



RESPONSIBILITY REPORT



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The HEBIE GROUP comprises the companies Hebie GmbH & Co. KG in Bielefeld, Germany, tubus carrier systems GmbH in Münster, Germany, and Hebie Asia Ltd. in Changhua, Taiwan.

Here at the HEBIE GROUP, we take our responsibility towards both the current and the next generation very seriously. As such, our corporate management strategy provides an even balance between economic, social and ecological considerations.

We see this approach as both a challenge and our intrinsic duty – after all, we make products for that most environmentally friendly and universally accessible mode of transport: the bicycle.

We firmly believe that acting sustainably and with a sense of social responsibility is essential to long-term success. In order to spread this message to a wider audience while also maintaining maximum transparency with regard to our operations as a company, we have decided to publish our activities in a Responsibility Report.

Together, our shareholder family, Executive Board and CSR Management team have analysed and structured the various measures our Group has adopted in this arena to make sure that this report focuses on our key areas of action. After careful consideration of the issues that will have the biggest impact on our business activities, both now and in the future, we decided to concentrate on selected objectives from the United Nations SDG Catalogue. These are the topics we will present to you in the following pages.



Christian Junker



C**CARBON FOOTPRINT**

The volume of greenhouse gases released as a result of an activity, process or action. Usually determined by means of an emissions calculation that takes into account the balance of carbon released against that saved, and expressed as a carbon dioxide equivalent (CO₂e).

CODE OF CONDUCT

A list of rules a business sets for itself to draw attention to applicable laws, standards, legal risks and international agreements that are relevant to its operations. Companies hand out these rules to their own employees and those of their business partners to enforce responsibility, ethical correctness and integrity in their actions.

CORPORATE SOCIAL RESPONSIBILITY

Also known as CSR, this refers to a company's responsibility to conduct its business sustainably for the good of society as a whole. CSR covers social, ecological and economic factors, and is defined by the specific actions the company takes to help make business sustainable.

CRADLE-TO-GATE

Term used to refer to the part of the product cycle for which a company is responsible, i.e. from the procurement of raw materials (cradle) to the point where the product leaves the factory gates and moves on to the next stage in the chain of commerce. Emissions calculations take into account the environmental impact of manufacturing products. When doing this, it is important to define the boundaries of the system clearly so that such calculations can be compared.

D**DIVERSIFICATION**

Used here in the sense of cultural diversification, i.e. the philosophy that the company accepts the diversity of its employees and avoids treating them differently on the basis of their physical, ethnic, gender or religious characteristics.

E**ECOCOCKPIT**

A solution for calculating carbon footprints, provided by Effizienz-Agentur NRW (the North-Rhine Westphalia efficiency agency). Ecocockpit can be used to calculate the carbon footprint of a company or a product.

G**GREENHOUSE GASES**

Gaseous components of the Earth's atmosphere that cause what is known as the "greenhouse effect". This occurs when these gases absorb the long-term radiation (heat radiation) emitted by the Earth's surfaces, the clouds and the atmosphere itself. The most important greenhouse gas caused by human beings is CO₂.

H**HUMAN RIGHTS POLICY**

In the context of our CSR policy, this refers to the fact that we honour and respect each individual employee's right to freedom and autonomy, and covers civic, political, economic, social and cultural aspects. We respect and encourage the self-determination and individual development of all our employees as much as possible.

I**ILO CONVENTION**

Covers the ILO's international labour and social standards. These are legal instruments that have been developed by membership groups (governments, employers and employees) and that define fundamental, universal principles and rights for the workplace. Standardisation establishes globally applicable work and social standards.

M**MONITORING**

Refers here to the monitoring of processes. One of the aims of monitoring a process is to determine whether it is progressing as desired and within certain thresholds so that intervention and course correction can occur if necessary.

P**PERSONNEL MANAGEMENT**

Also known as human resources management (HRM), this covers all organisational measures relating to the administration, management, planning and development of personnel and the implementation of the company's strategic goals. The purpose of personnel management is to secure the long-term availability of the necessary human resources with regard to quality, quantity, location and time.

