



Our Vision:

As a global technology and innovation leader we have an obligation to promote sustainability issues in all our activities.

The > <u>Hauni Group</u> is one of the world's leading suppliers of technologies and technical services to the international tobacco industry. With approx. 4,500 employees in over 20 locations, the Hauni Group has representatives around the world and is home to the brands Hauni, Garbuio, Decouflé, Borgwaldt, Borgwaldt Flavor, Sodim and Kodis. The Hauni Group forms the Business Area Tobacco within the > <u>Körber Group</u>.



Further information about our > Sustainability
Programme

The companies of the Hauni Group are committed to building a future worth living in – a world in which economic, environmental and social interests co-exist in harmony. This is why we always act with a view to tomorrow's needs. In 2010, we developed a sustainability programme and made it the heart of our corporate strategy. The sustainability programme encompasses five areas of action: products, employees, environment, society and obligation.

After publishing our first official > Sustainability Report in 2016, we produced a > Focus Report on the topic of mobility in 2017. Our Focus Report 2018 addresses the issue of biodiversity protection. Scientists around the globe report a decline in biodiversity – the loss of natural ecosystems, species and genetic diversity within species – and describe it as one of the greatest challenges of our time. We looked for fields where we could make a tangible contribution to the protection of endangered plants and animals. The answer was simple – right outside our own front door. We could take direct action together with our employees at our locations around the world. This would also allow us to assess the results of our activities more effectively.

In this report, we discuss the issue of biodiversity and present our first joint sustainability campaign for improved protection of the world's flora, fauna and the habitats in which they thrive. In addition, the report provides updates on our current environmental goals and key sustainability data from the Hauni Group.

We hope you enjoy reading this year's Focus Report!



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UNDERSTANDING BIODIVERSITY

We share the Earth with around eight million different species of animals and plants – from beetles to elephants. We are bound together by a complex web of relationships – some symbiotic, some adversarial. Every species has a place in this system – this is the result of billions of years of evolution.

Ecosystems – communities of different organisms and the habitats they live in – play important roles. These "ecosystem services" are the foundation for all life on Earth. Ecosystems are key for the oxygen in our atmosphere, clean water in our rivers and the pollination of flowers. They thus also are a source of food and medicines. When natural ecosystems are disrupted, they can no longer provide these "services" or can only do so to a limited extent. Due to human interference, this is already happening in many places: around one million species of animals and plants are threatened with extinction. According to one > current study of the IPBES there are five major causes of this trend – all closely intertwined. Population growth and increasing levels of consumption are exacerbating these problems still further.



More than 500,000 species of land animal no longer have adequate space to live and will not survive in the long term unless their habitats are restored.

Cause 1: Changing uses of land and sea

Growing urbanization and the expansion of agriculture have a major impact on land use. For example, more than 30 percent of the world's land surface and nearly 75 percent of its fresh water resources are used to produce plant and animal products for human consumption.

The pesticides and fertilizers used here not only impact plants and insects but also have a negative effect on soil-dwelling organisms and groundwater. Since 1992, the area occupied by urban settlements has more than doubled globally. Infrastructure continued to expand rapidly –





dividing and isolating natural habitats. To fuel growing levels of consumption, humans are extracting ever more renewable and non-renewable resources.

But it is not just land use that is changing. Evidence of human activity is clearly visible on the planet's coasts and in its oceans, due to the expansion of infrastructure, aquaculture, legal and illegal fishing as well as offshore wind turbines.

Cause 2: Exploitation of animal and plant life

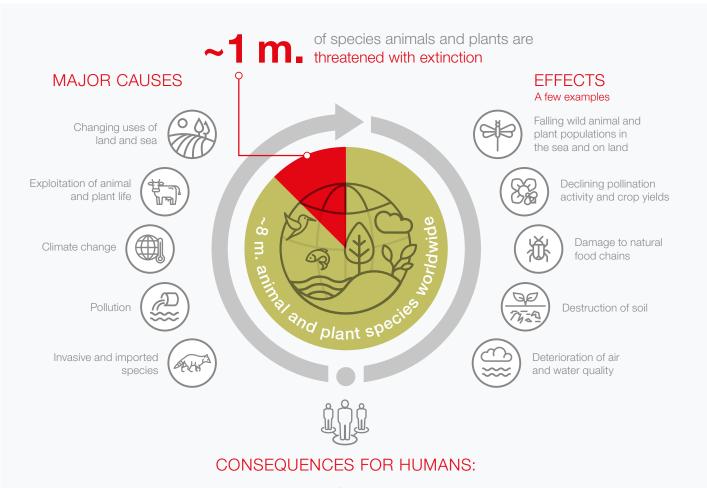


The exploitation of animal and plant life is a direct result of growing consumer expectations and population expansion. Agricultural crops and livestock are selectively bred primarily to increase yield.

