

Sustainability Progress Report – Hauni Group 2021

English Version

12th September 2022, Hamburg



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01 Introduction – Who we are



Introduction

Declaration of the CEO

Dear reader,

Since 2010 we are reporting about our sustainability journey. With this progress report 2021, we are following up on and continuing our sustainability reporting.

This progress report should be read as additional reporting on the Hauni Group to the general overarching Körber AG Sustainability Report 2021 and focuses on the information and data that we in the Hauni Group have identified as essential for monitoring our sustainability efforts.

Our reporting period in this progress report is from 01.01.2021 to 31.12.2021. In certain topic areas we would also like to inform you about a few activities in 2022 too, as the Corona crisis unfortunately meant that many processes and activities could not take place as we would have wished.

Since the 1st of September 2022, the Hauni Maschinenbau GmbH has become Körber Technologies GmbH and the Hauni Group with all its subsidiaries worldwide, is Körber Business Area Technologies.

In this report we will use the term Hauni Group –as this was the term used in 2021.

05th September 2022; Hamburg



Yours

Jürgen Spykman

Chief Executive Officer, Business Area
Technologies



We become Körber

#strongertogether



We are part of the Körber AG

Körber AG is an international technology Group with about 12,000 employees at more than 100 locations worldwide. In the Business Areas Digital, Pharma, Supply Chain, Tissue and Technologies (earlier Tobacco), the Körber AG offers products, solutions and services that inspire. The Körber Group is a non-listed stock corporation. The non-profit Körber Foundation is the 100% shareholder.

We, the Business Area Technologies (earlier Tobacco, also called Hauni Group), develop customized solutions in the areas of machinery, equipment, software, measuring instruments, flavors, and services with a focus on the food and beverage industry. With our 25 global product, sales and service locations, we see ourselves as a strategic partner to our customers. Always keeping their goals in mind, we deliver and integrate outperforming technologies with passion, precision and performance to help them reach their full potential. The Körber Technologies GmbH (earlier Hauni Maschinenbau GmbH) is the leading company in the BA Technologies and has its headquarters in Hamburg, Germany

Körber Group

100 locations

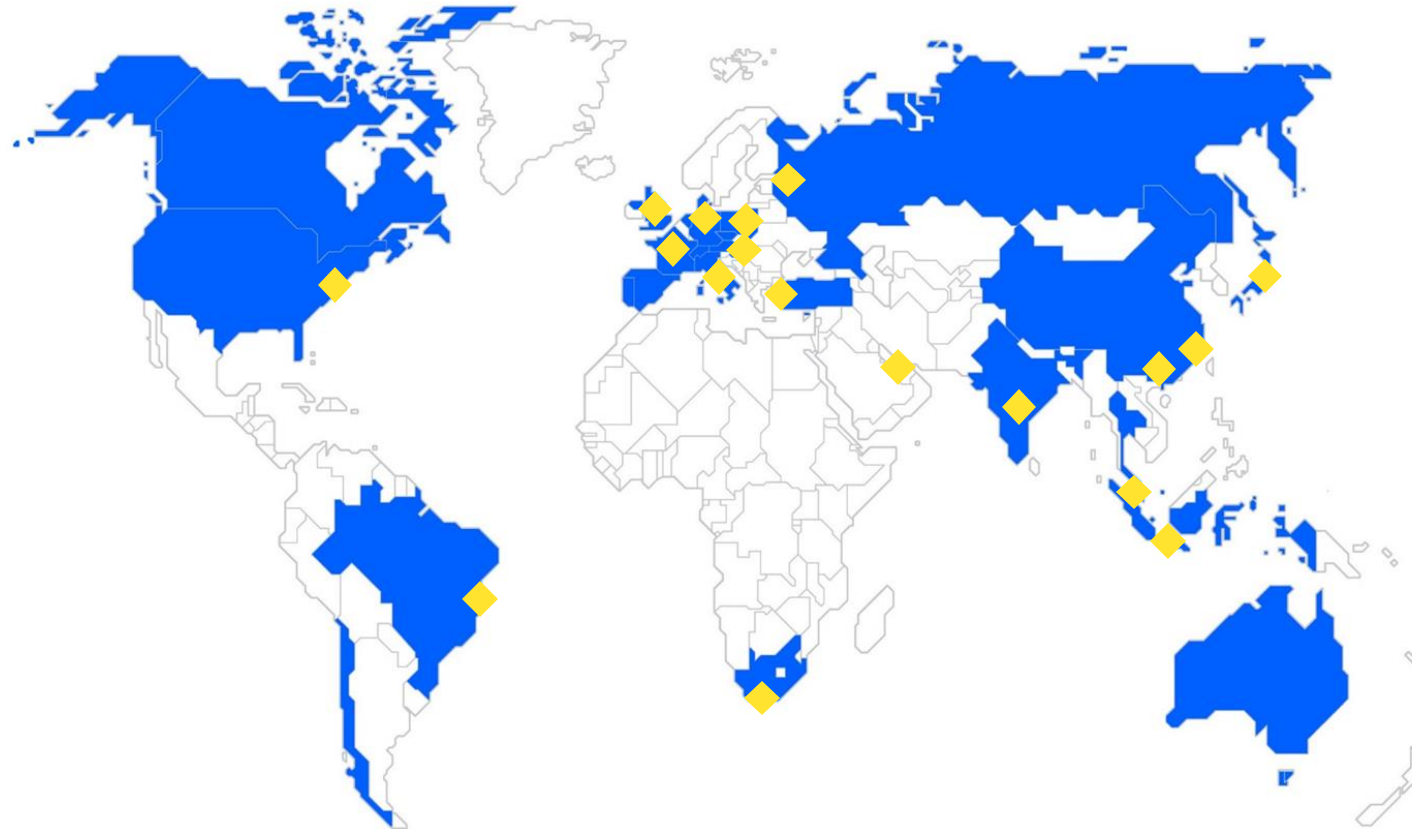
12,000 employees



We are Körber Business Area Tobacco – Hauni Group

Locations included in the report 01.01.2021 - 31.12.2021

Hauni Group sites ◆



25
locations

4,000
employees

Total revenue
2021
€750 Mil.

Headquarter
Hauni Maschinenbau
GmbH
Hamburg

Complete list
of all sites
→ Annex 1



<https://www.koerber-technologies.com/en/about-us>

Hauni Group – Progress Report 2021

02 Sustainability at Körber



Sustainability Development at Körber Group

The first sustainability report 2021 is available for the entire Körber Group

To date, the Business Areas in the Körber Group have had very different priorities. As Körber Group we are now combining these separate activities into a single holistic approach, which we are turning into a key driving force for growth and innovation. We are doing this not only with regard to the environment, but also with regard to our business activities' focus on ethical and moral principles. This also applies to what we do as a fair employer for our employees — and as a company for society.

We are taking action.

Our sustainability strategy is an integral, [value-creating part](#) of Körber's corporate strategy. Our strategic focus on sustainability at both the group and business area levels is clearly summarized in our [“House of Sustainability”](#).

In it we have defined clear competencies and [responsibilities](#) for the group and its business areas, as well as governance rules for implementing the measures.

This sustainability report 2021 is a first result and at the same time a further invitation to dialog for our stakeholder groups.

Körber Sustainability Report

[Discover now!](#)

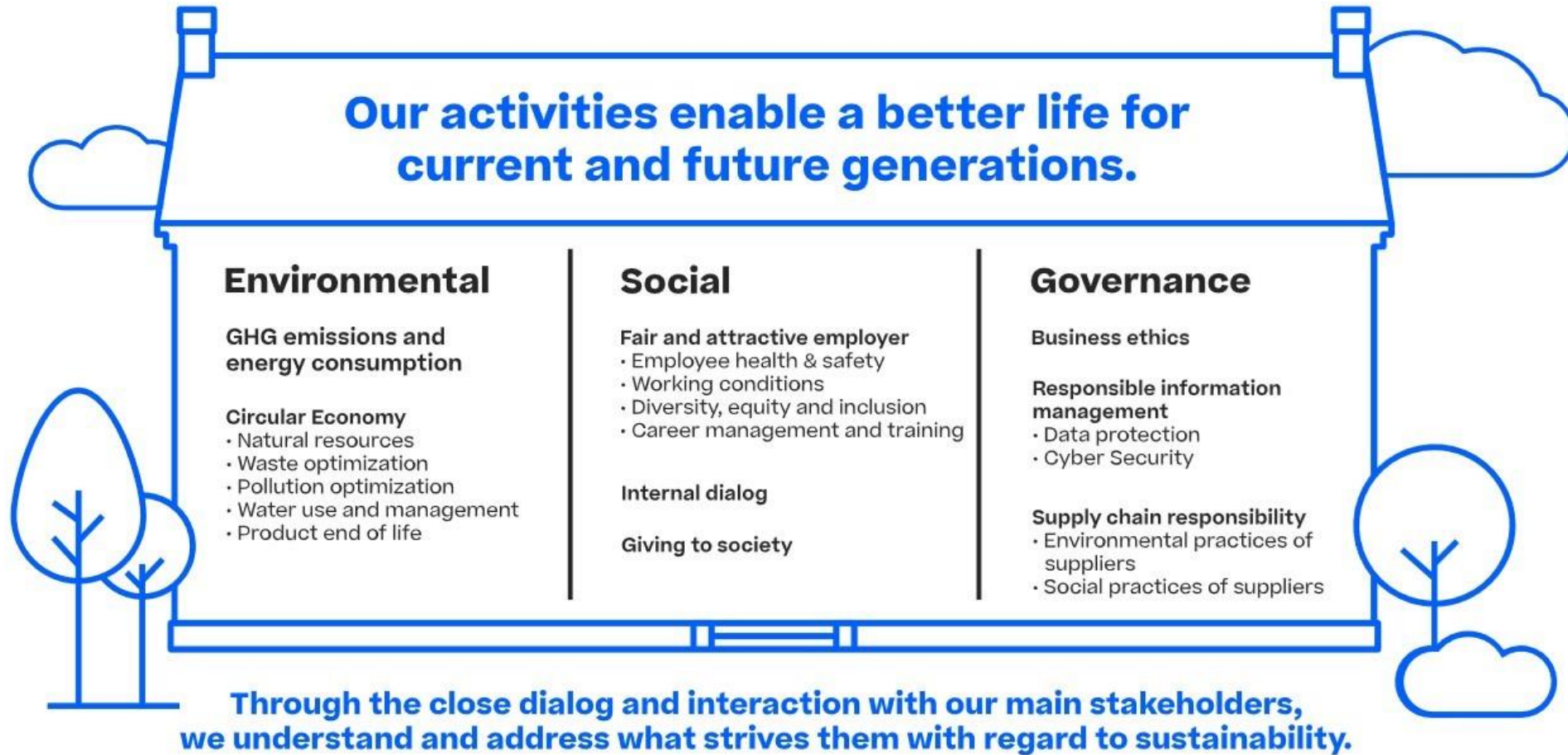


<https://www.koerber.com/en/sustainability/strategy>

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The Körber Group's house of sustainability

The Körber Group strategy and goals creating the frame for the Hauni Group sustainability activities



