



**SUSTAINABILITY AT
HETTICH**
ACT TODAY, THINK
ABOUT TOMORROW

Application for
Nowy Styl Supplier Sustainability Award 2023

**IT'S ALL IN
HETTICH**


Hettich



HETTICH – ONE OF THE WORLD'S LARGEST MANUFACTURERS OF FURNITURE FITTINGS

8,000 members of staff
worldwide, of whom 3,800
in Germany

80000

€ 1.5 billion turnover
€ 100+ million invested every year
We plan with the future in mind.
Innovatively and productively.

€ 1.5 billion



1. SUSTAINABILITY STRATEGY
2. SOCIAL SCOPE
3. SOCIETAL SCOPE
4. ENVIRONMENTAL SCOPE

AGENDA



SUSTAINABILITY@HETTICH – OUR STRATEGY

STRATEGIC GOAL AT HETTICH: ACTING SUSTAINABLY WE TAKE RESPONSIBILITY FOR THE WORLD WE LIVE IN



Socially

We care for each other

We put our health and safety first. For each of our own and all of our colleagues. We promote diversity and equal opportunities.



Societally

We care for others

We are committed to a just and educated society. We engage actively with the societies that we operate in. We volunteer, we donate, we sponsor, we collaborate.



Ecologically

We care for the environment

For future generations we conserve resources, we increase our energy efficiency, and we reduce emissions with the goal of climate neutrality.

[Video Jana Schönfeld, Hettich Managing Director, on sustainability](#)


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 Gröb


Jana Schönfeld

Managing Directors
Hettich Holding GmbH & Co. oHG



HR 00113.06. EN

SUSTAINABILITY@HETTICH: OUR GUIDELINES

Hettich Sustainability Guidelines

- Implemented at the company since 1993
- Binding for all colleagues at all levels regarding responsibility for
 - social,
 - societal and
 - ecological sustainability

[Hettich Sustainability Guidelines](#)

[Hettich Corporate Website](#)

SUSTAINABILITY@HETTICH: OUR GUIDELINES

Hettich Code of Conduct

- At Hettich we are committed to ethical business practices. And we make sure that every colleague is empowered to do the right thing.
- Since 2014 binding guideline for legally compliant and responsible action and ethical principles in business life.

[Hettich Code of Conduct](#)



Hettich Code of Conduct

Technik für Möbel

Hettich

FIRST EMAS VALIDATION OF OUR OPERATING BASES



1996

Berlin,
Germany

1997

Kirchlengern and
Frankenberg,
Germany

2003

Aizarnazabal,
Spain

2004

Balingen,
Germany

2013

Žďar nad Sazavou,
Czech Republic

SUSTAINABILITY@HETTICH: ENVIRONMENTAL MANAGEMENT

Certified to the stringent EMAS European environmental standard (including ISO 14001)

- At 6 European operating bases
- Annual state approved audits
- Proof of enhanced environmental performance and absolute compliance with the law

Annual environmental statements

EMAS certificate



SUSTAINABILITY@HETTICH – ACT SOCIALLY



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Ecologically

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SUSTAINABILITY@HETTICH: SOCIAL RESPONSIBILITY

“We care for each other”

What makes Hettich unique and so valuable are its people:

- We stand for a cooperation in which trust and responsibility are inseparable
- Together we create a culture in which everyone contributes their strengths, passions and ideas in the best possible way
- We promote diversity and equal opportunities
- We put our health and safety first, for each of our own and all of our colleagues

Extract from “Hettich Sustainability Guidelines”: ***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.***



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SUSTAINABILITY@HETTICH: SOCIAL RESPONSIBILITY

Initiatives on the subject of "people and culture":

- Public transport job tickets/job bikes, company pension schemes, compatibility of family and career, individual working time models, possibility of mobile working, ...
- Initiative „Healthy work“ at Hettich incl. assessment of mental stress
- Company integration management
- „Safety Excellence“ methodology incl. behaviour-based safety
- „Working Out Loud“ concept
- „Hettich Academy“ for personnel development
- Hettich „idea management“
- „Donate your talent“ initiative

Diversity as a Chance – The Charta der Vielfalt for diversity in the world of work

The diversity of modern society, influenced by globalisation and reflected in demographic changes, is affecting economic life in Germany. We have come to realize that we can only be successful economically if we acknowledge and leverage the existing diversity. That includes the diversity of our workforces and the diverse needs of our customers and other business partners. Diverse competencies and talents on the part of staff open new opportunities for innovative and creative solutions.