Further information about > Extinction

Friesian cattle are one example: this breed is so efficient that each cow produces up to 42 litres more milk per day than those of other breeds. Less productive breeds are forced out – with a corresponding loss of biodiversity.

The effects of the exploitation of natural resources are also increasingly obvious in the wild. Today, 33 percent of wild fish populations are classified as overfished. This means that more fish are being caught than can be replenished by natural reproduction or the migration of more fish into the marine area. If fishing policies and practices do not change, many of these stocks will never recover.



PRESENT

Uncertainty regarding the availability of food and drinking water has a negative impact on human well-being.



FUTURE

Extinction of species could lead to greater political instability – resulting in migration and displacement.

Biodiversity is the living bedrock of our planet and the foundation of our present and future.

Cause 3: Climate change



Anthropogenic climate change is affecting ecosystems in many ways. As well as rising sea levels and ocean temperatures, extreme weather events, such as heatwaves or heavy rainfall, are expected to become more frequent. A higher concentration of CO₂ in the atmosphere leads to greater absorption of greenhouse gas by the oceans. When CO₂ dissolves in water it forms carbonic acid. For marine organisms with shells based on calcium carbonate - such as mussels, sea snails or corals - this is a problem: carbonic acid reacts with calcium carbonate and prevents these animals from building their shells.



The average temperature of the planet's oceans has already increased by more than 0.7°C since 1980.



) million

Up to ten > million tonnes of waste are washed into the seas each year - around 75 percent of it is plastic.

Cause 4: Pollution

Air, water and ground pollution can primarily be traced back to intensive agriculture, forestry and growing urbanization. The extent of this pollution is enormous: the > volume of plastic waste has increased tenfold since 1980. Moreover, every year, 300 to 400 million tonnes of heavy metals, solvents, toxins and other waste products flow into rivers, lakes and oceans from industrial plants around the world. Agricultural fertilizers have also created approx. 400 > oxygen-deficient zones in coastal regions making an area almost as large as Germany uninhabitable for marine fauna.



Cause 5: Invasive and imported species

Whether due to globalization or shifting climatic zones caused by the warming of the Earth's atmosphere - invasive species are a persistent and growing problem. Invasive species are plants or animals that have either migrated into an area or been brought there by humans and then reproduce rapidly because they have no natural predators in the new habitat. They can damage whole ecosystems and put indigenous flora and fauna at risk. In Germany alone, scientists have identified around 170 invasive plant and animal species with a proven negative impact on local wildlife. These include giant hogweed, a plant which spreads so rapidly that it displaces domestic plant and animal species. It is also dangerous for humans as contact with the skin can cause serious burns.



Controlling and clearing damage caused by invasive species costs up to € 12.7 billion annually in the EU alone.



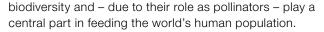
SMALL - BUT ESSENTIAL

Insects play a special and vital role in ecosystems. A quick glance at the figures underlines their ubiquity and importance: there are an estimated six million species of insects world-wide. As the animals at the bottom of the food chain, they are an essential source of food for vertebrates, such as fish, amphibians, reptiles, birds and mammals.

Many birds depend on insects as a protein-rich food for their young. Shrinking insect populations can result in shrinking bird populations. In Hamburg, for example, the number of sparrows has halved over the past 30 years due, in part, to the declining number of insects. This local example reflects a dramatic global trend – because one in ten insect species around the world is threatened with extinction.

Yet insects are not just a key part of the food chain. They fulfil many other important functions. As well as controlling pests, they pollinate virtually all wild and cultivated plants. Insects thus create habitats and food resources for species which depend on meadows, hedges and trees for their survival. They preserve





Many wild insect species are much more efficient pollinators than honeybees. Some are the sole pollinators of certain flowering plants, such as red clover or tomatoes. Besides honeybees, major pollinators include wild bees, flies, butterflies, wasps and beetles.





