

Relationships

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Relationships

This section describes the company's relationships with its important stakeholders. Supported by facts and figures, it aims to show how HUBER+SUHNER interacts with these stakeholders and how we address the related material topics.

Providing a helping hand for Ukrainian refugees and people who stayed back in the country was close to the heart of employees of HUBER+SUHNER in Europe, the United States of America and Costa Rica. **Involve, Welcome and Integrate** was our defined joint action plan.

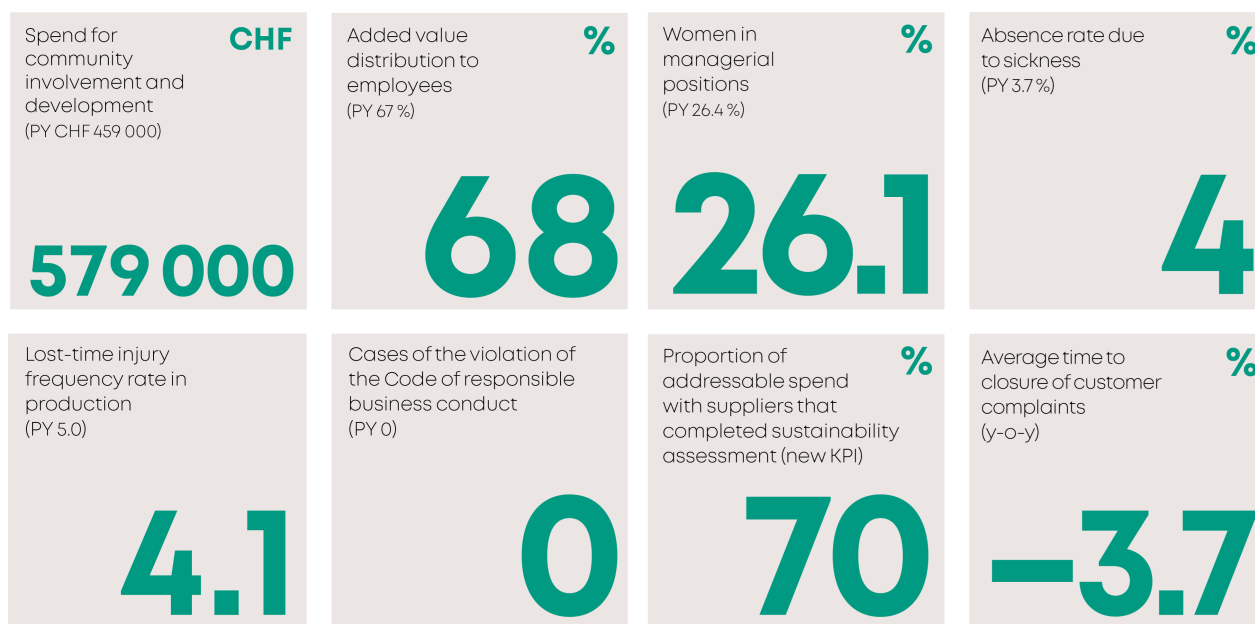


Andrzej Milewski from our Tczew site pictured in Iwano-Frankiwnsk, Ukraine together with the director of a children's hospital.

"I will always remember the moment when we arrived at a local clinic in the city of Iwano-Frank to hand over our goods. They asked us to wait and came back with presents such as local food. I was surprised that they were so kind and friendly being in this dire situation with almost nothing left."

Andrzej Milewski, Product Lifecycle Management operations specialist IT, Tczew, Poland

RELATIONSHIPS PERFORMANCE 2022 AT A GLANCE



Compliance and business ethics

Compliance is a fundamental prerequisite for value-driven and ethical business conduct. This applies to both the workplace and when doing business.

As a global player exposed to numerous potential risks, HUBER+SUHNER seeks to promote a visible culture of integrity, ethics and compliance which is built on the HUBER+SUHNER group-wide Code of responsible business conduct^[1]. The Code lays out important principles on how we conduct our business in a responsible manner and is the guiding document for every employee of the HUBER+SUHNER Group as well as for all stakeholders which enter into a relationship with our organisation. For certain matters, specific guidelines with more detailed information and instruction have been issued. According to the Code's principles and obligations, HUBER+SUHNER has established a groupwide compliance programme, which specifies the organisation's policies and guidelines, procedures, and actions within a defined process to help prevent risks and detect potential violations.

Governance of compliance within HUBER+SUHNER

The overall responsibility for the implementation of the corporate compliance programme has been assigned by the Board of Directors to the CFO, who in this function vests the position of Group Compliance Officer.

The Group Compliance Officer with the support of the General Counsel is tasked to continuously improve the compliance programme through a set of measurements such as:

- Oversee the global compliance reporting
- Compliance risk identification and mitigation
- Issuance of group-wide compliance rules and guidelines
- Execution of annual compliance risk assessment and adaptation of compliance map
- Compliance reporting to the Board of Directors
- Definition of the annual Group compliance focus and subsequent actions including trainings
- Empowered to mandate or conduct internal and/or external audits regarding actual or suspected violations

The Group Compliance Officer has the power to veto business transactions that may put the Group's reputation at risk as a result of threatened or existing infringements of the Code of responsible business conduct. The final decision about execution however lies with the CEO.

Area Compliance Officers and country managing directors

Twice per year, the Group Compliance Officer meets with the eight Area Compliance Officers who are responsible to ensure compliance within the Group, as well as with the Global Head of Corporate Responsibility to discuss about the following overarching topics:

- Human rights and labour standards
- Product compliance
- Quality
- The environment and Occupational Health and Safety (OH&S)
- IT
- Trade compliance
- Legal compliance
- Financial compliance

The Area Compliance Officers make sure that a top down implementation of control measures is guaranteed by Country Managing Directors and line managers, and is reflected in the HUBER+SUHNER management system. On country level, compliance functions may be established, however, the country managing director is responsible for compliance matters towards local authorities.

The Country Managing Director and line managers have to inform Area Compliance Officers about any suspected or actual non-compliance or emerging topics for assessment and subsequent actions. Through close cooperation with the Global Head of Procurement, it is ensured that the supply chain is equally adhering to our standards. In 2022, HUBER+SUHNER launched a [Supplier Code of Conduct](#) in six languages which needs to be signed by every HUBER+SUHNER supplier.

Annual compliance report

An annual compliance report, which is part of the risk report, is being submitted to the Group Compliance Officer for presentation to the Board of Directors in December. The report includes the bottom-up information provided by the Area Compliance Officers, the findings of the other reporting tools such as the Trustline, management reviews, internal quality audit reports and an annual summary on customer audit findings.

Compliance training for employees

Compliance at HUBER+SUHNER is about living the company's values and speaking up when witnessing unethical behaviour or any non-compliance with the Code of responsible business conduct. An online compliance training – developed specifically for HUBER+SUHNER – is available in seven languages and all employees working in an office environment are requested to complete the interactive online course within the first 90 days of their employment with the company as part of their orientation training programme. Employees working at HUBER+SUHNER manufacturing facilities have daily meetings with shift leaders where the topic of compliance in their sphere of influence is included on a regular basis.

96.9%

of office and indirect production
employees globally completed the
online compliance training

On a yearly basis, one compliance topic is defined according to its relevance and timeliness. For office employees topics like anti-bribery, conflict of interest and non-competition are regularly addressed in intervals. In 2022, all our office staff as well as employees from production with access to desktop/laptops underwent a thorough training on data protection, making sure everyone understands what it means to keep personal data of employees, customers and suppliers safe. Data protection is an important aspect of our compliance policy, 96.9 % of our office and indirect production employees completed the training successfully.

Uncovering ethical disparities with our whistle-blowing platform Trustline

In 2021, HUBER+SUHNER implemented Trustline, an independent and secure whistle-blowing platform, provided by a third party. The platform offers all employees worldwide, including temporary staff, apprentices and trainees, an additional reporting channel to easily raise alleged violations or breaches of the Code of responsible business conduct by phone or in writing. Trustline can be accessed around the clock. It is available in several languages, and reports can be submitted anonymously. With Trustline, the company has developed guidelines for employees to encourage them to voice their concerns about suspected misconduct within HUBER+SUHNER or in connection with HUBER+SUHNER business relationships with respect to the principles set out in the Code of responsible business conduct.