S**PRINCIPLE OF EQUALITY**

Employees shall not be paid or contracted for less pay than their colleagues for the same or equivalent work on the basis of their gender.

SCOPES

When calculating a carbon footprint, emissions are divided into three different groups: Scope 1, Scope 2 and Scope 3. Scope 1 covers the carbon emissions produced directly on site. Scope 2 refers to the indirect release of gases that are harmful to the climate by energy suppliers, while Scope 3 is the indirect release of such gases upstream and downstream of the company in question on its supply chain.

SDGS

"Sustainable Development Goals". The publication of the United Nations' 2030 Agenda in September 2015 marked the first time universally applicable targets for sustainable development had been decided on. The 17 SDGs, which are further divided into 169 sub-goals, provide a global guideline for governments, civil society, businesses and scientists on overcoming global challenges. The main aim of the Agenda is to ensure better protection of the Earth's natural resources and give people of both the current generation and those to come the chance to live a life of dignity and prosperity.

SUPPLY CHAIN MANAGEMENT

The active organisation of all processes, with the aim of efficiently providing customers or markets with products, goods and services. Unlike the term "logistics", supply chain management also includes the related order processing and cash flow processes.

3
LOCATIONS

116
EMPLOYEES

70
EXTERNAL EMPLOYEES IN
SOCIAL PROJECTS

154
YEARS OF COMPANY HISTORY

>700
CLIENTS WORLDWIDE

8,955,253
PARTS SOLD IN 2021



THE HEBIE GROUP'S COMPANIES

The HEBIE GROUP comprises the companies Hebie GmbH & Co. KG in Bielefeld, Germany, tubus carrier systems GmbH in Münster, Germany, and Hebie Asia Ltd. in Changhua, Taiwan. This is a brief overview of our young Group's history.

Asia – and Taiwan in particular – play a key role in the bike market, acting as important production and service locations. As such, Hebie's decision to establish a subsidiary in Changhua, Taiwan in 2017 was a logical and forward-looking step. The key triggers behind the foundation of Hebie Asia Ltd. were the invention of the CHAINLOOPER and the resulting need to be able to fit bicycle chains with the new, clip-on chainguard on-site. From both an economic and an ecological perspective, it would make little sense to ship chains out from Asia to Germany and back again in order to install the CHAINLOOPER technology. In addition to this, a Taiwanese site would afford us proximity to important bike manufacturers, the majority of whom base their assembly operations in Asia.

In 2018, Hebie took over tubus/racktime, the market leader in the manufacture of cargo components. With this step, the two companies – who had already been good friends for years – were able to merge into a powerful Group and optimize their already similar product focuses. As a result of the deal, bicycle manufacturers and specialist end-customer dealers alike now have access to an even more exciting product portfolio.



The racktime brand in particular has boosted tubus' growth in recent years, transforming it into the global manufacturer of carrier systems; all the biggest names in bicycle manufacturing work with the Münster-based company.

With its bike stand and wheel guard product groups, Hebie successfully caters to high-end customers in both the OEM market and the aftermarket. With their combined portfolio of products and associated services, the two companies are the problem-solvers and experts for all things relating to bike protection and luggage systems.

