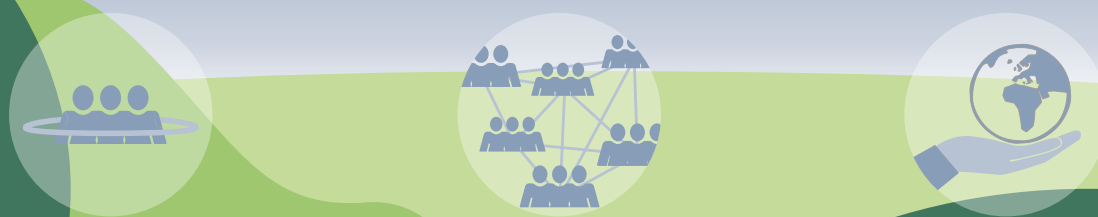


Hettich Sustainability Guidelines




As a 4th generation family business, sustainability is an essential part of our corporate culture. In over 130 years of history, we have already proven sustainable business practices. However, we are not resting on our past achievements, but actively shaping a long-term future for the Hettich Group and for all of us. Our sustainability strategy focuses on the main areas of **social, societal and ecological responsibility** combined with economic action. Our sustainability guidelines are binding for all our Hettich colleagues at all levels:

- We **empower** our colleagues **at all levels** to act responsibly in terms of **successful sustainability management** and invite them to help shape.
- We provide a **safe working environment**. Our own health and that of our colleagues is our top priority. We reduce the risk of accidents at work through comprehensive preventive measures as well as concentrated, forward-looking work and safety-conscious behaviour.
- We promote **diversity** and **equal opportunities**. We build a trusting environment free of prejudice and exclusion, where personal responsibility, creative freedom and the courage to try things out have their place. We create a culture in which everyone can contribute their strengths, passions and ideas in the best possible way.
- We respect **international human rights**. As part of our corporate due diligence, we ensure that this requirement is met throughout the supply chain.
- We are committed to a **just** and **educated society**. We promote the voluntary activities of our colleagues. As an expression of our societal responsibility, we support education, science and social causes through monetary and in-kind donations.
- We develop **products** and **solutions** with high **quality** standards. Essential characteristics are functionality, durability, safety, environmental compatibility and resource conservation.
- We consider **continuous improvements** that sustainably **increase resource efficiency, reduce energy consumption** and **avoid environmental pollution** as an obligatory part of our corporate culture.
- We regard **legal regulations, applicable standards, internal and customer demands** as **minimum requirements** and comply with the standards of our **Hettich Code of Conduct**.
- We are committed to the target of becoming **climate neutral** in direct and indirect greenhouse gas emissions at our Hettich sites. In doing so, we give priority to avoidance and reduction of environmentally harmful emissions over offsetting them.
- We are improving the **recyclability** of our **products** on the way to a circular economy and are looking for **alternative sustainable materials** and **manufacturing methods** together with our partners.
- We oblige our **contractual partners** to fulfill our sustainability requirements and create a **trusting relationship** with our **customers, authorities** and **the public** through information and cooperation.

Kirchlengern, January 1st, 2023


Sascha Groß


Jana Schönfeld

Managing Directors
Hettich Holding GmbH & Co. oHG