To address reported issues, HUBER+SUHNER has a SpeakUp Steering Committee, composed of two Area Compliance Officers (Legal compliance, Human rights and labour) and the Head of Global Corporate Responsibility. It is responsible to handle any complaints that are reported via the HUBER+SUHNER Trustline. The Committee is the body towards the independent operator of the platform as well as the person who filed the complaint.

Reported issues in 2022

In 2022, no violations were reported related to the Code of responsible business conduct via the whistle-blowing platform or any other reporting channel or sources (immediate or next line manager, human resources manager, local compliance officer, or local external service provider).

0

cases of violation
of the Code of responsible
business conduct

Product compliance

The purpose of the product compliance team is to ensure that HUBER+SUHNER operates in compliance with all relevant legislation and regulations related to materials used in our products. Establishing a global HUBER+SUHNER product compliance culture is critical to achieve this goal, and we foster this culture through a variety of means.

One key aspect of our material compliance efforts is the creation of a dedicated product compliance team. Its responsibilities include coordinating and overseeing all material-compliance activities at HUBER+SUHNER, including:

- Establishment of a company product compliance guideline
- Creation of an up-to-date material-compliance database and reporting system
- Provision of training, information, and support to ensure involvement and consultation of all employees and business partners.

We plan to work closely with our suppliers and other stakeholders to ensure that all materials used in our products meet the highest compliance standards. This involves regular assessments of our supply chain, the implementation of processes to monitor and track compliance, as well as to work with external experts to ensure that we are always up to date on the latest material-compliance developments.

Overall, our vision for the product compliance team is to create a strong, proactive, and globally focused organisation that is dedicated to ensuring that HUBER+SUHNER is at all times in compliance with relevant material-compliance regulations and standards. By working together and leveraging all stakeholders' expertise, we will be able to achieve this vision and create a culture of compliance that will benefit our company and our customers for today and in the future.

Managing product compliance

At HUBER+SUHNER, we take material compliance seriously and have implemented a number of initiatives to ensure that our products meet all applicable regulations and standards. This includes a robust system to manage compliance with registration, evaluation, authorization, and restriction of chemicals (REACH), restriction of hazardous substances (RoHS), and waste electrical and electronic equipment (WEEE) regulations.

To comply with REACH, we closely monitor the substances used in our products and conduct regular assessments to ensure that they are safe and do not pose any risks to human health or the environment. We also maintain detailed documentation on the materials used in our products and their potential impacts, and we work closely with our suppliers to meet REACH requirements.

In terms of RoHS compliance, we are committed to reducing the use of hazardous substances in our products and have implemented a number of initiatives such as replacing hazardous substances with safer alternatives whenever possible and conducting regular assessments of our products. We also maintain a database of all materials used in our products and their RoHS compliance status, and cooperate with our suppliers to ensure that all materials meet these standards.

With regard to WEEE compliance, we have implemented a number of measures to ensure that our products are properly recycled and disposed of at the end of their life cycles. These measures include working with certified recycling partners, providing clear and accurate labelling on our products to facilitate their proper disposal, and establishing internal processes to track and monitor our compliance with WEEE regulations.

HUBER+SUHNER is committed to upholding the highest standards of material compliance and meeting all applicable regulations and standards.

A global team looking after product compliance

HUBER+SUHNER has had a product compliance officer since 2022, and has established a dedicated, global, cross-functional team. Further, we have a team of material compliance master data specialists in India who are specialised in the topic.

Special substances of very high concern

The company adheres to requirements for substances as outlined in REACH Article 33: Duty to communicate information on substances in articles, including the need to disclose the presence of substances of very high concern (SVHC) above 0.1 % weight by weight (w/w). We are committed to transparency and disclose materials and substances used in our products upon customer requests.

HUBER+SUHNER declares that all of our products are compliant with the substance restrictions of EU Directive 2011/65/EU for RoHS, including the amendment under Commission Delegate Directive (EU) 2015/863. This declaration is based on the best of our current knowledge and on the current law at the date of issue.

Working towards lead-free products

Last year, our company launched an internal development project with the aim of building the necessary engineering and manufacturing skills for lead-free products in response to potential changes in EU RoHS legislation. The directive imposes restrictions on the use of certain hazardous substances, including lead, in the electronic and electrical equipment manufacturing process. While the directive currently allows for some exemptions, there is a possibility that lead will be completely banned in the future. In anticipation of this possibility, we have allocated resources to investigate whether the transition to lead-free radio frequency products is possible and economically viable.

[1] <https://www.hubersuhner.com/en/company/sustainability/related-documents>

Human rights and labour practices

In our [Code of responsible business conduct](#), HUBER+SUHNER has committed to fully respecting human rights within its sphere of influence. The company does not tolerate any form of child labour or forced labour and is committed to equal and non-discriminatory treatment of employees and their protection from harassment in the workplace. To increase the focus on compliance and the possibility for employees to speak up, we implemented Trustline, a secure whistle-blowing platform, in 2021. The platform is accessible around the clock in all local languages of key HUBER+SUHNER countries. This anonymous way of reporting potential breaches is available in addition to the options of directly reaching out to superiors, Country Managing Directors, the General Counsel, or local Human Resources business partners.

The company constantly monitors to ensure that no form of child labour^[1] or forced labour^[2], according to the International Labour Organization (ILO) definition, is occurring at any of its sites of operation. Since June 2020, the company has been a signatory to the United Nations (UN) Global Compact adhering to its ten principles^[3] of which principles 1 through 6 are related to human rights and labour practices. (See “The Ten Principles of the UN Global Compact” on the last page of this report.)

HUBER+SUHNER employees have the right to join a trade union of their choice within the framework of the applicable laws. Our Group companies have the choice to join collective bargaining in countries where this is common practice^[4].

[1] <https://www.ilo.org/ipec/facts/lang--en/index.htm>

[2] <https://www.ilo.org/global/topics/forced-labour/definition/lang--en/index.htm>

[3] <https://www.unglobalcompact.org/what-is-gc/mission/principles>

[4] See [Code of responsible business conduct](#), p. 5 (E. Trade unions and collective bargaining)

Attractive employer

HUBER+SUHNER continuously strives to be a great place to work, where people feel inspired and safe and can develop to unlock their potential. Our goal is to attract new employees and retain our talents. This includes an enticing employer value proposition (EVP). The company offers a strong purpose, regular training and learning opportunities, and a truly diverse, inclusive, international, agile and safe work environment. Strengthening the EVP is part of a global employer branding programme that was rolled out across all sites early 2022. The results are the following four brand personas representing the company's key employee audiences according to various criteria such as gender, age, education, cultural background, aspirations, and needs.



Through the EVP, we also defined five differentiating factors, namely innovation, growth, collaboration, a global network with diversified teams, and entrepreneurial spirit. In the scope of employer branding, we are constantly optimising the candidate and the employee journey across all touchpoints. Besides creating content like testimonial videos which help potential candidates understand what we do at HUBER+SUHNER, we created onboarding material with the HUBER+SUHNER corporate values and leadership principles, enhanced transparency on employee benefits, and launched a CEO welcome video to show appreciation to every new colleague.

Investing in and expanding our work environment

For many years, HUBER+SUHNER has offered employees with jobs in an office environment the opportunity to work remotely. This has enabled the company to efficiently implement officially mandated teleworking obligations at the different sites over the past couple of years. HUBER+SUHNER aims for a balanced mix between working from home and physical presence in the office, thus combining the advantages of in-office and remote work for the benefit of the company and its employees. HUBER+SUHNER continues to invest in a work environment that inspires people, accommodates flexible and safe work requirements and improves productivity and collaboration with internal and external stakeholders.

In Costa Rica, HUBER+SUHNER celebrated the opening of their new and expanded location in November 2022, with a ribbon-cutting ceremony. The new site provides a substantial increase of 2.5 times the previous capacity to support current business levels and strategic initiatives. In Pfäffikon, Switzerland, at our Witzberg site, HUBER+SUHNER celebrated the completion of a brand-new building that is located next to the existing production premises. The total volume of the building amounts to 58 000 cubic meters which equals 68 individual family homes. The surface measures 9600 square meters and will host 50 different production lines. The transition of all production lines will be completed in May 2023.