03

Sustainability at Hauni Group – Körber Business Area Tobacco

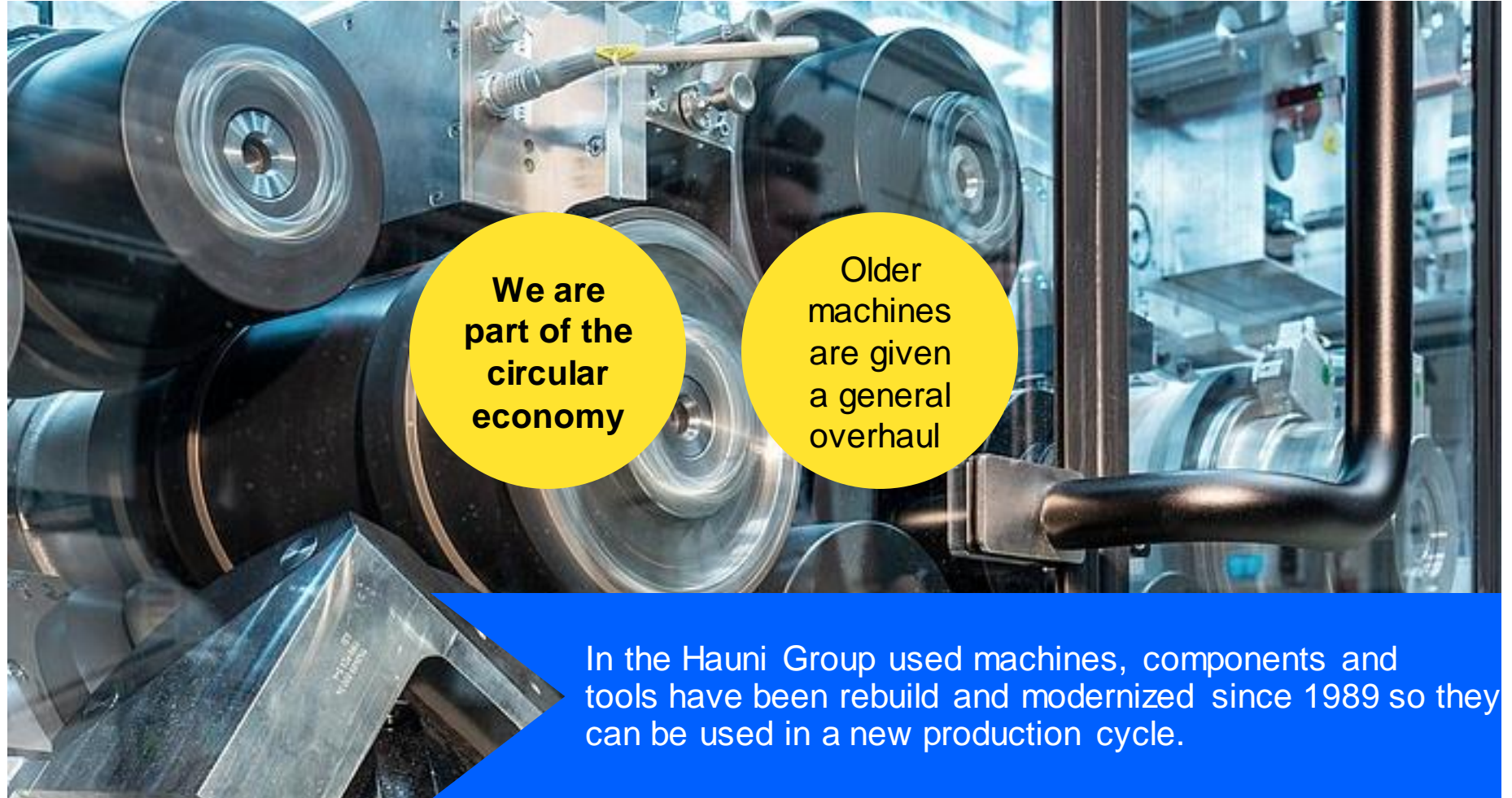


The Hauni Group sustainability journey

Successes until 2020 – machinery and components

We make machines smarter

Our machines and components already have a long service life of 20 to 25 years. But we strive to extend their service time - rebuild



We are part of the circular economy

Older machines are given a general overhaul

Do the right thing:
Shaping the future responsibly today.

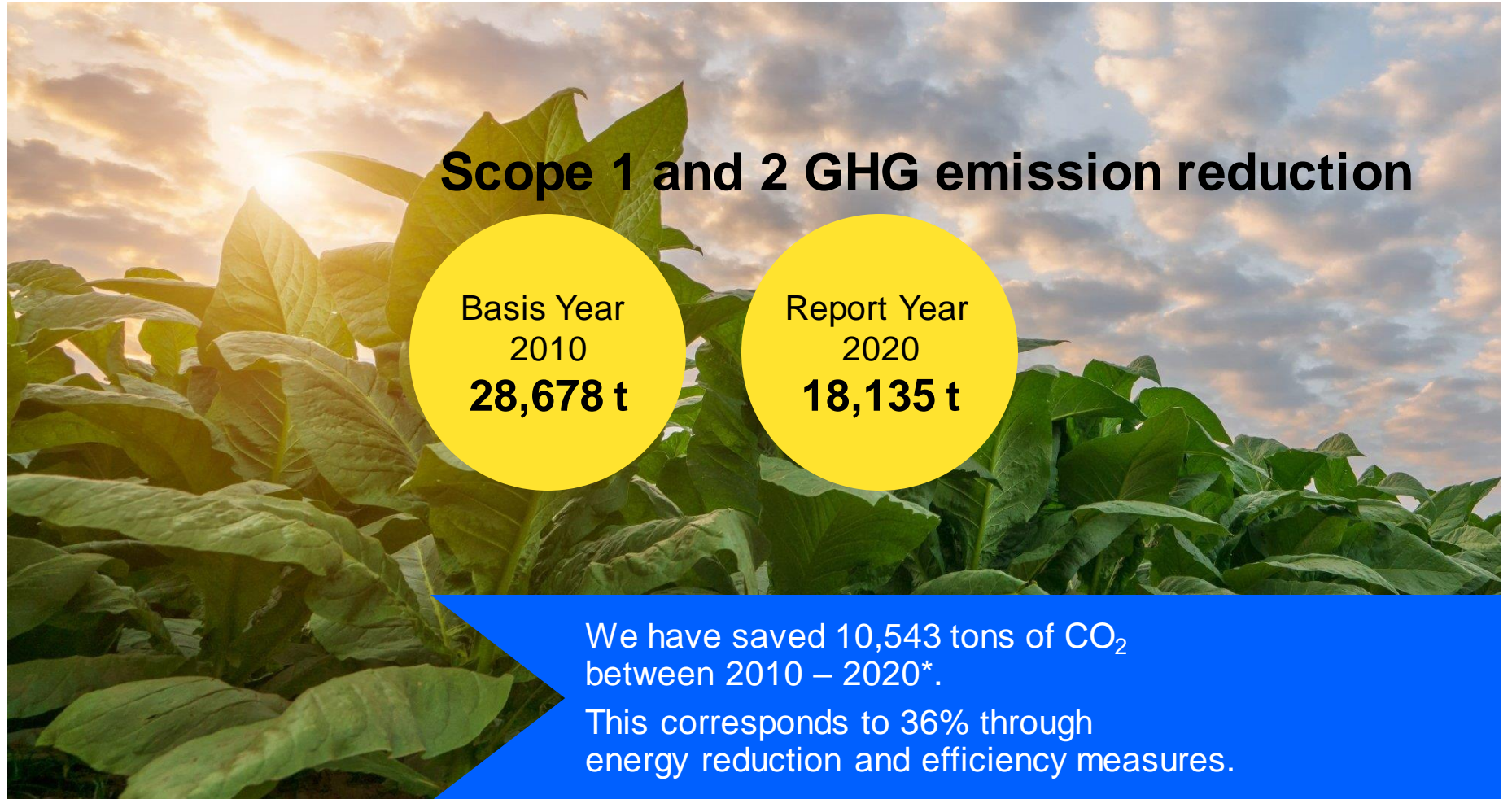
In the Hauni Group used machines, components and tools have been rebuilt and modernized since 1989 so they can be used in a new production cycle.

The Hauni Group`s sustainability journey

Reduction of GHG emissions through the implementation of energy efficiency measures till 2020

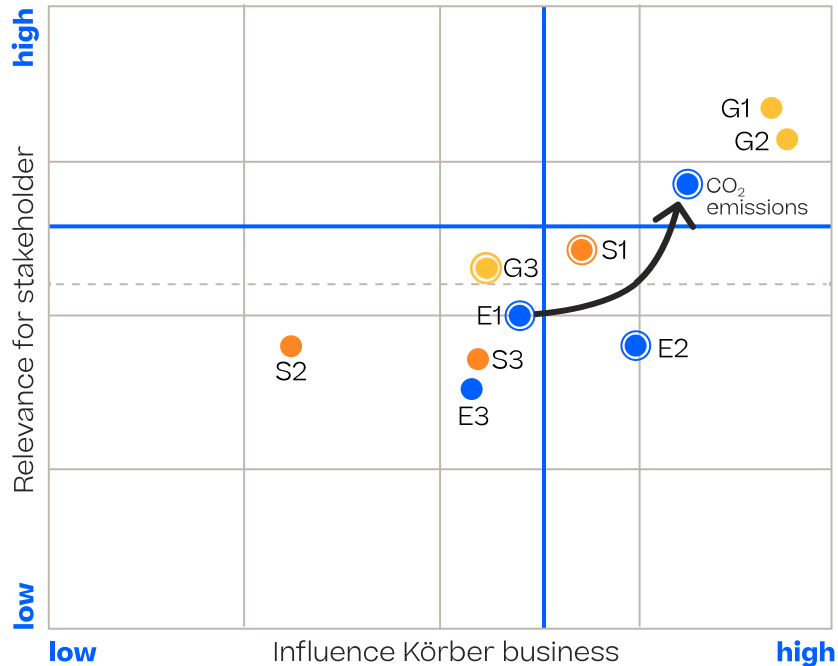
In 2010 the Hauni Group has set the first GHG reduction target – to reduce at minimum 1% of GHG emissions per year till 2020.

**We are proud to say:
we have overachieved
the target!**



Materiality analysis for the whole Körber Group 2021

Illustration of focus fields based on weighted averages of business area ratings



- GRI 200 (Governance)
 - GRI 300 (Environment)
 - GRI 400 (Social)
 - Cyber Security
- G.1 Business ethics (anti corruption)
 - G.2 Responsible information management (cyber security, data protection)
 - G.3 Responsible Supply Chains
 - E.1 GHG emissions
 - E.2 Energy consumption
 - E.3 Circular economy
 - S.1 Fair & attractive employer
 - S.2 Giving to society
 - S.3 Social Dialog

The highest-priority topics at the Körber Group level are:

Business ethics

Responsible information management, with the material topics of

Data protection and in particular cybersecurity

Fair and attractive employer

Supply chain responsibility

Reduction of CO₂ emissions and energy consumption

In 2021 a new and Körber Group wide materiality analysis was conducted. The existing materiality assessments of the Hauni Group was included in the analysis. You can find a description of the process here:

[Materiality analysis](#)



<https://www.koerber.com/en/sustainability/facts/materiality-analysis>

Hauni Group – Progress Report 2021

Körper Group wide targets until 2025

Coordinated goals and synchronised action make us stronger together

1. Plan Körper Group

Based on the materiality analysis three main goals for the whole group were developed

We have set ourselves three main goals for the Körper Group



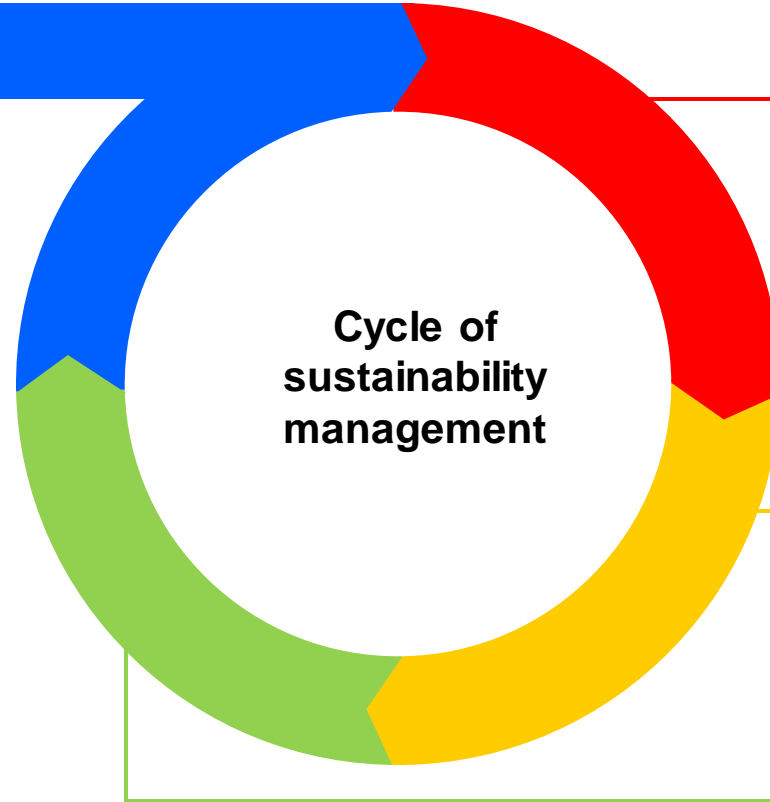
We reduce our energy consumption and become CO₂-neutral by 2025.