The implementation of the Charta der Vielfalt in our organisation aims at creating a work environment free of prejudice. We deeply respect all colleagues irrespective of gender, nationality, ethnic background, religion or worldview, disability, age, sexual orientation and identity. Appreciation and promotion of these diverse potentials produce economic benefits for our organisation.

We foster an atmosphere of acceptance and mutual trust. This will have positive effects on our reputation with our partners and customers in Germany and in other countries in the world.

In the framework of this Charter we are committed to

1. fostering a corporate culture characterised by mutual respect and appreciation of every single individual. We seek to create conditions such that everyone (superiors and co-workers) respects, practices and acknowledges these values. This will require explicit support from leaders and superiors.
2. validating and ensuring that our human resource processes are compatible with the diverse competencies, abilities and talents of our employees, as well as with our own performance standards.
3. recognising the diversity of society inside and outside our organisation, appreciating the intrinsic potential residing in it, and endeavouring to utilise it profitably for our business or organisation.
4. ensuring that the implementation of the Charter will be a subject of internal and external communication.
5. publicizing on an annual basis our own activities and progress in promoting diversity.
6. and keeping our own employees and colleagues informed about diversity and actively involved in implementing the Charter.

We are definitely convinced that practicing and appreciating diversity will have a positive impact on German society.

March 2019, initial signing 2009


J. Schönfeld
Management Board


Hettich

We welcome and support this business initiative!


Minister of State Anette Wilmann-Mauz
Federal Government Commissioner for Migration, Refugees and Integration


Die Bundesagentur für Arbeit
Ministerium für Arbeit und Soziales

SUSTAINABILITY@HETTICH – SOCIAL RESPONSIBILITY

Actions to promote diversity in the workplace

- Equal opportunities is the key to making diversity an instrument for ensuring the success of an international company.
- After the first signing in 2009, 10 years later we renewed our self-commitment to a prejudice-free working environment and equal opportunities in working life by re-signing the Charta of Diversity, an initiative under the auspices of the German Federal Government.
- Our climate of acceptance sets out to promote the potential of diversity in the workforce in the best way possible.

SUSTAINABILITY@HETTICH – SOCIAL RESPONSIBILITY



Jana Schönfeld,
Managing Director
Hettich Holding



Catherine Courcel,
Managing Director
Hettich Marketing und
Vertrieb



Beata Lasota, Managing
Director Hettich Poland

Diversity in the workplace

- *“Diversity is our great opportunity! We are all shaped differently by our origins, our environment, our personal values, experiences, knowledge, skills and approaches. Recognising each other’s differences and complementing each other’s strengths is what makes us successful. The individual strengths that we all bring to our common goal unfold an enormous potential together”. (Jana Schönfeld)*
- *“Diversity and inclusion are not just catchphrases. We live them every day” (Catherine Courcel)*



Vielfalt bei Hettich



SUSTAINABILITY@HETTICH – SOCIAL RESPONSIBILITY

Actions to promote diversity in the workplace

- “Diversity Week” in May 2022 with a lot of information and activities
- Diversity knowledge quiz
- Gender guide for the German language
- “Coffee Talks” (discussions) regarding the role of women at Hettich or diversity as a chance to become even better as a team or as a person.
- Interviews of female colleagues in management positions
- Interviews with colleagues regarding disabilities, inclusion and integration or different cultures



SUSTAINABILITY@HETTICH – SOCIAL RESPONSIBILITY

Actions to promote diversity in the workplace: International women's day

- Gender equality in working life, in society and before the law is close to our hearts as a company
- „Coffee Talks“ regarding the role of women at Hettich
- Video of female Hettich colleagues: Women at Hettich - we are visible, we are indispensable
- Gender bias bingo
- Video of male Hettich colleagues: Words of thanks and wishes for all women at Hettich and everywhere else in the world
- Statements on Social Media



SUSTAINABILITY@HETTICH – ACT SOCIETALLY



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SUSTAINABILITY@HETTICH – SOCIETAL RESPONSIBILITY

We are actively involved in the societies in which we operate

- We volunteer, we donate, we sponsor, we cooperate, we are mindful of local projects and provide them with long term support.
- We support a wide variety of charitable projects. These include sport clubs, community festivals, nursery schools and retirement homes.
- We respect International Human Rights, dignity and personal rights of our colleagues, business partners and third parties and protected them.
- We ensure strict compliance with the legislation and we categorically reject any form of forced, compulsory or child labour, exploitation or discrimination.
- We do not do have business with companies that do not comply with these principles.