Further information about the > importance of pollinating insects

CORPORATIONS AND CONSERVATION

Corporations are a vital player in the battle for biodiversity. Their business activities create pressures on ecosystems, but implementing suitable measures can reduce this load – or "environmental footprint". At the same time, they can commit resources to the preservation or creation of natural habitats and thus support the protection of biodiversity.



As an international corporation, we assume our share of the responsibility to promote biodiversity. It is an important aspect of environmental protection which is a long-term goal of our corporate strategy. This focuses primarily on reducing energy consumption and CO_2 emissions, but also on minimizing paper and water consumption as well as waste. To help us achieve these goals, we have set up an environmental management system which is certified in accordance with the DIN EN ISO 14001:4 environmental standard. Since 2018, we have also been implementing further measures wherever we have direct influence – in the management of our locations in Hamburg-Bergedorf, Schwarzenbek and Pécs (Hungary). Our strategic partner in the area of biodiversity is the > Loki Schmidt Foundation (Link in German). It provides us with the necessary specialist know-how and supports our employees in a variety of projects.

Meeting challenges together

We have been participating in biodiversity projects since 2014 – from the restoration of natural habitats along the River Alster to a major tree planting scheme at our location in Pécs. In 2018, we launched the first biodiversity campaign across our corporate locations. By mid-2019, we had further greened our Hamburg-Bergedorf and Schwarzenbek locations.

However, we still have a long way to go. We plan to launch more biodiversity projects at further locations over the coming years. A number of projects to create biotopes and green spaces are currently in the planning phase. Moreover, our approach to biodiversity is set to become even more strategic: From 2020, we will make it one of our overarching environmental goals and measure our progress according to specific biodiversity criteria.



"Biodiversity is an important issue for the Hauni Group. We are therefore dedicating more resources to it and will anchor it in our strategic environmental goals."



DIRK KRONENBERG

Sustainability Manager at Hauni Maschinenbau GmbH

MISSION: BIODIVERSITY

Our biodiversity campaign encompasses all our locations and various aspects of conservation. It has brought together employees from many different departments and is dedicated to finding diverse solutions to these complex problems. Under the expert guidance of the Loki Schmidt Foundation, we have launched a variety of projects to promote indigenous species.

A feast for the eyes and for insects

1,000 square meters for biodiversity: in April 2018, our employees transformed lawns at our Hamburg-Bergedorf and Schwarzenbek locations into wildflower meadows – creating a vital source of food for insects. These meadows are not just a source of pollen and food for wild bees and butterflies. Where insects thrive, the birds, bats and amphibians that feed on them do as well. To support our employees play an active role in promoting biodiversity at home as well, we distributed 3,200 sachets of wildflower seeds at both locations in May 2018.





Habitats for frogs, dragonflies & co.

Wildflower meadows are important, but ponds also contribute to biodiversity by providing valuable habitats and shelter. The more natural they are, the greater the benefit for native species. In June 2018, inspired by this principle, we renatured our pond in Hamburg-Bergedorf. The employees participating in the scheme were released from their usual duties. Together, they constructed deep and shallow water zones and converted part of the bank into a swamp area. This is used as a hiding place by amphibians as well as by birds and insects as a watering hole. Meanwhile, the pond is home not only to frogs and dragonflies but also a pair of ducks.



40%

More than 40 percent of all amphibian species – including toads, frogs and newts – are threatened with extinction.

Welcome home

The structures are about two meters high, made of natural materials and provide shelter for countless insects – they are known as "insect hotels". Some of these were erected at our Hamburg-Bergedorf and Schwarzenbek locations in September 2018 to provide a safe and, above all, dry shelter for hibernation, laying eggs and rearing larvae.

In the wild, insects find suitable places for these activities in forest fringes, riverbanks or old hedgerows. However, land consolidation and industrialized agricultural have wiped many of these areas off the map. Insect hotels are thus a valuable substitute. Among other things, they benefit the more than 550 wild bee species living in Germany.





