

Sustainable Growth and Ethical Trading Policy

“We act ethically and responsibly, caring for people and our environment” (Daniel HAGER, CEO)

As a provider of systems and solutions, it's Hager Group commitment to protect the future and do things in a sustainable way. In its business activities, Hager Group wants to take care of all resources through ethical and sustainable practices.

In April 2007, Hager Group signed up to the United Nations Global Compact, the voluntary business initiative supervised by the United Nations to foster Corporate Social Responsibility.

E3 which stands for Ethics, Environment and Energy is the Hager Group Sustainable approach to deal with planet limited resources in a caring way through:

- respecting its stakeholders (employees, customers, suppliers, communities),
- respecting the environment in its business activities,
- offering energy-efficient solutions to delight its customers.

Hager Group only offers business to supplier who promotes and respects these fundamentals and applies the same code of conduct with their own suppliers.

Environment

1. ENVIRONMENT MANAGEMENT SYSTEM

1.1 Hager Group encourages the supplier to have an Environmental Management System (EMS) ensuring effective planning, operation and control of the environmental aspects. The EMS shall satisfy the requirements of the international standard ISO 14001:2004 and include a continuous improving program.

- comply with regulations in force, in the destination location, that restrict or ban the use of hazardous substances, and engages to maintain the compliance according to the evolution of these regulations.

- respect Hager Group additional requirements on the restriction of some substances, set in the specifications.

1.2 Hager Group encourages the supplier to certify its EMS as compliant to the ISO 14001:2004 international standard.

- answer to the requests of Hager Group concerning the presence of certain substances respecting the procedure set and tool provided by Hager Group.

2. ECO-DESIGN & PRODUCT ENVIRONMENTAL PROFILE (PEP)

2.1 To support the Hager Group in the eco-design of its products, the supplier engages to investigate opportunities to reduce product's environmental impact.

- provide the Hager Group Safety Data Sheet, when requested by regulation in the destination location, or the precautionary measures to be taken in order to ensure a safe handling.

2.2 Hager Group provides to its customers Product Environmental Profiles (PEP) for its products based on environmental life cycle assessments. The supplier engages to forward to Hager Group all the requested information in order to assess the environmental impact of the delivered goods.

3.2. In particular, the supplier must comply with all the requirements set in the European regulation 1907/2006/EC (REACH). And, as all the Hager Group products are voluntary compliant to the European directive 2011/65/EU (RoHS), the supplier engages that none of the substances, preparations, materials, parts, sub-assemblies or products delivered to Hager group contains one or more of the hazardous substances referred to in the RoHS directive. If applicable, the delivered goods must also comply with European directive 2012/19/EU (WEEE).

3. HAZARDOUS SUBSTANCES REQUIREMENTS

3.1. The supplier engages, for delivered substances, preparations, materials, parts, sub-assemblies or products, to:

Human Rights

1. ALL FORMS OF FORCED & COMPULSORY LABOUR IS ELIMINATED

The supplier recognizes the principle of the freedom of choice of employment. The supplier must not, under any circumstances, resort to forced or compulsory labour. Labour is deemed to be forced or compulsory when it is imposed by means of a threat (withholding of food, confiscation of land, non-payment of salary, physical abuse, etc.) (ILO Conventions nos. 29 and 105).

2. WORKING CONDITIONS ARE SAFE AND HYGIENIC

2.1 A safe and hygienic working environment shall be provided, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate action plans shall be deployed to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment (ILO Convention no. 155).

2.2 The company shall assign responsibility for health and safety to a senior management representative.

3. NO DISCRIMINATION IS PRACTISED

There is no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, culture, physical appearance, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation (ILO Convention no. 111).

Labour Standards

1. FREEDOM OF ASSOCIATION & THE RIGHT TO COLLECTIVE BARGAINING ARE RESPECTED

1.1 The supplier acknowledges the global right of workers to form labour unions and join the labour union of their choice and agrees to ensure that union independence and pluralism are maintained (ILO Convention no. 87).

1.2 The supplier is committed to protecting union members and leaders and to abstaining from all forms of anti-union discrimination (ILO Convention no. 135).

1.3 The supplier is committed to promoting collective bargaining, a key aspect of relations between labour and management (ILO Convention no. 98).

2. CHILD LABOUR SHALL NOT BE USED

The supplier is prohibited from employing children in violation of the stipulations of the International Labour Organisation's conventions (ILO Convention no. 138).

3. LIVING WAGES ARE PAID

3.1 The supplier is committed to ensuring that living wages is at least equal to the minimum amount mandated by law and the guaranteed minimum for the profession or as set forth in the relevant collective bargaining agreements.

3.2 The supplier acknowledges the principle of equal pay for equally valued and productive work, in particular between men and women (ILO Convention no. 100).

3.3 Deductions from wages as a disciplinary measure shall not be permitted nor shall any deductions from wages not provided for by national law be permitted without the expressed permission of the worker concerned. All disciplinary measures should be recorded provided that such a recording is made in compliance with the local legal requirements.

4. WORKING HOURS ARE NOT EXCESSIVE

4.1. The supplier undertakes to ensure that the total number of hours worked is equal to or less than the totals set forth in the national legislation or the collective bargaining agreements in the concerned country.

4.2. The supplier is committed to ensuring that break times and periodic days off correspond at the very least to the minimum conditions set forth in the national legislation or the collective bargaining agreements concerned.

5. REGULAR EMPLOYMENT IS PROVIDED

5.1. To every extent possible, work performed must be on the basis of recognized employment relationship established through national law and practice.

5.2. Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of labour-only contracting, sub-contracting, or home-working arrangements, or through apprenticeship schemes where there is no real intent to impart skills or provide regular employment, nor shall any such obligations be avoided through the excessive use of fixed-term contracts of employment.

Business Ethics

Hager Group expects loyalty and integrity from all its suppliers and pleads for free and fair business, without corruption in all its forms, including extortion, bribery and any other form of compensation or favors as elements.

Supplier Agreement

The supplier acknowledges having read the text above and agrees to apply it throughout its company/group and its suppliers. If necessary, it commits itself and all of its subsidiaries throughout the world.

Company name:

Signatory name:

Position:

Email:

Date:

I agree to respect the Hager Group requirements regarding Sustainable Growth and Ethical Trading Policy*

Signature:

**Rights, laws and jurisdiction applicable to this policy are those mentioned in the Hager Group Purchasing Framework – General conditions*

Return a copy of the signed policy to:
Hager Group Sourcing Dept. – Att. to S.Fischbach
33, rue Saint Nicolas BP 10140 F – 67704 SAVERNE - FRANCE