

HAVER & BOECKER finds itself in a complex environment characterized by intense competition, increasing external sustainability requirements and global environmental challenges. As a medium-sized family business with a long tradition, HAVER & BOECKER has developed a sustainable corporate culture that is embraced and continuously refined.

This corporate culture can be found in the basic principles we have established to fulfil our sustainability mission and thus form the basis for our continuous sustainable corporate development:

- The corporate values we live by, which are visible in the work of all employees, are crucial for achieving the goals.
- At Haver & Boecker we live the philosophy of continuous improvement and are aware of our responsibility. This is reflected in the fact that our employees take the initiative to optimize our processes in terms of their impact on people and the environment, generate innovations, and promote sustainable business practices in the markets.
- We take economic, ecological and social aspects into account in all decisions within the company (from product development to procurement, production and sales).
- To this end, we offer our employees (and business partners) good framework conditions through clearly communicated requirements and economic stability.

### Our sustainability mission

We differentiate ourselves through sustainability.

- We actively develop products that help to overcome global environmental challenges. In doing so, we ensure that we do not become complacent but continuously improve and remain at the forefront of innovation. In this way, we actively contribute to preserving the natural environment as the basis of human life.
- When manufacturing our products, we strive to minimize negative environmental impacts while constantly seeking ways to use resources sparingly and avoid emissions and waste.
- This not only enables us to meet the increasing external requirements but also makes us an attractive employer for specialists eager to apply their skills for a sustainable future.

### Our sustainability management

To realize our sustainability mission, we have defined goals and measures for the material ecological, economic and social issues. We divide these topics into five sustainability fields of action, which form the structure of both sustainability management and sustainability team.

### Our sustainability fields of action

- **Environment**
  - Reducing emissions for climate and environmental protection
  - Saving resources and promoting circular economy

- **Social**
  - Strengthen employer attractiveness through an employee-oriented corporate culture, competitive remuneration and targeted development opportunities
  - Promoting performance through targeted personnel development, modern working conditions, health-promoting measures and a culture of appreciation and motivation
- **Governance**
  - Ensure compliance (bribery, corruption, data protection, customs / sanctions, IT security)
  - Consolidating success through fair partnerships
  - Respecting the human rights of internal and external stakeholders
- **Sustainable Procurement**
  - Ensuring minimum social and environmental requirements
  - Integrating additional social and environmental criteria into supplier selection
- **Sustainable Product Impact**
  - Further expanding the positive environmental impact of the products
  - Increasing occupational safety and health of users through innovations

Our interdisciplinary sustainability team is made up of representatives from various departments. It is coordinated by a sustainability officer. Strategic topics are discussed in regular meetings to develop innovative solutions and drive the implementation of our sustainability strategies. The Sustainability Officer reports directly to the Executive Board to ensure that our measures are in line with the corporate goals and are continuously optimized.

To further substantiate our sustainability strategy, we have formulated core topic-related policies with detailed goals and principles.

We make these principles available to all interested parties on our homepage. All affected parties who are required to comply with these policies, in particular our workforce at all sites and our suppliers, are actively communicated to them in the form of codes of conduct and guidelines and are trained on the individual topics as required.

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Niklas Haver  
Managing Partner



Florian Festge  
Managing Partner