Extract from “Hettich Sustainability Guidelines”: **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.



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Extract from “Hettich Sustainability Guidelines”: **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.

SUSTAINABILITY@HETTICH – SOCIETAL RESPONSIBILITY

Examples of our activities

- Hettich „Voluntary Work“: promotion of commitments that are close to the heart of our colleagues + which they are involved in
- Donations for charitable projects, like e. g. support for the victims of the Ukraine war, earthquake victims in Syria and Turkey etc.
- Cooperation with schools and universities (e.g. school fairs, application trainings, annual „camps“ at our Kirchlengern site for pupils from the lower grade who are interested in technology
- Student scholarships, supporting „Studienfonds OWL“: A one-year scholarship financed half by federal funds and half by Hettich
- Funding of Hettich Poddar Woodworking Institute, an initiative for education and training of carpenters and craftsmen in India

SUSTAINABILITY@HETTICH - SOCIETAL EXAMPLES



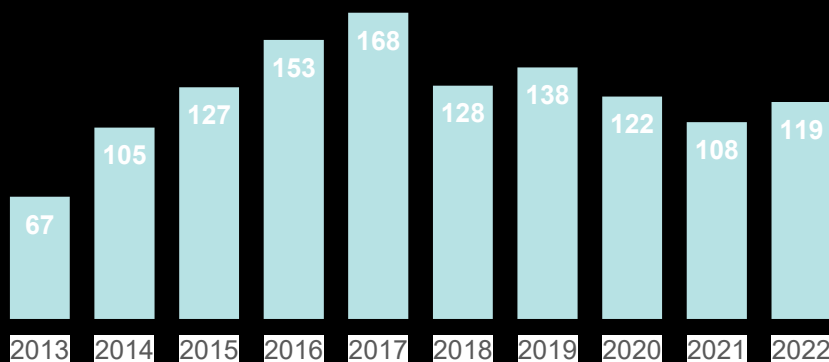
Hettich Voluntary Work



Promoting voluntary work

- Outside of work, many Hettich colleagues are involved as volunteers in social welfare projects worldwide. We promote this commitment since 2013
- These projects cover a wide range of areas: supporting children and teenagers, the ill and people in need of care, local heritage societies, rescue services and sports institutions.
- Since the "Hettich Voluntary Work" campaign was launched in 2013, over 1,200 projects have already received funding totalling more than 700,000 Euros.
- In 2022, a total of 119 projects in Germany, the Czech Republic, Australia and England were funded with a total of 59,500 Euro.

