HAFNER Pneumatik

E 6 S 10 G 10

2025 ESG INDEX 9

ENVIRONMENTAL 6/10

Energy Comsumption:
- Improvement of solar energy production and efficiency
- Water recycling during production process
- Reduction of fuel consumption of company cars

Waste Management:
- Reduction of hazardous waste by using less emulsion in manufacturing and reducing packaging materials classified as hazardous waste (e.g. solvent containers, absorbents, filters, contaminated wipes, protective clothing, oil-containing waste)
- Introduction of selective waste collection for municipal waste and elimination of plastic water bottles across the site

Biodiversity:
- Green space, featuring insect hotels and bird feeders

GOAL 2026

From 27% to 60-65% renewable energy
- +200 kWh of additional solar panels
- +400 kWh battery storage

SOCIAL 10/10

Ethic and Equality:
- Dedication to human rights and labor rights, promoting equality and non-discrimination based on race, gender, age, religion, political beliefs, or other statuses
- Equal pay for men and women in the same positions

Social Responsibility:
- Sponsorships of local associations and foundations
- Maintainance of close relationships with educational institutions

Talent Management:
- Access to professional, language, and internal training courses
- Practical training for students through dual education
- Regular training sessions on ESG topics

GOVERNANCE 10/10

Exemplary corporate governance:
- Transparency and process regulation
- Independence from external funding
- Suggestion system for employees
- „Open-door“ policy for management accessibility

Suppliers:
- Partners are expected to provide high-quality services
- Partners must act honestly and ethically
- Supplier selection and evaluation include monitoring emissions of harmful substances
- Enhanced supervision based on ESG criteria

Data Protection:
- Personal data stored lawfully and confidentially
- NDAs with suppliers and customers