meeting in the sector. The context of an aging population is similar in both countries. This congress brought together experts from politics, economics, research and philosophy as well as those who are already involved in the domain business representatives, healthcare experts, property specialists - which has made real progress. They shared their ideas and expertise in workshops, presentations and informal conversations before and after the panel discussions.

By 2030 over 22 million people will have reached retirement age in Germany alone. Surveys show that the majority of them would prefer to spend their remaining years in their own homes. AAL has great social and economic potential, with this in mind, Hager Group's developers have, for some time now, been investigating how state-of-the-art technology can be easily and individually integrated into the home to support wellbeing.

*“Demographic transition is one of the greatest social challenges of our time,”* said

Daniel Hager. *“Our aim is to use the Franco-German AAL Days to knowledge spread about how dignified ageing could look today and in the future. AAL Days are not a sales event; rather they offer all actors on the market the opportunity to present their experiences and to take home fresh knowledge and new contacts.”*

Stephan Kreutzer, head of Hager Group AAL Business Development and organiser of the AAL Days, stressed that this industry event was a must for anybody who wanted



to gain a comprehensive understanding of AAL. *“Great ideas start in the mind, and then great ideas are generated by bringing together the best minds. The more we learn from each other and work together, the more quickly we will be able to provide solutions that make life easier for the elderly.”*

For more information about AAL Days, click [here](#).

For information about AAL in use; ‘A home as adaptable as life itself’, click [here](#).

For more information about AAL and the dawn of a sunrise industry, consult pages 10 to 19 of our [2015 Annual Report](#).

## SOS Villages



On 19<sup>th</sup> October 2015 Hager Group organised an adventure day for 90 children from three SOS Children's Villages in France and Germany. Hager Group put together an exciting programme that combined recreational and educational activities, including workshops and guided tours. In the morning the children enjoyed a private visit of 'Le Vaisseau', Strasbourg's science-centre, where they took in over 100 interactive animations. They also took part in workshops, where they had the opportunity to learn facts and find out what it is like to be a scientist. As part of the museum's temporary exhibition, the youngest children in the group were

introduced to the mystery and magic of sound. Meanwhile, the older children tried their hand at forensics, conducting a criminal investigation and identifying the culprit thanks to prints found at the scene of the crime and DNA evidence.

*"Since we are a family company, the notion of family and the social roots it represents is particularly close to our hearts. That is why we are supporting SOS Children's Villages International. The organisation offers these children and teenagers a family environment and the opportunity to have a better life,"* commented Daniel Hager.



This charitable initiative was launched in December 2011 at Hager Group Symposium; its participants from all around the world usually received a small gift as a memento of this annual conference. Yet,



for the second time in a row, the Board of Directors decided that the budget traditionally allocated for these gifts should be used for SOS Children's Villages International.



## Germany Hager Group Training Day in Blieskastel



A training fair was held at Blieskastel from 20<sup>th</sup> to 23<sup>rd</sup> July 2015 where 650 students and 20 teachers from schools in the local region of the Saarland came along to find out about the various training options and jobs in the electrical industry.

*What are my strengths & weaknesses?  
What do I want to do when I leave school?  
How can I achieve my professional goals?*  
These are the questions that many students ask themselves. And more and more of them are expressing an interest in real support when it comes to choosing the right training path for them. Hager Group responded to this growing demand by inviting schools to its second training fair, which it is establishing as a regular event in the Saarland region.



Providing careers guidance for pupils is nothing new for Hager Group, as Andreas Fuchs, Head of Commercial Training,

explains: *“we have been inviting schools to Blieskastel since 2014. This allows us to give interested young people a better idea of day-to-day work here.”*



A team of instructors, employees from the Sales Promotion department and Hager Group trainees were on hand to ensure the event went smoothly and make sure the pupils and teachers were well looked after. Students could take part in training sessions which provided information about application packs and selection procedures. They were also given the opportunity to experience production operations first-hand during a factory visit. In addition to this, there was a ‘jobs marketplace’ where the young students could find out more about various logistics, administrative and technical occupations.

For more information about the training day, click [here](#).

And for additional information about training and applying for jobs at Hager Group, click [here](#).

## Various social activities in Germany

- Special '**Azubi-Fit**' days are organised for new trainees/apprentices in order to inform them about health and safety in the company. The target is raising awareness for the 20 or so participants.

- Summer 2015 was dedicated to **health checks** to target early recognition of vein problems. More than 200 employees at 4 German sites participated. Certificates for this project were awarded by 'Deutsche Venenliga' (German Veins association).

## Feriencamp Spohns Haus

On the theme of helping children and providing educative yet fun experiences, the above group had a blast at 'Hager Day' in Summer 2015, which is part of the

- **Ergonomic standards** were improved in production and offices to avoid health issues, particularly in the realm of muscular problems.

- The necessary facilities and instructors were provided for colleagues to practice sport to keep a **healthy work & life balance**. For example, weight training, yoga classes...Up to 70 colleagues benefitted in our four German sites.

Feriencamp Spohns Haus initiative. The group visited our Blieskastel factory and had barbecue in the evening with some of our German colleagues.