We are a fair and attractive employer.



We have responsibly organized supply chains.



2. Do Hauni Group



Applying Körper's strategy and targets to the Hauni Group.

Implementation and improvement of the sustainability organization of the Hauni Group and definition and implementation of measures at all group locations.

3. Check / Evaluation

Evaluate the sustainability initiatives and assess the Hauni Group's sustainability (e.g. EcoVadis, CDP).

4. Act / Improvement

Report the sustainability results to stakeholders, e.g. customers and suppliers and use the results to refine the sustainability strategy and targets.

Hauni Group Targets 2022-2025: Environment

Hauni Group Strategy 2025

Focus field and material topics	Main goals	Measures
GHG emissions & energy consumption	<p>Reduce GHG emissions & energy consumption based on Group plan</p> <p>Understand opportunities for further savings</p> <p>Initiate employee contest</p>	<ul style="list-style-type: none"> • Switch to green electricity (where possible) • Implement own green energy production (photovoltaic) where possible • Switch to green gas (where possible) • Improve energy efficiency and gas efficiency in Production & Facilities • Increase electric company cars • Establish green business travel • Conduct survey for all bigger sites to define heat map • Defining action plan per site • Implementing measures • Active engagement of our workforce to support and come up with ideas for savings
Circular economy	<p>Reduce waste and increase recycling rate</p> <p>No printer initiative</p>	<ul style="list-style-type: none"> • Conduct survey on biggest fractions and define plan (starting with Germany/ Hungary and migrate to other sites) • Implement actions to reduce waste/increase recycling in all company operations • Reduce the number of printers (unless needed for legal reasons) by 80%
Scope 3	<p>Improve energy efficiency in products</p>	<ul style="list-style-type: none"> • Define roadmap for the next years • Implement plan and resources
Supporting Group Activities	<p>Achieving target 2025 – carbon neutral by 2025 for Scope 1+2</p>	<ul style="list-style-type: none"> • Transferring initiatives on Group level to the Business Area Companies • Setting up global team for the Business Area

Hauni Group Targets 2022-2025: Social 1/2

Hauni Group Strategy 2025

Focus field and material topics	Main goals	Measures
Respect human & workers' rights ¹	<p>ILO Core workers' rights are respected in all Körber BA Technologies companies</p> <p>All employees and stakeholders have access to a neutral and transparent grievance mechanism for human & labour rights</p> <p>All employees are informed and aware of labour & human rights topics</p>	<ul style="list-style-type: none">• Develop a new questionnaire to monitor the developments for labour and human rights• Annual monitoring• Implementation of a human & labour rights grievance mechanism accessible to all employees and stakeholders• Employees receive an information and sensibilization campaign about human & labour rights.
Employee Health & Safety ²	<p>Employee Health & Safety</p> <p>Promoting occupational health & safety</p>	<ul style="list-style-type: none">• We are starting to analyze and draw up the occupational safety organization for the Bergedorf and Schwarzenbek sites in accordance with ISO 45001. At the same time, we will discuss and review the future expansion / integration to the other locations of the Hauni Group.• Alignment of various initiatives between the Group and the BA• Definition of the health index, occupational accidents and other metrics• Reporting Health & Safety for the Hauni Group for 80% of employees• Definition of health/safety strategy with active supporting measures (e.g. HauniSports)• Roll-out plan per site• Include accident frequency and severity in existing questionnaire on occupational health & safety• When a serious accident occurs, an investigation into the causes must be carried out• End of Year global reporting of employee absences (all types of absences) in relation to all employees• Annual monitoring



1) Implementation Plan Human & Labour Rights Guideline; 2) Hauni Group Strategy 2025

Hauni Group Targets 2022-2025: Social 2/2

Hauni Group Strategy 2025

Focus field and material topics	Main goals	Measures
Being a fair and attractive employer	Working conditions: We support remote work¹⁾ (where possible) and work-life-integration Diversity, Equity, Inclusion (DEI) Career Management and training	<ul style="list-style-type: none">• Check actual situation at all sites and define and implement a policy for working remote• We check needs / wishes / possibilities for better work-life integration• Define plan per site / country in alignment with group companies• Coordination of DEI initiatives between Körber Group and Hauni Group• Definition and development of a DEI strategy for the Hauni Group incl. KPI• DEI communication strategy - internal & external (coordinated with the Körber Group)• Establishment of DEI reporting in line with the Körber Group• All Managers level 3-7 participated in the Talent Management system GPS²⁾• Succession planning and deputy appointment done• Structured and documented Employee Dialog / Appraisal >90% of all employees• Career management on a need base per position or candidate• Structured training planning and reporting for >90% of all employees
Internal Dialogue	We keep (main) employee representation bodies informed on our Business Strategies	<ul style="list-style-type: none">• Regular meetings at all sites where representative body exists• Do specific meetings on specific topics (changes / strategies) beyond legal need• Involve all management levels
Giving to Society	We continue our social engagement by donation campaigns and volunteer engagement; engage people for selection of projects	<ul style="list-style-type: none">• Keep yearly donation for existing campaigns (25 Euro / employee) @ Hamburg/Pecs• Set up structure at all sites with >20 employees and initiate it• Create campaign on social days (e.g. We mookt dat) at all sites >50 employee• Support the social activities of our employees at alle sites



Note: 1) At workplaces that are suitable for remote work; 2) GPS = Global Potential and Succession Management

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Hauni Group Targets 2022-2025: Governance

Hauni Group Strategy 2025

Focus field and material topics	Main goals	Measures
Business ethics	Valid compliance trainings / renew all 24 month	<ul style="list-style-type: none"> • Support goal with active and vivid compliance organization • Review structure and guidelines for CR Organization • Raising awareness on Human Rights and training on "Sustainable Procurement"
Awareness for sustainability topics	All employees and impacted stakeholders know the main sustainability policies and guidelines ¹	<ul style="list-style-type: none"> • Corporate Guideline and Human & Labour Rights Guideline including the whistle-blower process are communicated through the companies and to affected external stakeholders via suitable channels
Responsible information Management Data Protection Cyber Security	Resilient Business operations against Cyber Attacks	<ul style="list-style-type: none"> • Security technology roll-out - Zscaler and SentinelOne (S1) are deployed on 90% of clients • Remediation of non-compliances - at least the top 5 non-compliances are fixed until end of 2022 • Administrative access restriction - project capacities are dedicated and prioritized • Secure software development lifecycle (SDLC) - Security testing is implemented in the projects
Responsible Supply Chain Environmental Practices Social practices	A sustainable supply chain that takes ecological and social aspects into account.	<ul style="list-style-type: none"> • Distribution and communication of the guideline "Sustainable Procurement" • Integration of Sustainable Procurement Aspects into Standard Processes • Implementation of a CSR Risk Analysis for the Hauni Supply Chain • Being compliant with the Guideline on Sustainable Procurement in the Supply Chain • Implementation of measures according to CSR Risk Analysis in the Hauni Supply Chain
Advancing in Sustainability with our customer	Support our customer on their target / respond to their requirements	<ul style="list-style-type: none"> • Understanding our customer sustainability targets and programs • Define appropriate plans and contacts to respond fast and appropriate • Comply with their needs including international certifications



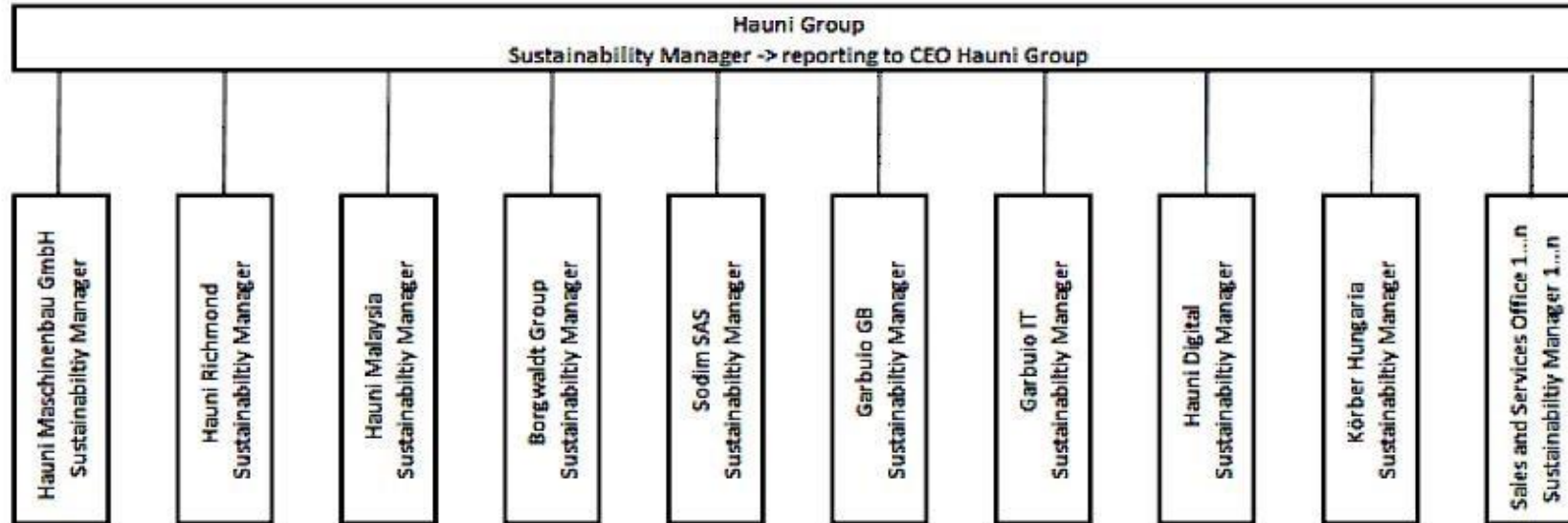
1) Implementation Corporate & Human and Labour Rights Guidelines
Hauni Group – Progress Report 2021

Organisational Chart - Sustainability

Sustainability organization in the Hauni Group



Sustainability Organisation



HM001000, Sustainability Manager Hauni Group



<https://www.koerber-technologies.com/en/sustainability#c1322>

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Hauni Group sustainability highlights 2021

2021 was not an easy year with the ongoing Covid-crisis but we have several sustainability actions to be proud of! Here are some examples:



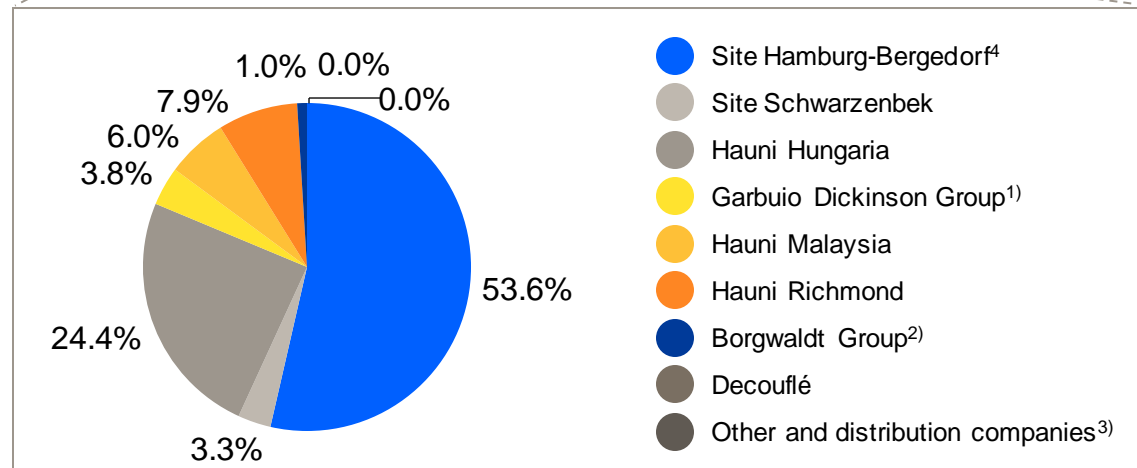
04 Environment



Energy consumption in 2021

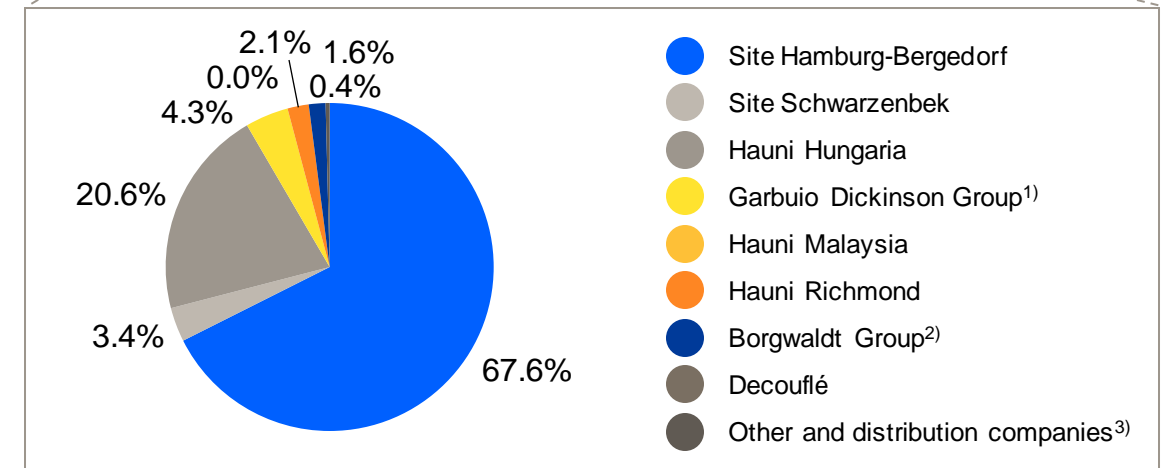
Electricity, gas, oil

Total electricity 2019-2021 in MWh



Gas and oil 2019-2021 in MWh

In 2020 & 2021 oil was not used.
In 2019 416 MWh oil were used by Decouflé.



1) Consolidated companies (Garbuio S.p.A. & Kodis S.r.l.. (Italy), Garbuio Ltd. (Great Britain)

2) Consolidated companies Borgwaldt Flavours & Borgwaldt KC GmbH & ASL

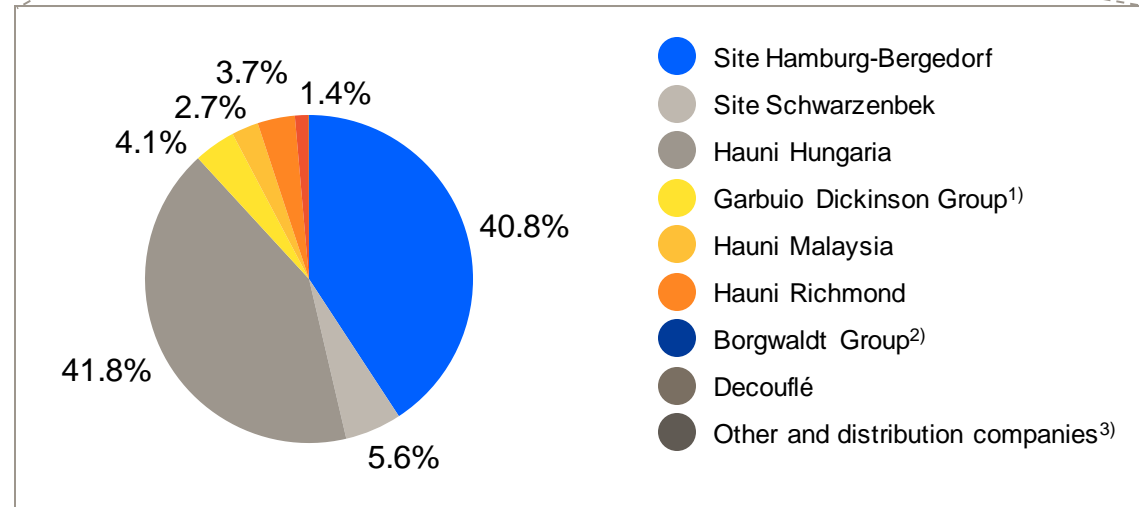
3) Others + VG not taken into account

4) Site Hamburg-Bergedorf includes Hauni Maschinenbau GmbH, Baltic Metalltechnik GmbH

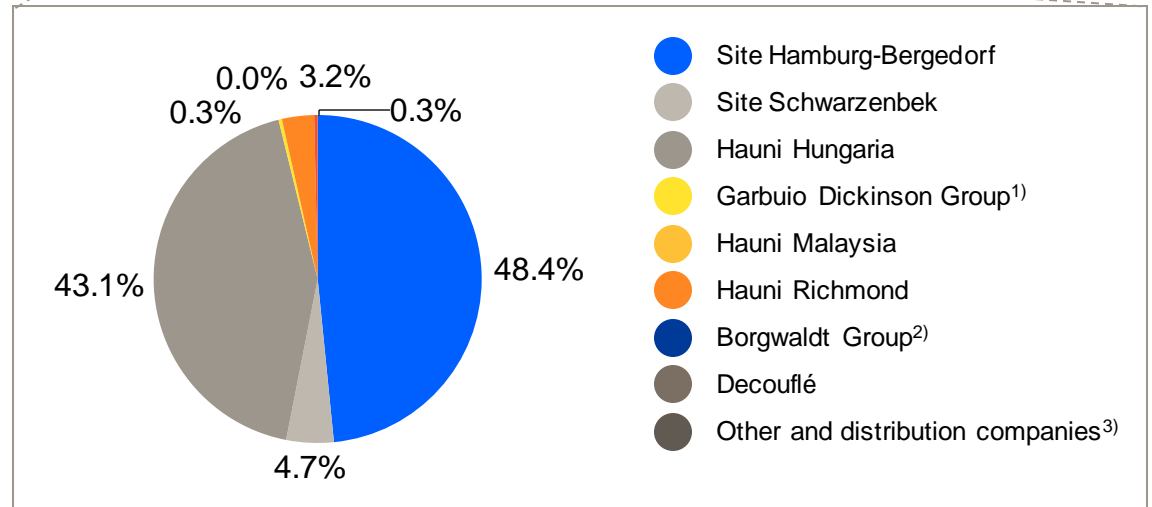
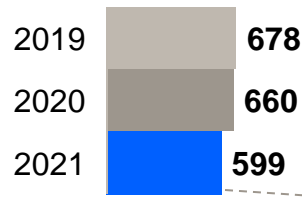
Waste Consumption 2021

Total waste volumes and hazardous waste

Total waste volumes* 2019-2021 in t



Thereof hazardous waste 2019-2021 in t



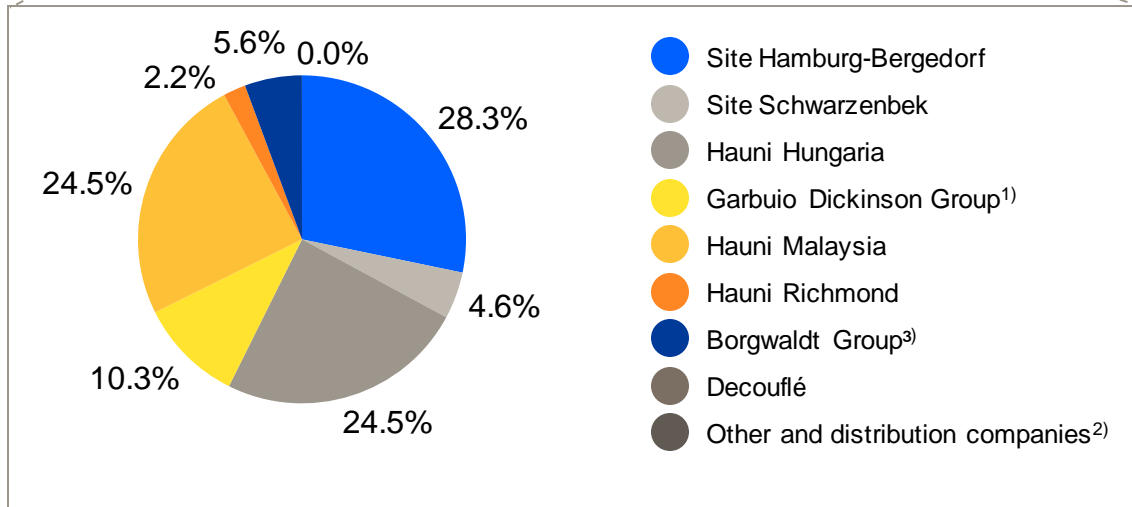
1) Consolidated companies (Garbuio S.p.A. & Kodis S.r.l.. (Italy), Garbuio Ltd. (Great Britain)
 2) Borgwaldt Group including Borgwaldt Flavour & ASL
 3) Fuzziness" due to incomplete waste reporting of " Other + VG"
 4) Site Hamburg-Bergedorf includes Hauni Maschinenbau GmbH, Baltic Metalltechnik GmbH



Water consumption 2021

Fresh water own use

Water 2019-2021 in m³



1) Consolidated companies (Garbuio S.p.A. & Kodis S.r.l.. (Italy), Garbuio Ltd. (Great Britain)

2) Others + VG not taken into account, as water consumption is not usually reported by them

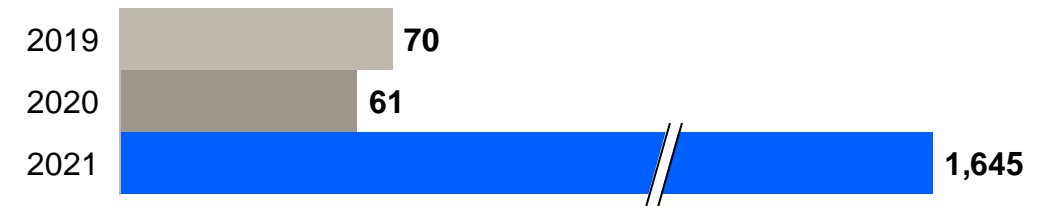
3) Consolidated companies Borgwaldt Flavours & Borgwaldt KC GmbH & ASL

4) Site Hamburg-Bergedorf includes Hauni Maschinenbau GmbH, Baltic Metalltechnik GmbH



Recycled waste 2021

Recycled waste volumes 2019-2021 in t



We could increase our recycled waste volumes in 2021 dramatically due to better documentation of the different channels our waste is disposed.

Our goal is to reduce our resource input until 2025 – recycling and minimizing of waste is one priority for our locations.