Number of funded projects

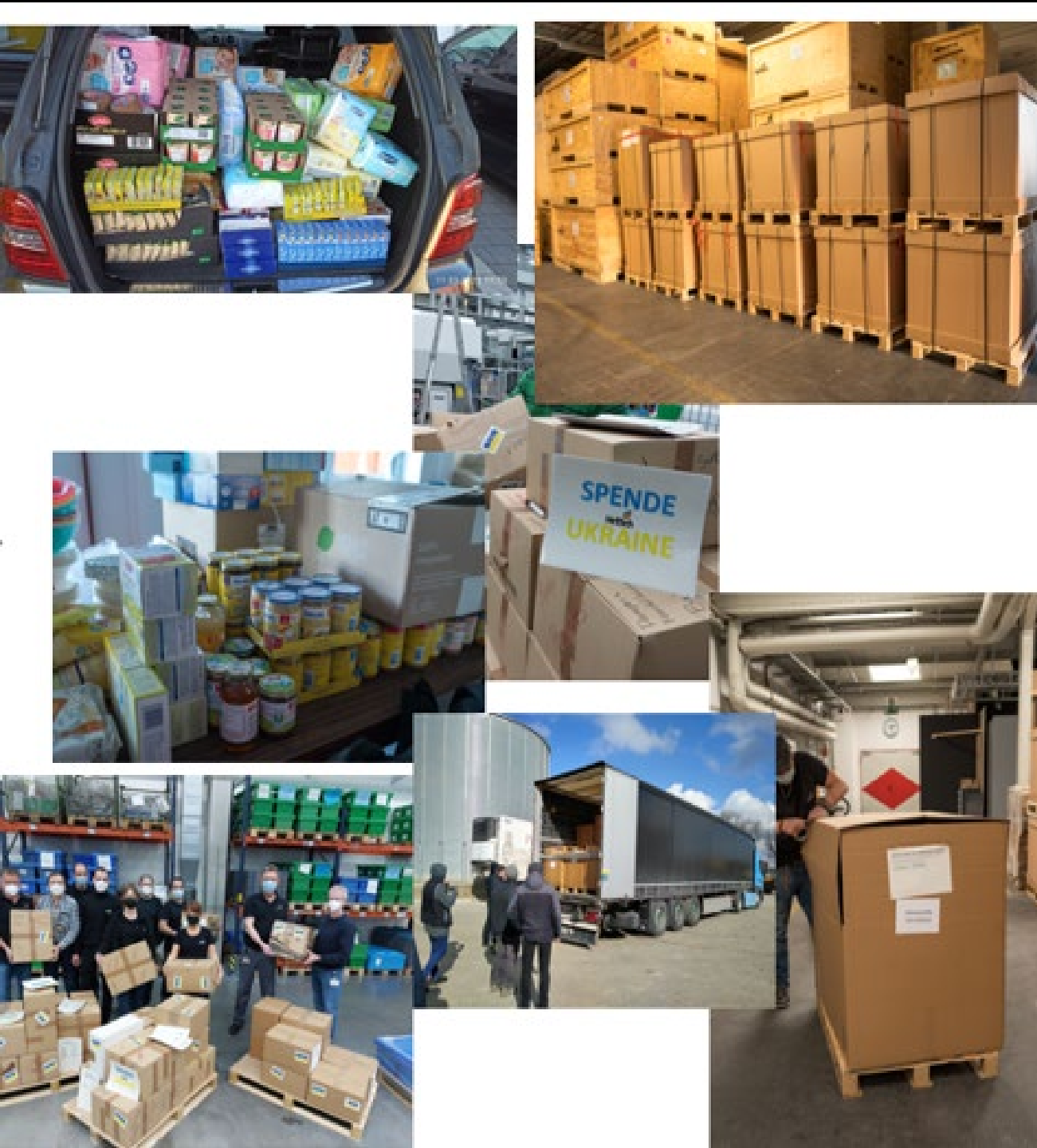


SUSTAINABILITY@HETTICH - SOCIETAL EXAMPLES

Some examples in 2022

- A colleague is committed to the children's fire brigade of her hometown as the youth leader. Among other things, the children practise first aid. The funding from Hettich is used for a smoke house for fire safety education.
- Another colleague is committed to a counselling centre against sexualised violence. Hettich donation will be used for a new information stand.
- A colleague volunteers for Girl Scouts of the "2nd Davyhulme Guides". The girls, aged ten to 14, take part in activities such as raft building, kayaking, canoeing and stand-up paddle boarding. The donation from Hettich will be used for a team-building activity.





SUSTAINABILITY@HETTICH - HELP FOR THOSE AFFECTED BY UKRAINE WAR

- Our full solidarity goes out to all people affected by the war and we hope that diplomacy will regain the upper hand as soon as possible to avoid further suffering. Together with our colleagues, we at Hettich have launched comprehensive aid activities to support the suffering population in Ukraine, from direct donations in kind to complete aid deliveries and the necessary monetary donations.
- We remain concerned about the war in Ukraine. We worry about our eleven colleagues and their families. In 2022, three of the local families had temporarily fled to Germany. At Hettich, it goes without saying that people are there for each other when this happens. Hettich families in Germany took in the colleagues and their families from Ukraine. Two of the families have since returned, and one colleague has remained in Germany with her children and is now working at our Kirchlegern site.
- Furthermore, colleagues voluntarily organised language courses at the Kirchlegern site for refugee colleagues from the Ukraine war.



SUSTAINABILITY@HETTICH – ACT ECOLOGICALLY



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Ecologically

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SUSTAINABILITY@HETTICH: ECOLOGICAL RESPONSIBILITY

Our targets:

- Avoid CO₂ emissions
- Reduce remaining emissions
- Become climate neutral in our operational emissions at our sites
- Conserve resources and increase our energy efficiency
- Optimise the recyclability of products
- Promote biodiversity at our operating bases

SUSTAINABILITY@HETTICH: CLIMATE NEUTRAL SITES HETTICH GROUP



Video Climate Neutrality



Goal: Become climate neutral in worldwide operational emissions by 2030, our production sites in East Westphalia join the voluntary climate initiative of local Chambers of Industry and Commerce.

