

# Sustainability report 2024

**Sustainability  
that moves –  
Innovation  
with responsibility**



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# Sustainability at Hawa Sliding Solutions AG



**Ezequiel Di Claudio**  
**CEO Hawa Sliding Solutions AG**

As a traditional Swiss family-run company with a history that goes back for more than 60 years, we are proud of our long-term, sustainable economic way in which the company has been operating. As a regional employer and global company, we are aware of our responsibility. Our actions are based on ethical principles, integrity and sustainable operation – in harmony with economic success at all times – for our customers, our employees and society.

Our goal is to achieve significant progress in the areas of governance, economics, ecology and social issues – both in the short term and the long term. Our ambition is also to continue creating innovative products and services, in order to make our contribution to dealing with future global challenges. These topics are an essential constituent of our strategy.

Sustainability has always been an integral part of our offering. We have been manufacturing high-quality, long-lasting, maintenance free and mainly recyclable products for decades.

In collaboration with our suppliers, we use sustainable materials and develop products with minimal use of material.

Our design places particular value on inclusion, such as full accessibility.

As an employer with a high degree of social responsibility, our focus is on our employees. They are the key to our success. We make continuous investments in their further development, and endeavor to create a fair, open and relationship-oriented working environment in which all employees feel secure and appreciated, whatever their gender, ethnic background or religion.

With regard to the environment, we will define clear reduction targets for the coming years based on the first CO<sub>2</sub> measurement, which was taken in 2023. We will measure our sustainability progress using key performance indicators, and report in accordance with the GRI standards. This report marks a milestone – as our first sustainability report.

We are aware of the global and local sustainability challenges that lie ahead of us.

We are committed to sustainable development that combines economic performance capability with ecological and social responsibility. Together we will endeavor to attain a more sustainable future – one step at a time.





# Sliding – redefining the design of space and furniture

## Introduction to Hawa

**Hawa Sliding Solutions specializes in innovative sliding and folding solutions in buildings and on furniture, and inspires architects, designers and fabricators with regard to interior design. We have been operating worldwide for 60 years as a family-run company with our production site in Switzerland .**

**«The prerequisites for re-thinking rooms and adapting them to the needs of a changing society are established with dedication and creativity.»**

- Markus Föllmi, CTO Hawa

Hawa Sliding Solutions AG has been developing and manufacturing sliding hardware for doors, partition walls, furniture and façades in the Residential, Hospitality, Health & Retail, Office & Education areas since 1965.

Our 250+ patents are evidence of our innovative strength and our claim of continuously asserting ourselves as a global market and technology leader.

We design and work on new sliding applications and the use thereof on an everyday basis.

The development of the family-run company is characterized by the qualities of the Swiss location. Precision, high quality, durability, performance, regionality, innovation, user orientation, future orientation, exemplary entrepreneurship, sustainability, and the associated commitment are particularly important to us in all areas.



# The innovative sliding hardware is produced in two locations in Switzerland

## Organization and Figures

With production facilities in Switzerland (Mettmenstetten and Sirmach), foreign branches in North America (Dallas, USA), Asia and the Pacific region (Singapore), and in the Middle East (Dubai, UAE), as well as more than 200 sales and specialist partners, we operate in more than 70 countries worldwide. More than 60 product families form the basis for comprehensive solution expertise which also deals with the megatrends: Microliving & Fluid Spaces, construction in existing buildings, energy efficiency & climate protection, and also Inclusive Design. Some 290 employees with a combined total of more than 2,000 years of experience in sliding solutions work on making our partners more successful every day.

## Corporate Structure and Responsibilities

Until 2020, the company was directly managed by the founding Haab family. Now, for the first time, Hawa is being managed operationally by a non-family member by Ezequiel Di Claudio as the CEO with overall responsibility.

As a former member of the Management Board, Ezequiel Di Claudio is familiar with the challenges which Hawa faces, and was able to ensure that a smooth transition took place. The founding Haab family continues to strongly identify with the company, and has two seats on the Board of Directors accordingly. The quality and speed of business decisions are becoming increasingly relevant in today's economic situation, but are

also becoming more and more complex and demanding. In order to confirm our position as a market leader for sliding solutions and continue to develop with reinforced innovative strength, we have now organized ourselves into five focal areas: Innovation, Marketing & Sales, Operations, Corporate Services and Human Resources.

## Internal and External Stakeholders

As a technology and market leader, our contacts are some of our most important resources. We adopt the approach of an ecosystem in this respect: we learn together and from each other and grow. Our most important external stakeholders include our business partners, sales partners, suppliers, architects, designers and fabricators worldwide. These also include politicians, various interest groups, local business partners, competitors, authorities, society as a whole and also nature and the environment. We endeavor to maintain and optimize our relationships with all of these parties. Internally, there is a close partnership between our employees, the Board of Directors under the chairmanship of Andreas Meyer and the owner families.



# Why sustainability?

**Sustainability has long since been a central guiding principle for companies, society and politics. But what does sustainability actually mean, and where does the term originate? The concept originally comes from forestry, where the idea arose in the 18th century that the use of resources should be restricted to the quantity that can be regenerated. The principle of resource conservation is still the basis of the understanding of sustainable management today.**

In a modern context, sustainability has been decisively dominated by the so-called Brundtland Commission, which formulated the definition of sustainable development in its 1987 report «Our Common Future»: Development which fulfills the needs of the current generation without compromising the ability of future generations to fulfill their own needs. Sustainability has therefore become a comprehensive concept which combines ecological, social and economic aspects.

Sustainable development requires a balance between these three dimensions: Ecological sustainability means protecting natural resources and ecosystems. Social sustainability promotes fair living and working conditions and equal opportunities. Economic sustainability endeavors to create long-term value without neglecting environmental or social aspects.

For companies, sustainable business means taking responsibility for the environment, employees and society. The ecological challenges – from climate change to resource shortages – make it essential to design business models that are sustainable in the long term. At the same time, social responsibility, fair working conditions and economic stability are crucial pillars of sustainability. Companies who operate sustainably do not only reinforce their own future viability, but also make a contribution to the common good. In order to combine the three dimensions, the fourth dimension requires good structures and management processes within the company.

As a Swiss SME, we wish to accept responsibility and make our contribution to sustainable development. By means of conscious measures in our business processes, we not only want

to improve our environmental balance, but also safeguard our long-term economic success and make a positive contribution to society. For us, sustainability is not a trend, but a corporate necessity and an opportunity to create a future that is worth living. It is important to keep questioning yourself and making adjustments. Sustainability is not a state, but an ongoing process. In this report, we demonstrate how we integrate sustainability into our strategy and our daily activities, and which specific steps we are taking to minimize our ecological footprint and create positive social and economic added value.

Four-dimensional sustainability in the corporate context includes governance, ecology, social and economic aspects. Governance plays an important part by establishing the framework and guidelines for sustainable action. It provides transparency, accountability and ethical behavior, which leads to better risk management, adherence to statutory regulations and increased stakeholder trust. At the same time, it promotes the incorporation of all stakeholders.

The ecological dimension relates to the responsible use of resources, and the minimization of negative environmental impacts. The social dimension encompasses fair working conditions and social justice, whereas the economic dimension is targeted at long-term, sustainable economic success.



# The sustainability strategy at Hawa



**Sustainability strategies are crucial for companies because they do not only make a contribution to preserving our environment, but also safeguard long-term economic success. By integrating ecological, social, and economic aspects into their business models, companies can minimize risks, enhance their reputation and tap into new business opportunities. As part of our reorganization in 2017, we decided to establish the topic of sustainable development as a strategy within the company.**

## **Sustainability development at Hawa**

We had taken various measures in the area of sustainability even prior to 2017. For example, we introduced emission reduction measures at both of our Swiss locations, made it possible to join the workforce via apprenticeships or integration positions, and

supported aid organizations. However, this took place in individual measures, and had not yet been embedded in a sustainability strategy. As part of our reorganization, we initiated the development of focus topics in the sustainability area for the company.