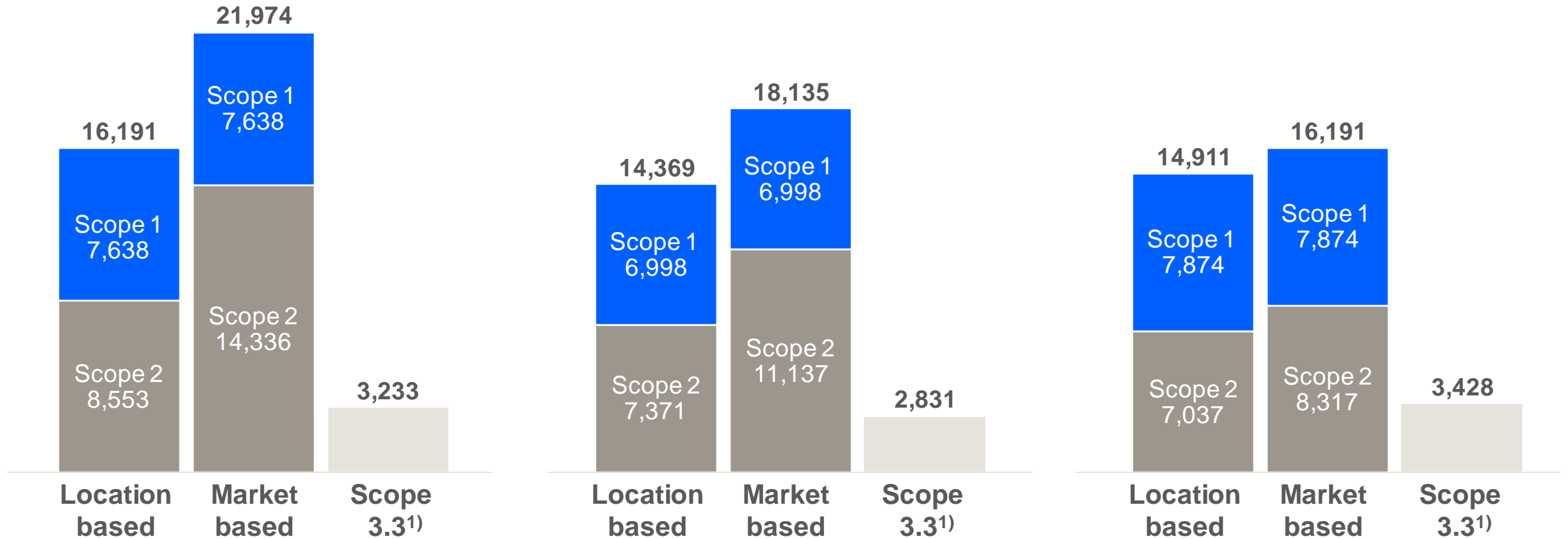
CO₂ – GHG emissions 2021

We are constantly reducing our GHG emissions and set the target to be carbon neutral in Scope 1+2 in 2025

Emissions 2019

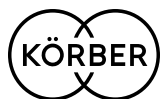
Emissions 2020

Emissions 2021



GHG Inventory 2022 for the Körber Group 1) Fuel and energy related emissions, not included in Scope 1 and 2; the market base figure is higher here due to the difficulties to become clear data from energy providers; for more information see: <https://www.koerber.com/en/sustainability/facts/data-and-facts/greenhouse-gas-inventory-calculation-principles>

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Environmental activities in 2021

On the example of the location in Hungary we would like to show the main environmental activities which were implemented in 2021 in the Hauni Group – each location had its own focus area, but the replacement of lamps with LEDs, the effective use of compressed air and replacement of old air condition units were the mostly done measures.

- Operating pressure in compressed air network reduced to minimize losses
- Use of compressor waste heat for heating and hot water generation

- **2020:** Implementation and auditing of ISO 14001 (Environmental management system)
- **2021:** Implementation and auditing of ISO 50001 (Energy management system)



- Introduced environment and energy e-learning programs (mandatory for every employee since 2020)
- Stickers placed next to light switches to raise awareness among colleagues

- Replace all lamps with LEDs, energy savings of 8% per months

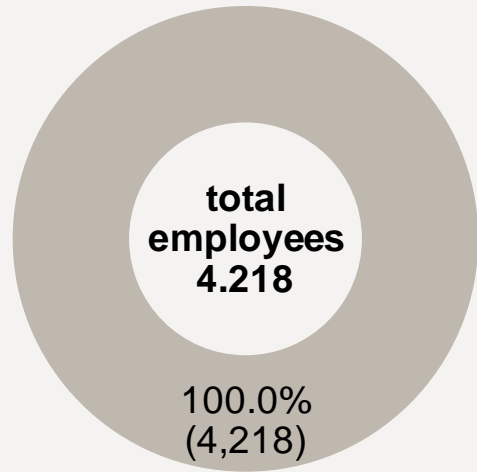
05 Employees



Hauni Group: Employee structure 2021 1/2

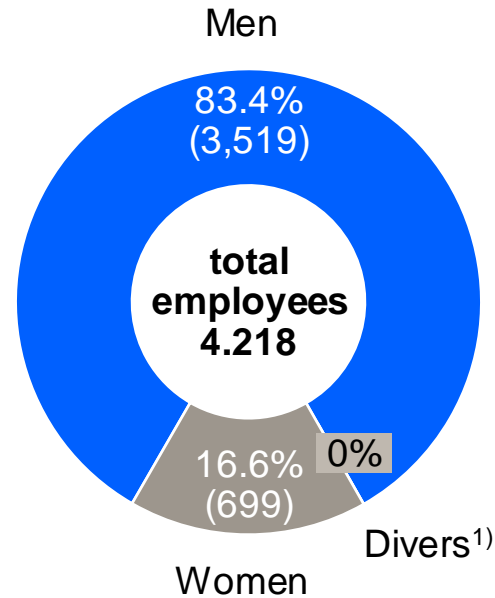
Total numbers, gender and age distribution 31.12.2021

Total employees in production sites

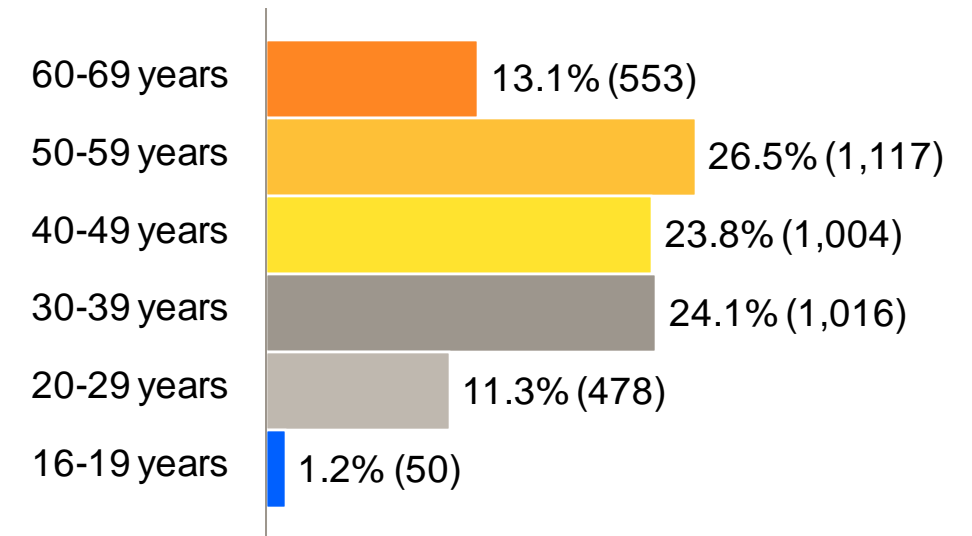


Production sites

Gender distribution



Age distribution in production sites



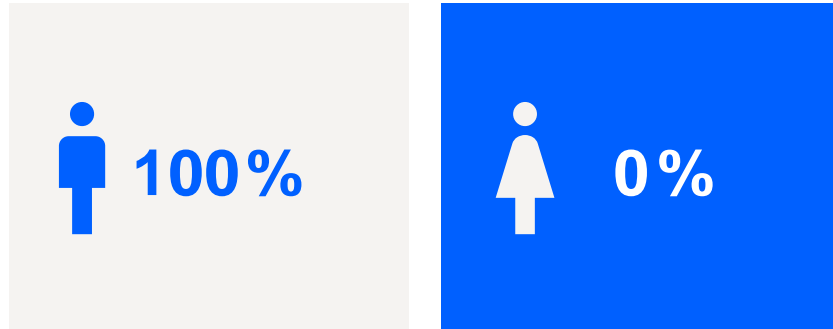
HR Dashboard Körber-Konzern Dezember 2021; Headcounts for Malaysia, Sodim France und Garbuio UK Questionnaire Human & Labour Rights April 2022; in total number employees the employees from the trading & service locations are not included 1) Divers: Duo to different local legislation (data protection) and behaviour not all locations collect the data

Hauni Group - Fortschrittsbericht 2021

Hauni Group: Employee structure 2021 2/2

Women in leading positions & Disability

% share of women in the executive board of the Hauni Group



Diversity, equity, and inclusion – target of the Körber Group

Increasing the proportion of diversity at different employment levels compared to the status quo (nationality, gender)

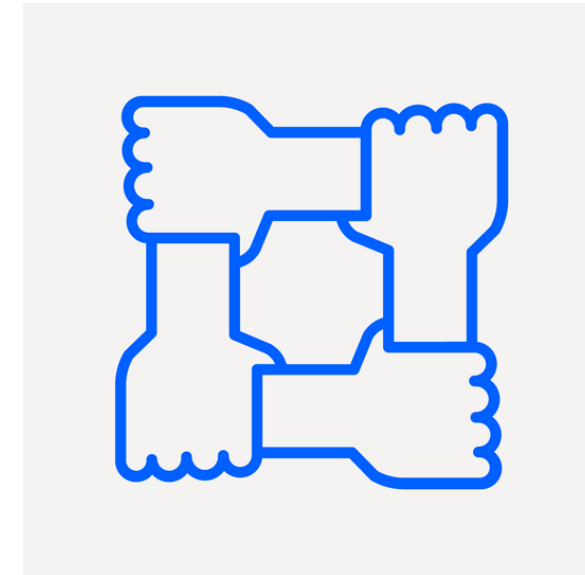
One of our newly introduced leadership principles is “We celebrate diverse perspectives.” It forms the basis of everything we do to create a diverse, inclusive, and fair corporate culture. For example, we launched a mentoring program that has equal numbers of men and women and also connects people of different ages and ethnic groups. We have also defined and created identity groups to promote the sharing of ideas within these teams.

Hauni Group: Employee structure 2021 2/2

Disability

Due to different local legislation (data protection) and behavior, not all locations document and report data about disabled persons in the work force.

However, there is a central hub for disability in the Corporate Workers Council as contact point for all employees of the Körber Group, which represents all disabled persons and has the mandate to implement guidelines and regulations, to help with communication between employee and management, and other issues which could arrive. There is also a possibility to use and get a translator for sign language.