Notes: Initially climate neutral targets are set for operational emissions including scope 1 & 2 Greenhouse gas emissions





SUSTAINABILITY@HETTICH: ACTIVITIES TO REDUCE CO₂ EMISSIONS

- Since more than 10 years we calculate our **production-related CO₂ equivalents** (scope 1 and 2, without vehicle fleet)
- 2020: start of calculating CO₂ emissions according to **Greenhouse Gas Protocol*** for headquarter (2021: all Hettich subsidiaries worldwide)

* complete scope 1 and 2, parts of scope 3

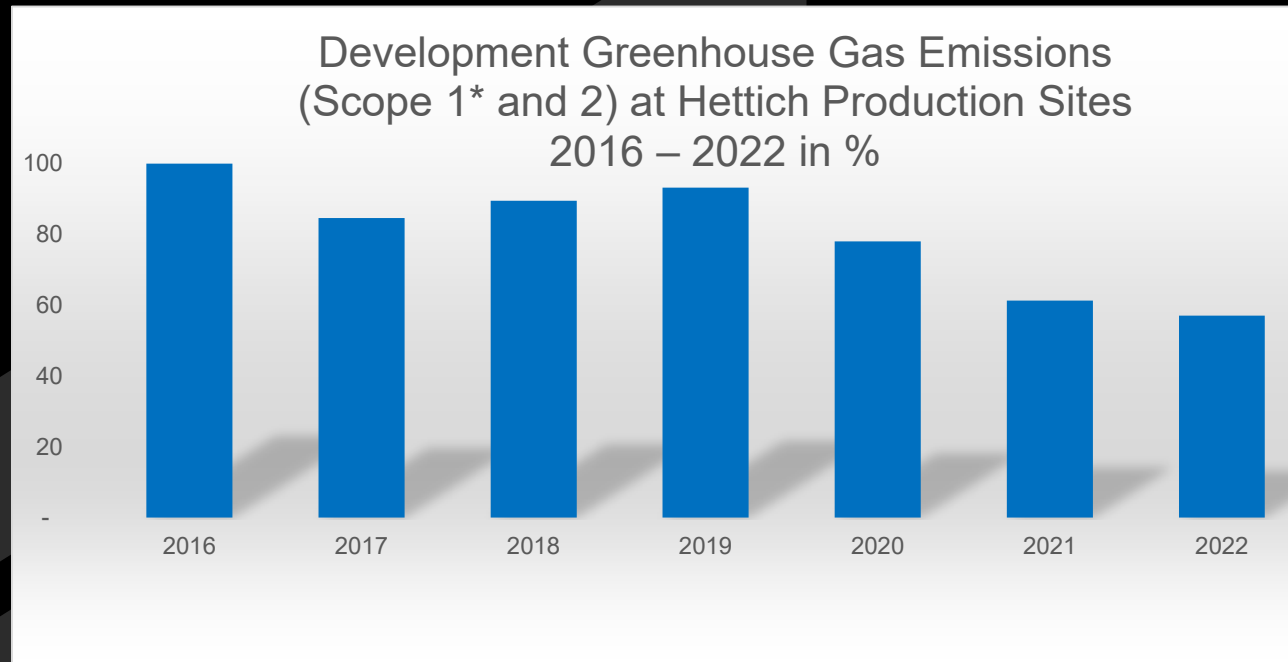


SUSTAINABILITY@HETTICH: SUCCESSFULLY REDUCING CO₂ EMISSIONS

- Between 2016 and 2022, we reduced our operational GHG emissions at our production sites by over 40%
- Production sites comprise over 90% of our total operational emissions (scope 1 and 2)
- Major activities include energy efficiency measures, solar panels and renewable electricity in Germany, electric company cars, etc.