OUR PATH TO BECOMING A CLIMATE-CONSCIOUS COMPANY

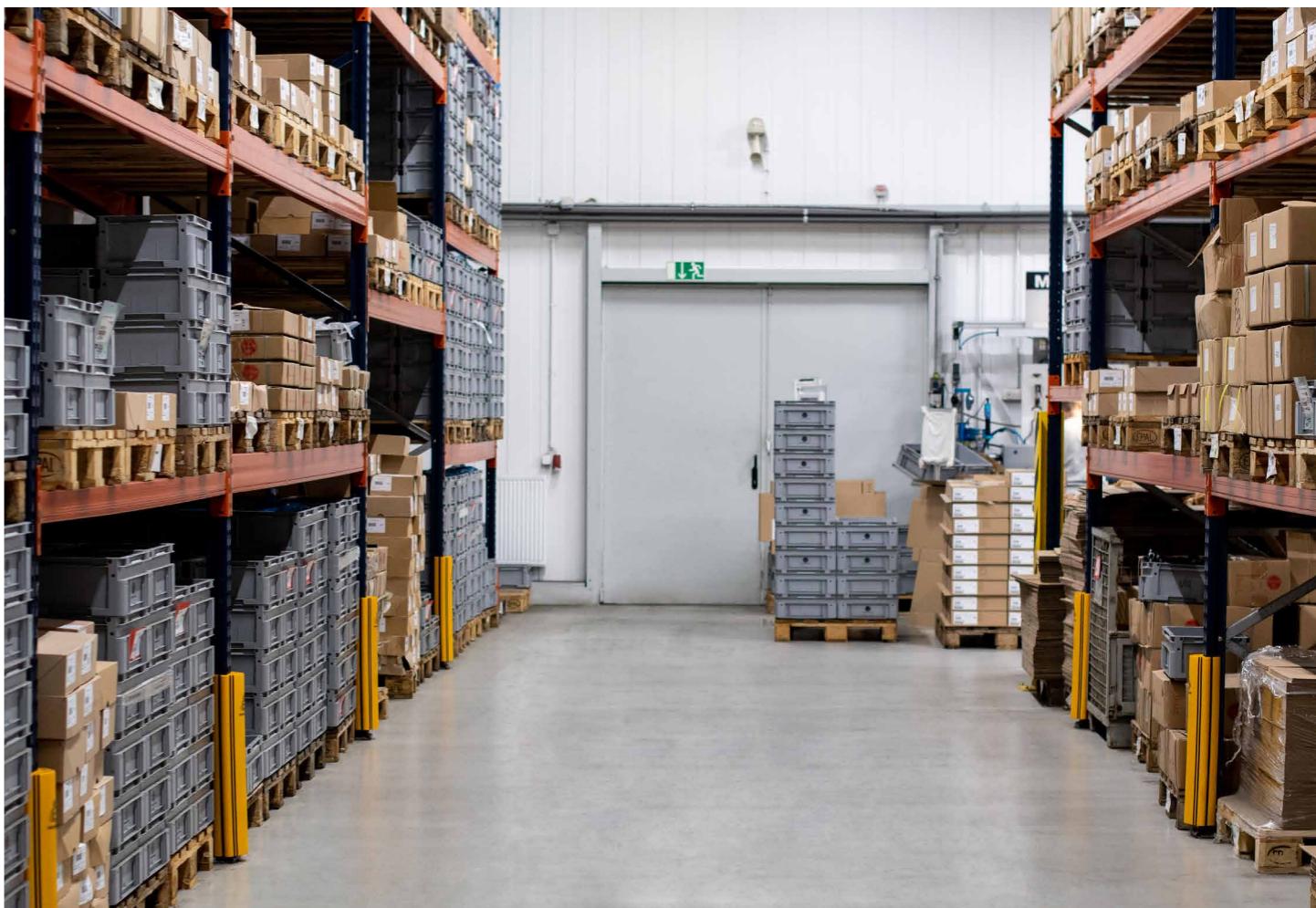
Here at the HEBIE GROUP, it is important to us that our business makes a positive contribution to society. We are aware of our responsibility towards the environment and society as a whole. Maintaining integrity and transparency in our statements is crucial to us.

In light of the current trend for overuse of "climate friendly" terms and seals of approval, we have decided to stop using the terms "climate-friendly" and "climate-positive" in our classifications. It is very important to us to ensure that the Responsibility Report we present to you – while being an opportunity to express our pride at the goals we have already achieved – is also used as an opportunity to openly point out the areas where we are still weak and have room for improvement.

In general, we firmly believe that avoiding emissions and wastage of resources should always be the top priority for any business aiming to act sustainably. We only see compensation as an option in situations where we are unable to avoid impact on

the environment in the medium term. Likewise, durability is one of our main priorities when it comes to making our products. We believe that creating products that can remain in use for a long time is the best way of conserving resources, and is more important than recycling options. In spite of this, however, the majority of our long-lasting products are designed so that their materials can be separated prior to disposal for ease and effectiveness of recycling. Repairs are also an option for most of our products, and we keep a good stock of small and wearing parts on hand for replacements.