## Hager Group honours Saarland's top electrical engineering technicians of 2015



Hager Group welcomed the three best junior electrical engineering technicians of the year to its Blieskastel site on 1<sup>st</sup> July 2015. Tim Phillip Siebenschuh, Tobias Escher and Philip Merker were commended by the company and the Landesinnung Saarland der Elektrohandwerke (Saarland State Guild of Electrical Engineering Trades) for their outstanding performance in the masters' examination. They each received a certificate of recognition, a voucher to the value of 150 euros for a Hager Group seminar, and a gift in appreciation of their hard work.

*"In a modern world where almost nothing can function without electricity, the role of an electrical engineering technician is increasingly evolving into a high-tech profession subject to huge technical challenges. With this award, we want to show our appreciation and demonstrate once again the close working relationship we have maintained with our tradespeople since Hager Group was founded, as well as the support we have shown them whenever possible,"* explains Gregor Wille, key account manager for the electrical trade, who was responsible for the event.



Following the award ceremony and speech by guild chairman Günther Bartruff was a tour of the premises with one of the company founders Dr. Oswald Hager and Christian Weinard from the training and information centre. The tour of the production halls and the new research and application centre provided ample opportunity for attendees to learn about the production process and the new, innovative solutions from Hager Group, as well as to talk to experts from the company.

For more information about electrical engineering technicians, click [here](#).



## Lange Nacht der Industrie



Hager Group opened its factory doors in Blieskastel once again: the Lange Nacht Der Industrie (Long Night of Industry) was held again for the fifth time in Saarland on 15<sup>th</sup> October 2015. The event provides an exclusive, otherwise unattainable insight into what goes on behind the scenes at industrial companies. A total of 20 companies from the region took part in this year's event and yet again Hager Group was among those participating. All attendees were invited to take a look at two companies during the 'Long Night of Industry', for Hager Group there were two groups of 50 visitors. School children, students, people looking for jobs or training opportunities, employees and other interested parties all got to know Hager Group at the company presentation, plus they were also taken on a tour of the factory and given additional information on care management and personnel development. A particular emphasis here was on training opportunities available and care management services.

*"The Long Night of Industry is a chance for us to showcase our company and to inform young people, young professionals or employees looking to make a career change about Hager Group. It also provides an opportunity for us to present ourselves as an attractive employer.*



*Alongside the main target groups already mentioned, guests who simply wanted to find out more about Hager Group were obviously also*

*welcome,"* says Benjamin Schröder, a project manager in event organisation.

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

## Hager MiKids



During the first week of September 2015, employees' children participated in Hager MiKids 2015: a programme full of animations giving them the opportunity to spend five fun and adventure-filled days at the Aqvital leisure centre of Germany's Christian Association of Youth Villages (CJD). On the last day of the camp, the children went to Hager Group's Blieskastel headquarters, where they visited their parents at their workplace and were given

together with Saarland's Family Minister Monika Bachmann a guided tour of the factory. Hager Group's Care Management team put together a diverse programme of events including water games, woodworking and electrical workshops. CJD staff and trainees joined a group of Hager Group retirees and employees to provide on-site support for the participating children, who were aged between six and twelve.

## Running, Nordic walking and inline skating at Hockenheimring



Almost 20,000 participants, a 4.8 kilometre tarmac track and an outdoor temperature of 35 degrees – that's the BASF Company Cup on 1<sup>st</sup> July 2015 in a nutshell! Over 80

colleagues joined in again this year at the Hockenheimring racing circuit. As one of the most popular sporting events in the Rhine-Neckar region and Germany's third-biggest corporate run, the Company Cup has now firmly established its place in the calendar. Teams representing over 820 companies from the surrounding regions participated; it was held for the thirteenth time this year. With options for running, rollerblading and power walking, there was a discipline for everyone. And with younger runners in mind, a number of races were also organised for children and juniors in the afternoon. Then it was the adults' turn in the evening as they geared up for their lap of the 4.8 kilometre circuit.

For more details about the BASF Firmencup, click [here](#).



## Hager Group TechniCamp



Hager Group invited young trainee electrical engineers to join in the fourth Hager Group 'TechniCamp' action at Tritthenheim in September 2015. Workshops, knowledge transfer and more

provided 120 trainees with information about the electrical industry. Tritthenheim was transformed into a 'Hager Village' - a venue for intensive work, sport and celebration.



The Practical orientation and straightforward knowledge transfer process were part of the learning process for the trainees, along with marketing simulation games. In groups of ten, trainees formed a mock electrical company receiving a visit from two customers. The combination of knowledge transfer and outdoor action was an essential component of Hager TechniCamps.



Vertriebsgesellschaft and Head of Sales in Germany. "We would like to strengthen the electrical trade. The German electrical trade as a whole is currently experiencing a shortage of 27,000 employees, so it is important to encourage young recruits."

For more details about Hager Group TechniCamp and a video click [here](#).



It is a concept that proves successful and popular with this young target group. "It is crucial for us to make sure we reach young people in the trade," explains Torsten

Schulz, Managing Director of Hager

## Italy

Hager Lumetal Spa (Porcia - Pordenone) has continued to work with the association 'Il Giglio', which is involved in social projects to aid the recovery and social integration of physically and mentally disabled people.

The Project 'Casa tra le Nuvole', a building destined to accommodate disabled people from Crespellano (Bologna), continues. The renovation work was completed and the house 'Casa tra le Nuvole' officially opened on 27<sup>th</sup> September 2015.