Outside view of the new production site at Witzberg in Pfäffikon, Switzerland

Celebrating successes together

At HUBER+SUHNER, we think it is important for our team spirit that we celebrate success. In Tczew, Poland, HUBER+SUHNER celebrated its 20th anniversary of the company's activities. More than 500 employees enjoyed an exclusive gala dinner as a sign of appreciation. In the same month, HUBER+SUHNER BKtel had its 25th anniversary in Germany. The HUBER+SUHNER BKtel site celebrated its birthday with a party for all employees and their families.

After two years of Covid-19 measures and in response to the desire of many employees to spend time together, HUBER+SUHNER India planned a family day event for 250 employees and their relatives to show appreciation and to reconnect as a team. The entire day was packed with enjoyable activities, dancing, music and captivating performances by our employees.



250 HUBER+SUHNER employees in India during the family day

Programmes to attract and retain employees

The Human Resources department in Switzerland proposes programmes which can be adopted and adapted as needed by the various sites around the globe in response to country-specific demand. The apprenticeship and trainee programmes are important offerings that attract the next generation of employees. At HUBER+SUHNER Switzerland, we offer 11 different types of apprenticeships to help young people learn essential skills for their chosen vocations through practical and classroom learning. In 2022, we welcomed 20 new apprentices who work across our Swiss sites; 83 apprentices were trained in Switzerland in 2022 in total (87 in 2021). Other sites, including HUBER+SUHNER in the United Kingdom, Germany, India and Malaysia, have initiated apprenticeships or internships for young people and graduates.

83

apprentices worked in
Switzerland



One of our 83 apprentices in Switzerland who are employed across our two sites

To engage the youngest generation about career opportunities with the company, each year HUBER+SUHNER in Switzerland participates in the [National Future Day](#), opening office and production site doors for girls and boys who want to get their first taste of working life. A total of 50 children took the opportunity to look behind the scenes in 2022. Girls and boys aged between 10 and 15 were given practical insights into professions and fields of work. The programme included a half-day at a parent's or accompanying person's workplace as well as a half-day in the apprenticeship workshop, where the children were allowed to get hands-on and build something on their own. For us, National Future Day provides a good platform for raising awareness and sparking interest as a possible future employer. HUBER+SUHNER China has a similar offering with "Take Our Kids to Work Day", which took place at our sites in Shanghai and Changzhou. A one-day agenda with several activities was arranged for the kids, which included visiting their parents' office, the production plant, the research and development (R&D) lab, games, and participating in a talent show. Take Our Kids to Work Day empowers families, kids and companies to learn and grow together.



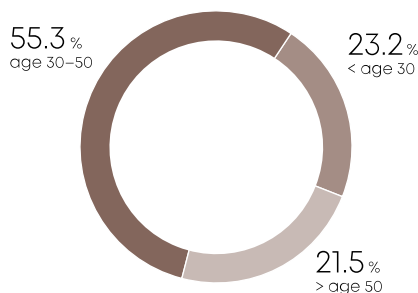
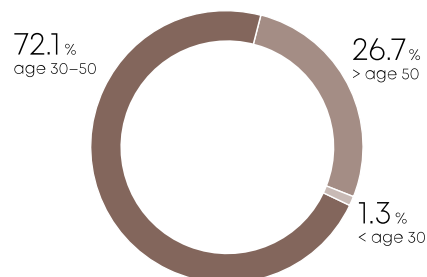
Happy kids at HUBER+SUHNER in China during the "Take Our Kids to Work Day"

For many years, HUBER+SUHNER has also had a strong presence at recruitment fairs and universities in Switzerland, Tunisia and Poland. In addition, the company maintains close partnerships with start-ups as well as universities of applied sciences and universities such as the two renowned Swiss institutes ETH Zurich and EPF Lausanne, for general research and development collaboration and academic theses. These strong links with educational institutions and start-ups drive innovative projects, add to HUBER+SUHNER teams' work satisfaction, and help build strong relationships with potential future employees.

HUBER+SUHNER is also an attractive company for employees above the age of 50, as we value both their work and life experience. The company is part of the founding group of the association [Focus 50 Plus](#), as it is very conscious of the demographic change and how it may result in workforce shortages. It is fundamental to keep employees healthy, motivated, and committed until they retire. Offers such as health and safety services, flexible working and retirement arrangements, and further training opportunities until the last day of work are highly valued by mature employees. These measures help them stay professionally up to date and acquire new skills while preparing for retirement. Moreover, HUBER+SUHNER aims to be an attractive employer for all generations. Therefore, we organised events such as a leadership dialogue where leaders and experts together discussed the needs and aspirations of Generations Y and Z and what they expect from employers and the work environment.

Ernst & Young Ltd performed a limited assurance engagement on selected figures marked with a ✓ for 2022.

Distribution of age groups ✓

Distribution of age groups ✓
in managerial* positions

* Managerial positions are roles in which a person oversees the job functions of another person or a group of people. Managers might also oversee the operation of a specific function within a company. For example, an accounting manager might lead a team of six accountants, whereas a production manager might oversee otherwise unattended automated assembly lines.

Information about the age of the HUBER+SUHNER [Board of Directors](#), and the [Executive Committee](#) can be found in the Corporate Governance section of this report.

The category "Distribution of age groups" correspond to GRI disclosure 405-1.

In Switzerland, where around 1200 of our employees are based, HUBER+SUHNER offers many benefits that exceed legal requirements. These include continued salary payments in case of illness or accident and generous pension fund contributions. In addition, HUBER+SUHNER offers discounted lunches thanks to staff canteens, and special conditions for cultural activities. Employees with young children can choose certain nearby day-care centers, which are supported by the HUBER+SUHNER Foundation.

Employee turnover

Again, we registered significantly different turnover rates across our regions due to cultural aspects and the given local framework. Therefore, we designed local target ranges for a stable yet agile workforce. The defined target ranges for countries like Germany or Switzerland are between 8 % and 12 %, whereas China can range between 35 % and 45 %. In total 1160 positions were filled in 2022, 946 of them with new hires. In countries where the value is above the target range, the situation is analysed and subsequent measures to improve the retention are being defined.

Employee turnover rate by country*

Country	2022	Target range
China	27.8%	35–45 %
Germany	13.7%	8–12 %
India	8.2%	10–20 %
Malaysia	7.3%	10–20 %
Poland	20.8%	10–20 %
Switzerland	8.3%	8–12 %
Tunisia	51.9%	20–30 %
UK	19.8%	10–20 %
USA	18.4%	20–30 %

* Target setting and reporting for countries with more than 100 HUBER+SUHNER employees only

Training and continuous education

HUBER+SUHNER invests in individual training opportunities for its employees to ensure professional development. In 2022, our training time for employees summed up 73 257 hours (PY 65 216). This equals 15.6 (PY 14.2) hours of training per employee across all functions. This brings us close to our target figure of 16 hours per employee which we defined as a target for 2023. The training costs (external cost plus cost of hours not worked due to training) rose from CHF 1.7 million to CHF 2.7 million and the average training cost per employee rose from CHF 380 in 2021 to CHF 597 in 2022.

In an environment where change has become a constant, leaders must ensure that everyone is enabled to contribute to overcome challenges and look for opportunities together. The HUBER+SUHNER leadership principles are a common guideline for all our employees and place a high priority on psychological safety and working in diverse teams. Learning from mistakes together and focusing on constructive feedback enables all employees to perform at their best.

In Tczew, Poland, Human Resources designed the "Academy of the Successful Leader", a programme to further develop and support leaders. The roles of manager, supervisor and project lead require constant development and keeping pace with trends. HUBER+SUHNER Poland decided to run the academy in order to support leaders in times of volatility, uncertainty, complexity, and ambiguity (VUCA) and to implement the leadership principles that were introduced in 2021. HUBER+SUHNER also participates in the Advance mentoring programme that connects women from different companies in mentor and mentee roles. The company nominates and connects mentors and mentees to help strengthen the position of women in business. Overall, feedback on the programme has been very positive, prompting HUBER+SUHNER to expand it for the coming years.