However, we are committed not only to insects but also to the birds that breed in our region. In our internal newsletter, the sustainability team in Schwarzenbek encouraged employees to build nesting boxes for a variety of bird species and provided instructions for doing so. At the location, our employees built a total of 15 nesting boxes. They were attached to trees on the grounds as part of a joint campaign.



Further information about the > construction of insect nesting aids

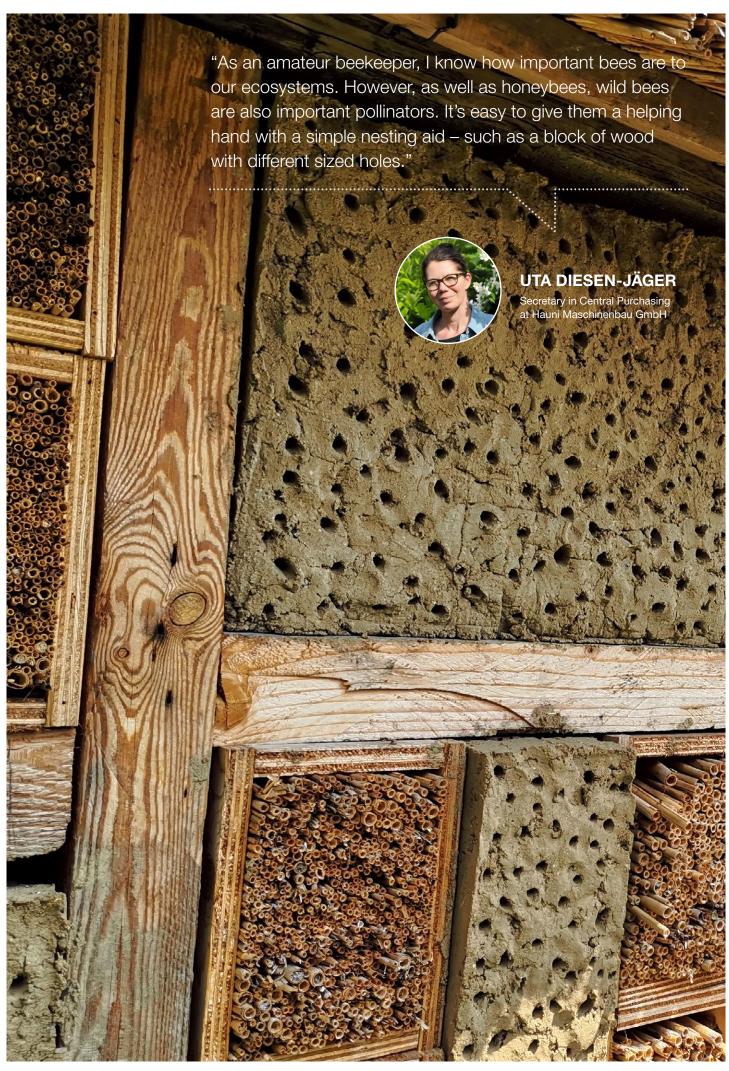


"Diversity starts at the entrance hole. Using various blueprints, and a great deal of skill, our colleagues built nesting boxes for bird species with a wide range of needs – from the black redstart to the sparrow. Now, we're looking forward to seeing lots of young animals at the Schwarzenbek location."



ANDRÉ BOSTELMANN

Designer at Universelle GmbH





OUTLOOK

"CONSERVATION OF BIODIVERSITY IS A LONG-NEGLECTED ISSUE."

As Managing Director of the Loki Schmidt Foundation, Axel Jahn is involved in biodiversity projects throughout Germany. In this interview, Jahn explains why biodiversity is an issue that also affects companies, how businesses can protect the environment and the trends that give him most encouragement.

Your foundation works with a variety of stakeholders. Why should companies also feel responsible for protecting biodiversity?

The preservation of biodiversity is a task for society as a whole. It can only succeed if all major players in society take responsibility wherever they can. This applies to politics and administration, individual citizens, foundations and associations, and especially to businesses.

Manufacturing companies have to comply with a wide range of statutory environmental requirements. What else can they do to contribute to the protection of biodiversity?

They should check all their business processes and optimize them in terms of their environmental and social impact. By turning their premises into more natural habitats, companies can set an example that speaks to employees and customers and sends a clear message to the outside world: we take responsibility for nature! I am convinced that society is listening and will respond.