This topic is embedded in our company right to the very top, and the owners came up with the initiative of aligning ourselves with the United Nations Sustainable Development Goals (SDGs).





In order to consolidate our commitment to sustainability from a strategic point of view and take a holistic approach, we revisited the topic in 2022 with the support of external specialists. Sustainability was strategically addressed in several workshops involving various stakeholders. The existing SDG targets were also included, and were taken into consideration accordingly. This gave rise to the following vision:

**«As the global market leader in sliding in rooms and furnishings, we take responsibility for people and the environment, promote the circular economy, and are an exemplary employer.»**

The vision was divided into different subject areas with appropriate sub-targets for the period from 2022 to 2026, and improvement potential and possible measures were also identified.

As a first step, an environmental analysis and the identification of focal topics took place, followed by a status assessment on the basis of nine discussions and relevant documents in order to subsequently define potential for improvement, target definitions, and measures. In order to provide the most comprehensive definition possible, internal documents such as annual management reports and supplier inquiries, industry comparisons of competing companies and legal frameworks and international recommendations/principles such as the UN Global Compact, the Non-Financial Reporting Directive (NFRD), and the mandatory reporting of non-financial matters (CRI) were included. During the course of this process, we set ourselves the goal of developing Hawa into an **«Ambitious»** company in the sustainability area.

By «Ambitious», we mean that we have a coherent sustainability strategy with measurable KPIs and targets for monitoring and reporting progress. There is also a need for a clear management structure with properly functioning tools and systems and sufficient resources, optimized collaboration with stakeholders along our value creation chain, increased competitiveness by means of new products and services, and a resilient supply chain. In order to achieve these targets, we have defined the key topics for Hawa and, in some cases, have already assigned appropriate targets. The indicators for these targets will be refined and defined as part of the 2030 strategy.



# Sustainability strategy at Hawa Sliding Solutions AG

## Certification and Declarations

Certifications allow companies to demonstrate their compliance with quality, environmental, and social standards, which builds trust among customers, investors and other stakeholders. They support sustainability strategies by ensuring that companies implement and continuously improve sustainable practices. Over the past few years, we have achieved numerous certifications in order to officially confirm our endeavors.

We also transparently present specific sustainability goals and practices by means of declarations.

It is also important for us to support the mobility of people with reduced physical strength and capabilities with our products. This is why we take the American ADA Standards for Accessible Design into consideration in the development of our products.

### Certificates



### Declarations



**ISO 9001** is an international standard for quality management systems. It helps organizations to improve their processes, fulfill customer requirements and increase efficiency. The standard promotes customer orientation, management involvement and continuous improvement.

**The LGA quality certificate** stands for high safety and quality standards. It signals that a product is reliable, safe and of good quality, which increases consumer confidence and gives companies a competitive advantage.

**The FSC (Forest Stewardship Council) label** identifies products that originate from responsibly managed forests. It ensures that the materials fulfill the FSC's strict environmental and social standards. The label promotes sustainable forestry, protects the rights of local communities and supports the preservation of ecosystems.

An **Environmental Product Declaration (EPD)** from the Institute for Building and Environment (IBU) provides transparent information about the environmental impacts of building products. These EPDs are based on the ISO 14025 and EN 15804 standards, and the companies provide the relevant values and information about the products.

**The CE label (Conformité Européenne)** indicates that a product complies with the EU regulations concerning safety, health and environmental protection. It makes free movement of goods within the European Economic Area (EEA) possible, and indicates that the product complies with the applicable EU directives.

# Reporting

**The requirements for sustainability reporting are on the increase. New rules and regulations are being introduced worldwide, particularly in Europe, Australia and Asia, which require companies to make their activities in the sustainability area and the impact thereof more transparent. Even though small and medium-sized enterprises (SMEs) are not yet legally obliged to comply with the sustainability reporting requirements, it is becoming increasingly relevant in reality – particularly because of the expectations and demands of business partners.**

We as SME are also being confronted with this development. Our customers and partners are demanding detailed sustainability data for fulfilling their own reporting obligations on an increasing number of occasions. The reporting standards and various regulations are therefore also relevant for us, even though we ourselves are not yet directly obligated – but large companies in our supply chain rely on our data and support in order to fulfill their obligations. Instead of merely reacting to external demands, we proactively address sustainability. With our first sustainability report, we wish to highlight our endeavors in the sustainability area. We are already recording the initial relevant key figures, analyzing our progress and compiling the results in a structured report. This does not only help to create transparency and remain competitive in the long term, but also to identify the company's own strengths and weaknesses and initiate targeted improvement measures.

With this report, we also want to demonstrate our responsibility – towards our environment, our employees and a sustainable future.

## Reporting with reference to GRI

The Global Reporting Initiative (GRI) sets globally recognized principles and guidelines for sustainability reporting, and has established itself as a quality standard. The GRI standards are subdivided along sustainability dimensions, and provide a comprehensive picture of the organization's most significant impacts on the economy, the environment and the people.

Our reporting is oriented to the GRI standards in order to provide transparency and comparability. Even though we are not currently subject to any reporting obligations, our orientation to the GRI standards provides a solid basis for possible future regulatory requirements, such as the EU's

Corporate Sustainability Reporting Directive (CSRD), which introduces extended sustainability reporting obligations. An important principle of the GRI recommendations is the materiality analysis for identifying the relevant subject areas. We carried out this with external assistance. We also reflect the most important topics and our status quo in the GRI Index, see page 27.

Binding sustainability reporting specifications are also becoming increasingly important in Switzerland. The Swiss Code of Obligations (OR 964) defines requirements for bigger companies for the disclosure of non-financial information, particularly regarding environmental, social, and employee-related matters.

Although we are not currently subject to this reporting obligation, we are already taking key aspects of these requirements into consideration in order to be prepared for possible adjustments.





## Orientation to the SDGs

Sustainable development cannot be achieved by individual organizations or institutions; it is a collective and international task. In order to create a guiding framework for this, the United Nations adopted the Sustainable Development Goals (SDGs) in 2015, consisting of 17 main targets and 169 sub-targets. They serve as a roadmap for sustainable development until 2030, and are intended to end poverty, protect the planet and promote prosperity for all. The SDGs are universal and apply to all countries, regardless of their development level.

We at Hawa have oriented ourselves more closely to the relevant United Nations SDGs since 2017. With our current sustainability strategy, we have committed ourselves to endeavoring to contribute to the goals of the 2030 Agenda. Following certain adjustments to the relevant SDGs in the first few years, we have focussed on the following SDGs since 2022:

- SDG 4** Quality education
- SDG 8** Decent work and economic growth
- SDG 9** Industry, innovation and infrastructure
- SDG 12** Responsible consumption and production
- SDG 16** Peace, justice and strong institutions

## Previous reporting

In order to bring this goal to life, we have produced a clear annual management report on sustainable development within our company since 2017. The management report is not a complete sustainability report, but acts as more of an internal guide and review of measures based on the owner's requirements with regard to CSR. This process was primarily initiated by the owners and the Board of Directors, and demonstrates the company's awareness and importance of sustainability.

The Hawa owners developed a policy document on «Corporate Social Responsibility» in May 2022. During this process, SDG 5 "Gender equality,"

which was additionally selected in 2018, was replaced by SDG 4 «Quality education.» In 2023, the «Sustainable Development Situation Report,» which was valid from 2017 to 2022, was extended to become the «Corporate Social Responsibility (CSR) Situation Report.» The thing that is new about this type of reporting is that Hawa's owners have defined binding guidelines for each selected goal of the 2030 Agenda. The topics that are relevant for the company and should be specifically taken into consideration have therefore been selected from the 2030 Agenda. These were then assigned to the areas of environment (Environmental Action), society (Community Involvement) and economy (Economic Growth). The individual developments were shown in the respective reports once per year. By revising the sustainability strategy and defining the key topics (see following chapter), we aim to present our measures and developments in a more structured and transparent way with this more comprehensive sustainability report.