Before we can evaluate our greenhouse gas emissions, we first need to calculate them. We are working on this right now, with the aim of putting together a carbon footprint calculation for 2021 as soon as possible. The data gained from this calculation will enable us to identify areas where there is room for improvement, and to calculate how much compensation is required to balance out what impact we have been unable to avoid.



CSR TIMELINE



1995–1999

- Energy recovery in hydraulic and tool cooling systems
- Ban on PVC
- Facade insulation installed in office building

2000–2009

- Photovoltaic system set up
- Switch to 100% green electricity
- Official mission statement



Our staff at our 150-year anniversary in 2018

We see CSR (corporate social responsibility) as a multi-faceted, complex combination of a wide range of requirements and components, each one of which is important in its own right. As anyone who has played "Jenga" will know, even when certain blocks are missing, a structure can still hold steady for a long time. Nevertheless, every single stone – and each new one we add – plays a key role in ensuring the stability of the system as a whole.

The HEBIE GROUP's sustainability strategy is an integral and fundamental part of our corporate guidelines, though its contents are also defined explicitly in the form of a CSR Target Catalogue. The Target Catalogue enables us to operationalise our efforts, and helps us to structure and quantify their contents and our progress in achieving our goals.

The Target Catalogue is based on the United Nations' Sustainable Development Goals, or SDGs. These SDGs are designed as a jumping-off point for developing targeted measures for action in the fields of ecology, economy, culture and social issues.

2010–2019

- FIRST Ecoprofit certification (Hebie)
- Switch to district heating
- Switch to lighting management and LED lighting in Production
- Ecoprofit RECERTIFICATION (Hebie)
- Appointment of a CSR Officer
- Code of Conduct
- Bike-friendly employer (Hebie)
- CheckN – Sustainability (Hebie)

2020–2022

- FIRST Ecoprofit certification (tibus)
- Establishment of in-house Ecology team with responsibility for whole company
- Ground material recovery in the Injection Moulding department
- Family-friendly employer (Hebie)
- CheckA – Climate impact adjustment at the company (Hebie)
- First Responsibility Report
- Carbon footprint calculation (exp. in Q1)



CheckA

Klimawandelanpassung im Betrieb!

Hebie GmbH & Co. KG

hat sich am 12.05.2021 am Standort Bielefeld durch B.A.U.M. Consult einem „CheckA“

unterzogen und ihre betrieblichen Risiken gegenüber dem globalen Klimawandel identifiziert und bewertet. Damit ist das Unternehmen aktiv in die Entwicklung von Maßnahmen eingestiegen, um den Folgen des Klimawandels mit mehr Resilienz und Zukunftsstärke entgegenzutreten.



Elmar Stevens
Senior Consultant
B.A.U.M. Consult GmbH



Johannes Auge
Geschäftsführer
B.A.U.M. Consult GmbH

CheckA is designed to identify and assess the operational risks caused by global climate change. Over the course of a workshop, a company-specific analysis is carried out and the company's resilience to climate-related risks is investigated. The results are used to produce a catalogue of measures the company can take to proactively guard against climate impact, minimise insurance risks and safeguard people and property.



Die SDGs als Nachhaltigkeitskompass im Betrieb!

Hebie GmbH & Co. KG

hat sich am 18.09.2019 durch B.A.U.M. Consult einem Nachhaltigkeitscheck auf Grundlage der Sustainable Development Goals (SDGs) der UN unterzogen und somit die Grundlage und eine Perspektive geschaffen, wie das Unternehmen zum Erreichen der SDGs beitragen kann.

