

The Heraeus Sustainability Guidelines

Heraeus is a globally active portfolio company that brings together the different businesses of its Global Business Units (GBUs). We are among the most successful German family-owned businesses, with an active presence at more than 100 locations around the world. Through excellence, leadership and our innovative capacity, we pursue long-term economic success. We hold leading positions in our global markets, and we develop products for a sustainable and better world. To maintain the successful alignment of our business activities, we focus on markets with a long-term orientation.

We continuously strive to improve our performance by promoting our employees' expertise and encouraging them to assume responsibility, ensuring the long-term development and growth of Heraeus.

As we strive for sustainable development and economic success, we deal responsibly with financial and natural resources, with our employees and with our social environment. This goal of sustainable economic development applies for all areas of the company and at all Heraeus locations worldwide.

We have defined five action areas in which sub-strategies are being developed and steadily implemented. We adjust company-wide measures as appropriate for regional conditions.

Products and solutions

Our fields of activity in global markets are the environment, health care, electronics, communications, mobility, steel and energy. In close collaboration with our customers, we create high-quality solutions that strengthen their competitiveness, thereby contributing substantially to their long-term value creation. Our products generate a significant added value for society. Many of our solutions, such as bone cements containing antibiotics to combat infections after joint replacement surgery, promote human health. Others, such as technologies for using clean, renewable energy sources, significantly improve environmental impact.

Purchasing and supply chain

We also strive for sustainability in our interactions with customers and suppliers. Likewise, we deal responsibly with the raw materials that we process. To do so, we must also be able to evaluate our important sources of raw materials in regard to working conditions, societal effects and environmental impact, especially where conflict minerals are concerned. By setting high standards for the selection and monitoring of suppliers, we seek to minimize social and environmental risks, making our value chain increasingly transparent and sustainable. To advance this development at the international level as well, we engage in dialogue with partners from business, government and civil society.

Environment and safety

We minimize the environmental impact in our production plants and areas of responsibility. Here we use a variety of options for increasing our resource efficiency and improving our recycling systems. We produce regionally for regional markets where possible and meaningful. We give preference to locations in proximity to our customers. This shortens transit routes, thereby reducing our carbon footprint. As a manufacturing company, we take particular responsibility for the safety of our employees. We value high standards for occupational safety that apply worldwide, and we establish uniform processes and structures at every location to that end.

Employees and corporate culture

To secure our future as an innovative company, we must attract and retain highly qualified and ambitious employees. With our global orientation, the ability of our employees to think and to work internationally and interculturally is an essential success factor for Heraeus. Honesty, reliability and dependability—our core values—must be lived by every employee. We regard leadership and excellence as crucial strategic levers for achieving our goals and moving the organization forward. Each and every manager serves as a role model in this regard. We treat one another with fairness and respect, both in our own organization and with all other stakeholders. Group-wide guidelines set the direction. We promote entrepreneurial thinking and encourage our employees to take responsibility.

Civic engagement and foundations

We are committed to high standards of behavior as stated in our Code of Conduct, which contains binding regulations about ensuring fair trade, avoiding conflicts of interest and fighting corruption. We work to add value at all of our locations. A livable environment is important for us and our employees. We participate in shaping our social environment as a company and through our employees. In particular, we support public and social causes via foundations that are associated with our companies. These work to promote better education and training at all levels, research and educational projects in the field of physics, and support for families.

We have integrated responsibility for sustainability issues into our organizational structure—the GBUs and Heraeus Holding—and we manage them via several Group functions. We want to make our sustainability performance measurable and therefore readily understandable. The Group Sustainability Board sets our strategic sustainability goals, linking them with our business interests. Operational objectives, measures and selected indicators are then managed at the GBU level. We report on our activities jointly in the Heraeus Sustainability Report.