

hagergroup

Factsheet

Sustainability Report 2023



hagergroup

Our sustainability journey powered by collaboration and innovative technologies

Hager Group Sustainability Report 2023

E3 Ethical Employment Environment

Company focus

Facts & figures

Hager Group key figures



3.2 billion euros turnover



> 100 countries where our solutions are available



5% share of sales invested in research and development



14% cut in CO₂ missions since launching our Blue Planet Commitment Program in 2021 (Scope 1&2).



> 13,000 employees



22 production sites in 10 countries



Ecovadis Gold achievement

Growth 2023

+12,3%

Committed and competent employees worldwide

Distribution of Hager Group employees worldwide

31%

Germany

29%

France

25%

Other countries in Europe

15%

Outside Europe

Gender balance



40%

of our employees are women



60%

of our employees are men

2023 Sustainability Achievements

Hager Group’s pursuit of excellence in sustainable practices has always been a staple, 2023 has been no exception; from accelerating the implementation of alternative energy technologies in production operations to fostering a culture of ethical business conduct.

These achievements reflect both the group’s dedication to managing its environmental footprint and also underscore the leadership role it wants to take in this field.

<p>Environment</p> <p>Actions for climate change, educating our people and offering sustainable products to our customers</p>	<p>90% of high-runners’ hazardous materials data available</p> <p>14% reduction in GHG in manufacturing operations since 2021</p>	<p>Over 90% of employees completed Blue Planet Commitment Starter training</p> <p>Eco-designed product (cubyko leaf) launched on the market</p>	<p>Partners in Sweden and Denmark have awarded us for our sustainability efforts.</p>
<p>Ethics</p> <p>Operating true to our values – transparency, accountability and respect</p>	<p>Comprehensive ethics program in place: alert system, ethics charter, training, ambassador network</p>	<p>70–80% maturity for our ethics alert system (auditing)</p> <p>3-months average to close ethics alerts</p>	<p>2,000+ colleagues trained via a bespoke ethics training program “Let’s practice!”</p>
<p>Employees</p> <p>Creating a safe and empowering environment for our workforce</p>	<p>Employee safety program “Mission Zero” launched</p>	<p>Human Rights Charter put in place</p>	<p>Work in progress to refine global strategy and guidance</p>
<p>Sustainable Procurement</p> <p>Promoting sustainable practices and protecting human rights across the value chain</p>	<p>Capacity to assess suppliers’ ESG performance (EcoVadis)</p>	<p>Deployment of a new system to automate data collection</p>	

Hager Group Sustainability Impact

	Goals	Monitoring	Control	Progress
Environment	Reduce direct emissions by 50 % by 2030	The Science based targets initiative (SBTi) has validated our objectives. Starting 2023, we are disclosing yearly through the CDP13 – Climate Change questionnaire to verify and track our environmental performance.	Activity data used in calculating the carbon footprint is monitored, namely Energy Consumption on a monthly basis.	14 % target 50 %
	Reduce indirect emissions by 25 % by 2030			-1 % target 25 %
	Reduce non-recyclable plastic packaging by 100 tons per year		SAP operating systems track quantities of sustainable and non-sustainable packaging purchased against objectives	target 100 t progress in 2023: 127.1 t
Employees	Zero Tolerance for Accidents ensuring a safe working environment for all employees: keep LTAR below 3,10	The number and rate of recordable work-related injuries are monitored by the Board of Directors Office since the launch of the Safety campaign in Q4 2023	Monthly reports on work related injuries are presented to the Board of Directors	Reduce LTAR 4,06 in 2023 ⁶ target 3,10 in 2024 2,57 today
	Talent Development People and Organisation Review (P&O R) yearly: define training needs	Hi! University. 105.605 hours spent by our employees. Performance Development Interviews – Development interviews. 96 % achieved in 2023.	Digital platform (hours spent training): MyLearning hub	Performance and Development Interviews in 2023 96 % target 100 %
	Promote internal mobility: Fill at least 30 % of open positions with internal applicants.	Recruiters are constantly reporting on mobility type after a position is filled	SuccessFactors tracks candidates if the application is made internally.	progress in 2023 30 % objective 30 %
Ethics	Train 90 % of connected employees on how to analyse and interpret difficult ethical situations through the “Serious Game” programme by 2028.	By the end of 2023, 26 % of total connected workforce of 7572 employees are trained, of which 691 are managers and 1265 are non-managers.	Attendance at training workshops is documented and tracked by the Hi! University Program and communicated upon in Hager Group Live	progress 26 % target 100 %
	Expand the Ethics Ambassadors network to 40 by the end of 2027 with at least one ambassador at each of our production sites.	Number of ambassadors in the network (currently 23)	Recruitment campaigns for ambassadors are launched internally. The voluntary engagement is validated by HR and management as it represents an additional role to the ambassadors’ main functions. They allocate a part of their working time to strengthening our ethical culture throughout the group.	Ethics Ambassadors progress 23 target 40
	Treat 100 % of ethical reports received and investigate 100 % of accepted alerts.	Rate of closed reports and alerts against the number of reports received.	Group Ethics Officer reports KPIs to Sustainability Council.	achieved in 2023 target 100 %

⁶ Lost Time Accident Rate: number of accidents * 1,000,000 / number of real working hours



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