

Hettich Sustainability Guidelines

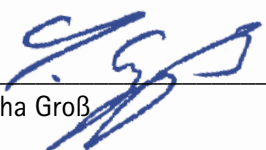
Environmental Protection and Occupational Health & Safety

The Hettich Group of Companies accepts its special **responsibility** for the **conservation of natural resources** and for **health and safety at work for all employees**. This is particularly reflected in following aspects:

- We include **environmental protection** and **occupational health and safety** in the company mission statement.
- We develop **furniture fittings** that meet the highest standards of quality, safety, environmental sustainability and energy efficiency. These characteristics are also included in the designing of the production processes and procurement of production facilities.
- We understand **energy efficiency** in all our activities as an integral part of environmental protection.
- We regard **environmental protection** and **occupational health and safety aspects** as separate criteria in all relevant processes, preferably in quantifiable form.
- We provide an effective **environmental protection and occupational health and safety organisation** and necessary information, human resources and budgets.
- We ensure the implementation of necessary measures through **environmental and occupational health and safety committees**.
- We review **hazardous situations** and the company's **emergency response plans** at regular intervals and update them where necessary.
- We commit ourselves to annually defined **environmental and occupational health and safety targets** and review the performance within the framework of a management review.
- We regard legal requirements, relevant **standards**, further **obligations** and the **state of the art** as minimum requirements.
- We see **continuous improvements** in the sustainable reduction of energy consumption, avoiding environmental pollution, health risks and hazards in workplace as a compulsory part of the corporate culture.
- A successful environmental and occupational health and safe management requires **responsible employees** at all levels. We support the active participation with appropriate initial and further training.
- We involve **suppliers, service providers and customers** in our endeavours regarding environment and occupational health and safety.
- We maintain, through information and cooperation, a relationship with the **general public** and **local and national authorities** that is characterized by frankness and trust.

Kirchlengern, January 1st, 2018

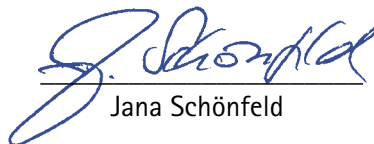
Sascha Groß



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