Hauni Group: Social dialog

In all Hauni Group companies the ILO Core workers' rights are respected

Production sites	Proportion of workers covered by a collective agreement from a union	Percentage of the workforce which is included in a collective bargaining agreement ¹⁾	Other form of a social dialog is implemented
Bergedorf / Schwarzenbek	83.7%	0.0%	<input checked="" type="checkbox"/> There is a collective agreement + works council & all employees participate (voluntarily) in an employee dialogue and can raise the issue of pay increases in it
Borgwald Flavor	0.0%	0.0%	<input checked="" type="checkbox"/> There is no collective agreement + no works council , but all employees take part (compulsorily) in an employee dialogue and can raise the issue of pay rises in it
Borgwaldt KC	0.0%	0.0%	<input checked="" type="checkbox"/> There is no collective agreement + no works council , but all employees take part (compulsorily) in an employee dialogue and can raise the issue of pay rises in it
ASL	0.0%	0.0%	<input checked="" type="checkbox"/> There is no collective agreement + no works council , but all employees take part (compulsorily) in an employee dialogue and can raise the issue of pay rises in it
K.Campus Pécs	86.1%	13.9%	<input checked="" type="checkbox"/> regular workers forum with MD's
Garbuio Treviso	0.0%	0.0%	<input type="checkbox"/>
Garbuio GB	23.0% ²⁾	23.0% ²⁾ Staff do not have collective bargaining but will form part of discussions with works committee & unions	<input checked="" type="checkbox"/> staff committee
Hauni Richmond	0.0%	0.0% 0 employees covered by collective bargaining agreement; annual performance appraisal discussion with salary increase shared and discussed with employees	<input checked="" type="checkbox"/> GPS, Performance Appraisal/Town Hall Meetings
Malaysia	0.0%	0.0%	<input checked="" type="checkbox"/> annual employee dialogue
Sodim	100.0%	0.0%	<input checked="" type="checkbox"/>
Decouflé	100.0%	0.0%	<input checked="" type="checkbox"/> with our workers council
Kodis	0.0%	0.0%	<input type="checkbox"/>

1) Collective bargaining agreements can have very different forms and structures, in column 1 we ask about unions, in column 2 we ask about any structural or organizational form outside of formal unions, so that the employees can have a transparent and fair discussion about wages with the management of the company

2) Because we recognize collective bargaining whether part of a union or not in terms of shop floor workers.

Hauni Group: Social insurance

Production sites	Holiday entitlement	Proportion of workers with social insurance	Proportion of workers which are covered of health and safety trainings & procedures	Proportion of permanent employment contracts	Employee average tenure time in years
Bergedorf / Schwarzenbek	usually 30 days (if applicable, plus disabled-special leave)	100%	100% <small>In accordance with the delegation of duties of the managers, all employees are instructed annually with regard to occupational safety.</small>	99.1%	19.3
Borgwald Flavor	usually 30 days (if applicable, plus disabled-special leave)	100%	100%	88.9%	10.6
Borgwaldt KC	usually 30 days (if applicable, plus disabled-special leave)	100%	100%	96.1%	13.5
ASL	usually 30 days (if applicable, plus disabled-special leave)	100%	100%	100%	11.0
K.Campus Pécs	31,37 days (average)	100%	100%	99.4%	10.69
Garbuio Treviso	33 days	100%	100%	100%	11.5
Garbuio GB	26 days	100%	100%	87%	14.9
Hauni Richmond	20 Tage (average)	100%	100%	68%	12.0
Malaysia	17.5 days (average); min 10 days and max 25 days	100%	100%	95%	10.0
Sodim	25 days	100%	100%	100%	9.7
Decouflé	25 days	100%	100 %	100 %	21.0
Kodis	33 days	100%	100%	0% <small>no permanent contracts; 2 international employees with ability to return overseas</small>	5.5

Hauni Group: Health Promotion

Production sites	Workstation fitted in the line with health promoting rules	Health promoting programs
Bergedorf / Schwarzenbek	100%	<input checked="" type="checkbox"/>
Borgwald Flavor	100%	<input checked="" type="checkbox"/> company sports, addiction prevention, events to prevent the consequences of psychological stress, vaccination programs (flu, Corona ...), GF programs for trainees, various health check-ups, partly in cooperation with the health insurance funds (blood pressure, diabetes, risk factors ...).
Borgwaldt KC	100%	
ASL	100%	
K.Campus Pécs	100%	<input checked="" type="checkbox"/> regular medical check for employees. E.g., vision test, manager screening, mental aid hotline, flu and Covid vaccination, Vitamin allowance, Sport clubs, Massage, Ergonomic work environment, Insurance
Garbuio Treviso	100%	<input checked="" type="checkbox"/> Metasalute – an insurance provided by our national collective agreement; annual compulsory health check and annual eye test
Garbuio GB	100% workstations are modified to specific needs if required.	<input type="checkbox"/>
Hauni Richmond	100%	<input checked="" type="checkbox"/> OHSAS compliant, First Aid/CPR/AED Training. Company's medical insurance includes 100% payment for annual physical and baby care
Malaysia	100%	<input checked="" type="checkbox"/> safety and health briefing conducted by local safety officer
Sodim	100%	<input checked="" type="checkbox"/> compulsory health check every two year
Decouflé	100% ergonomic tables & chairs	<input checked="" type="checkbox"/> yearly follow up with the occupational doctor, first-aid representatives.
Kodis	100%	<input checked="" type="checkbox"/> Metasalute – an insurance provided by our national collective agreement; Annual compulsory health check and annual eye test

Hauni Group: Working conditions

Remote working and special offers for employees



Remote working

Remote work models are offered at almost all sites if suitable for remote work (according to respective work task and the requirements of the workplace on the requirements of functional, technical, and occupational health and safety grounds). There are company agreements for mobile work / home office in place.



Special offers for employees

Special offers for employees depend on the production and service site (e.g., supply of fruits/water/tea/coffee, use of fitness studio, sport wellness program, monthly subsidy for commuting services, occupational pension, events, corporate benefits, bonus programs, employee engagement activities ...)

Hauni Group: Highlights social dialog

Social day „Wi mook dat“

Since 2010 we offer our employees the time to do different social activities. Example Hamburg:



Bicycle repairing in the ARCHE and harvesting an orchard 2021



Award for the Workers Council Hauni Maschinenbau GmbH



Project:
"We are building the factory of the future – The Hauni Way"

the Workers Council of the Hauni Maschinenbau GmbH got awarded with Gold in the German Works Council Award 2021

06 Health & Safety



Hauni Group: health & safety – trainings, audits, responsibility 1/2

Production sites

Production sites	Do you have safety trainings on a regular basis?	Do you have safety audits on a regular basis?	Do you have a responsible person for health and safety in your company?
Bergedorf / Schwarzenbek	<input checked="" type="checkbox"/> 100 per year	<input checked="" type="checkbox"/> 10 per year (5 days) internal and external Auditor	<input checked="" type="checkbox"/> 3 Safety Officer
Borgwald Flavor	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Borgwaldt KC	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
ASL	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
K.Campus Pécs	<input checked="" type="checkbox"/> at least once a year	<input checked="" type="checkbox"/> occupational safety inspections are held at least once a month in the same are	<input checked="" type="checkbox"/>
Garbuio Treviso	<input checked="" type="checkbox"/> at least once a year	<input checked="" type="checkbox"/> monthly, quarterly and yearly safety audits, OHSAS certified	<input checked="" type="checkbox"/>
Garbuio GB	<input checked="" type="checkbox"/> only selective to roles	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Hauni Richmond	<input checked="" type="checkbox"/> covid safety, safety training for production employees	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Malaysia	<input checked="" type="checkbox"/> follow Malaysia OSH guidelines	<input checked="" type="checkbox"/> quarterly	<input checked="" type="checkbox"/>
Sodim	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Decouflé	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> PWC	<input checked="" type="checkbox"/>
Kodis	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Hauni Group: health & safety – trainings, audits, responsibility 2/2

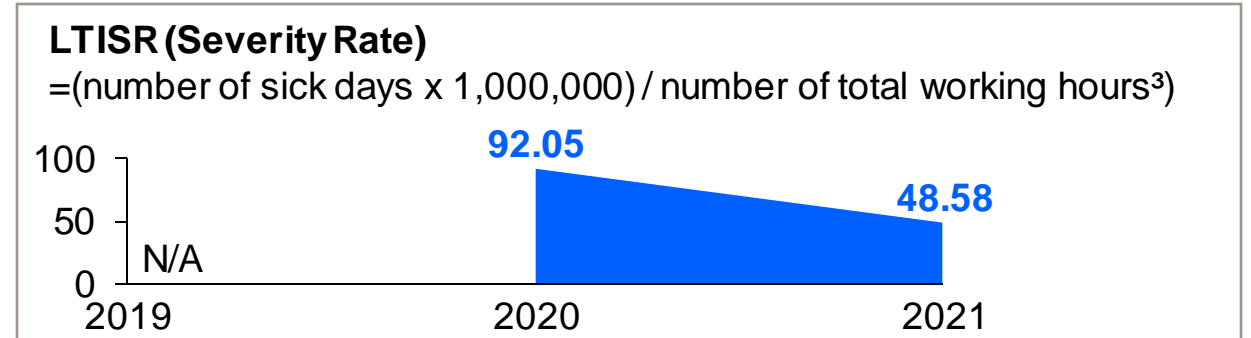
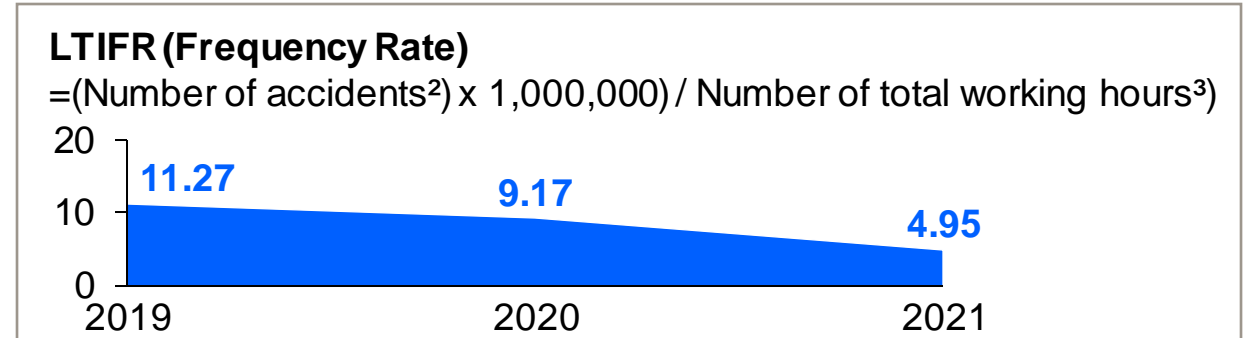
Sales and Service offices

Sales and Service offices	Do you have safety trainings on a regular basis?	Do you have safety audits on a regular basis?	Do you have a responsible person for health and safety in your company?
South Africa	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Hauni do Brasil	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/> external
Far East	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shanghai	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Japan	<input type="checkbox"/>	<input checked="" type="checkbox"/> monthly check	<input checked="" type="checkbox"/> 2 persons
Singapore	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
St. Petersburg	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Türkei	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Polska	<input checked="" type="checkbox"/> reminding safety training regulated by Polish law	<input checked="" type="checkbox"/> regulated by law	<input checked="" type="checkbox"/> GM
Dubai	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Hauni Group: health & safety – occupational accidents¹⁾ 2021

Production sites & Sales and Service offices

Production sites	Occupational accidents 2021
Bergedorf / Schwarzenbek ¹	17
Borgwald Flavor	1
Borgwaldt KC	None
ASL	None
K.Campus Pécs	11 work accidents; 3 commuting accidents
Garbuio Treviso	N/A
Garbuio GB	1
Hauni Richmond	2
Malaysia	None
Sodim	None
Decouflé	None
Kodis	None



Sales and Service Offices

- There has been only one occupational accident in South Africa reported.
- No fatal accidents documented in 2021 for the entire Hauni Group



Questionnaire Human & Labour Rights 2021; 1) incl. Hauni GmbH, Baltic, Universelle, Primary; 2) incl. commuting accidents ; 3) Assumption: Total working hours per year 1,700 h

Hauni Group – Progress Report 2021

07 Trainings



Hauni Group: trainings 2021

Average training hours per employee and Health & Safety trainings in 2021



40 average training hours per year per employee*

Health & Safety Trainings in 2021

Site Hamburg-Bergedorf**

- 2 hazardous goods training courses with a total of 4 participants (2 hr)
- 1 x new paint shop manager (diesel)
- 3 x standardization (continuation of hazardous goods recognition (1hr)

Garbuio Dickinson Group

- Waste classification 1 person (3 hours)

Körber Campus Pécs

- ADR Safety Advisor Course (2x100 hours)