At AB Plast there was a collection of food & drink and donations from employees. They

gave these 'Christmas gifts' to the 'Banco Alimentare' organisation that supplies food and basic necessities to families with financial difficulties.

Charitable contributions were made to several 'Onlus Organisations' such as 'Vivi aiutando a vivere' that helps older disabled people to guarantee their integration in the society and 'Tutti contro la Leucemia' that supports and helps people affected with Leukemia.

Defibrillators were installed and training courses provided for 10 employees of Atral Italia Crespellano as well as for 16 employees at Hager Lumetal.

## Portugal

### Innovation in Construction Award for Hager Portugal (new)



On 14<sup>th</sup> April 2015, Hager Group Portugal was invited to attend the 2<sup>nd</sup> edition of the 'Innovation in Construction Awards', a ceremony dedicated to highlighting the importance of construction in the Portuguese economy. 25 prizes were awarded throughout the evening in the categories Business, Equipment and Products. The aim of the awards was to highlight the importance of the construction field and to encourage the creation of innovative projects to strengthen the industry. The awards are an initiative of

Área Associativa – a Portuguese publisher with 3 specialised publications related to the construction field. Hager Group were nominated for Excellence of the Year Award alongside other leading industry specialists...and won! This Award is the most prestigious one given at the ceremony, and was presented to Hager Group for our outstanding work and contribution to the industry.

For more details about the Award for Portugal, click [here](#).

## The Netherlands



Hager Netherlands decided to support a charity organisation rather than redistribute benefits to employees. The organisation for

## UK

Every year Hager UK promotes and takes part in the Macmillan Coffee morning, a great opportunity for employee's to get



the 2,000€ donation is Hulphond NL, it assists blind or traumatised people with the aid of trained assistance dogs.

together over a coffee and cake and raise funds for such a worthy cause.



## Responsible purchasing at Hager Group

### > Assessment, policy and goals:

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

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

### > Implementation:

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

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

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

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

## 02 LABOUR – PRINCIPLES

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

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

Principle 5: the effective abolition of child labour

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

### Investors in People liP

#### > Assessment, policy and goals:

In today's changing and increasingly complex world, Hager Group must constantly adapt to and anticipate new challenges in terms of organisation, technology and financial resources. The key factor of our company's success is the ability of our teams to initiate and manage these changes. In this context, being able

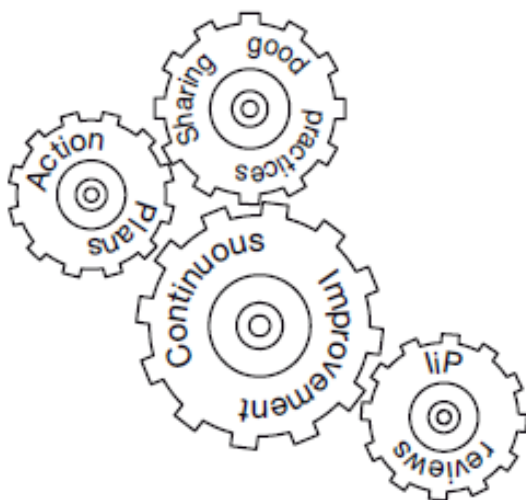
to rely on skilled and fully engaged employees is a competitive advantage that drives sustainable growth. The Investors in People (liP) framework helps us to focus our organisation on improving our performance and achieve our objectives through excellent people management and development.

#### > Implementation:



Investors in People, a British management standard framework, was introduced at Hager UK in 1994 and then in France in 2000.

#### > Measurement of outcomes:



In 2015, 2 external recognitions were awarded to Italy and Belgium. In March 2016, the new liP Sixth Generation framework was used to re-validate Hager in The Netherlands for an external recognition.

51% % of our employees work in an liP certified site, 12 of the 30 countries where we have employees are liP certified.

For more details about Investors in People, click [here](#).



## Occupational Health & Safety

### > Assessment, policy and goals:

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

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

### > Implementation:

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

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

### > Measurement of outcomes:

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

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

## > Implementation:

### Reducing threats and maintaining operability



A fourth Hager Group production site was awarded an HPR certificate by the risk management insurer FM Global on December 3<sup>rd</sup> 2015 in Blieskastel, Germany.

*foremost to protect our people, activity and installations; the fact that we have been awarded this certificate is a plus and recognition of our investments.”*



Rémy Becher, Senior Vice President Offer Management Commercial, who proudly accepted the certificate commented that “...*The actions carried out were first and*

Members of the Blieskastel team were present to receive the certificate from FM Global representatives. The certificate rewards years of investment – both time and money – for prevention and protection throughout production and storage areas. These actions carried out were first and foremost to protect our people, activity and installations.

### Internal mobility

## > Implementation:

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

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

## > Measurement of outcomes:

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

For example in France, the internal mobility objective is 50%. In 2015, by the end year we were at 46% for 195 recruitments; an increase of 10% compared to 2014 figures.

## Health & Safety Certifications

### > Assessment, policy and goals:

**18001**

We do our utmost to uphold the international OHSAS 18001 standards throughout Hager Group's industrial sites.

### > Measurement of outcomes:

17 of our 28 production sites and 3 logistic sites are certified to OHSAS 18001.