Notes- * Scope 1 data excludes Greenhouse Gas (GHG) emissions from company owned vehicle emission i.e. < 2% of operational emission for production sites In 2021, Production sites comprise approx. 90% of overall scope

SUSTAINABILITY@HETTICH: RESULTS - CARBON FOOTPRINT AT HETTICH PRODUCTION SITES (SCOPE 1 & 2 GHG EMISSIONS)



Highlights

- Production sites comprise over 90% of our total operational emissions (scope 1 and 2)
- Between 2016 and 2022, we reduced our operational GHG emissions at our production sites by over 40 %
- Major activities include energy efficiency measures, installing solar panels and purchasing renewable electricity in Germany, electric company cars, etc.

Notes: * Scope 1 data excludes Greenhouse Gas (GHG) emissions from company owned vehicle emission i.e. < 2% of operational emissions for production sites in 2021. Production sites comprise approx. 90% of overall scope 1 & 2 emissions.

ACT TODAY, THINK
ABOUT TOMORROW.



SUSTAINABILITY@HETTICH – CIRCULAR ECONOMY SUPPORT

- Our long-lasting products ensure a long furniture life
- Our principal raw material steel is fully "multi-recyclable", which means it can be reused an infinite number of times
- For more than 15 years we voluntarily set standards for product constituents higher than required by legal regulations such as REACH Regulation or RoHS Directive
