

FOR US, THE SUSTAINABILITY REPORT IS CALLED

Honesty Report

Anyone who asks around, follows the media or takes a look at corporate annual reports and image brochures might actually come to the conclusion that the future of our planet does not look all too bad.

Everywhere, sustainable action and sustainable products are advocated. Sustainability is the big issue. Politicians and business owners have made it their goal.

But if you take a closer look, you will quickly see that words are rarely followed by deeds. „Too often, companies adorn themselves with green laurels, but still largely do business-as-usual in everyday life,“ according to an analysis by international consulting firm Deloitte.

When sustainable development was communicated to a wide audience for the first time in connection with the World Expo 2000 in Hanover, this was still considered a topic for idealists. Today, environmental and social sustainability is a question of the survival of mankind. The Sustainable Development Goals adopted by the UN in 2016 left no doubt about this.

And yet, for some companies, regardless of their size, sustainability is something of a green fig leaf. Or else, they may only act selectively sustainably. For example, where it incurs the lowest possible cost. At Habring², on the other hand, we are committed to be holistically sustainable. And that's why we call our sustainability report an honesty report.

Our products- mechanical wristwatches - are sustainable. This is easy to understand to anyone who imagines the mountains of batteries included in quartz watches that have to be disposed of every year. Mechanical

wristwatches, on the other hand, are products for generations, if regularly serviced.

Sustainable products are one thing. Sustainability in everyday business is another. And that is why our honesty report includes four key points:

>> SUSTAINABILITY
MUST BE
BE MORE THAN A
GREEN FIG LEAF <<

HARD FACTS:

1. CLIMATE PROTECTION

- Half of our workforce does not use their own car
- Managing directors/shareholders do not own a private car
- Reduction of the use of fossil-powered cars as far as possible
- Electric cars are not profitable due to the low annual output of the fleet (approx. 8000 km)
- Evaluation and reduction of business trips (flights) and CO2 compensation (destination) of remaining travel activities
- Conventional bicycle fleet at leisure for the workforce

- Management of „urban gardening“ to enable partial food self-sufficiency of employees
- District heating from biomass
- Electric power from hydropower
- Eco-friendly cleaning processes with washing surfactants and alcohol
- Watch boxes made of fast-growing Douglas fir without varnish, manufactured in the vicinity of the company headquarters

- Transport packaging made of cardboard
 - Multiple use of packaging material
 - Leather watch straps made from food industry by-products or alternatives
- ### 2. EQUALITY
- 50 percent proportion of women in management and among the shareholders
 - Equal treatment in standard wages

3. CHARITABLE ENGAGEMENT

- „Sponsoring“ exclusively for charitable purposes or those that serve the common good

4. HEALTH AND WELL-BEING

- Appreciative corporate culture, small team with a family character; „One for all, all for one“

- Promoting health with joint activities such as yoga, rowing and hiking
- Last but not least, we also care about a healthy social life and organise joint cooking evenings, for example burger evenings, barbecues or company outings. ■