## Employer of Choice

### > Assessment, policy and goals:

#### **V.I.E. for 18 to 28 year olds in France**

One of the objectives of Project 2020 is for Hager Group to expand internationally, thus we are concentrating efforts in talent management. Going abroad is no longer restricted to employees with extensive work experience and positions of management; **Volunteering for**

#### **International Experience (V.I.E.)** is a

programme the French government created in 2000, it allows young graduates (18 to 28 years old) from Europe to contribute to the internationalisation of French companies. Below are testimonials from 2 of our young employees.

### > Implementation:

**Samia Kamboua:** in Dubai (United Arab Emirates) on a V.I.E. since May 2015.

#### **Why did you choose Dubai as destination?**



*"During my studies, I had a clear desire to explore the world. When I saw there was a possibility at Hager in the Middle East for a V.I.E. based in Dubai, I jumped at*

*the chance. It met all my requirements: a dynamic growing place, a multicultural city, politically stable and a request from local management to integrate a generation Y profile in the team. It was as well the right choice to improve my Arabic and English skills."*

#### **Any surprises on arrival & what is life like in Dubai?**

*"I was very surprised by the open mindset in Dubai, particularly of Hager Group colleagues. It is definitely a city where tolerance and diversity are the key words. Here cultures, accents and religions are mixed-up to form a wonderful melting pot. As an example, I'm dealing in Hager Middle East with 11 different nationalities."*

#### **What are the benefits of this international experience?**

*"It is a great learning experience. Even if total immersion is definitely frightening at first, you learn a lot, I totally recommend Hager Group to all young people who want to start a career abroad. Thank you to the team who gave me the opportunity to integrate Hager Middle East and prove myself through the tasks and responsibilities that have been entrusted to me."*

**Guillaume Attard:** development of Hager brand in Cape Town, South Africa since January 2016.

## **Why did you choose Cape Town as destination?**



*"I discovered Cape Town a few years ago in a documentary; it looked wild and heavenly. When I saw the classified ads on Civiweb about a V.I.E. at Hager Group I was really*

*enthusiastic because I already know the company.*

## **Any surprises on arrival & what is life like in Cape Town?**

*"No real surprises, South Africans are very warm, friendly and welcoming people. Everything had already been organised by Hager to facilitate my arrival - accommodation, car, someone came to fetch me at the airport, etc. And they spent time introducing me to everybody and showed me the city."*

## **What are the benefits of this international experience?**

*"I think it is the best opportunity ever, I am learning so much, either at work or in my private life and I am very thankful to all the team and all the people that I have met in South Africa because they are making this experience unforgettable."*

## **Training in Italy**

The following initiatives were carried out in Italy:

- Training courses for 10 Atral Italia and 16 Hager Lumetal employees in the use of debrifillators.

- Training for safety issues for Employee Representative such as emergency & fire procedure, and specific training for fork lift and crane operators at Hager Lumetal



## 03 ENVIRONMENT - PRINCIPLES

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

Principle 8: undertake initiatives to promote greater environmental responsibility

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

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

**At Hager Group, we:**

- want to be a corporate citizen and a responsible employer
- care for people
- act for the protection of the planet
- put ethical behaviour at the centre of all we do with our customers, partners, suppliers & employees

- contribute, with our solutions to a more efficient use of energy in buildings.

For more information concerning our commitment to employees all over the world, consult pages 82 & 83 of our [2015 Annual Report](#).

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



## > Assessment, policy and goals:

In line with E3 (Ethics, Environment and Energy) and the Global Compact's principles to support a precautionary approach to environmental challenges, Hager Group undertakes both internally and externally to promote greater

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

## > Implementation:

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

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

## > Measurement of outcomes:

**Ethics:** For every 1,000 employees, we have seen a reduction of 42% in the number of accidents occurring in the workplace and on the way to or from work. One of the aims of our health and safety

policy is for all our production sites worldwide to be certified in accordance with the international standard OHSAS 18001. So far, 70% of Hager Group's employees work at a certified site.

**Environment:** Hager Group met the sustainability requirements for its main production sites in 2013 and 2014. The amount of air freight transport at Hager Group has decreased by 30% over the past two years, and this in turn has led to direct ecological and economic benefits. 17 of our 28 sites are already certified ISO

14001 and OHSAS 18001. March 2015 saw 3 projects highlighted at a ceremony where environmentally friendly projects were presented.

For more details about the Eco-Awards please refer to [page 37](#) of this report.

**Energy:** The need to contain CO<sub>2</sub> emissions and curb the increasing scarcity of the earth's oil reserves has brought with it a demand for new transport solutions. One of these solutions is the electric car. Hager Group develops the charging stations for these electric cars. The equipment used in our sustainable buildings is intended to have as little impact on the environment as possible. The solutions Hager Group develops are

subjected to a life cycle analysis from the conceptualisation stage. This analysis not only helps us to pinpoint the best compromises to be made in order to limit any negative impact on the environment, but it also enables an environmental profile to be created for the product. This serves as a sort of 'green pass' for the product. The number of products with an environmental profile has tripled in the space of two years.

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

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





## Hager Group Continuous Improvement and Eco-Awards



At the twelfth Hager Group Continuous Improvement and Eco-Awards ceremony which took place on 10<sup>th</sup> March 2016 at



Hager Forum in Obernai, France, three teams were featured in the Eco category.