1 KEINE ARMUT
 

2 KEIN HUNGER
 

3 GESUNDHEIT UND WOHLERGEHEN
 

4 HOCHWERTIGE BILDUNG
 

5 GESCHLECHTER-GLEICHHEIT
 

6 SAUBERES WASSER UND SANITÄR-EINRICHTUNGEN
 

7 BEZAHLBARE UND SAUBERE ENERGIE
 

8 MENSCHENWÖRDIKE ARBEIT UND WIRTSCHAFTS-WACHSTUM
 

9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR
 

10 WENIGER UNGLEICHHEITEN
 

11 NACHHALTIGE STÄDTE UND GEMEINDEN
 

12 NACHHALTIGE KONSUM UND PRODUKTION
 

13 MASSNAHMEN ZUM KLIMASCHUTZ
 

14 LEBEN UNTER WASSER
 

15 LEBEN AN LAND
 

16 FRIEDEN, GERECHTIGKEIT UND STARKE INSTITUTIONEN
 

17 PARTNER-SCHAFTEN ZUR ERREICHUNG DER ZIELE
 



Elmar Stevens
Senior Consultant
B.A.U.M. Consult GmbH Hamm



Dieter Brübach
Mitglied des Vorstands
B.A.U.M. e.V.

CheckN is a simple sustainability compass that assesses a company's sustainability status quo based on the United Nations' 17 Sustainable Development Goals (see "SDGs" in the Glossary). Over the course of a workshop, the relevance of each of these 17 SDGs and their implementation status within the company are evaluated, and overlaps with certifiable sustainability approaches are highlighted. The evaluation is used to produce a simple assessment with recommendations for action and concrete measures that can be taken in the relevant areas.

14

15

The publication of the United Nations' 2030 Agenda in September 2015 marked the first time universally applicable targets for sustainable development had been decided on. These 17 Sustainability Development Goals (SDGs) are:

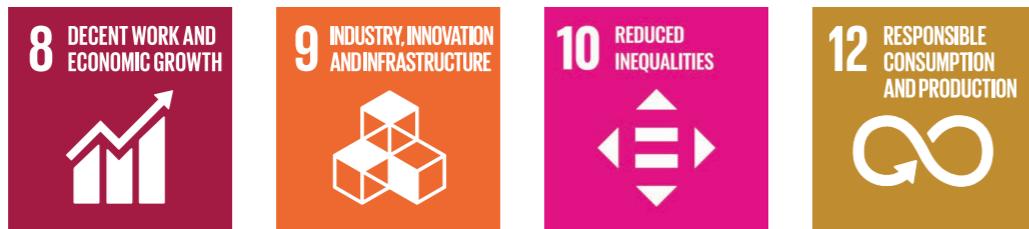
BIOSPHERE



SOCIETY



BUSINESS



COOPERATION



OUR SDGS

Together, our shareholder family, Executive Board and CSR Management team have analysed and structured the various measures our company has adopted in this arena to make sure that this report focuses on our key areas of action. In doing so, they carefully weighed up which issues currently have a significant impact on our business activities, and which would do so in the future. The results of this analysis defined which of the goals from the SDG catalogue we need to focus on. Naturally, some of our measures will help us on our way to achieving the other goals as well, but in order to maintain clarity, our Report will focus solely on these selected areas.

SDGS AT HEBIE ASIA AND TUBUS

Our staff at Hebie Asia are subject in principle to the same requirements as our colleagues at Hebie and tubus. However, they have yet to implement any measures in relation to the environmentally relevant SDGs 7 and 13. Unfortunately, our ability to influence this situation in Taiwan is limited. Our partnership with external institutions who are helping with the implementation of the SDGs is currently being conducted via Hebie Bielefeld.

Since an ecological mindset has been part of Hebie's DNA for decades already, our Bielefeld team have been able to implement a large number of measures already, giving them a slight head-start over tubus. However, our Münster site is also well on its way to coming in line with Bielefeld's status in terms of fulfilment of the legal sustainability goals.

BECAUSE WE VALUE OUR EMPLOYEES.

SDG 01 | NO POVERTY

The great success we have enjoyed as a company in recent decades is thanks to the extraordinary dedication, creativity and commitment of our employees. As such, we want the people at our company to be able to benefit from that success in ways that extend beyond their regular income. At the HEBIE GROUP, our staff share in the growth of the company through special pay-outs.

We also provide a range of special benefits that are not dependent on success or linked to specific pay grades.