# Key topics

**Sustainability is a very broad topic, and involves many facets. In order to act purposefully, it is essential to define the «key topics» for our company. This is the only way for us to make use of our resources in a targeted manner and make a difference. Otherwise there is a risk of «getting lost» in large quantities of ideas, initiatives and measures. According to GRI, the «key topics» are the aspects which have the most significant impacts of our organization on the economy, the environment and the people, including the impact on their human rights. In this section, we explain how our company has defined the relevant topics.**

## Identification of the key topics

In 2018, Hawa identified potential topics in the area of sustainability for the first time together with representatives from Research & Development, Procurement, Operations, and Human Resources, and defined the key areas that are listed in Chapter 5. During the course of the 2022 strategy review, we also reviewed sustainability topics and set new priorities.

During the selection of the focal topics, we considered whether they were frequently included in supplier inquiries, whether they were common in the industry, whether they underline our corporate values, and whether they have to be considered in accordance with the frameworks and regulations. After the topics had been suggested by the external consulting firm ELE-VATE (now the new LRQA as a result of acquisition), an internal validation process took place at Hawa and the list of topics was subsequently approved. Each key topic has a guiding principle in the we form which is future-oriented and visionary. We have also defined various sub-topics and one or more measurable targets for each topic, and linked them to the SDGs.

The specific topics were developed on the basis of the location decision, best practice examples from the industry and internationally recognized frameworks.

Key contacts from various business units and locations were involved in this process, including selected individuals from Management, Product Development, Procurement, Human Resources and IT, and also Marketing and Sales. The company-internal employees also took the demands of business partners and other external stakeholders into consideration.

A responsible person and a deputy «sparring» person were defined for each topic. These persons are responsible for identifying initial measures, coordinating data collection, defining target values, internal coordination with relevant people within the company, evaluating and possibly adapting the measures, and providing a general overview of the topic. The aim is for the persons who are responsible for the topics to not work independently, but primarily to take on a coordinating role in order to advance the collection, finalization and implementation of the topics and the associated objectives.

To ensure focused implementation, three topics were prioritized for the first two years. For example, bigger projects and measures were to be implemented for the topics of «Climate & Energy,» «Employee Concerns,» and «Resources, Materials & Product Safety,» and the remaining topics were to be addressed more intensive-

ly in the coming years. Regular reviews will be conducted to determine whether adjustments are required to priorities and focus areas.

## Goal definition

We used the SMART method when defining our goals in order to ensure that the objectives are specific, measurable, ambitious, relevant, and time-bound. Our sustainability targets address global challenges and are oriented to the SDGs, inspired by the United Nations Global Compact (UNGC), the Sustainable Development Goals (SDG), the Future-Fit Business Benchmark (FFBB), and the Science Based Targets (SBTi). They are long-term and ambitious, result- and impact-oriented, and also concrete and understandable.

The data which was collected in 2023 and 2024 will act as a target basis, depending on availability. The focus topics and the targets will be reviewed again in this year's strategy process, revised and backed up with measures and KPIs.

This will allow us to act even more purposefully in the sustainability area in the 2026 to 2030 strategy cycle.

# The 8 essential Hawa topics

**We will define the concrete, measurable target values for the focal topics as part of the 2030 strategy.**

**Corporate behavior:** The company attaches great importance to responsible company management. This responsible leadership puts us in a position to achieve all of our other sustainability goals using efficient measures.

**Our goal:** «We will continue to act in accordance with fair and exemplary corporate principles, give all employees the opportunity to contribute, and prevent corruption and anti-competitive behavior by means of prevention.»

**Human rights:** The protection of children, the right to voluntary work, and freedom of thought and expression are central. Companies must respect human rights and prevent modern slavery. We ensure that all business partners comply with human rights and do not use conflict minerals.

**Our goal:** «By 2030, we will assess all relevant business partners for their risks of human rights violations and expand our requirements in accordance with good practice.»

**Climate & Energy:** Human emissions of greenhouse gases such as carbon dioxide and methane increase the natural greenhouse effect and lead to global warming. This can disrupt the supply chain and business activities, and can result in significant damage.

The global community is responding with regulations to limit emissions, which can also affect business models. Our focus is therefore on reducing emissions.

**Our goal:** "By 2030, we will reduce our greenhouse gas emissions (Scope 1-2)" and «identify action areas for Scope 3.»

**Waste disposal & recycling:** Waste and the treatment thereof can cause environmental pollution, but can also represent valuable material sources. An efficient circular economy conserves resources and reduces environmental impacts. Our goal is to reduce waste and develop recyclable products.

**Our goal:** «By 2030, we will orient our products and processes to the principles of the circular economy.»

**Resources, materials & product responsibility:** Renewable resources regenerate themselves, whereas non-renewable resources are limited. The depletion thereof can have significant impacts. We focus on using environmentally friendly materials and generally reducing the amount of materials that are used in packaging.

**Our goal:** "By 2030, we will reduce the amount of packaging in our products and increase the recycling proportion of our purchased raw materials for products and packaging.»

**Occupational health & safety protection:** Health at the workplace encompasses the physical and mental well-being of the employees. Companies must minimize accidents and recognize and reduce health problems, particularly among vulnerable groups. We actively promote the holistic health of our employees.

**Our goal:** «We will support our employees in leading healthy and safe lives and reduce the number of lost days by 2030.»

**Diversity, equality & inclusion:** An appreciative and prejudice-free environment is essential for the development and participation of all people. Companies should promote diversity. We are committed to equal rights and equal opportunities.

**Our goal:** «By 2030, we will increase the diversity in our company.»

**Employee concerns:** Good working conditions include fair working hours, living wages and job security. This is the basis for fair working relations. We promote modern working models that make development and talent acquisition possible.

**Our goal:** «By 2030, we will be one of the most attractive employers in our industry in the respective region.»





# Responsible company management

**A solid management structure is crucial for the sustainable development of a company, since it ensures transparency, accountability, and ethical behavior. This includes topics such as strategy and organization, guidelines, risk management and internal control systems**

**«We will continue to act in accordance with fair and exemplary corporate principles, give all employees the opportunity to make a contribution, and prevent corruption and anti-competitive behavior by means of prevention.»**

Our goal

## **Strategy and organization**

We base our actions on a long-term perspective, and the company's long-term survival is our top priority.

We will develop a strategy for four years (most recently for the period from 2022–2026) in order to safeguard the positive development of the company. The development of the strategy is discussed at regular intervals within the framework of the Strategy Board and the Strategy Workshop of the Board of Directors and adapted to current developments if necessary. The strategy and priorities for the period up to 2030 will be defined in 2025.

## **Compliance**

Compliance means adhering to laws, regulations and internal policies in order to avoid legal consequences and secure the trust of stakeholders. It promotes a culture of honesty and transparency within an organization. Our employees are informed and trained at regular intervals. In the «Compliance and Risks» induction program, new employees are given detailed training and information about Hawa's regulations. Our company is committed to transparent feedback channels, and gives employees the opportunity to actively participate and express their opinions without being threatened with negative consequences. We promote constructive communication within the company.

## Supply chain management / human rights

In July 2023, the «Hawa Group Conduct Guidelines for Business Partners» was revised and renamed the «Hawa Group Code of Conduct for Business Partners». The topics of «social responsibility,» «raw materials, conflict minerals and metals,» and «environmental protection» were explicitly revised and supplemented.

In order to fulfill legal requirements, the expectations of our customers and our own standards, we monitor our supply chain with regard to environmental, social, and corporate governance issues. In January 2024, we began surveying more than 200 suppliers.

As well as the ESG aspects, IntegrityNext also analyzes the risks in countries and sectors. The review of the countries of origin of our suppliers revealed that we do not source any material from countries on the UNICEF «Child Rights and Business» country list.

Our Code of Conduct requires suppliers to ensure that social, ethical and environmental standards are complied with in their supply chain. Among other things, a supplier risk management process assesses risks related to human rights, occupational safety, the environment and corruption. The Code of Conduct also applies to dealers and industrial customers of Hawa Holding AG, Hawa Sliding Solutions AG, and all other companies within the Hawa Group, who are also committed to adhering to the core values.