Development of employees is key. In Tczew, Poland the "Academy of the Successful Leader" was designed for leadership teams

The human resources team at HUBER+SUHNER Tunisia was awarded for best training policy, specifically for their approach of introducing and continuously training newly hired and existing employees in 2022. The award ceremony was held by the ARFORGHE organisation and the Konrad Adenauer-Stiftung. Our Managing Director for HUBER+SUHNER Tunisia received the award onstage from the Tunisian Minister of Employment.



The award ceremony where HUBER+SUHNER Tunisia received recognition for the "Best training policy" in the presence of the Tunisian Minister of Employment

In China, 366 of our colleagues participated in the sixth Skills Star Competition, demonstrating the national culture of craftsmanship. The programme was launched in 2017 to improve competitiveness, to find out about the professional skills and talents of our factory workers, and to spark interest in further skills development. Out of all participating colleagues, 302 passed the theoretical exam to compete in the practical part. Finally, 75 employees won the 2022 Skills Star Competition title, and four colleagues were awarded multiple times for excelling in various skills.

26.1%

women in
managerial positions

Ernst & Young Ltd performed a limited assurance engagement on selected figures marked with a ✓ for 2022.

Gender distribution ✓

Year	Total workforce		Managerial* positions		Executive Group Management		Board of Directors	
	Female [%]	Male [%]	Female [%]	Male [%]	Female [%]	Male [%]	Female [%]	Male [%]
2020	44.7	55.3	21.7	78.3	12.5	87.5	16.7	83.3
2021	48.0	52.0	26.4**	73.6**	16.7	83.3	16.7	83.3
2022	45.1	54.9	26.1	73.9	16.7	83.3	16.7	83.3

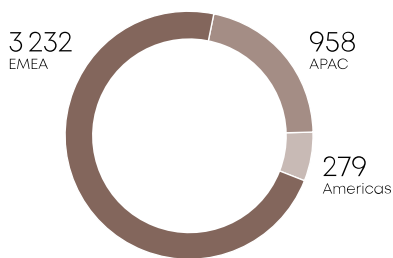
* Managerial positions are roles where a person oversees the job functions of another person or a group of people. Managers also might oversee the operation of a specific function within a company. For example, an accounting manager might lead a team of six accountants, whereas a production manager might oversee otherwise unattended automated assembly lines.

** These figures have been restated due to a change in the geographical scope and data collection process. The figures published in the Sustainability Report 2021 were 23.4% and 76.6% respectively.

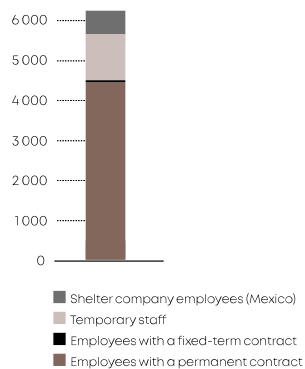
HUBER+SUHNER is convinced that diversity is a key success factor and that different perspectives are an enriching and creative source. This helps to develop innovative products and better solutions for customers. As an attractive employer, HUBER+SUHNER promotes diversity, consistently advocates equal opportunities, and offers attractive and flexible workplaces for different work and life models. The figures on gender distribution correspond to GRI disclosure 405-1.

Also in 2022, HUBER+SUHNER was a proud supporter of St. Gallen Diversity & Inclusion week. We recognise the importance of an inclusive workplace and therefore support students with impairments at Pudong Special Education School in Shanghai, China. Each year, HUBER+SUHNER employees are invited to celebrate Children's Day, donating food and drinks for the occasion. Together with employees, HUBER+SUHNER established the Schooling Donation Project in 2017 through which funds from the company, as well as employees support, flow to various organisations that provide further education for less privileged youth.

Employees by region (HC)



Number of employees by employment type at year-end (headcount)



At the end of 2022, the company had close to 4500 employees globally. Out of the total workforce, 45.1 % were women. The share of women in managerial roles slightly decreased to 26.1 % in 2022 (down 0.3 percentage points y-o-y). Our goal is for women to hold over 30 % of managerial positions by 2030. HUBER+SUHNER strives to promote women in general and particularly into management positions. We committed to raising quotas for upcoming years and submitting data for gender reports. For many years, HUBER+SUHNER has actively promoted equal pay for women and men at its Swiss sites with [Landolt & Mächler Consultants](#). The company continues to be reviewed on a regular basis.

Occupational health and safety

As a manufacturing company, occupational health and safety (OH&S) of employees is a priority and material topic for HUBER+SUHNER. We have a [global Health and Safety Policy](#) and apply the principles established by the International Labour Organization (ILO). HUBER+SUHNER strives proactively to prevent its employees from having accidents at work and leisure, as well as from developing occupational diseases and their consequences.

4%

absence rate due
to sickness

We monitor our performance according to three key figures: the absence rate due to sickness, the lost-time injury rate, and the lost-time injury severity rate. In 2022, the absence rate due to sickness^[1] was 4.0 % (PY 3.7 %). For comparison: in the Swiss manufacturing sector, the absence rate was 3.3 % in 2021 (most recent available statistics*).

* Source: Swiss Federal Statistical Office (FSO) – Work Volume Statistics (WV)

4.1

lost-time injury
frequency
rate[✓] in production

The lost-time injury rate^[2] (according to GRI disclosure 403-9) decreased from 5.0 in 2021 to 4.1 in 2022, with nine sites reporting zero lost-time injuries. The lost-time injury severity rate^[3] was recorded for the second time. It showed 16.8 lost working days per lost-time injury. As of 2023, we aim to achieve a lost-time injury rate of 3.0 or fewer per 1 million hours worked. No work-related fatalities were recorded during the reporting period. Data and targets related to lost-time injuries are published only for direct and indirect production employees, as lost-time injuries among office employees are very rare and would skew the published figures.

Year	Lost-time injuries	Number of hours worked in production	Lost-time injury rate [✓]
2020	25	6 127 312	4.1
2021	28	5 582 078	5.0
2022	24	5 908 505	4.1

Ernst & Young Ltd performed a limited assurance engagement on selected figures marked with a [✓] for 2022.

Occupational health and safety management

HUBER+SUHNER ensures OH&S through strict adherence to local laws and regulations and to three global processes that were introduced towards the end of 2020 and have been rolled out since then. Every plant has health and safety officers on duty to conduct training and walk-throughs which sensitise employees not only to work-related hazards but also to health-related topics in general. With the participation and consultation of workers, we are able to identify hazards and assess workplace risks and seize opportunities early on in order to eliminate hazards before they become incidents.

Safe and legally compliant handling of hazardous material

To protect our employees as well as the environment when handling hazardous materials such as chemicals, we comply with all applicable laws and regulations in the respective countries. We ensure that manufacturers and importers of hazardous materials provide information and instructions for safe handling. These include the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) hazard pictogrammes, hazard statements and precautionary statements. We request the safety data sheet from the supplier, preferably in the local language. The site's environmental health and safety (EHS) specialist must ensure that Safety Data Sheets (SDS)[\[4\]](#) for all chemicals used are filed in such a way that they are easily accessible to all affected employees.

To constantly minimise risks associated with the handling of hazardous materials, we adhere to the following principles:

- If possible, replace hazardous materials with non-hazardous ones
- Keep stock of hazardous materials as low as possible
- Strictly observe manufacturers' instructions on packaging and SDS, ensure translations into local languages, and train operators
- Organise warehouses in a legally compliant manner (containers, infrastructures, separated storage, stock list, etc.)
- Provide workers with personal protective equipment and ensure it is worn correctly
- For new purchase orders, ensure the most recent SDS is provided/downloaded from the supplier's website
- Check SDS for updates/changes and inform relevant employees accordingly.