Site Schwarzenbek

- 1 hazardous goods training course (2hr)

Borgwaldt Group

- Safety instruction in accordance with § 14 of the Hazardous Substances Ordinance (8 persons; 2 hours)
- Hazardous goods training external (1 person; 40 hrs.) / internal (7 persons; 1 hr)

Hauni Richmond

- Safety/Clean (2 Persons, 4 Std)

Hauni Group: other trainings 2021/2022

Due to Covid, trainings which were planned in 2021 were moved to 2022 and in 2021 a new e-learning platform was introduced from the Körber Group

Sustainability Training	Sustainable Sourcing	IT Security Training (E-learning)	Compliance Training (E-Learning)	Environmental Awareness
Basic Training (Human Rights) 25.11.2021 12 participants	10.12.2021 13 participants	2021 1,223 participants 1,194 completed) ¹⁾ (98%)	2021 12 participants 10 completed	July 2021 133 participants 133 completed
Module Risk Management 26.11.2021 12 participants	20.07.2022 32 participants 21.07.2022 9 participants			

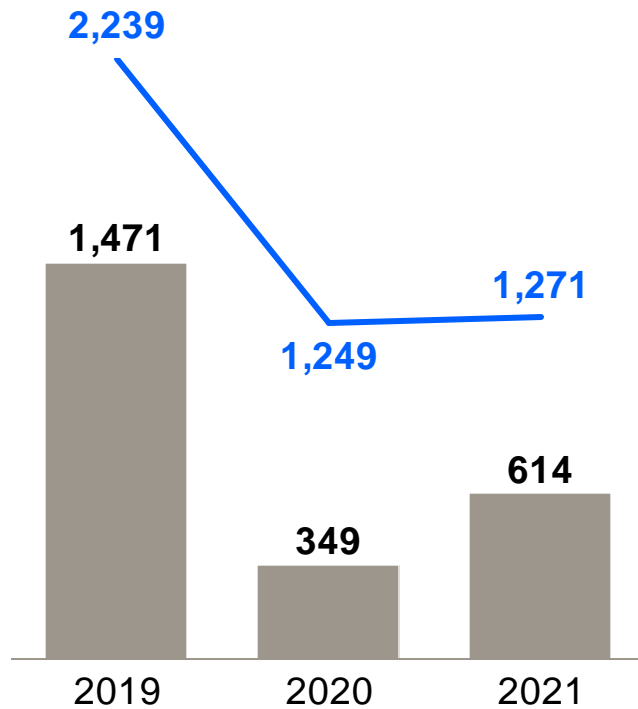


Summary trainings – Development of trainings between 2019-2021

The impact of the COVID pandemic is clearly visible in the decreasing numbers of offered internal and external trainings. The new eLearning tool was introduced in 2021.

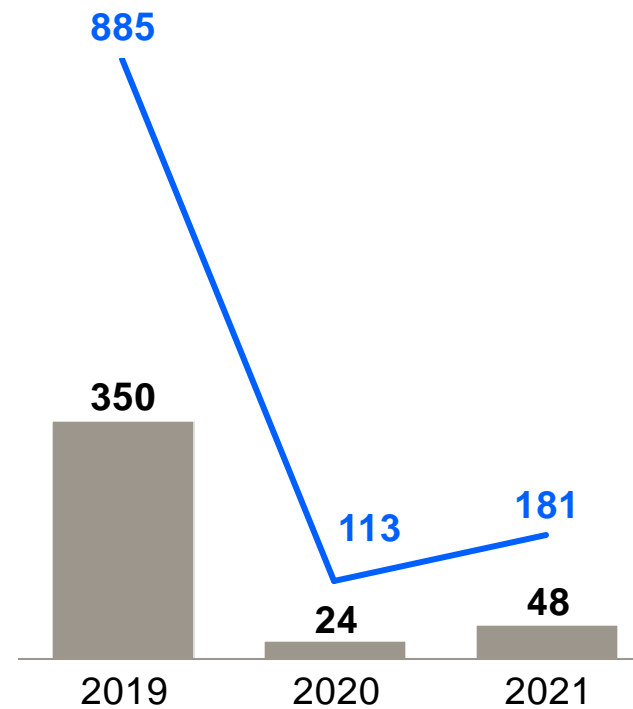
Internal trainings

— Days (7 h)
■ Participants



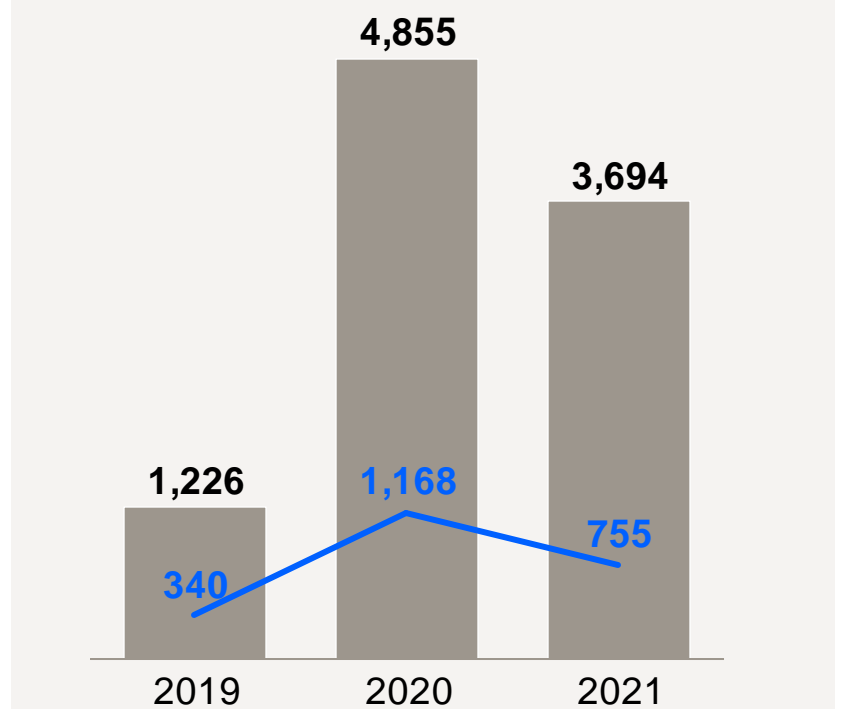
External trainings

— Days (7 h)
■ Participants



E-Learning

— Days (7 h)
■ Participants



08 Governance



How we would like to conduct business and manage our environmental and social impacts is written down in 5 main guidelines

Published on our Körber Technologies website



Hauni Group: whistleblower process

As part of Körber Group we are part of the group wide whistleblower process

Easily reached by the Körber Group website



Press Contact English ▾ 🔍

digital pharma supply chain tissue tobacco career we

Home > Compliance and Code of Conduct

Report of compliance violations (Page 1)

Subject *

Your report refers to: *

1) Protection of human rights

Violations of human rights, including causing and participating in human rights abuses in any form.

2) Corruption

Breaches of corruption laws. For example, situations in which business partners, employees, managers, public officials or office holders are offered, promised or provided

Via the Körber AG Website **internal** and **external** stakeholders can report on compliance violations including human rights violations which can occur in the Hauni Group locations and companies but also by suppliers and customers.

A first
**Human Rights
Report**
will be published
in **2023**



<https://www.koerber.com/en/compliance-and-code-of-conduct/reporting-of-compliance-violations>

Hauni Group – Progress Report 2021

Policy implementation process 2021/2022

How we inform our employees and stakeholders about our policies and guidelines

Policies and guidelines can only guide our behavior, if they are known to our staff and our stakeholders.

We follow a clear implementation process, which is defined as shown below

Internal information meeting with the responsible persons from all group companies

Publication on our Körber Technologies website

Information of our employees and external stakeholders through different media channels like newsletter, intranet, news board, contract forms

Documentation of the information process

- For all 5 adjusted guidelines the milestone is that our employees and stakeholders must be informed about the new guidelines and processes **until mid of 2023**.
- Especially the **Whistleblower Process** will be communicated regularly.
- Our suppliers were informed about the new Sustainable Sourcing Guideline and the new Körber Group Supplier Code of Conduct **to 100% until end of 2021**, and the CoC is part of the General terms of Purchasing now.
- Information and awareness meetings for the management:
 - **Corporate Guideline & Human & Labour Rights Guideline**
in November 2021, July & August 2022
 - **Sustainable Sourcing Guideline:**
November, December 2021 & January & June 2022
 - **Adjusted Environmental Guideline:**
August 2022



09

Sustainable Sourcing



Hauni Group: Sustainable Procurement Management

The Sustainable Procurement Management Process at Hauni Group is built on the risk assessment which was first implemented in 2021 and starting in June 2022 using the support of the Software IntegrityNext. The management approach was harmonized in 2022 with the Körber Group process.

2021

Risk assessment was defined and implemented

Desk based risk assessment conducted for all Tier-1 suppliers

Supplier code of conduct were communicated to all Tier-1 suppliers

2022

Self assessment of the suppliers as a step-by-step process

Audit procedure was developed and tested

Based on the results of the risk assessment and the results of the self assessment different actions (calls, measure plans, audits) will take place, if necessary

Hauni Group: Sustainable Risk Assessment

Risk definition: The methodology for risk analysis is based on two factors

Country rating (CF)*

from 1 (very low risk) to 5 (very high risk)

- Definition of low-risk countries = 1-2
- Definition of middle risk countries = 3
- Definition of very high-risk countries = 4-5+

1 (very low)  5 (very high)

Commodity Group rating (CGF)

from 1 (high complexity) to 3 (low complexity)

- Definition of high complexity: products which a high complexity e.g., engines:
Definition of low complexity: e.g., one-way-material:

3 (low)  1 (high)

The resulting risk rating
is the product of both factors:
 $CF \times CGF = \text{Risk Factor}$

Risk factor 1 - 4
Low-risk supplier

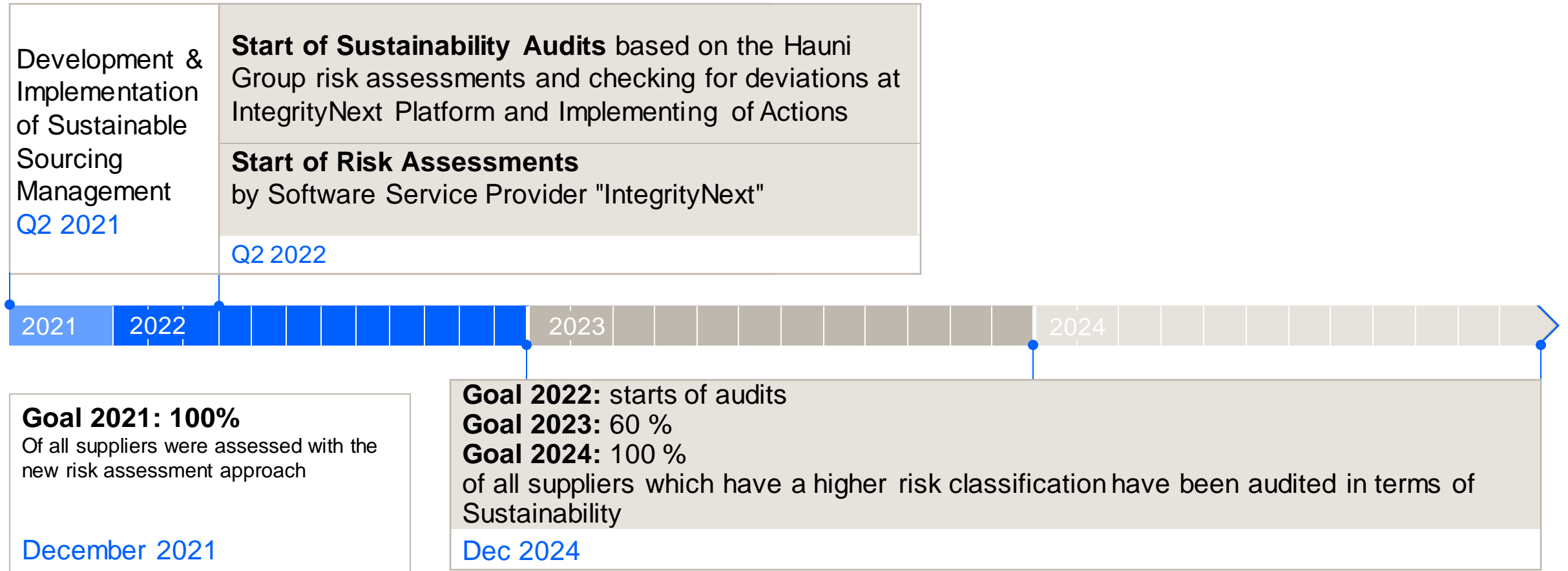
Risk factor 5 - 8
Middle risk supplier

Risk factor 9 - 15
Higher-risk supplier

The goal is to audit all higher-risk suppliers until end of 2024.