### COOL, Injection workshop!



Keeping our cool in the injection department! 38 degrees in the injection

moulding department makes work difficult for operators, machines can breakdown and energy consumption for cooling is high. With the new cooling system design solution there is an integrated fan, air filter and wet curtain cooling system to bring fresh cool air directly into the workshop. This solution forces the heat outside and the whole system is equipped with one closed loop water system that cools the air. The results: workshop temperature  $\leq 32$  degrees, a 50% energy saving and happy operators in a cooler working environment.

### 'Stock reduction enclosures'



This was all about recycling and refurbishing depreciated stock at the ADC (Area Distribution Centre) in Blieskastel for production at Blieskastel and Porcia. Within 24 months the stock value of depreciated goods was reduced by more than 70%. And there's more: cost savings for external storage space, resource saving through reuse of components and earnings gained by separating the different materials and selling them off for recycling.

## Environmental & Energy Improvement



The **Eco Award trophy** was awarded to

the project **Environmental & Energy Improvement**. Its objective was to make operators and customers aware of our energy consumption in Blieskastel buildings via 'live monitoring systems'. The data collected continues to help to increase energy efficiency, better protect our climate & environmental resources as well as generate cost reduction. New generation energy effective systems such as photovoltaic panels, a cooling system linked to the combined heat and power facilities, LED lighting and new composite controlled air compressors were installed.

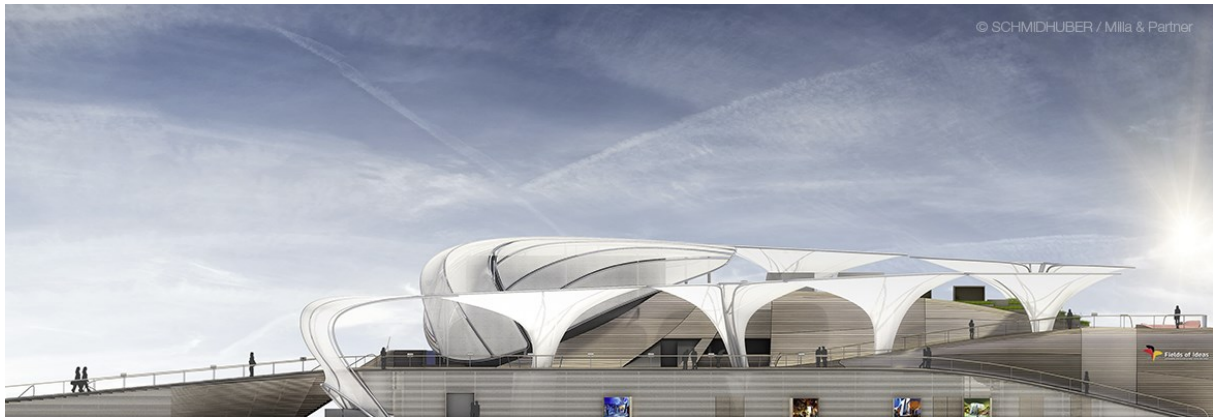


Head of Sustainable Development, Denis Munch, (left) presented the trophy to the Eco winners and Daniel Hager in his closing speech congratulated all the finalists for their hard work and dedication to continuous improvement, pointing out his satisfaction that were many women

present, both as participants and Project finalists, “...indeed, a culture of *Continuous Improvement and diversity is a prerequisite for sustained performance and enables us to even better fulfil customers’ needs in line with Project 2020.*”

[English](#) - [French](#) - [German](#)

## Hager Group takes part in Expo Milano 2015



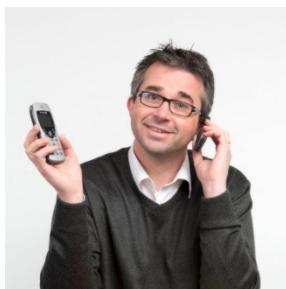
The Expo 2015 world exhibition opened its doors in Milan at the beginning of May; Hager Group was at the forefront of the action as one of the partners of the [German Pavilion Consortium \(ARGE\)](#). Expo 2015 in Milan centres on the theme of 'Feeding the Planet, Energy for Life', the

objective being to offer answers to the major future challenges for global human nutrition.

For more details about our participation in Expo Milano 2015, click [here](#).

## Actions in France

Since 2012 we have participated in funding a bus in the town of Obernai to avoid employees taking their personal vehicle at lunch time. The bus runs between the sites and from the sites to the train station and town centre.



Pascal Christmann, in charge of Health, Safety and Environment in France comments that *"every effort we make to reduce our carbon footprint*

*helps, for example our company restaurant serves over 800 meals per day equating to a saving more than 3,200 kms per day, the equivalent about 200 litres of fuel. Making our cars safer by keeping tyres inflated properly not only increases safety, it has a positive impact on the environment."*



As such start 2016 inflation and mirror station were set up in the car park in Obernai with the aim of helping colleagues to save on fuel. Corrected inflated tyres can help save up to three weeks of fuel