Regarding Germany: What gives you hope that we can reduce species extinction and save natural diversity?

Conservation of biodiversity is a long-neglected issue but young people, in particular, are now refusing to accept it as inevitable and feel their future is being betrayed. Their commitment gives me courage. But it is about time for every one of us to act: we urgently need to reduce our consumption of resources. Industrialized countries must lead the way. We need a different agricultural and economic policy.



AXEL JAHN
Managing Director
of the Loki Schmidt Foundation



ON THE HOME STRAIGHT



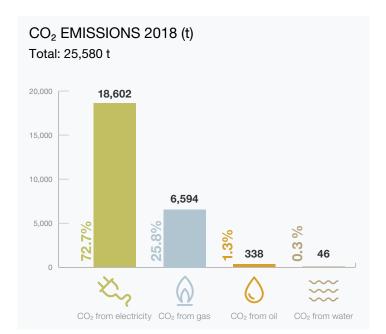
Overview of the goals in our > Sustainability Report

Almost all production processes at the Hauni Group have an impact on our environment and thus offer potential for improvement through sustainability measures. In 2010, we defined five environmental goals to help us realize this potential. We selected issues that are closely related to our core business and of special significance to society. In addition, we have set concrete sustainability goals for the > four other areas of action.



The Hauni Group's $\mathrm{CO_2}$ emissions are due to the use of electricity and the consumption of oil, gas and water at its locations. In 2018, the companies in the Hauni Group emitted a total of 25,580 tonnes of $\mathrm{CO_2}$, $\mathrm{CO_2}$ emissions have thus fallen by 11 percent compared to 2010. We achieved the goal we set.

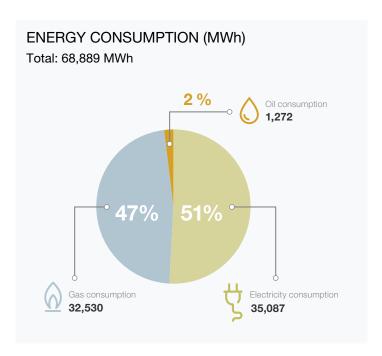






As a manufacturer of machinery and equipment, we consume energy and the potential for savings is enormous. In 2018, the companies in the Hauni Group consumed a combined total of 68,889 MWh of energy. Compared to 2010, energy consumption has fallen by 8 percent. The data show that we are well on our way to reaching our ten percent reduction target by 2020.





ENVIRONMENTAL GOALS



Waste prevention is our highest priority in waste management. Waste that cannot be avoided is recycled or used to generate energy. Only if this is not technically possible or economically viable will the waste be disposed of in an environmentally friendly manner. In 2018, the Hauni Group generated 6,291 tonnes of waste. This represents a slight reduction in total waste – 1 percent – compared to 2010. It shows that the volume of waste is subject to significant annual fluctuations. This is attributable to both operating performance and construction activities at the sites. As a result, in 2018, we are again further away from our target (2020: 5,730 t) than in previous years.



Hauni Group companies need water in sanitary areas, canteens and for the irrigation of green spaces on their premises. In addition, water is required in a variety of production processes, e.g. for cooling. Even though these processes use comparatively little water, we want to conserve this resource wherever possible. In 2018, total water consumption was 63,785 cubic meters (m³). The specific water consumption per employee throughout the Hauni Group was just under 13 m³ per year, or about 48 litres per working day. This is 13 percent less than in 2010. We are thus already ahead of our water consumption target.



2010 2018 2020

130% ♀ ✓ Goal overachieved 2018



Paper consumption: Reduce and recycle

Making paper is a resource intensive process. We therefore aim to use as little paper as possible and support recycling.

To do this, we are increasingly turning to paperless, digital alternatives and using more recycled paper. This approach enabled us to achieve our paper consumption target at the Hamburg-Bergedorf and Schwarzenbek locations already in 2015 – using 15 percent less paper than in 2010. Since then, our efforts have focused on keeping consumption low over the long-term.

100%

2010

√ Goal achieved 2015

New goals

2010

In 2020, we will set ourselves new environmental goals in order to make our production processes even more efficient and environmentally friendly. These will also include the protection of biodiversity and will be presented in the Sustainability Report 2019.