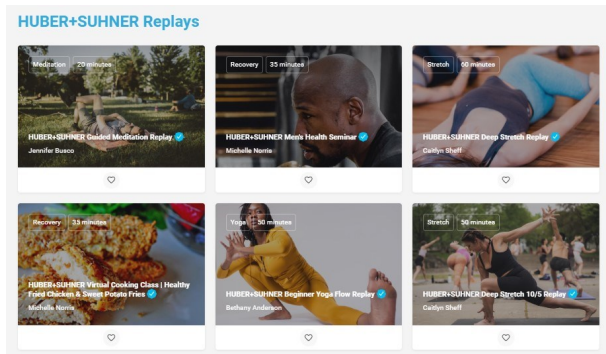
Country initiatives

Since 2018, HUBER+SUHNER India shop floors have started their days with a yoga session and celebrated International Yoga Day by doing yoga with all employees in the years 2018, 2019, 2021, and 2022. In 2022, we also organised our first 21-day yoga challenge to keep staff members physically and mentally well in order to further strengthen the health and wellness goal, which had created the foundation for subsequent physical activities. As a result, our Indian team started a 55-day walking challenge to encourage people to move more with a target of 10 000 steps each day. The challenge's brilliance was that it had a deadline, encouraging all participants to exert a little more effort. Everyone involved experienced the gratifying effects of consistent walking at the end of the 55-day period.



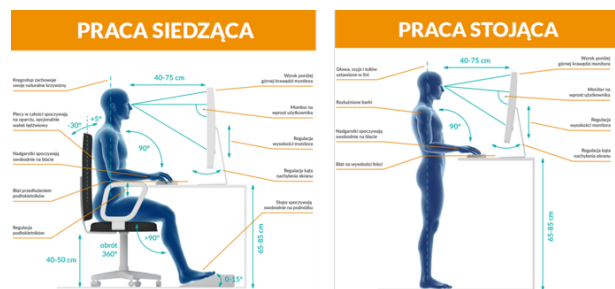
"The 10 000-step challenge and the daily yoga from HUBER+SUHNER are great initiatives. I tried being an active part of these programmes and observed good results for myself – both physically and mentally – which is very essential for a happy life. I have been able to reduce my weight by a couple of kilograms and hope to lose more weight to keep healthy. Previously I have tried being physically active but I couldn't follow through. Now, thanks to the programmes, I took it as a personal challenge and really enjoyed it. Even my family got motivated and started following my routine. I hope we will continue with such events that increase awareness and keep people healthy and happy."

**Sriharsha Kanigolla, Software Developer,
HUBER+SUHNER, Bangalore**



In Charlotte, United States, our colleagues joined forces with [SweatNET](#) Corporate Wellness to offer employees a comprehensive wellness programme designed around feedback from a wellness survey conducted in 2022. The programme includes a variety of live virtual fitness classes, live virtual guided meditations, live virtual cooking classes, company-wide challenges and a wellness platform with over 350 streamable fitness classes, 50-plus guided meditations, 250-plus healthy recipes, and more. The goal is to improve the overall well-being of employees, leading everyone to a healthier lifestyle that positively impacts company culture and productivity.

At our site in Nawojowa Gora, Poland, all employees have received information and were given suggestions for exercises to help improve their fitness levels despite spending eight hours at their office desks. Additionally, fresh fruits are provided for everyone on a weekly basis.



In China, safety month took place in June under the motto "Comply with the safe production law, take ownership to act safely", our colleagues undertook a safe production law training and test, they trained employees in first aid, firefighting and safety knowledge, and new safety posters were issued. Trainings were concluded with knowledge competitions and a management-level safety inspection.



At our site in Tczew, Poland, the team conducted an emergency drill, including first aid for a wounded employee, with the city's fire brigade. Additionally during the year, employees received a set of practical health and safety trainings including the use of fire extinguishers and the automated external defibrillator (AED) as well as practical first aid training to save lives in case of an emergency.



At our site in Cambridge, United Kingdom, the team updated their evacuation policy. This includes a newly established evacuation process for people with impairments. They also introduced an onsite duty assignment to indicate which fire marshals and first aid personnel were available. One colleague joined the fire marshals and four people became new members of the first-aid team. Various sweep zones were created. The fire marshalls are assigned to a building zone which needs to be physically checked in the event of an emergency. Since 2022, a new role was created with the nomination of a chief fire marshall who coordinates the fire marshalls and first-aid teams. Our employees established contacts with other businesses in the shared building for an improved emergency collaboration. Additionally, refresher trainings for the use of the defibrillator unit were held.

A global action plan and process board

The company has developed a global action plan to ensure globally aligned OH&S management. By the end of 2023, all sites with production and/or warehousing activities must establish and maintain an OH&S management system that fulfils the requirements of ISO 45001. Internal auditors are reviewing these management systems. So far, the production sites in Changzhou and Shanghai, China, are TÜV SÜD-certified according to ISO 45001. Following the 2022 surveillance audit by TÜV SÜD, these two sites had six nonconformities identified, all of which minor. Corrective actions were immediately taken and the nonconformities were resolved accordingly.

In 2022, a global OH&S process board was established and regular meetings were held throughout the year. Its aim is to unite the OH&S community and exchange ideas and best practices among the global team. Going forward, all sites with production and logistics activity will set up an annual OH&S target, including an action plan that is implemented and verified through planned audits. The Plan-Do-Check-Act cycle (PDCA) can be further promoted globally. Our goal is for all major production sites to be certified according to ISO 45001 by 2025.

[1] Number of absence hours due to sickness divided by the planned working time (in hours)

[2] Lost-time injury: any injury sustained by an employee while on the job that prevents them from being able to perform their job for at least one day/shift; lost-time injury rate: the number of lost-time injuries that occurred during the reporting period per 1 million hours worked by production employees.

[3] The lost-time injury severity rate was calculated by dividing the number of lost working days by the number of lost-time injuries.

[4] Also called Material Safety Data Sheet (MSDS) or Product Safety Data Sheet (PSDS)

Anti-corruption

Anti-corruption is an important part of the HUBER+SUHNER interactive online compliance training that all employees must complete within the first 90 days of their employment with the company as part of their orientation training programme. The [Code of responsible business conduct](#) addresses the topic under the chapter titled "Fair operating practices": all employees are requested to never directly or indirectly offer, promise or grant public officials, private parties, or contractual business partners any bribe or improper advantage; nor should they receive, tolerate, knowingly benefit from, or accept such bribery or improper advantage. Employees may not accept or provide gifts or favours that could be considered as improper influence. If the exchange of gifts is customary in a cultural area, they may only be of a symbolic nature.

The company does not support money laundering in any way. We maintain business relationships with recognised business partners who conduct legitimate business and whose funds come from legitimate sources.

Whenever personal interests or family or other ties conflict with the interests of our employees, they are obliged to ensure that the interests of HUBER+SUHNER are not affected by their own direct or indirect personal interests. Potential or existing interests must be duly reported to the respective superiors so that HUBER+SUHNER can resolve the matter in a fair and transparent manner.

The Executive Group Management approved a detailed anti-corruption guideline in September 2017. The guideline sets minimum standards within the HUBER+SUHNER Group with respect to anti-corruption, anti-bribery and conflicts of interest. The guideline applies to all HUBER+SUHNER divisions, regions, affiliates and branches.

Employees who find themselves in a conflict of interest or who acknowledge a breach of the [Code of responsible business conduct](#) are asked to speak up directly via their local compliance responsible or by phone or in writing via the Trustline which can be accessed around the clock. The Trustline is available in all company languages, and reports can be submitted anonymously. Although there is a high risk of corruption, bribery, and conflict of interest in some countries with HUBER+SUHNER subsidiaries, no cases were detected in 2022.

Responsible procurement

Working with a complex supplier network

In 2022, HUBER+SUHNER purchased more than 22 000 different items from roughly 1 600 active production material suppliers located in 46 sourcing countries. Production materials represent approximately 70 % of the total purchasing volume, with two-thirds being components or semi-finished goods and one-third raw materials such as copper or chemicals.

The most important sourcing regions in terms of purchasing volumes are Western Europe, Central Europe, and Northern Asia.

Region	Share of purchasing expenditure with regional suppliers
AMERICAS	96%
APAC	96%
EMEA	86%

* Suppliers who are in the same region as the receiving site of HUBER+SUHNER

Focus on responsible procurement

At HUBER+SUHNER, over 50 % of turnover is used for Procurement. Therefore, the company aims to make certain that production materials are sourced only from qualified suppliers, ensuring high environmental and social standards throughout our operations to minimise adverse effects on the environment and society. There is increasing governmental pressure, including the German Supply Chain Due Diligence Act which came into force on 1 January 2023, and the [Ordinance on Due Diligence and Transparency in Relation to Minerals and Metall from Conflict-Affected Areas and Child Labour \(DDTrO\)](#) entered into force on 1 January 2022.