Hauni Group: Sustainable Procurement 2021/2022

Timeline

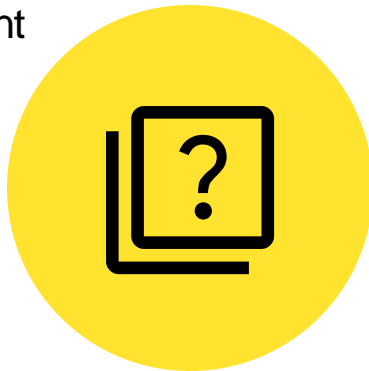


Hauni Group: Sustainable procurement 2021/2022

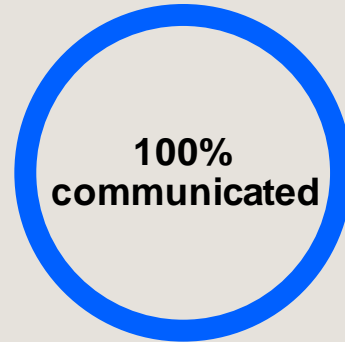
Topics and KPIs

Overview of the topics in the self assessment questionnaire – IntegrityNext

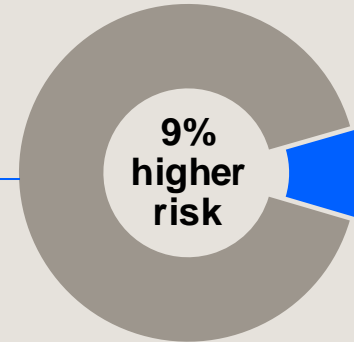
- Environmental Protection
- Human Right & Labor
- Anti-Bribery & Anti-Corruption
- Health & Safety
- Supply Chain Responsibility
- Quality Management
- Conflict Minerals
- Carbon Footprint



Hauni Group Sustainable Sourcing KPIs



The Supplier Code of Conduct was communicated **to 100%** of all suppliers by end of 2021*



100% of all direct suppliers were assessed via the Hauni Group risk assessment



9% were classified as higher risk (risk analysis 9 points and above)

Together, **202 participants** from our main suppliers and customers participated in the two **Top-Supplier Sustainability Days in 2022**: 1x in Lucca Italy (15.06.2022) and 1x in Pecs (29.06.2022) in Hungary.

10 Certifications



Hauni Group: Audits / Certification by Third party

Status quo 31.12.2021	ISO 9001	ISO 14001	Other	Comment
Borgwaldt KC	●		ISO 17025	
Borgwaldt Flavor	●		ISO 22000	
Hauni Richmond	○			<ul style="list-style-type: none"> • ISO 9001 Last internal System audit conducted in 2020 and documented with a self declaration
Garbuio IT			OHSAS18001 certified (March 2021), ISO 45001 almost completed	<ul style="list-style-type: none"> • Process to get ISO 45001 almost completed (certification planned end 2022-beginning 2023) . ISO 14001 and ISO 50001 under discussion for next years.
Garbuio GB				
Hauni Maschinenbau GmbH	○		ISO 27001	<ul style="list-style-type: none"> • ISO 9001 Last internal System audit conducted in 2020 and documented with a self declaration • ISO 14001 introduction process Baltic Metalltechnik GmbH 2023 - 2024 → plan certification 2025/26 • ISO 5001 introduction process 2023 - 2024 → plan certification 2025/26 • ISO 45001 introduction process 2023 - 2024 → plan certification 2025
Baltic Metalltechnik GmbH	●			<ul style="list-style-type: none"> • ISO 9001 last external System Audit in 2020, documented by Certification Tüv Nord
Körber Hungária	●	●	ISO 50001	
Kodis				
Sodim	●		ISO 17025	
Hauni Malaysia	○			<ul style="list-style-type: none"> • ISO 9001 Last internal System audit conducted in 2019 and documented with a self declaration

11

GRI content index

The Körber Technologies GmbH declares that the sustainability progress report with the reporting period from 01.01.2021 - 31.12.2021 was compiled in reference to GRI Standards.

GRI 101 used

GRI 101 : Foundation 2016

GRI content index – GRI referenced

GRI Standard	Disclosure	Location	GRI Standard	Disclosure	Location
GRI 102 2016 General Disclosure	102-1 organizational details 102-2 entities included 102-3 location of headquarter 102-4 Location of operation 102-5 ownership and legal form 102-6 I, ii activities	Sustainability Progress-Report Hauni Group page 4-6 and Annex 1 https://www.koerber.com/technologies	GRI 102 2016 General disclosure	102-26; 102-30 Role of highest governance body in setting purpose, values, and strategy	https://www.koerber.com/en/we/always-thinking-ahead
	102-7 scale of organization	i: page 28; ii: Annex 1; iii: page 6		102-32 Highest governance body's role in sustainability reporting	https://www.koerber.com/en/sustainability
	102-8 employees & other workers	page 28, 31		102-40; List of stakeholder groups 102-42; Identifying and selecting stakeholders 102-43; Approach to stakeholder engagement 102-44 Key topics and concerns raised	https://www.koerber.com/en/sustainability/collaboration/stakeholder
	102-10 I Significant changes to the organization	Annex 1 also 102-49		102-41 Collective bargaining agreements	Page 30
	102-14 Statement from senior decision maker	Page 4		102-45 Entities included in the consolidated financial statements	Annex 1
	102-15 Key impacts, risks, and opportunities	Page 8; 13-18 https://www.koerber.com/en/sustainability/strategy		102-47 List of material topics	Page 13
	102-16 Values, principles, standards, and norms of behavior	Page 45		102-48 Restatements of information	The last report was published in 2019, no restatements necessary
	102-17 Mechanisms for advice and concerns about ethics	Page 46		102-49 Changes in reporting	No significant changes – one production site was restructured to a pure trading & service location
	102-18 Governance structure	https://www.koerber-technologies.com/en/about-us#c146 https://www.koerber.com/en/we/always-thinking-ahead		102-50 Reporting period	01.01.2021 - 31.12.2021
	102-19 Delegating authority	Page 19		102-51 Date of most recent report	March 2019 for the reporting period 01.01.2018 - 31.12.2018
	102-20 Executive-level responsibility for economic, environmental, and social topics	Page 19		102-53 Reporting cycle	Page 4
	102-23 chair of the highest governance body	https://www.koerber.com/en/we/always-thinking-ahead			

GRI content index – GRI referenced

GRI-Norm	Disclosure	Location	GRI Norm	Disclosure	Location
GRI 102 General Disclosure 2016	102-53 Contact point for questions regarding the report 102- 55 GRI Reference 102- 56 external assurance	Page 58 Page 55 No external assurance	GRI 302: Energy 2016	302-1 Energy consumption within the organization	Total energy consumption page 22
			GRI 303:Water & Effluents 2018	303-3a Water withdrawal	Total freshwater consumption page 24
GRI 103 Management Approach 2016	103-1a Explanation of the material topic and its Boundary	Materiality analysis of the Körber Group including process description for determining materiality: https://www.koerber.com/en/sustainability/facts/materialityanalysis	GRI 305 : Emissions 2016	305-1 a-g Direct (Scope 1) GHG emissions 305-2 a-g Energy indirect (Scope 2) GHG emissions 305-5 Reduction of GHG emissions	Page 25 & https://www.koerber.com/en/sustainability/facts/data-and-facts/greenhouse-gas-inventory-calculation-principles ; Page 12 & https://www.koerber.com/en/sustainability/facts/data-and-facts
	103-2 a 103-2-c-ii 103-2- c-vi The management approach and its components	https://www.koerber.com/nachhaltigkeit Committed to Global Compact (31.08.2022) https://www.koerber.com/en/we/compliance			
GRI 401: Employment 2016	401-1 b New employee hires and employee turnover	page 32	GRI 306: Waste 2020	306-3 a Waste generated	Page 23
	401-2 a i – iii Benefits provided to full-time employees that are not provided to temporary or part-time employees	page 32		306-4 a; b iii; c ii Waste diverted from disposal	Page 23 & 24
GRI 403: Occupational Health and Safety 2018	403-1-a; b OHS management system 403-3 Occupational health services 403-5 Worker training on occupational health and safety 403-6 Promotion of worker health 403-8 Workers covered by an occupational health and safety management system 403-9 – a- i, iii, v Work-related injuries 403-9-e, g Work-related injuries	https://www.koerber.com/en/sustainability/core/social/the-health-and-safety-of-our-employees page 37-38 page 33-34 page 37-38 Page 39	GRI 405 Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	page 30
			GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs	page 41 – all employees not per gender or category https://www.koerber.com/en/career

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email: Felix.rauer@koerber.com



12 Annex

Annex 1: Companies of the Hauni Group included in the Report

Complete list: Production sites

Production sites

France

- SODIM S.A.S (Saint-Jeand-de-Braye)

Germany

- Hauni Maschinenbau GmbH (Hamburg)
- ASL Analytic Service Laboratory GmbH (Hamburg)
- Baltic Metalltechnik GmbH (Hamburg)
- Borgwaldt Flavor (Hamburg)
- Borgwaldt KC. GmbH (Hamburg)
- Hauni Primary (Schwarzenbek)
- UNIVERSELLE Engineering U.N.I. GmbH (Schwarzenbek)

Great Britain

- Garbuio Ltd (Winchester)

Hungary

- Körber Hungaria Gépgyártó Korlátolt Felelősségű Társaság (Pécs)

Italy

- Garbuio S.p.A. (Treviso)
- KODIS S.r.l. (Treviso)

Malaysia

- Hauni Malaysia Sdn. Bhd. (Shah Alam)

USA

- Hauni Richmond, Inc. (Richmond)

Annex 1: Companies of the Hauni Group included in the report

Complete list: Sales and Service offices

Sales and Service offices

Brazil

- Hauni do Brasil Máquinas e Equipamentos Para Tabaco Ltda. (Sao Paulo, Minas Gerais)

China

- Hauni Engineering (Shanghai) Co., Ltd. (Shanghai)
- Hauni Far East Limited (Hongkong)
- Hauni Far East Ltd., Kunming Representative Office (Kunming)

France

- Decouflé s.à.r.l. (Villejust) (production facility since 2020)

Japan

- Körber Japan Co., Ltd. (Tokyo)

Poland

- Hauni Polska Sp. z o.o. (Warschau)

Russia

- Hauni St. Petersburg Ltd. (St. Petersburg)

South Africa

- Hauni South Africa (Pty.) Ltd. (Cape Town)

Singapore

- Hauni Singapore Pte. Ltd. (Singapore)

Turkey

- Hauni Teknik Hizmetler ve Ticaret Limited Sirketi, Bayrakli (Izmir)

UAE

- Hauni Maschinenbau GmbH, Dubai Branch (Dubai)

USA

- DLG America, Inc. (Richmond)
- Garbuio, Inc. (Richmond)