We orient ourselves to the values of integrity and fairness, and expect the same from our business partners.

Sustainability is an integral part of our strategy for contributing to having a more sustainable planet. The Code of Conduct is intended to ensure that our relationships with business partners reflect and support high ethical and sustainability standards. We expect our suppliers to comply with legal requirements and also to adhere to our sustainability and compliance standards, or have their own relevant regulations.

## Anti-corruption

Anti-corruption guidelines apply to all employees of the Hawa Group, including Hawa Holding AG, Hawa Sliding Solutions AG and all other companies within the Group. These guidelines explain and specify the legal provisions of criminal corruption law, and are also binding for all agents of the Hawa Group. We expect all employees to comply with Swiss criminal corruption law provisions and also the provisions of foreign countries, if applicable. All employees are obliged to comply with the relevant regulations and refrain from criminal conduct that could be damaging to the company. Supervisors are responsible for informing and controlling their employees.

If there is suspicion of problematic issues or doubt about whether a particular behavior is permissible, employees and agents must report this to the management and the responsible compliance office. The compliance office can call in an external corruption expert if necessary. As a company, we would also like to communicate our ethical values and our commitment to transparency externally.

**«By 2030, we will assess all relevant business partners with regard to their risk of human rights violations and expand our requirements in line with regard to best practices».**

Our goal

Transparency Switzerland is committed to preventing and combating corruption and money laundering in Switzerland and in the business relationships of Swiss operators with foreign countries. The Hawa Group has been a member of this international organization, which campaigns against corruption and for transparency and integrity, since 2016.

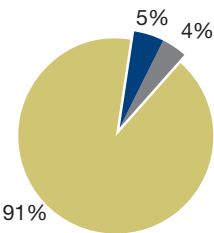
## Cybersecurity

Risk management has been a high priority for us at Hawa since the cyberattack took place on the last weekend of April in 2023. The attack was aimed at our internal systems which are used for order processing, production, and distribution, and appeared to be part of a criminal spree. As soon as we became aware of the attack, an extensive package of measures was launched immediately. External specialists and an internal crisis team looked after the safety of our employees, customers, and partners by shutting down all systems and disconnecting them from the network.

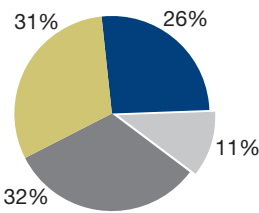
The situation was thoroughly analysed, evaluated and resolved using an emergency programme.



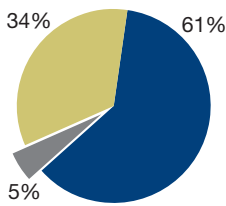
As a responsible company, we have registered with Integrity Next for efficient and sustainable monitoring of our supply chain. The platform allows us to comply with environmental, social, and governance (ESG) standards and fulfill legal requirements. With Integrity Next, we can adhere to the global sustainability regulations and international standards, push forward with our sustainability initiatives, and maximize the impact of our measures. The platform helps us identify and manage potential risks such as environmental, corruption, security, and human rights risks at an early stage. AI-supported data analytics and a global supplier network allow us to make informed decisions and optimize our workflows. In this way, we ensure that we have a sustainable and responsible supply chain and also safeguard our business success.



**Country & Industry Risk**  
Analyzes the risks that are associated with the country and industry in which a company operates, including the political and economic conditions.



**Assessment Risk**  
Shows the results of assessments and analyses which have been carried out to evaluate the performance of a company in various areas.



**ESG Risk**  
Assesses risks relating to the environment, social responsibility and corporate governance in order to identify potential challenges in these areas.

The color coding indicates the risk levels: Blue stands for low risk, olive stands for medium risk, dark grey stands for high risk and light grey means that insufficient data is available.

Employees worked from home wherever possible, and customers and suppliers were informed. The systems were restored using a process-based approach, and the efforts to restore our customary service levels in terms of delivery speed and reliability were successful. The reconstruction of the IT systems was completed in June 2023. Thanks to the combined efforts of our workforce, including support from the «office floor» in assembly, our production capacities were successfully ramped up with extended shifts.

The cybercriminals who were responsible for the attack only succeeded in uploading a small amount of stolen data to the dark web. The dark web is a restricted area of the Internet that is used for anonymous communication, but also by cybercriminals and organized crime. Since then, we have es-

tablished internal control mechanisms for monitoring compliance with our cybersecurity policies and standards. We have cyber insurance, and a member of our management team is responsible for developing, maintaining, and issuing an information and cybersecurity policy. Hawa also has a documented information security policy. The security policies are reviewed and updated at regular intervals, and are easily accessible to all users. Regular information security training is also given to all affected employees.

«The consequences of the Cyberattack are multifaceted, and require our utmost attention. Many challenges have been addressed and successfully resolved so far. However, we know that further improvements are required.»

Ezequiel Di Claudio, CEO





# Living entrepreneurship

By means of economic sustainability, we safeguard our long-term economic viability while making responsible use of resources at the same time. This dimension emphasizes the economic strategies of our company, including sustainable procurement, cost management and the promotion of innovations. We endeavor to achieve steady, profitable growth, thereby securing our long-term independence as a family-run company, and define operational measures for improving climate protection.

## Exemplary company

Hawa Sliding Solutions AG was presented with the prestigious «SVC Zurich Economic Area Award» award on November 26, 2024. The award recognizes small and medium-sized enterprises (SMEs) which have contributed to the Swiss economy by means of innovation, performance, and sustainability. Jury President Christopher Blaufelder, Partner at McKinsey & Company Switzerland, explained the decision as follows:

«The family-run company has been setting standards in the global competition for almost 60 years by means of quality and innovative strength. This shows that sliding doors are much more than just practical structural elements. They make entire areas of a room invisible, transform them into design elements and combine functionality with aesthetics at the highest level».



An independent jury of experts selected Hawa from five nominated companies. The prize, which was initiated by the Swiss Venture Club (SVC), has been awarded every two years since 2006. Applications are not possible – selection is based on strict criteria.

For Hawa, the award is not just recognition, but also an incentive for the future.

«I am grateful and proud for that which we have achieved together – as a team, as a family-run company and a partner to our customers», says the CEO.

This exemplary and experienced entrepreneurship serves as the basis for addressing our other key topics with measurable goals and practical measures.



**«We are reinforcing our company over the long term with KLEIN. Since we are both family-run companies, we share the same values and principles. Together with our new colleagues, we can provide our customers with an even more comprehensive range of sliding solutions.»**

Ezequiel Di Claudio, CEO

### **Economic starting position**

A solid economic situation is essential for the future viability of companies. The growth of a company can have a positive influence on its economic situation by leading to increased sales and profits, which reinforces the company's financial stability and allows it to improve its market position and achieve competitive advantages.

On October 15, 2024, Hawa Sliding Solutions AG took over the internationally operating KLEIN group, which has its headquarters in Barcelona, Spain. We have extended our range of sliding solutions and reinforced our global market position by making this acquisition. The family-run KLEIN company, which was established in 1931, made a name for itself with innovations in natural interior design. The company has 65 employees, five of whom work at its New Jersey location in the USA. KLEIN completes our portfolio in the «in and on buildings» sectors with sliding and folding door systems, and also solutions for outdoor areas. The existing locations in Spain and also the management team

at KLEIN will remain the same. We are particularly endeavoring to stimulate long-term growth with the acquisition. The Hawa and KLEIN brands will be promoted as separate retail brands on the company's international markets.

### **Remuneration policy**

Since 2019, we have eliminated wage inequalities and carry out regular gender-neutral wage surveys with Landolt & Mächler and its Switzerland-wide wage comparison tool. Possible wage differences between women and men are analyzed internally and adjusted if necessary. Since July 2020, we have been required to conduct regular wage reviews due to having more than 200 employees. In 2022, we received an equal pay certificate from Landolt & Mächler in accordance with Article 8 of the Federal Constitution.