In Switzerland through the DDTrO, and in Europe with the EU Supply Chain Law, companies are now legally required to know their supply chain footprints and assess their suppliers with regard to environmental, social and governance (ESG) risks. As of 1 January 2023, companies must introduce comprehensive due diligence measures and report any risks with regards to:

- Human rights and labour practices
- Occupational health and safety
- Responsible sourcing of minerals
- Environmental protection and climate change mitigation
- Fair operating practices.

Stepping up measures for responsible procurement

HUBER+SUHNER appreciates long-standing and stable supplier relationships as key to its business success. This has been further underlined by the global Covid-19 pandemic. We aim to procure according to the "regional for regional" model to strengthen local supplier relationships and ensure short supply chain routes whenever possible.

The company requires its suppliers to acknowledge the [HUBER+SUHNER Code of responsible business conduct](#), which can be found on the company's website. Additionally, regular audits are done for strategic suppliers and since 2021, a set of sustainability-related questions were included.

In September 2022, HUBER+SUHNER introduced a specific [Supplier Code of Conduct](#) in English, Chinese, French, German, Polish, and Spanish. The Supplier Code of Conduct is an integral part of the agreement between a supplier and HUBER+SUHNER and applies to all critical production material suppliers worldwide. Furthermore, in 2022, we started

onboarding 150 suppliers to our ESG due diligence platform [IntegrityNext](#) with the objective of assessing 75 % of our production material spend through the platform by the end of 2023.

70%

spend done with suppliers
that completed the
sustainability assessment

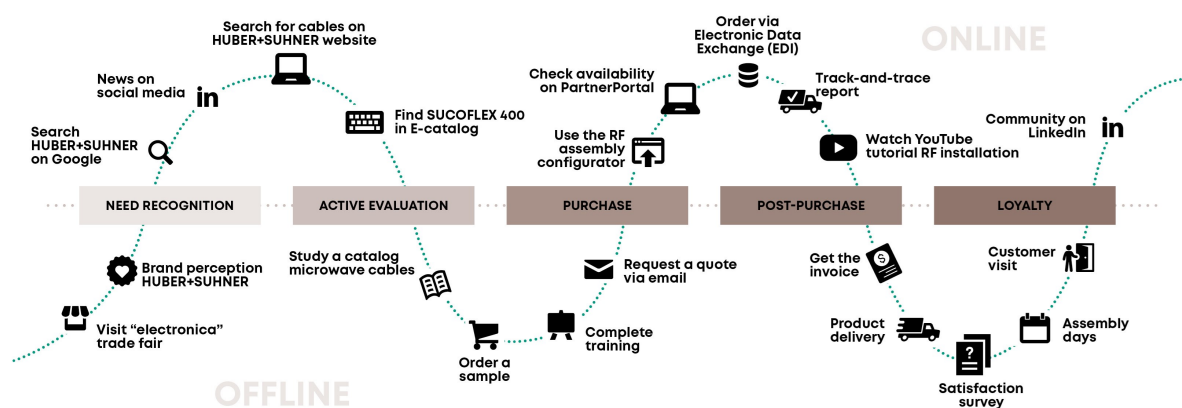
The Procurement team also updated its Procurement Policy, adding information with regard to corporate responsibility and material compliance, and defining what is expected from each supplier in those areas.

Conflict minerals

In its production, HUBER+SUHNER processes the conflict minerals tin and gold. In this regard, the company is mapping its supply chain using the Conflict Minerals Reporting Template (CMRT) of the Responsible Minerals Initiative. The most recent version of the [CMRT](#) is publicly available on the HUBER+SUHNER website.

Customer relations

The success of HUBER+SUHNER is directly linked to our ability to cultivate mutually beneficial and trusting relationships with our customers. In 2022, HUBER+SUHNER served a customer base of approximately 4300 buying customers. However, the major proportion of our sales is linked to key customers with whom the Group has established long-term relationships. Customer relations at HUBER+SUHNER are structured along the company's three market segments Industry, Communication, and Transportation, with dedicated sales teams in key countries and around 400 sales employees.



Driving a seamless customer experience

Offering a valuable customer experience is key for growth (see figure 1: Customer experience journey). Feeling the customers' pulse at decisive moments allows HUBER+SUHNER to consistently understand, follow, improve, and own all the touchpoints (e.g. during an online search, when receiving the company's response to a request, when using our products, or when interacting with the company in the event of a complaint).

HUBER+SUHNER must be a competent partner in engineering, logistics, and supply chain, constantly innovating and looking for highly customised solutions. Our focus on data collection and the evaluation process for an outstanding customer experience has been further developed through a new way of measuring the pulse according to 12 monthly touchpoints. A pilot "mood survey" was done in the first quarter of 2022 to establish all the relevant key performance indicators (KPIs) and to define and implement the necessary improvements.

One of the indicators the company has been measuring is the average number of days until a customer complaint is closed. In 2022, this duration decreased by 3.7 % y-o-y. Focusing on the full customer experience will help HUBER+SUHNER to get a holistic view of the customer experience beyond pure customer satisfaction.

-3.7%
average time to closure of
customer complaint (y-o-y)

Personal interactions remain paramount

Personal contact is crucial to build and maintain close relationships with customers. They typically are assigned a single point of contact at HUBER+SUHNER for all their needs. With the "Godfather Program", key clients will be assigned a representative from executive management to encourage exchange and mutual trust with top management.

Regulatory and sustainability requirements

As a business-to-business (B2B) company, HUBER+SUHNER mainly faces compliance with regulatory and legal requirements. Therefore, we must be able to anticipate any developments at an early stage in order to develop our products accordingly. Detailed and transparent product information and labelling are therefore key to HUBER+SUHNER. The company also ensures compliance with standards and regulations such as registration, evaluation, authorisation and restriction of chemicals (REACH) and restriction of hazardous substances (RoHS).

By actively managing its environmental, social and governance (ESG) responsibility and by constantly working to enhance its performance, HUBER+SUHNER also contributes to the sustainability of our customers and thus positions the company as a valuable partner beyond technical expertise and product quality. In the past year, we have seen an increasing number of customers requesting information about the CO2 footprint of their purchased products. Other customers ask HUBER+SUHNER to disclose its ESG performance and targets via the EcoVadis, IntegrityNext, and Drive Sustainability platforms.

Additionally, we disclose environmental information to investors and customers annually on the CDP platform.

Community involvement and development

Community involvement and development

In assessing the material issues, the Executive Group Management has made community involvement and development one of three focus topics. Community involvement and development stands out due to its many aspects. It includes the promotion of education, culture, and sports, as well as support for groups at the edge of social and workplace exclusion. Open, honest, and fair dealings with local and regional administrative authorities are also part of this complex topic. The company's investments globally for projects in education, culture, and sports, and for disadvantaged groups can take the form of donations in cash or in kind, as well as vocational training positions or support for employees in their engagement through voluntary work within the community.

579 000_{CHF}

spent for community involvement
and development projects

At the end of 2021, HUBER+SUHNER published its globally binding [guidelines](#) on the topic of community involvement and development. As of the 2022 financial year, HUBER+SUHNER will have a total of 0.5 % of budgeted earnings before interest and taxes (EBIT), or at least CHF 500 000, available for the support and initiation of projects. The funds will be provided from the operating business as well as from the HUBER+SUHNER Foundation.

173

projects supported for
community involvement
and development

In 2022, a total of 67 % of Group companies sponsored or initiated a total of 173 community involvement and development projects, spending around CHF 579 000. With the easing of the Covid-19 pandemic related measures in 2022, HUBER+SUHNER community development activities picked-up again. Another accelerator was the war in the Ukraine which created a sense of urgency to take collective action.

Year	Investment in CHF	Number of projects	Proportion of country organisations
2020	333 000	118	56%
2021	459 000	104	53%
2022	579 000	173	67%



Switzerland

HUBER+SUHNER Foundation

The HUBER+SUHNER Foundation provides benefits to the company's employees in accordance with the foundation's purpose. It also supports social, cultural, and sports related projects in the geographical catchment area of the Swiss HUBER+SUHNER sites in Herisau and Pfäffikon. Depending on the size and nature of the projects, the contributions can range from a few hundred to tens of thousands of Swiss francs.