- Ongoing activities to improve the recyclability of our products, e.g. design systems that allow easy dismantling and tool-less component separation, sustainable materials... (pls. see slide reg. green steel)

SUSTAINABILITY@HETTICH – CIRCULAR ECONOMY SUPPORT

**Example: Systema Top 2000 office drawers –
transition to recycled plastic components**

- Pencil Tray and Systema partition walls out of 100% high quality recycled plastic
- Saves natural resources and energy
- Climate protection: approx. 80% less CO2 emissions
- Closed material cycle: 100% recyclable

[Video sustainable material tray](#)

CLIMATE NEUTRAL INTERZUM 2023 TRADE FAIR PARTICIPATION (INCL. BOOTH, TRAVELLING, TRANSPORT, HOTEL, CATERING)



2017

Procurement of 100% green electricity at the Kirchlengern and Spenge operating bases, Germany

2021

Procurement of green electricity at all German operating bases

2021

Installation of over 2000 photovoltaic modules at the Vlotho operating base, Germany



SUSTAINABILITY@HETTICH: MITIGATION OF THE EFFECTS OF CLIMATE CHANGE

Examples of our contribution:

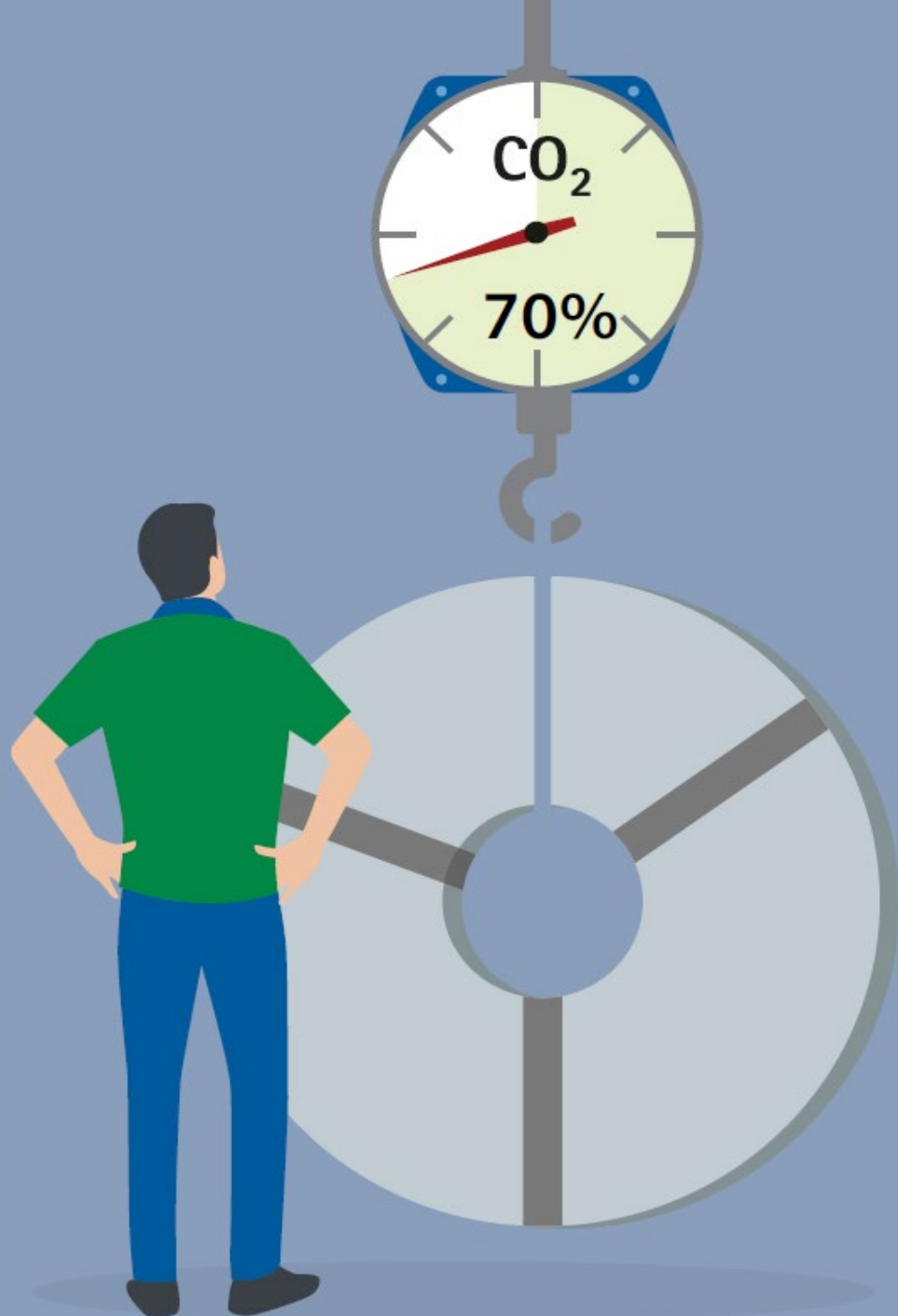
- Purchase of green electricity
 - 2017: sites Kirchlengern/Bünde and Spenge
 - 2021: all German subsidiaries
- Own energy generation from renewable sources:
 - photovoltaic systems at Kirchlengern and Vlotho (Germany), Aizarnazabal (Spain) and Indore (India)
 - solar thermal system and use of heat pumps (site Kirchlengern)