Our dividend policy has also been mandatory since 2019. This ensures that dividend payments to shareholders are in proportion to the annual profit, and that the bigger share of the profit that is achieved remains within the company and can be reinvested.

### **Innovation**

Innovation is very important to us because it is essential for our future survival and functioning. We have more than 250 national and international patents.



This year we were presented with the Kitchen Innovation Award, which is awarded annually to outstanding products from the kitchen and the cooking and kitchen equipment sectors.

At the Ambiente trade fair in Frankfurt, our Hawa Concepta III hardware system received the highest award in its category, the «Golden Award – Best of the Best». Our pivot and folding/slide-in hardware impressed both the expert jury and also 1,500 surveyed consumers with regard to the criteria of functionality, ease of use, innovation, product benefits and design.



### Local economic development

Hawa operates globally on more than 5 continents. Despite our international operating range, our suppliers are mainly companies in the European region. Of the 192 suppliers that were active in 2024, 65% (125 suppliers) were from Switzerland. The purchasing volume from local suppliers amounts to CHF 4.2 million per year, which represents 24% of the total purchasing volume of CHF 17.6 million. It is particularly important to us to support the local economy to the extent that it can provide products and solutions that are competitive on an international basis.

The Swiss economy is well known for its precision, reliability and the high level of trust that is anchored in its products and its business relationships. These values are reflected in our daily work, and represent the basis of our success and our commitment to the region. By supporting local suppliers and partners, we make a contribution to strengthening the regional economy and promoting sustainable growth.

### Charity

We know how important the right environment is, and how good partnerships can be mutually beneficial. This is why we have been committed to external engagement and sponsorship for several years. In addition to our involvement in associations and clubs and supporting voluntary work for employees (e.g. military, fire service, official activities, service clubs), we also sponsor various charitable, cultural, specialist and sporting projects.

We support well-known universities that educate the future of engineering, and also organizations for disadvantaged people and apprenticeship events.

In 2018, we made funds available for diploma prizes, training, and the integration of people with physical and/or mental disabilities. We quietly make sponsorship contributions, especially to regional organizations.

In 2023, we launched our sixth international young talent award for archi-

tecture students. The 2023 Hawa Student Award focused on sustainable living and modern lifestyles.

Students were asked to develop ideas for transforming an office building into an urban microcosm – a building with room for a wide variety of living arrangements and life phases, plus the appropriate infrastructure. The competition entries were judged and awarded prizes by a renowned jury, and we provided total prize money of CHF 15,000.

# Together for nature and the environment

Environmental sustainability is an important issue for us because our industry has a significant impact on the environment – from use of resources to transport emissions. We therefore focus on measures such as emission reduction, increased energy efficiency, sustainable waste management and the use of environmentally friendly materials. We are also committed to creating ecologically valuable habitats and preserving biodiversity. We consciously face these challenges, and consistently implement targeted measures to keep our ecological footprint as small as possible.

«By 2030, we will reduce our greenhouse gas emissions (Scope 1-2)» and «identify action areas for Scope 3.»

Our goal

## Climate & Energy

We are working on reducing our greenhouse gas emissions. In 2017, we achieved a reduction of about 20% by switching from heating oil to gas at the Mettmnenstetten plant. In 2020, extensive renovation work was carried out on the façade, the roof and the lighting at the Mettmnenstetten plant, which significantly reduced our heating costs and energy consumption and reduced gas consumption by about 160,000 kWh. A partial roof renovation with new insulation was carried out at the Sirnach plant in 2022. Since 2022, we have been

measuring our corporate carbon footprint with LRQA. Between 2022 and 2023, we succeeded in reducing the Scope 1 emissions at the Mettmnenstetten and Sirnach sites from 151 to 130 tonnes of CO<sub>2</sub>-eq, mainly by means of reduced natural gas and biogas consumption. Market-based Scope 2 emissions decreased at both sites in 2023 because the source of our energy was 100% nuclear. The majority of emissions come from purchased goods and services (Scope 3 with 97.4% share of total emissions), with aluminum accounting for more than 70% of these emissions. These emissions were much lower in 2023

## Key data concerning use of resources

	Mettmenstetten plant							Sirnach plant						
	2018	2019	2020	2021	2022	2023	2024	2018	2019	2020	2021	2022	2023	2024
Electr. cons. in kWh	835,395	803,992	714,847	880,004*	807,629*	615,001	610,092	434,858	426,469	426,612	409,359	350,564	273,762	312,951
Solar power generation in kWh	-	-	-	-	-	-	-	5,862	9,521	9,464	5,015	6,028	4,855	4209
Gas consumption in kWh	501,420	523,460	365,090	400,896	371,338	303,545	221,750	281,045	346,799	363,559	555,014	412,333	346,551	345,564
Water consumption in m <sup>3</sup>	987	1,046	1,018	849	770	679	791	1,949	1,164	893	2,145	615	807	581
Disposal of combustible waste in t	17	18.16	13.07	13.68	13.44	15.77	6.6	24.02	30.06	26.62	31.3	9.14	14.2	16.84

\*incl. power consumption, Erspachstr. 1, Mettmnenstetten

These figures are not suitable for comparing the two plants, since they do not take the different building and energy structures and the different waste disposal practices into consideration.

As a result of the cyberattack in spring 2023, production machinery, lighting etc. were out of service for several weeks. Due to the warm spring in 2023, we were able to switch off the gas heating approximately 5-7 weeks sooner than usual.



«We will align our products and processes with the principles of the circular economy by 2030.»  
Our goal

than they were in 2022, since about 350 tonnes less aluminum was purchased. The calculation of the emissions of the steel that was purchased in 2022 was also too high because of an error. These changes also affected the emission of the upstream transport. Due to having a better data basis, the emissions from industrial waste increased in 2023.

We work very carefully when it comes to collecting emissions data. The accuracy and traceability of the data, the collection methods that are used and the defined processes and systems for recording the balance data were examined and verified by Swiss Climate in 2024.

Hawa will continue to collaborate closely with its suppliers and switch to sourcing aluminum and steel with a lower carbon footprint wherever possible.

We are in the process of reducing electricity consumption for ecological and economic reasons. Sustainability was already a priority when the new site in Sirnach was built in 2003. The solar system that was installed there is one of Switzerland's first façade systems. It was implemented in collaboration with the Sirnach power plant, the municipality of Sirnach, and Axpo.

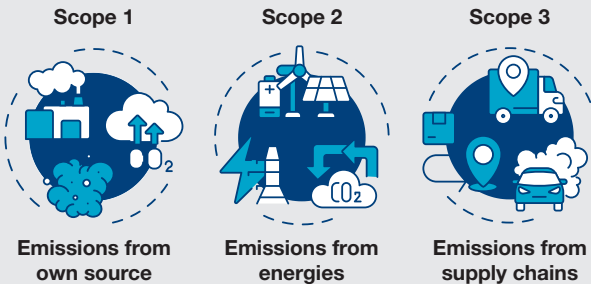
Emission calculations

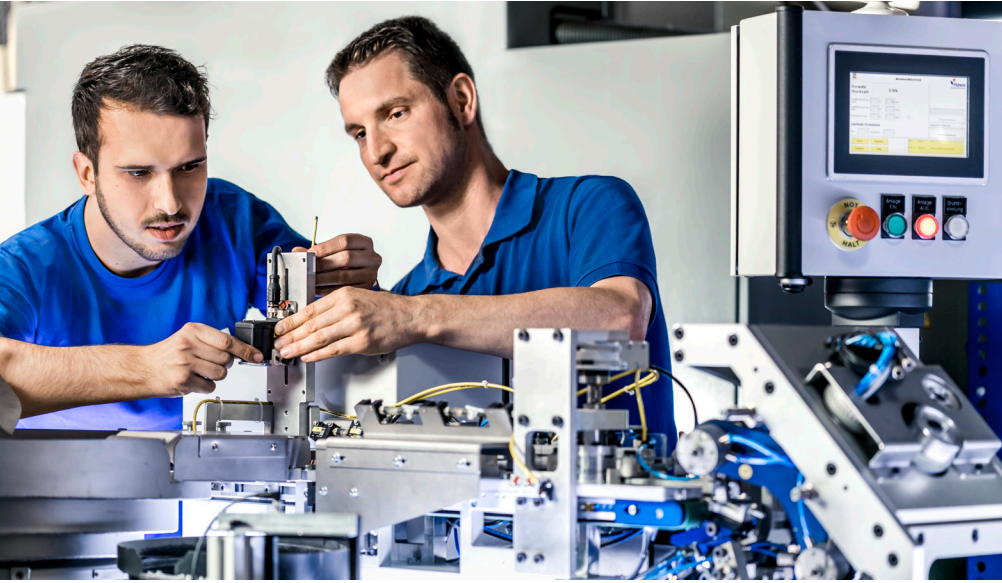
Calculating greenhouse gas emissions is an important part of corporate environmental management. The emissions are divided into three categories, so-called Scopes. Comprehensive recording and reporting of these emissions helps companies to better understand their environmental impacts, and take targeted measures for reducing their greenhouse gas emissions. By identifying and quantifying the emissions in the various Scopes, companies can develop effective strategies to improve their carbon footprint and making a positive contribution to protecting the climate.