After a couple of years where the global Covid-19 pandemic had halted or postponed some projects which were funded in 2020 already, the number of 2021 applications was also impacted.

Year	Number of projects
2020	105
2021	86
2022	142

In 2022, the HUBER+SUHNER Foundation, founded in 1947, celebrated its 75-year anniversary. On this occasion, two projects were launched for all employees in Switzerland to celebrate this important milestone.

Getting ready: In May, employees were offered a branded, high-quality soft-shell jacket, the perfect apparel for leisure and sports activities.

Be active and do good: Under this motto, the Foundation emphasized its Corporate Responsibility in the communities where HUBER+SUHNER Switzerland has its premises. During the month of September, all employees were encouraged to take part in a step-counting challenge via [Step Coach](#), an application that let users count steps and sports activities during team challenges. Employees could choose one of the seven selected organisations in the Pfäffikon ZH and Herisau catchment areas, forming seven online teams which had the goal of virtually walking from Pfäffikon to Herisau. All collected steps per team were translated into a financial donation for each of the chosen non-profit organisations.

The seven organisations supported included:

- [Winterhilfe Zürcher Oberland](#)
- [Winterhilfe Appenzell Ausserrhoden](#)
- [PluSport insieme Zürcher Oberland](#)
- [PluSport Appenzeller Hinterland](#)
- [Stiftung zur Palme Pfäffikon](#)

- [Dreischilbe Herisau](#)
- [Naturzentrum Pfäffikersee](#)

Six of these organisations are dedicated to and support people with an impairment or from economically disadvantaged backgrounds of various age groups with integration into society via housing, employment, sports or financial support. The last one is dedicated to nature conservation and to sensitise people about the importance of the lake of Pfäffikon and its surrounding areas.

190 colleagues signed up for the challenge and collected steps by walking, running or playing other sports which through the app were converted into addable steps. Step-Coach allowed for everyone to see in real time, how many steps each team had collected and which individual was leading the pack in terms of steps, which gave an extra push to all participants.



Members of the team "PluSport Appenzeller Hinterland" during a physical hike.

At the end of September, HUBER+SUHNER employees collected a total of 58.2 million steps which translates into around 40 700 kilometres, a distance equal to walking once around the globe. Six teams completed and exceeded the virtual route from Pfäffikon to Herisau resulting in CHF 150 000 donated. The allocation of the donation amount was based on the performance of each team during the step-counting challenge.

Organisation	Donation in CHF
PluSport Zurich	25 000
Naturzentrum Pfäffikon	24 000
Winterhilfe Appenzell Ausserrhoden	23 000
PluSport Appenzeller Hinterland	21 000
Stiftung zur Palme Pfäffikon	20 000
Dreischibe Herisau	19 000
Winterhilfe Zürcher Oberland	18 000
Total	150 000

The organisations expressed their gratitude by sending in thank you notes and even a video to the HUBER+SUHNER Foundation and all employees who got engaged.



Thank you notes and photos from the organisations supported through the 2022 step-counting challenge, commemorating the 75-year anniversary of the HUBER+SUHNER Foundation

Coordinated actions from various countries for the Ukrainian people



Following the onset of the war in Ukraine, HUBER+SUHNER wanted to understand how we can support the Ukrainian people on-site or as they were fleeing the country. Our global and corporate responsibility teams from various departments (such as Human Resources, Procurement, and Corporate Communications) in most affected countries (Poland, Germany, Switzerland and the United Kingdom) defined a three-phase action plan which was approved by Executive Group Management. Colleagues from our locations in the United States and Costa Rica also joined in to offer their support.

The three-phase action plan consisted of:

- **Involve** employees by offering additional paid vacation days to be used for a range of volunteering activities
- **Welcome** refugees by offering accommodation
- **Integrate** refugees by creating or offering existing job opportunities

Involve employees: The Executive Group Management decided to turn 1000 working days into 1000 days of volunteering activities for Ukrainian refugees. The 1000 days were allocated proportionally, taking into account the refugee-to-inhabitant ratio and the number of HUBER+SUHNER employees per country in Poland, Germany and Switzerland. These countries were in scope due to their geographical proximity and the subsequent increasing influx of refugees. Volunteering days could be used to help the people in need, by for example, renovating space to accommodate refugees; work at a humanitarian organisation focusing on Ukrainian refugees; supporting refugees with translation, paperwork or job applications; or by providing or transporting goods.

Involve employees: Our teams in Poland, Germany, Switzerland and the United States got in touch with local organisations to understand how they could support refugees. Very quickly, HUBER+SUHNER took actions as needs were expressed with regard to clothing, furniture and household goods, food, and hygiene and medical supplies, as well as school materials and toys. Other activities included the collection of money and storing goods for organisations in our office buildings.

Colleagues at our two locations in Poland and in Germany organised the transportation of collected materials and food by truck to the boarder of Ukraine to support people in the war zone. In Poland, medical supplies were prepared in agreement with hospitals in Ukraine to supply the most needed items. The supplies were delivered to a local charitable organisation and then transported to Ukraine. Additionally, Polish employees were providing language lessons to refugees to support a fast integration.

In our two United States locations Warren and Charlotte, also supported by HUBER+SUHNER Costa Rica, funds were raised by employees for the Ukrainian American Relief Committee Inc., and matched by the company. Additionally, an in-kind donation to support essential needs of refugees back in Ukraine was organised.

At our Bicester site in the United Kingdom, employee cell phones were upgraded. The old handsets were handed in to the provider or employees could buy them. The money collected from selling the old handsets to the provider or employees was then used to make a donation to an organisation which supported Ukrainian refugees.



In-kind donations collected by teams in Poland, Germany and the United States (from top to bottom)



The support campaign for Ukraine, created by our employees in Mainz, Germany

Welcome refugees: In Poland, Germany and Switzerland, teams inquired about possibilities to accommodate refugees as governments were calling on the population to offer their homes or living spaces to host arriving refugees, mostly women and children.

HUBER+SUHNER looked into options to provide office space, to rent accommodation at our cost, or to allow the refugees the use of company owned employee apartments for free, while hosting our colleagues in hotel rooms. All of

this was done in close cooperation with local authorities. In Pfäffikon, accommodation was not the issue thanks to four available buildings, but internet access had to be provided. Therefore HUBER+SUHNER helped with the infrastructure by donating hotspots and SIM cards so people could get online to communicate with their families, to complete administrative tasks and start their job searches.

Some of our employees opened their own homes to refugees for an indefinite period.



A studio living space rented by our colleagues in Hückelhoven, Germany and access to the internet in Pfäffikon, Switzerland thanks to donated hotspots and SIM cards.

Integrate refugees: In many countries, regulations were eased to quickly offer employment to refugees. In Switzerland, thanks to the newly introduced status “S”, Ukrainians were allowed to work very quickly and children were welcomed into the public education system. Offering employment opportunities via job centers was therefore another way for HUBER+SUHNER to get involved. In several countries, we employed Ukrainian refugees or helped by establishing connections for people to find employment. We also supported childcare, thanks to facilities already used by our own employees. In Poland, a one-week summer camp was offered with the financial support of our Tczew office to 39 Ukrainian and Polish children in order to help them relax and enjoy some normality.