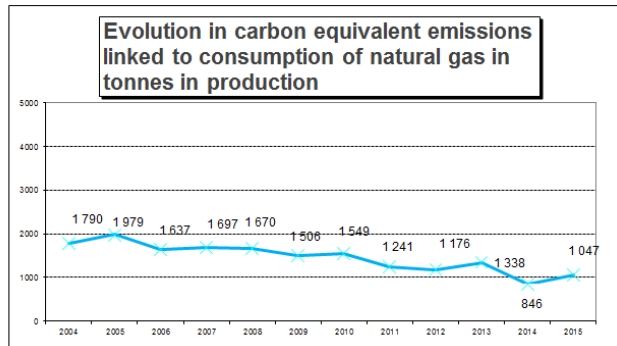
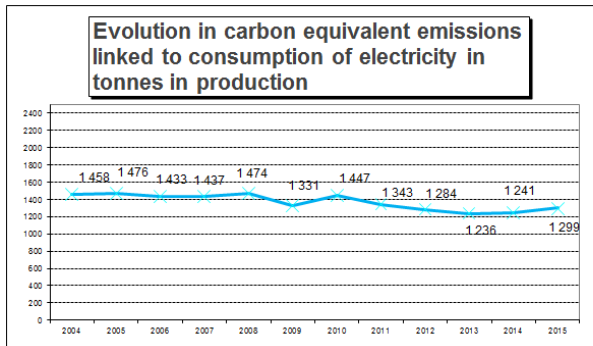
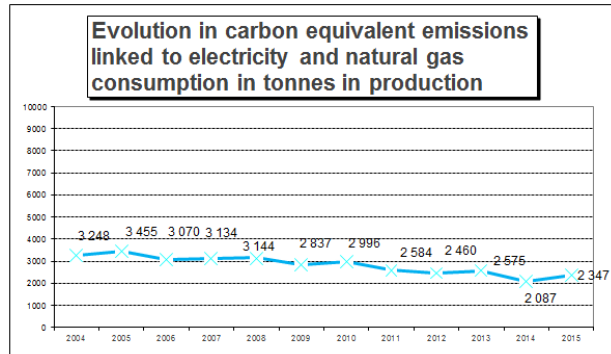
per year. A reduction in consumption means lower emissions; if everyone drove with properly inflated tires, it would potentially avoid releasing of 1.6 million tonnes of CO2 per year in France. 82% of motorists say they regularly see vehicles with improperly adjusted or defective lights. For these reasons, a tire inflation station and mirror to encourage the control and verification of these important safety elements was also installed.



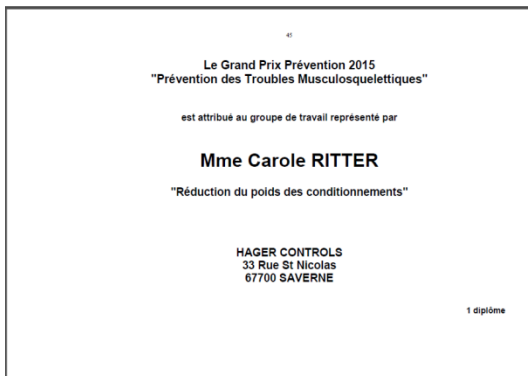
## Initiatives in Obernai to reduce electricity consumption

The following graphs illustrate the Evolution in results for carbon equivalent emissions in production, in Obernai, France. The slight increase is explained by the particularly clement winter 2014/2015 resulting in reduced gas consumption for heating.

In 2015 CO2 emissions in Obernai were reduced by 32.1%.



## 11 recognitions from CARSAT Security Contest



The CARSAT (*Caisse d'Assurance Retraite et de la Santé au Travail Alsace-Moselle* – retirement insurance for Alsace-Moselle region) Security Contest aims to honour deserving companies in the matters of hygiene, safety and working conditions. In 2015 our three Alsatian sites won between them eleven different awards for actions that secure employees' safety in production and as a result Hager Group was the most award companies in the region in 2015. A special prize was also awarded in Saverne for actions to prevent RSI and other disorders of this nature.

## France, IBOCO



- At IBOCO batteries, neon lights, ink cartridges and coffee capsules are all recycled. Obsolete office material is also collected and sent to treatment plants; material such as old telephone, portable computer, printers and battery chargers.

- 2 different associations are also supported, funds are collected and help is given: Enfants, cancer et santé & Un fauteuil à la mer. The former allows

medical teams to find new treatments and improve existing ones the later provided viable information for tourists with special needs (reduced motor skills, mental, auditory and visual impairments) about access to different tourist sites.

- The Marketing service via the organisation ESAT employs handicapped workers in stamping, shipment and panel mounting.

## Italy

Several initiatives have been carried out in our various sites in Italy:

- Replacement at Atral Italia of all the lighting systems with new LED technologies in order to reduce the energy consumption.

- A recycled packaging line for Atral Italia warehouse has been set up.

- Training courses were updated for the role of Employee Representatives for Safety Issues.

- The yearly audit for the environmental management system at Bocchiotti took place.

- At all Bocchiotti sites the soil has undergone a special investigation to ensure no pollution.

- At Bocchiotti, training was provided on safety for all the Employees and on the environment for the workers.

- Modifications were made at the Bocchiotti factories to reduce power consumption.

## Spain

### Mobile phone collection

At Hager in Spain in 2015, a campaign was launched to collect used mobile phones to



help AEPMI, an Association of Patients with Mitochondrial Pathologies. 300 families in Spain are members of this association. The collection of such devices helps AEPMI to raise money for awareness and

research into uncommon serious diseases that are disabling and degenerative, with no cure or effective treatment.

These mobile phones and other electrical good are then managed by both the foundation 'Llamada Solidaria' and the company Residuos Electrónicos, S.L. Together they manage the entire collection process for the recycling of all kinds of electrical and electronic equipment; recycling this type of material reduces environmental pollution and the demand for extraction of new raw materials. In total 30 phones were collected at Hager Spain.