**Scope 1** includes direct emissions from sources that are owned by the company. For example, these include emissions from the fuel that is combusted by company vehicles or heating systems. Other examples include industrial processes in which emissions from chemical reactions occur, as well as volatile emissions such as refrigerant losses from air conditioning systems.

**Scope 2** relates to indirect emissions resulting from the purchase of energy such as electricity or district heating that is used by the company but is not generated by the company itself. These emissions arise from the generation of the energy that is purchased. This also includes emissions from the use of district cooling.

**Scope 3** includes all other indirect emissions which arise along the entire value creation chain. These include emissions from the production of purchased materials, business travel, waste disposal and other activities which the company has no direct control over. Other examples include emissions from employee commuting, the use of sold products, and the end-of-life treatment of sold products.





**«By 2030, we will reduce the amount of packaging used in our products and increase the recycled content of our purchased raw materials for products and packaging.»**

Our goal

The solar system produces around 2% of the Sirnach plant's energy consumption. The plant is directly connected to the grid, which means that 100% of the energy that is produced is fed into the grid.

In 2017, the purchase of LED lights at the Mettmensstetten plant reduced electricity consumption, and in 2023, the entire Sirnach plant was equipped with LED lights in the second phase of construction. We continuously invest in our infrastructure to keep up with ongoing advancements in energy-efficient production equipment and facilities.

### Waste disposal & recycling

After careful consideration, in 2018 it was decided to continue to carry out disposal and recycling with regional providers at both locations. At the Sirnach plant, plastic film is disposed of separately, whereas clarification about this is still in progress at the Mettmensstetten plant. In order to reduce PET waste, water dispensers were installed at both locations in 2019 and BPA-free plastic bottles were distributed to the employees. Glass bottles are available in the meeting rooms.

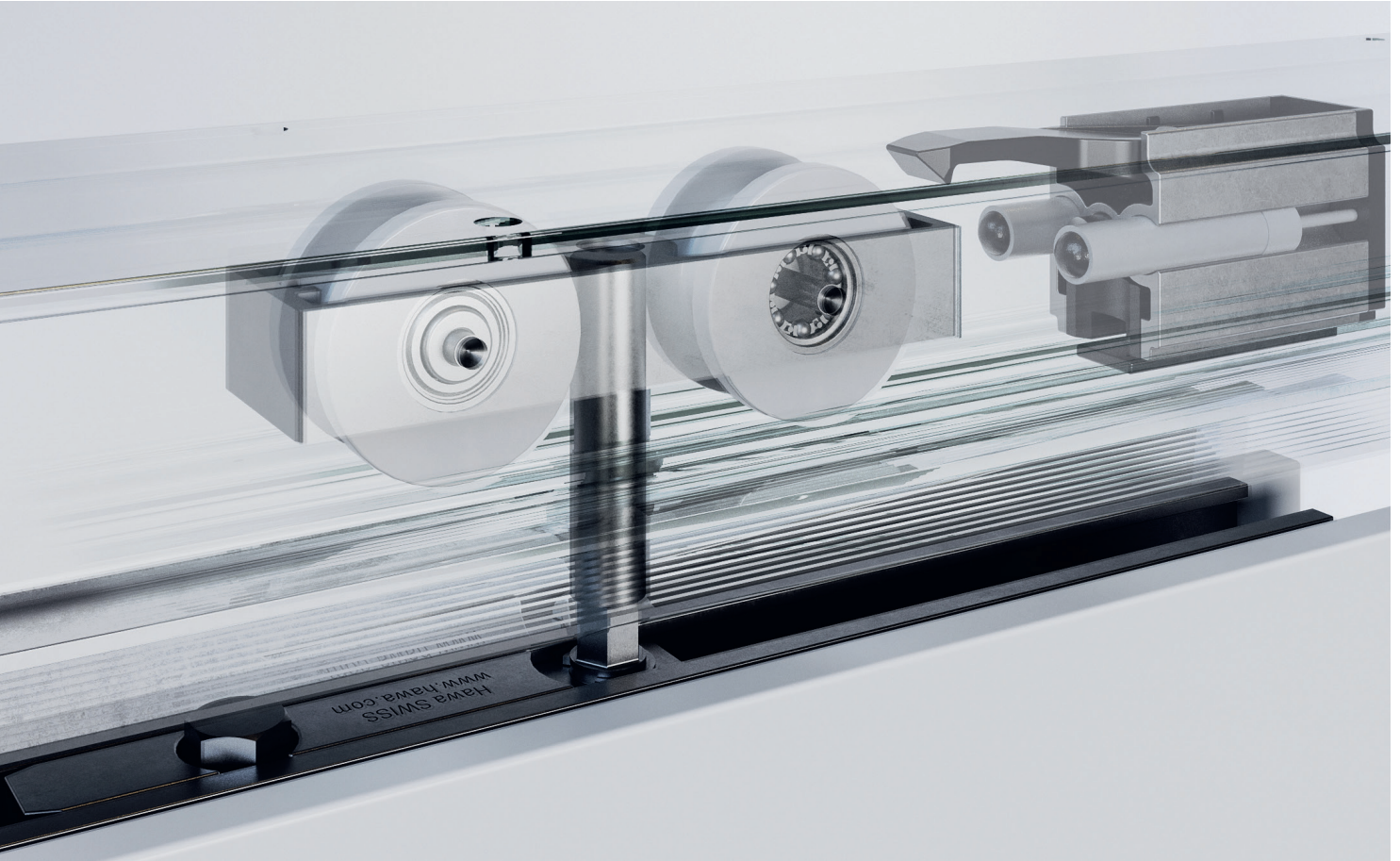
Our aim is to go beyond recycling by avoiding or reusing our waste. We recycle waste where it makes economic sense, and switch to alternative materials. Both of our Swiss sites will be undergoing an analysis process in 2024 regarding the system for disposing of cardboard, paper, wood, metal, waste glass, tin plate, light bulbs and plastics.

Packaging material from delivered metal rails is reused as stuffing material for new packaging in Mettmensstetten. In the USA, obsolete electronic devices and metals are recycled, and the use of paper is avoided. Reusable tableware and cutlery are used for large customer events at the Asian locations, as is the case at the plants in Switzerland, and waste such as paper, metal, and electronic scrap is disposed of separately. In general, the amount of waste is low, especially in the paperless facilities.

### Mobility

The use of company vehicles was re-defined in 2018. One particular goal was to avoid journeys with multiple vehicles between the two Swiss locations. Air travel was also significantly reduced during and after the Covid pandemic. We optimize transport routes so as to avoid the transport of unnecessary materials and personnel. In 2024, a project was approved whereby two electric charging stations will be available at both locations from 2025 onwards. We are also gradually converting our company vehicles to electric vehicles (wherever possible).

To encourage employees to travel by public transport, we provide a first-class ticket for business rail travel. In the procurement area we aim to avoid express shipments from overseas, continuously reduce customer complaints so that fewer goods need to be returned and disposed of, and prioritize collective shipments in order to reduce emissions.