SUSTAINABILITY@HETTICH: MITIGATION OF THE EFFECTS OF CLIMATE CHANGE

Examples of our contribution:

- Energy efficiency measures (use of waste heat recovery + optimization of internal procedures to reduce energy consumption)
- Sustainable mobility management
- Further expansion of e-mobility in the vehicle fleet and of charging stations in Germany/Czech Republic
- Charging stations for e-bikes
- Incentives for employees like the offer of discounted tickets on public transport or bicycle leasing at the German sites



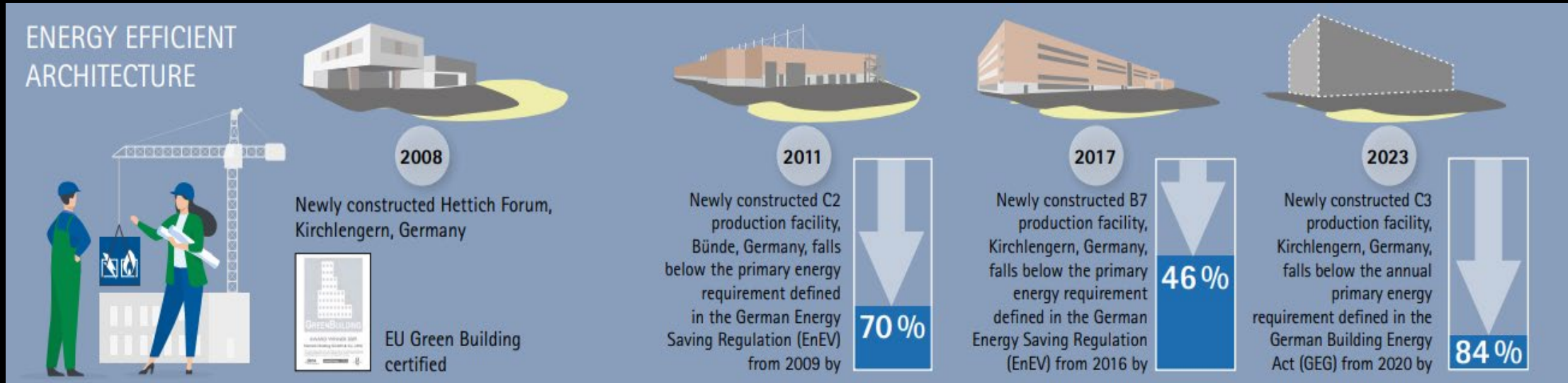


SUSTAINABILITY@HETTICH: MITIGATION OF THE EFFECTS OF CLIMATE CHANGE

Material related emission cuts

- Successful pilot project with CO₂ reduced steel (CO₂ reduced steel generates over 70% fewer CO₂ emissions across the entire production process)
- In the long term, the aim is to work with customers and partners to develop and manufacture not only low carbon emission products but also products that are completely carbon neutral
- Use of CO₂ reduced aluminium at KUHN, a Hettich Group company working mainly with aluminium

SUSTAINABILITY@HETTICH: MITIGATION OF THE EFFECTS OF CLIMATE CHANGE



Award winning, energy efficient architecture

- Green Building Award
- Best Practice energy efficiency
- Timber Construction Award NRW (North Rhine Westphalia) for sustainable construction

SUSTAINABILITY@HETTICH: PROTECTION AND RESTORATION OF BIODIVERSITY AND ECOSYSTEMS

- To enrich unused spaces at our sites, we created bee-friendly flowing meadows at our operating bases at
 - Spenge
 - Kirchlengern
 - Vlotho/Exter
 - Zdar (Czech Republic)
- Since over 10 years, we have nesting boxes for birds of prey on the logistics centre's high-bay warehouse in Bünde, Germany

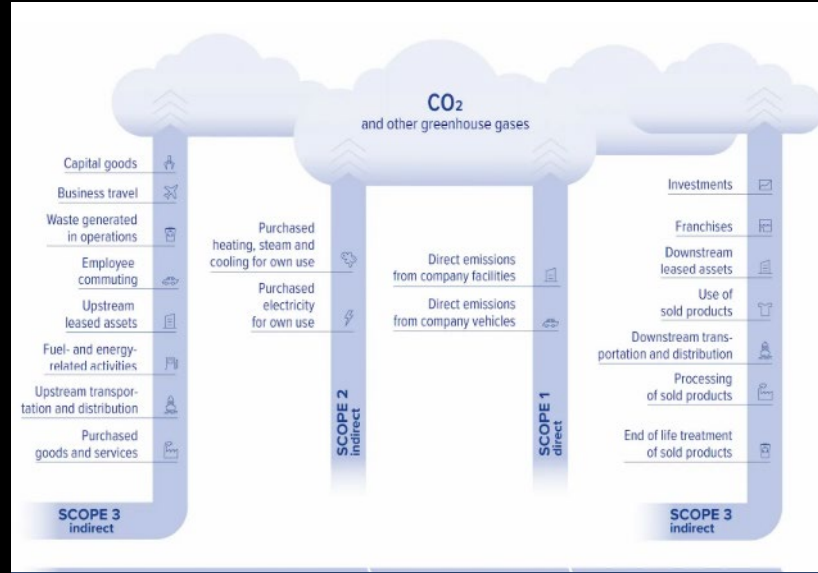


MANY THANKS

**IT'S ALL IN
HETTICH**



SUSTAINABILITY@HETTICH – HOW WE CALCULATE OUR CO₂ EMISSIONS



Emission sources considered for all Hettich subsidiaries worldwide

Emission sources

<p>Scope 1</p> <ul style="list-style-type: none"> Direct emissions from company facilities <ul style="list-style-type: none"> Heat (self-generated) Refrigerant leakage Direct emissions from company vehicles <ul style="list-style-type: none"> Vehicle fleet
<p>Scope 2</p> <ul style="list-style-type: none"> Purchased electricity for own use³ <ul style="list-style-type: none"> Electricity (stationary) Electricity (vehicle fleet)
<p>Scope 3</p> <ul style="list-style-type: none"> Fuel- and energy-related activities <ul style="list-style-type: none"> Upstream emissions electricity Upstream emissions heat Upstream emissions vehicle fleet Employee commuting <ul style="list-style-type: none"> Employee Commuting Purchased goods and services <ul style="list-style-type: none"> Gastronomy Water Office paper Electronic devices Waste generated in operations <ul style="list-style-type: none"> Operational waste Business travel <ul style="list-style-type: none"> Rail Hotel nights
<p>Overall results</p>



Calculation Dashboard