### Water consumption reduction in the injection process in La Roca

The old cooling system for injection machines in an open loop was replaced by a new system in closed loop that uses much less water and energy. Water consumption in the factory was reduced in

2015 by 50%, this making a saving of around 1.500 m<sup>3</sup> of water per year. The optimal use of water is especially important in Spain during drought periods.

## Regulations & Certifications

### > Measurement of outcomes:

#### REACH Regulations

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

that they don't contain hazardous substances over the regulatory thresholds. At Hager Group we endeavour to not use these substances of high concern in our existing products and all new projects do not contain any of them. This list last updated on 17<sup>th</sup> December 2015 now contains a total of 168 substances.

#### ISO 14001 Certifications

By the end of 2015, 17 of our 28 production sites were certified ISO 14001.



## E-mobility

### > Assessment, Policy and Goals:

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

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

### > Implementation:

#### E-Rallye & E-mobility in Germany



An E-Rallye organised by the Moselle Departement in France made a charging stop at our Hager Group site in Blieskastel. During the pit stop 26 electric vehicles were recharged simultaneously. The E-Rallye welcomed 26 electric vehicles

travelling from Les Trois Forêts to Thionville in seven stages. On 16<sup>th</sup> September, the convoy of no less than 80 people, made a charging stop at Hager Group in Blieskastel, the only pit stop on German soil.



It is no coincidence that the organisers chose Hager Group to recharge the participating electric vehicles. A large number of charging stations have been

installed on site, which means that together with our intelligent recharging management system, it is possible to recharge several vehicles at once.



The electric vehicles had at their disposal a range of witty.home, witty.park, and witty.bamboo charging stations. The charging capacity was 230V and 400V and

between 3.6KW and 22KW per charging unit. The technical challenge faced was twofold: firstly, to ensure mains power supply at Blieskastel would withstand the pressure of recharging 26 vehicles simultaneously, and secondly, to guarantee complete recharging of all vehicles within three hours. Only an intelligent recharging management system such as the one operating in Blieskastel could ensure this.

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

## **witty: Hager witty charging stations launched with the new Volvo XC90 in Malaysia**



Hager witty range of charging stations has been exclusively promoted as the best recharge solution. The new Volvo XC90 was launched in December 2015 at

Malaysia Automotive Institute in Cyberjaya, with Volvo Car Malaysia (VCM). For this special occasion, Hager witty range of charging stations was exclusively promoted as the best recharging. Hager witty charging stations were showcased for the launch of the new Volvo XC90 plug-in hybrid vehicle. The XC90 T8 Twin Engine has a claimed full-electric driving range of 43 km, and a combined fuel consumption figure of 2.1 litres per 100 km (47.6 km/l) - at the push of a button, the driver can switch to pure electric power.



## Green power plant for the home: Hager EMSS harnesses the power of the sun



With its high-performance Energy Management and Storage System (EMSS), Hager enters into the business segment of private electricity generation. Hager EMSS allows homeowners to store and manage the energy harnessed by solar installations instead of having to feed it back in to the public grid for a small fee, as was previously the case. EMSS works with the latest generation of lithium-ion batteries

and boasts an efficiency of up to 95 per cent as well as noticeable improvements in comparison with traditional storage systems. As a combined energy management and storage system, it allows homeowners to utilise the regenerative energy collected from the roofs of their homes in the most efficient way of all: for themselves.



Making maximum use of the energy generated in homes: "Private households

*without their own energy management and storage system can use a maximum of 20 per cent of the electricity they have generated," explains Torsten Hager, responsible for the project. "On sunny days when their installations are being used to full capacity, homeowners must feed any excess electricity into the power grid according to the compensation rates set out in the EEG (Renewable Energies Act), i.e. for low amounts. However, if their systems fail to produce enough electricity for their own requirements, they have to buy it back from their electricity provider for two and a half times the price. With Hager EMSS, they can use between 70 and 80 per cent of the energy they generate themselves. Hager EMSS thus presents considerable progress for ecological energy generation and offers predictable electricity costs as well as the greatest possible degree of independence from conventional energies."*





Innovative storage system with numerous advantages: the cost-effectiveness of investing in a green power installation for homeowners depends on the location in question, the customisation of the system and the electricity price trends. *"On average, an installation of this kind tends to pay for itself after just a dozen years or so,"* says Achim Jager of Hager Vertriebsgesellschaft. *"But Hager EMSS could be a future-oriented investment from the very first day for anyone looking to be as self-sufficient as possible when it comes to their clean energy supply."*

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

For more information about Renewable and conventional energies, consult pages 32 to 33 of our [2015 Annual Report](#).

## A new boost for e-mobility: witty.park charges electric vehicles on the go



witty.park was unveiled at the IAA (Internationale Automobil-Ausstellung – International Automobile Fair) 2015 in Frankfurt. Hager is introducing a new charging station for semi-public spaces that will allow drivers to charge their electric vehicles quickly and safely while they are away from home. witty.park is intended for use in car parks belonging to businesses, supermarkets, restaurants and cinemas – semi-public places where different kinds of users can charge their electric vehicles

while they are out and about. The robust, versatile charging station is specially designed for this purpose. The charging station, which has proven to be very popular so far, will come onto the market in 2016.