## Resources, materials and product safety

Sustainability and longevity are important to us in our products. We manufacture environmentally friendly, ecological and socially acceptable products, and use recycled raw materials wherever appropriate. Our cardboard consists of 86% recycled material, and can be reused up to five times. Following a successful pilot in 2024, we will now be able to supply our products without EPS (Styrofoam) from 2025 onwards; all Polystyrene packaging elements will be replaced with materials that are more environmentally friendly. As far as developments are concerned, we think in terms of product families and modular structures so that components can be used multiple times.

Our Hawa Sliding magazine and packaging were manufactured taking ecological aspects into consideration. The use of paper envelopes rather than packaging film makes a contribution to reducing plastic waste. If possible, cardboard and plastic packaging has a sustainability label such as FSC, Blauer Engel (Blue Angel) or Ecolabel. We provide long-lasting products made from high-quality, durable materials. The outer carton for Hawa Concepta has been made from FSC material since May 2020.

Hawa produces and publishes Environmental Product Declarations (EPDs) in order to transparently present the environmental impacts of our products and promote sustainable decisions.

This declaration includes information about material composition, environmental and health measurements, packaging and life cycle analyses.

We ensure that our products do not contain tantalum, tin, tungsten or gold (3TG) from conflict areas. These conflict minerals are often mined under conditions that contribute to the financing of armed conflicts.



## Focus on people – The Hawa Community

**Social sustainability at Hawa means creating safe and fair working conditions, supporting and developing people, encouraging a healthy organizational culture, and having a positive influence on the communities in which we build and work.**

**«We support our employees in leading a healthy and safe life, and will reduce the number of lost days by 2030.»**

*Our goal*

### **Occupational safety & health protection**

Despite our endeavors to prevent occupational accidents, 153 occupational accident days were recorded among 6 employees in 2024. Reducing the risk of occupational accidents in the workplace is a major concern. Including non-occupational accidents, Hawa recorded 710 accident days in 2024.

There were also 1,870 sickness days across all Hawa locations (excluding KLEIN in Spain and the USA).

We continuously invest in our occupational safety, and safeguard the safety of our employees by means of repeated training.

In 2024, for example, 18 occupational safety training courses were carried out. We observe the SUVA occupa-

tional health and safety protection guidelines when doing this. A member of the management is responsible for encouraging and ensuring compliance with local occupational health and safety laws. We have also introduced programs and regular training for our employees in order to ensure and improve workplace safety.

### **Diversity & equality**

We are committed to providing equal opportunities for all employees, regardless of their gender, age, origin, ethnicity, religion, skin color, sexual orientation or health. Before each recruitment, gender equality is

ensured by means of a face-to-face interview with the relevant line managers, during which all diversity elements (age, origin, part-time employment opportunities, etc.) are addressed.

Our aim is to promote continuous and sustainable economic growth, full and productive employment and working in conditions that are fit for everyone. HR ensures that all employees are treated neutrally and equally with regard to all HR processes, from start to finish. Equality in all dimensions (gender, ethnicity, religion, etc.) is an important part of our corporate culture. We are committed to Switzerland as a manufacturing location, and





also offer employment to people who tend to be more suitable for manual work, less qualified people and those who are socially disadvantaged by outsourcing certain types of work to workshops for people with disabilities, for example.

### Employee interests

By the end of 2024, Hawa employed 204 people at its Mettmensstetten and Sirnach locations. Due to the possibility of working part-time, the full-time equivalent (FTE) was 178.

With a total of seven branches abroad and the Klein plants in Spain and the USA, Hawa employs a total of 295 people (FTE 268). The proportion of women at Hawa is a total of 30%, which is above average for an industrial company. 14% of employees are under 30 years old, and 40% are over 50 years old. We offer modern and attractive working models (part-time, home office, flexible working hours) in order to combine family and career in an ideal way. 43 part-time employees were working at Hawa in 2024. Depending on the job, we offer annual working hours with flexible working time models for full-time and part-time employees, up to two days of home office per week, and remote working.

In order to create the skilled personnel of the future, we train apprentices in various professional categories. The Hawa trainees developed the «Hawa Sustainability Sharepoint Page» in a project. In 2024, 17 apprentices were trained in commercial and technical professions (polymechanics, computer science, ICT specialists, construction and internships) at Hawa.

**«We will be one of the most attractive employers in our industry in the respective region by 2030.»**

Our goal

Of the five apprentices who graduated in 2024, three were initially able to continue working for the company on a temporary basis.

We started the «Training for the Future» project at the end of 2020 in order to harmonize training across the two Swiss plants and prepare the apprentices for new job profiles. From 2021, the trainees at both locations were supervised by the same person. When the new apprenticeship year started in August 2021, the «Apprenticeship 2021» project was finalized, which standardized and modernized the training program and the employment conditions, and adapted them to the needs of the market.

We continuously invest in the further development of our employees by co-financing internal and external further training courses. In 2024, we supported 6 external further training courses. In 2024, we carried out company-wide MS Teams training courses in order to make all of our employees digitally ready. In the last four months of 2024, training began on the newly introduced leadership model, which will be rolled out across the entire company and on which all employees will be trained. We also offer internships and platforms for preparing diploma theses.

We use a talent management program to continuously select willing and capable employees who wish to undergo professional and personal development. The IDP (Individual Development Process) safeguards the development of our employees. In 2024, 16 talented individuals were integrated into this process and discussed.

Our corporate culture is lived, managed and constantly communicated to the fullest extent. Cultural workshops and management workshops with external specialists took place in 2024. Internally, the Hawa corporate culture was anchored and consolidated in all areas in smaller workshops with all of the management employees. The management staff then took over the dissemination of information within their teams. At the employee information sessions, all employees were informed about the current status of the cultural development topics. In 2024, an ambassador program was also introduced, in which non-management employees are trained in the various cultural values and models that are used and then pass these on to the entire workforce during monthly Lunch & Learn training sessions. We involve employees in the implementation and consolidation of our corporate culture at all levels.

## Sustainability requires long-term commitment

**Sustainability is an ongoing process that requires foresight and consistent action. We have made initial progress and gained valuable experience in the last few years. But the journey is far from over. With a sharpened strategy from the end of 2025 and targeted measures, we want to continue to assume our responsibility and drive forward with sustainable developments.**

**«As the global market leader in sliding in rooms and furnishing, we take responsibility for people and the environment, promote the circular economy, and are an exemplary employer.»**

*Our goal*

The past few years have shown that we have already made progress by means of clear focus areas and initial measures. At the same time, we are aware that change takes time, and that we have to and want to continuously develop. We have analyzed the different areas, introduced new measures, optimized existing ones, and gained some valuable insights. During our work over the past few years, in conjunction with the data from 2023 and 2024, we have laid the

foundations for our ongoing sustainability strategy and established baselines for our goals.

In 2025 we are going to define concrete, measurable goals and measures for our key sustainability topics as part of our strategy definition for 2026 – 2030: Climate & Energy, Resources, Materials & Product Responsibility, Occupational Health & Safety, Diversity, Equality & Inclusion, Waste Disposal, Employee Concerns, Human Rights and Corporate Conduct & Governance.

We are committed to carrying out ambitious but realistic measures to reduce our ecological footprint, reinforce our social responsibility, and sustainably develop our corporate structures.

We are convinced that long-term success is only possible by means of close cooperation with our employees, customers, partners and other stakeholders. Transparency and an open dialogue are essential when doing this. We will therefore review our progress at regular intervals and

adapt our strategy to new challenges, while remaining clear about what our values are. Sustainability remains a key issue for us, which we will pursue with determination and innovative spirit. This is how we live up to our vision.

