

Hansgrohe "Green Company" Guidelines

In recognition of its responsibility towards society as a whole, the Hansgrohe Group consistently acts in such a manner as to safeguard the occupational health and safety of its entire workforce, ensure the environmental compatibility, safety as well as the highest standards of quality in its production processes and products, ensure that water and other valuable resources are used in a responsible and sustainable manner and that the Company's ethical principles are observed to the full. These principles are reflected in the following guidelines, which in turn govern the daily work of all employees in every corporate division:

- We are guided by the needs and requirements our customers and the users of our products.
- We observe all applicable legal and other provisions; in order to do so, we cooperate with all the relevant authorities in good faith and on a basis of mutual trust.
- We work towards raising the awareness and vigilance of all our employees in their respective areas of responsibility in relation to the importance of matters of health and environmental protection, occupational safety and quality assurance, and of the sustainable use of water and other precious resources. This also includes efforts to motivate our employees to participate actively – especially in the context of continual processes of improvement.
- We subject all our business activities to a risk analysis on a regular basis as a means of proactively detecting and eliminating potential sources of risks; moreover, we investigate all known incidents and near-incidents and analyze their causes in order to detect and eliminate any weaknesses. On this basis, we then develop additional preventive strategies.
- We make available suitable technologies, tools and procedures as well as all the necessary information in order to render the best possible support for the implementation of, and compliance with, these guidelines.
- We cooperate closely with our suppliers and contractors to ensure that their services and work practices meet the requirements arising from these guidelines.
- As part of our EHS management system and our risk management services, we monitor and regularly review compliance with these guidelines with the aim of making further improvements to our health, environmental protection, occupational safety and quality assurance policies. In addition, we commission independent institutions to carry out audits of the efficacy of our management systems and our measures on a regular basis.
- Hansgrohe undertakes to provide the funding needed to meet these guidelines.

These guidelines are made known to all employees working for the Hansgrohe Group or their contractors. They also form an integral part of the Hansgrohe Sustainability Report and can be viewed by the general public on our web site at www.hansgrohe.com.