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

For more information about charging stations, consult page 31 of our [2015 Annual Report](#).

## 04 ANTI-CORRUPTION PRINCIPLES

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

### Anti-corruption initiatives

#### > Assessment, policy and goals:

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

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

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

#### > Implementation:

Three years ago, Hager Group set out the company's values and philosophy in its own Code of Ethics. In addition to obeying the law and treating competitors fairly, it also covers complex problems. For example - can I accept a supplier's invitation to a symposium with a stay in a luxury hotel? Is the gift of a pen tantamount to bribery? Hager Group firmly believes that only those whose actions are moral

and trustworthy will benefit in the long term. To apply these principles to the daily lives of employees, around 80 percent of executives are to receive online ethics training by 2020.

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

## 05 SELECTED EXAMPLES OF SOCIAL ACTIVITIES WITHIN HAGER GROUP

### Peter-und-Luise-Hager Foundation



#### > Assessment, policy and goals:

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

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

#### > Implementation:

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

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

#### > Measurement of outcomes:

Various prizes were awarded:

- **Helmholtz - Science prize** in cooperation with the Karlsruhe Institute of Technology (KIT). A three year doctorate in the area of energy- and environmental technologies is currently being funded; work on the doctorate started in November 2015.

- **The Hermann Hager Meister Gründerpreis** is awarded to encourage entrepreneurs in electronic technology. This topic was very close to Hermann Hager's heart. After his death two years ago, the Hager family requested donations to the Peter und Luise Hager Foundation

instead of flowers and wreaths. Using these donations as well as additional Foundation funds, the Hermann Hager Meister Gründerpreis is awarded every two years to three entrepreneurs who have recently set up their own businesses, are committed to training young talent, and who are distinguished by their future-oriented working methods.

- Every year a **Peter und Luise Hager Prize** is awarded and funding offered for a Master or PhD thesis in the area of energy & environmental technologies.



## Projects

### Hager Group supports a German refugee initiative



Under the banner of the initiative ‘All together’ (“Wir zusammen”), Hager Group has committed to making a real and lasting contribution to the integration of refugees in Germany. ‘All together’ is an initiative set up by German companies and their

employees to support people who have had to flee from war and crisis zones. Nearly 60 renowned companies have already joined the initiative since the project was launched at the end of 2015, and the number is growing steadily.



With our commitment, we want to send a signal that Germany is an open and

tolerant place that takes in people in need. This is also largely in keeping with our corporate values of courage, authenticity and integrity. From the very beginning, our founders worked across borders to bring together people from different cultures, languages and nations. This openness has made us strong. Today, people from 60 different nations work in our company; in other words, diversity has always been part of the culture of our company.

### What are we doing specifically?

Last year, using donations of cash and goods, we supported a refugee class at a grammar school in Dortmund. At the beginning of 2016, we sponsored the Ensheim/Eschringen refugee aid centre (close to our location in Blieskastel).

Saarbrücken’s ‘Arrive’ (“Ankommen”) network. The goal of both initiatives is to offer arriving refugees a place to start, to create a meeting place for refugees and volunteers and to provide unbureaucratic help with any problems that emerge.

We are currently supporting the Blieskastel Refugee Aid Association and

For more details about ‘All together’, click [here](#).

## Water for India



From 12<sup>th</sup> to 23<sup>rd</sup> September 2015 members of the Peter und Luise Foundation were in Rajasthan, India with the PHD Rural Development Foundation and the Rotary India Water Conservation Trust to support the construction of dams in the rural areas of Rajasthan. Two thirds of



the people there are dependent on agriculture for their livelihoods and yet water is scarce and irrigation systems rare. The situation in the area is particularly precarious for women too; every day many of them have to walk for hours to fill containers at the water points and wells for their family. As a result, a decision was made to help with the construction of two check dams. Check dams are very simple dam walls that can be used to seal off small valleys, during the rainy seasons reservoirs can therefore be filled and water retained. Importantly the check dams can be maintained and repaired independently if necessary by the local residents. These dams improve life quality considerably for the people in the area.

## Opportunities: Learning for Life & Supporting Young Talents

Every child deserves the chance to develop their individual talents. The Peter und Luise Hager Foundation with the project 'Opportunities' (Chancen), supports the children of Hager Group employees in their school education, the training of their talents and the development of their special gifts.

Children in the age range 5-18 years and who require support for economic or family reasons are being sponsored.

Opportunities project consists of two

modules. **Learning for Life** - the education of children in primary & secondary schools and basic vocational training is sponsored. This also includes financial support for after-school tutoring or special educational opportunities. **Supporting Young Talents** - offers support if a child has a special talent, the development of which exceeds parents' means. The Supporting Young Talents module sponsors instruction in art, sports or music for example, as well as instruction for gifted children.



## Financial contribution to 'Franck – un rayon de soleil'



Children with terminal phase cancer were treated to a weekend at Disneyland Paris with the assistance of the association 'Franck – un rayon de soleil' and financial support from the Foundation.



## Donation for 'Electriciens sans frontières' in Vanuatu



After the passage of the typhoon in Vanuatu in March 2015, the Foundation gave a donation to Electriciens sans frontières to help them coordinate the logistics of transporting all the necessary

items to help the local population. Electricity was re-established in schools, community centres water pumping stations and food and medical dispensaries.



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