# GRI Index & OR 964

GRI standard	Description	Information / Linking / Addition	Pages	Chapter
2-1	Organizational details		5	Introduction to Hawa
2-2	Entities which have been taken into consideration in the organization's sustainability reporting	Hawa Sliding Solutions AG (Switzerland)	5	
2-3	Reporting period, reporting frequency and contact point	- January 1, 2024 to December 31, 2024 - Annual Edition - Monika Mauchle (monika.mauchle@hawa.com)		
2-4	Reformulation of information	First sustainability report	3	
2-5	External audit	No external audit	3	
2-6	Activities, value creation chain and other business relationships		3	Introduction to Hawa
2-7	Employees		5	Introduction to Hawa
2-9	Management structure and composition		5	Introduction to Hawa
2-10	Nomination and selection of the highest control body	The selection process stipulates that the Board of Directors is elected by the General Meeting, whereas the Management Board is recruited by means of recruitment and assessment and approved by the Board.	5	
2-11	Chairperson of the highest control body		5	Introduction to Hawa
2-12	Role of the highest control body in supervising the management of the impacts		7	Sustainability strategy at Hawa
2-14	Role of the highest control body in sustainability reporting		7	Sustainability strategy at Hawa
2-15	Conflicts of interest		7	Sustainability strategy at Hawa
2-16	Communication of critical concerns	Reports to HR, the data protection advisor, or the compliance office		
2-19	Remuneration policy		18	Living entrepreneurship
2-20	Procedure for defining remuneration		18	Living entrepreneurship
2-21	Ratio of total annual remuneration		17	Living entrepreneurship
2-22	Declaration of use of the Sustainable Development Strategy		17	Living entrepreneurship
2-23	Declaration of commitment to principles and practices	Code of Conduct	14	

GRI standard	Description	Information / Linking / Addition	Pages	Chapter
2-24	Inclusion of commitment declarations for principles and practices	Code of Conduct	15	
2-25	Procedures for rectifying negative impacts	Code of Conduct		
2-26	Procedures for obtaining advice and raising concerns	Code of Conduct		
2-27	Compliance with laws and regulations	No fines were imposed on Hawa Solution AG during the reporting year.	15	
2-28	Memberships of associations and interest groups	VSSB (Hardware Association)		
-	Biel University of Applied Sciences			
-	Transparency International Switzerland			
2-29	Approach for incorporating stakeholders		14	Responsible company management
3-1	Procedure for determining key topics		12	Key topics
3-2	List of key topics		13	Key topics
3-3	Management of key topics		14	Key topics
201-1	Directly generated and utilized economic value	Financial report		
202-1	Ratio of standard entry salary in relation to the local statutory minimum wage, broken down by gender		18	Living entrepreneurship
204-1	Proportion of spending on local suppliers		19	Living entrepreneurship
205-1	Establishments which have been checked for corruption risks	«Hawa Group Anti-Corruption Policy for Employees and Agents»	15	
205-2	Communication and training on anti-corruption policies and procedures	«Hawa Group Anti-Corruption Policy for Employees and Agents»	15	
206-1	Legal proceedings due to anti-competitive behavior, cartel and monopoly formation			
301-1	Materials used according to weight or volume	Working group documents	20	
301-2	Recycled raw materials used	Working group documents	22	
301-3	Recycled products and their packaging materials	Working group documents	23	
302-1	Energy consumption within the organization	Corporate Carbon Footprint Report	20	Together for nature and the environment



GRI standard	Description	Information / Linking / Addition	Pages	Chapter
302-2	Energy consumption outside of the organization	Corporate Carbon Footprint Report	20	Together for nature and the environment
302-3	Energy intensity	Corporate Carbon Footprint Report	20	Together for nature and the environment
302-4	Reducing energy consumption	Corporate Carbon Footprint Report	20	Together for nature and the environment
302-5	Reducing energy consumption for products and services	Corporate Carbon Footprint Report	20	Together for nature and the environment
304-2	Significant impacts of activities, products and services on biodiversity	Integrity Next		
304-4	Species on the International Union for Conservation of Nature (IUCN) Red List and on the national lists of protected species living in areas affected by commercial activities	Integrity Next		
305-1	Direct GHG emissions (Scope 1)	Carbon Footprint Document	20	Together for nature and the environment
305-2	Indirect energy-related GHG emissions (Scope 2)	Carbon Footprint Document	20	Together for nature and the environment
305-3	Other indirect GHG emissions (Scope 3)	Carbon Footprint Document	20	Together for nature and the environment
305-4	Intensity of greenhouse gas emissions	Carbon Footprint Document	20	Together for nature and the environment
305-5	Reducing greenhouse gas emissions	Carbon Footprint Document	20	Together for nature and the environment
306-1	Waste generated and significant waste-related impacts		20	Together for nature and the environment
306-2	Management of significant waste-related impacts		20	Together for nature and the environment
306-3	Waste generated		20	Together for nature and the environment
308-1	New suppliers who have been checked based on environmental criteria	Integrity Next	16	
308-2	Negative environmental impacts in the supply chain and measures taken	Integrity Next	16	
401-1	Newly appointed employees and employee turnover	Confidential		
401-3	Parental leave	Employee regulations		
402-1	Minimum notice period for operational changes	3-4 times per year Employee information		
403-1	Management system for health and safety at work		24	Focus on people – The Hawa Community
403-2	Hazard identification, risk assessment and incident investigation		24	Focus on people – The Hawa Community
403-3	Occupational health services		24	Focus on people – The Hawa Community

GRI standard	Description	Information / Linking / Addition	Pages	Chapter
403-4	Employee participation, consultation and communication concerning health and safety at the workplace		24	Focus on people – The Hawa Community
403-5	Employee training on health and safety at the workplace		24	Focus on people – The Hawa Community
403-6	Promotion of employee health		24	Focus on people – The Hawa Community
403-7	Prevention and mitigation of impacts on occupational health and safety that are directly related to business relationships		24	Focus on people – The Hawa Community
403-8	Employees covered by an occupational health and safety management system		24	Focus on people – The Hawa Community
403-9	Work-related injuries		24	Focus on people – The Hawa Community
403-10	Work-related illnesses		24	Focus on people – The Hawa Community
404-1	Average number of hours of training and further education per year and employee		24	Focus on people – The Hawa Community
404-2	Programs for improving employee skills and providing transitional assistance		24	Focus on people – The Hawa Community
406-1	Incidents of discrimination and remedial measures taken	Compliance Office	24	
408-1	Facilities and suppliers with a significant risk of incidents of child labor	Integrity Next		
409-1	Facilities and suppliers with a significant risk of incidents of forced or compulsory labor	Integrity Next		
414-1	New suppliers who have been checked on the basis of social criteria	Integrity Next		
414-2	Negative social impacts in the supply chain and measures which have been taken	Integrity Next		
416-1	Assessment of the health and safety impacts of different product and service categories	Working group document		
	417-1 Requirements for product and service information and labeling	Working group document		
418-1	Substantiated complaints regarding breaches of customer data protection and loss of customer data		14	Responsible company management

## OR 964

Non-financial matters	Description	Pages	Chapter
Environmental matters (particularly CO2 targets)	Analysis of Scope 1-3 emissions. Confirmed by Swiss  Climate. Reduction path and target development in 2025.	20	
	Clear commitment to the circular economy and various projects and measures for improving the eco-friendliness of products and processes.	20	Together for nature and the environment
Social issues	A diverse workforce in terms of age, origin, gender, etc., various sponsorships and promotion of social projects and educational programs. Local economic development, including a workshop for people with disabilities.	19	Focus on people – The Hawa Community
Employee interests	Continuous training and further education opportunities. Availability of flexible working models and equal pay. Occupational safety and the well-being of employees are promoted by means of various measures.	25	Focus on people – The Hawa Community
Respect for human rights	Monitoring of the supply chain with IntegrityNext and creating clear transparency concerning possible human rights violations in this respect. No indication of conflict minerals or child labor. Code of Conduct for Suppliers.	15	Responsible company management
Combating corruption	Mandatory anti-corruption guidelines, applicable to all employees and agents. Compliance processes in place and code of conduct, both internally and for partners. Reporting office for violations and grievances	15	
	Member of the Transparency International – Switzerland organization.	14	Responsible company management