Impressions from the summer camp sponsored by our Tczew site in Poland

Table overview of contributions for Ukraine

Country	In kind donation	Financial donation
Americas (United States and Costa Rica)		
HUBER+SUHNER Inc. (Charlotte)	<ul style="list-style-type: none">Essential needs donation to "United Ukrainian American Relief Committee Inc." [1] from both locations	<ul style="list-style-type: none">Donated by employees and matched by both sites: HUBER+SUHNER Inc. and Astrolab to "United Ukrainian American Relief Committee Inc" [2]USD 18 000 (CHF 16 573) + USD 12 175 (CHF 2 233)
HUBER+SUHNER Astrolab (Warren and Costa Rica)		
Poland		
Krzeszowice	<ul style="list-style-type: none">Company food donation and distribution for surrounding locations (main railway station, library in Krzeszowice, monastery in Czerna and Krzeszowice) by the HUBER+SUHNER Polatis teamSupporting refugees to organise appointments with government, doctors etc.Donation of medical products and transport to crisis regions in the Ukraine	<ul style="list-style-type: none">Donation of food vouchers for refugees
Tczew	<ul style="list-style-type: none">Funding of a playground in Tczew for Ukrainian orphansTransport and donation of electronic equipment for employees from Ukraine who went to warContinuous employment for employees from Ukraine who went to warProviding Polish lessons for Ukrainian childrenGathering candles for the city of Kherson	<ul style="list-style-type: none">Donation to "Pan Wlodek" Social Assistance for Children Foundation [3] to purchase food for a convoy to UkraineDonation to "Co i To" Foundation for 120 school backpacks for Ukrainian refugee childrenDonation of PLN 30 000 (CHF 6 384) for a summer camp for Ukrainian and Polish childrenDonation of PLN 10 000 (CHF 2 129) to the Food BankDonation to "Co i To" of PLN 10 000 (CHF 2 129) for 1 000 lunches for immigrants
Switzerland		
Herisau	<ul style="list-style-type: none">Allocation of five HUBER+SUHNER business apartments for refugees since May 2022Goods drive in both locations	
Pfäffikon	<ul style="list-style-type: none">Acquisition/rental of 16 hotspots and SIM cards for five refugee sheltersStorage of donated goods (mattresses) for local community	
Germany		
Hückelhoven	<ul style="list-style-type: none">Rented a flat to host refugeesDonation and support with transport of goods to the Ukraine.	
Mainz	<ul style="list-style-type: none">Donation of food and medicine to Ukraine with the help of a Russian employeeDonation of food, household items to a charitable organisation in BonnTransport of donated furniture to apartments for refugees organised by an employee	<ul style="list-style-type: none">Donation from employees with internal fund-raising campaign of EUR 14 000 (CHF 13 924) to a "Eine Welt e.V. Leipzig" [4]
Taufkirchen	<ul style="list-style-type: none">Offering free office space to local Red Cross to welcome refugees	
United Kingdom		
Bicester	<ul style="list-style-type: none">Volunteer work offered to community	<ul style="list-style-type: none">Donation of money collected from old, traded-in company mobile phones and employees buying their old phones

[1] <https://www.uuarc.org/about-us/>

[2] <https://www.uuarc.org/about-us/>

[3] <http://www.fundacjaipanwladek.pl/>

[4] <https://einewelt-leipzig.de/de/ukraine-wie-wir-weiter-helfen/>

Out of the 1000 volunteering days, less than 10 % were reported by employees via our HR system. However, looking at all the actions taken with some still ongoing, we understand that the HUBER+SUHNER team went above and beyond to alleviate the situation for so many Ukrainians over these past months.

Country initiatives

India

Giving a second life to clothes, toys and books



HUBER+SUHNER colleagues lighten up the day for people in need with clothes, toys and books during "Diwali"

Diwali, the festival of lights, is one of the most loved festivals in India. It symbolises victory of good over evil, light over darkness, and knowledge over ignorance. Our colleagues at HUBER+SUHNER India brought light, care and happiness to people in need and whose lives are a struggle during Diwali and every day as they work hard to feed their families. Our employees came together to bring light to people's faces by distributing clothes, toys and books to families in the vicinity of our offices. For HUBER+SUHNER employees, it was a great joy to know that they could help and support fellow citizens with goods they no longer used but which meant a lot to someone else.

China



Employees of HUBER+SUHNER China are providing donations for the two students, supported by the "Aiyi Sunshine Student Aid Association"

Supporting the education of young people in the community, HUBER+SUHNER in China has been contributing to the educational careers of two students since 2017 through the Aiyi Sunshine Student Aid Association, a non-profit organisation which focuses on poor students. Thanks to this financial support, the pupils will be able to complete their further studies and finish high school graduation. Our Chinese employees were asked to raise money and the company matched the donation. The amount of RMB 22 758 (around CHF 3091) was then transferred to Aiyi.

Poland

Running for people with a physical impairment



On 4 September, five employees from our HUBER+SUHNER site in Krzeszowice joined together to participate in the 11th edition of the [Poland Business Run 2022](#) in Krakow. More than 32 000 runners from over 1500 companies signed up to participate. The Fundacja Poland Business Run, held annually, is a 5x4 kilometre relay race. Next to the physical participation, teams could also run virtually using a smartphone application. Not only the pandemic demanded for a hybrid event but the increasing amount of runners asked for it, too. Each participating company will help some 100 people from all over Poland who have a physical impairment or had to undergo a mastectomy.



Four of our five colleagues from our Krzeszowice site who participated in the charitable "Poland Business Run 2022"

Every year in December, organisations, institutions, and individuals are awarded prizes at the Tczew County Volunteering Gala for their community involvement efforts and support for social initiatives. Volunteers, enterprises and organisations are nominated in four different categories, one of them being "Community-friendly company". The team from our site in Tczew earned the award in this category in 2022 due to their proactive attitude, the commitment to the local community, and good cooperation with regional organisations. Amongst their 2022 involvements were the financing of sporting events in the Powiat and Pomeranian region, participation in sporting events, and through the founding of a new award for young musicians.



The award received for our community involvement and development efforts in Tczew, Poland

Americas

HUBER+SUHNER, Charlotte

Bringing joy to families with the Virtual Angel Tree Program during the holidays The Salvation Army, with which HUBER+SUHNER Inc. has had a decades-long relationship, offers underprivileged children gifts for the holiday season. The Virtual Angel Tree Program is an opportunity for companies and employees to spread joy by providing toys and clothing to children of less fortunate families. On the Salvation Army's community websites, wish lists of children named "Angels" are published. Our colleagues selected the wish lists of two children and shared them with employees so that volunteers could buy the desired items. These items were then delivered to the Salvation Army for distribution. The parents of the two youngsters were provided with the toys and clothes so they could wrap them and surprise their angels with the longed-for presents.

HUBER+SUHNER, Warren

Contributing to the "Giving Garden Project"

The [Wagner Farm Arboretum Foundation](#) seeks to enrich, educate and inspire the community by increasing environmental awareness and recreational opportunities. At the same time, the farm produces vegetables dedicated to feed families, individuals, and elderly who do not have the resources to acquire nutritional, healthy, and fresh meals. The "Giving Garden Project" (GGP) is a service and educational programme operated entirely by volunteers. The Foundation's vegetable beds are maintained throughout the growing season by volunteers who perform specific tasks under the direction of seasoned lead gardeners. There is always need for small groups to come once a season to help tend several beds. This is what some of our employees in Warren did by braving the elements to spread mulch and turnover soil on over 50 vegetable beds in order to prepare them for the winter.

Corporate Social Responsibility (CSR)
Give-back Opportunity

HUBER+SUHNER

Are you interested in Giving Back to the Community with H+S?
Preparing Garden Beds for the Winter Season

Join us!

- Friday, November 11th from 12:00 to 3:30 pm
- Glove, tools and drinking water provided
- Participants need to dress for the weather

Interested?
Please discuss the opportunity with your supervisor: if staffing permits and qualifications are met, your supervisor will submit your name to Rosana Orrego before 5p on Monday October 24th. If more than 10 employee names are received, a random selection will be held with participants announced on Monday, October 31st.

WAGNER
197 Mountain Ave.
Warren, NJ 07059

Qualifications: Must be an employee for a minimum of six months and be in good standing (no disciplinary action within the past 6 months).




HUBER+SUHNER Astrolab employees, turning over the soil of 50 vegetable beds at the Wagner Arboretum Foundation

Financial and in-kind donations to several charitable organisations

Also this year, HUBER+SUHNER Astrolab provided financial and in-kind support to various organisations in their vicinity: On World Hunger Day in June, the team organised a food drive, collecting 155 kilograms of edible items. The [Habitat for Humanity of South-Central New Jersey](#) received a financial donation for giving Tuesday. Through the “[Toys for Tots](#)” of the US Marine Corp’s employees participated in a charitable toy drive for children in need during the holidays.