OUR ENVIRONMENTAL GOALS BY 2020

- Reduce energy consumption (electricity, gas and heating oil) throughout the Hauni Group by ten percent¹
- Reduce CO₂ emissions throughout the Hauni Group by ten percent¹
- Reduce specific water consumption per employee by ten percent¹
- Reduce waste by ten percent¹

1 compared to the reference level in 2010

KEY PERFORMANCE INDICATORS

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	HAUNI GROUI OVERALL	0		HAMBUR BERGEDO		SCHWARZENBEK ²		
	2016	2017	2018 Deadline 31/12	/2018	2017	2018	2017	2018
Energy consumption (MWh)	75,714	75,273	68,889	И	42,647	37,204	3,194	2,915
Electricity consumption (MWh)	32,869	33,576	35,087	7	16,110	16,832	1,488	1,622
Gas consumption (MWh)	41,578	39,966	32,530	И	26,537	20,372	1,706	1,293
Oil consumption (MWh)	1,266	1,731	1,272	И	0	0	0	0
Compressed air consumption (1,000 m³)	15,552	13,513	16,399	7	6,785	6,802	347	414
CO ₂ total (t)	24,196	24,088	25,580	7	10,851	12,262	1,204	1,199
CO ₂ from electricity (t)	15,393	15,486	18,602	7	5,450	8,110	855	933
CO ₂ from gas (t)	8,428	8,101	6,594	И	5,387	4,136	346	263
CO ₂ from oil (t)	337	460	338	Я	0	0	0	0
CO ₂ from water (t)	38	41	46	71	14	16	3	3
Water consumption (m³)6	53,046	56,253	63,785	7	19,023	22,103	3,511	4,098
Specific water consumption (m³/employee)	13.2	11.6	12.6	7	9.7	10.4	7.0	8.4
Volume of waste (t)	4,430	5,781	6,291	7	2,612	2,887	513	541
Employees total	4,295	4,848	5,067	7	1,967	2,116	505	485
of which fulltime	3,884	4,143	4,378	71	1,687	1,805	407	427
of which parttime	139	157	174	7	92	108	23	21
of which temporary	272	548	515	И	188	203	75	37
Employees (excluding temporary staff)	4,023	4,300	4,552	7	1,779	1,913	430	448
of which male	3,408	3,643	3,865	7	1,454	1,561	380	394
of which female	615	657	687	7	325	352	50	54
of which female in %	15.3	15.3	15.1	И	18.3	18.4	11.6	12.1
Managers	413	426	443	7	149	151	41	39
of which male	338	356	377	71	132	135	39	37
of which female	75	70	66	И	17	16	2	2
of which female in %	18.2	16.4	14.9	И	11.4	10.6	4.9	5.1
Number of apprentices	283	216	217	7	147	145	-	-
of which male	225	183	186	7	118	121	-	-
of which female	58	33	31	И	29	24	-	-
of which female in %	20.5	15.3	14.3	И	19.7	16.6	-	-
Ø age in years	45.0	44.0	43.6	И	45.7	45.0	46.2	45.9
Ø years with the company	15.4	14.1	13.7	И	19.1	18.0	14.3	14.1
Number of training participants	2,855	3,356	4,183	7	1,485	2,332	259	282
Participations in professional development courses per employee	0.7	0.8	0.9	7	0.8	1.2	0.6	0.6
Number of work and commute related accidents	81	94	88	Я	47	35	5	7
of which work accidents	63	69	63	И	33	26	3	3
of which commute-related accidents	18	25	25	→	14	9	2	4
Hours lost	13,415	15,782	22,691	7	5,978	4,858	576	879
due to work accidents	9,838	11,313	19,539	7	3,878	3,991	387	431
due to commute-related accidents	3,577	4,469	3,152	И	2,100	867	189	448

includes Hauni Maschinenbau and Baltic Metalltechnik Hamburg

includes Hauni Primary and Universelle Engineering U. N. I.
 includes Garbuio, KODIS and Garbuio Ltd. (exkl. Dickinson Legg). From 2017 excl. Garbuio Dickinson Indonesia

HAUNI HUNGARIA		GARBUIO COMPANY ³		HAUNI MALAYSIA		HAUNI RICHMOND		BORGWALDT COMPANY ⁴		DECOUFLÉ		OTHERS AND SALES COMPANIES ⁵	
2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018	2017	2018
17,180	17,593	2,771	2,862	2,078	2,145	3,378	2,415	853	1,035	2,508	2,052	664	668
8,830	9,395	1,162	1,171	2,078	2,145	2,320	2,327	291	290	829	829	468	476
8,350	8,198	1,609	1,691	-	-	1,058	88	562	745	5	4	139	139
0	0	0	0	0	0	-	-	-	-	1,674	1,219	57	53
5,195	8,207	579	365	242	251	29	29	-	-	336	331	-	-
6,772	7,067	991	1,013	1,201	1,240	1,550	1,358	283	322	924	803	312	316
5.077	5.402	662	668	1,195	1,233	1,334	1,338	167	167	477	477	269	274
1,684	1,653	326	342	-	-	215	18	114	153	1	1	28	28
0	0	0	0	0	0	0	0	0	0	445	324	15	14
11	12	3	3	6	7	1	2	2	2	1	1	-	-
15,370	16,987	3,832	3,699	8,800	10,196	1,500	2,372	3,230	3,200	987	1,130	-	-
12.1	12.9	13.3	12.0	44.0	50.0	9.5	14.7	32.3	31.4	10.2	11.0	-	-
2,110	2,301	148	169	184	187	43	51	68	65	71	58	32	32
1,273	1,314	289	308	200	204	158	161	100	102	97	103	259	274
1,047	1,101	258	267	172	187	141	144	83	81	95	98	253	268
7	5	8	11	0	0	2	2	17	18	2	5	6	4
219	208	23	30	28	17	15	15	- "	3	-	-	-	2
1,054	1,106	266	278	172	187	143	146	100	99	97	103	259	272
977	1,026	241	254	137	156	126	129	60	63	78	83	190	199
77	80	25	24	35	31	17	17	40	36	19	20	69	73
7.3	7.2	9.4	8.6	20.3	16.6	11.9	11.6	40.0	36.4	19.6	19.4	26.6	26.8
104	112	23	32	16	16	18	17	19	15	19	22	37	39
95	103	19	26	9	10	16	15	11	10	15	18	20	23
9	9	4	6	7	6	2	2	8	5	4	4	17	16
8.7	8.0	17.4	18.8	43.8	37.5	11.1	11.8	42.1	33.3	21.1	18.2	45.9	41.0
54	51	1	1	6	7	-	-	5	5	2	6	1	2
54	49	1	1	5	7	-	-	3	3	2	4	-	1
-	2	-	-	1	-	-	-	2	2	-	2	1	1
-	3.9	-	-	16.7	-	-	-	40.0	40.0	-	33.3	100.0	50.0
41.2	41.6	43.5	43.3	35.9	36.1	48.6	48.4	45.9	45.3	47.0	46.2	41.2	40.1
10.0	10.0	12.4	12.1	4.7	5.0	9.4	12.4	11.7	11.6	16.3	15.0	6.5	7.2
843	572	251	539	33	139	43	31	66	55	64	77	312	156
0.8	0.5	0.9	1.9	0.2	0.7	0.3	0.2	0.7	0.6	0.7	0.7	1.2	0.6
32	34	2	4	0	0	0	1	4	3	4	4	0	-
25	28	1	2	0	0	0	1	3	0	4	3	0	0
7	6	1	2	0	0	0	0	1	3	0	1	0	0
6,376	9,496	848	1,152	0	0	0	32	170	250	259	2,954	1,575	3,070
4,288	8,104	800	1,048	0	0	0	32	126	0	259	2,863	1,575	3,070
2,088	1,392	48	104	0	0	0	0	44	250	0	91	0	0

 ⁴⁾ includes Heinr. Borgwaldt, Borgwaldt Flavor, Borgwaldt KC GmbH and Analytic Service Laboratory. From 2017 excl. Borgwaldt KC inc.
 5) includes Sodim, HFE-Hong Kong, HFE-Kunming, Hauni Japan, Hauni Singapore, Hauni do Brasil, Hauni St. Petersburg, Hauni Trading Shanghai, Hauni South Africa, Hauni Türkei and Hauni Dubai. From 2018 incl. Hauni Korea
 6) exclusively tap water of the respective supply companies

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