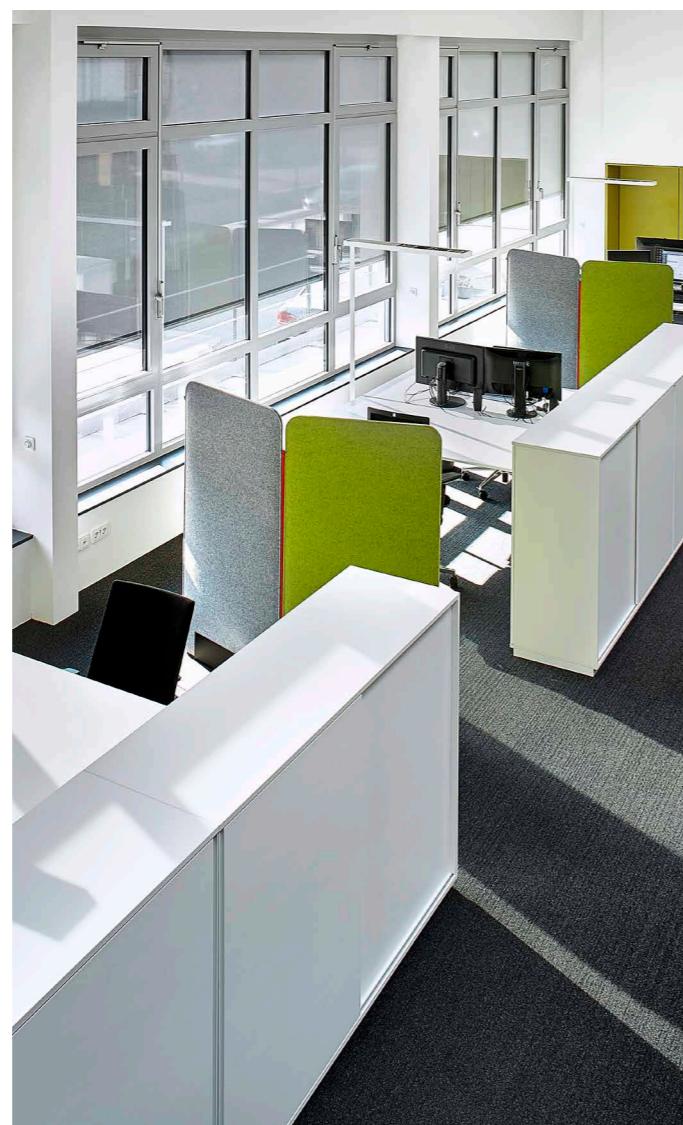
Since ensuring that our employees have everything they need is so important to us and we recognise the importance of safeguarding them from poverty in old age, we help them save for the future by ensuring they are well-informed about their pension options and firmly encouraging them to ensure they make the necessary preparations. We offer a number of different pension models, and can also take on pre-existing contracts. The subsidies we provide for our company pension scheme go above and beyond the legal requirements.

We strive to offer all our employees permanent contracts wherever possible, and have already achieved our aim of ensuring that 90% of our employment contracts have no fixed term. The only exceptions to this rule are those employment relationships that are tied to specific fixed-term projects, those that require an extended trial period, and those that have been kept temporary at the wishes of the employee in question. We have almost completely abolished temporary and contract employment models, and only use temporary staff in exceptional circumstances when we need to cover for a temporary shortfall in staff. We want to pay back the incredibly trust that people place in the HEBIE GROUP as an employer – for the long term.



Goals	Status at Hebie	Status at tubus
Permanent employment contracts	●	●
Pay levels above minimum wage	●	●
Special pay-outs/profit-sharing based on the success of the company	●	●
Company pension scheme	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved



Goals	Status at Hebie	Status at tubus
Fluctuation <5%	●	●
Co-working spaces	●	●
Work design	●	●
In-house smoking ban	●	●
Free in-house physiotherapy (14 days)	●	●
Water coolers and free coffee/tea	●	●
Bright, friendly workspaces	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved

BECAUSE HEALTH AND HUMAN RIGHTS ARE IMPORTANT TO US.

SDG 03 | GOOD HEALTH AND WELL-BEING

Our employees are our most valuable asset. This is why we go beyond simply preserving human rights and adhering to labour laws, aiming to design a work environment that often exceeds the minimum requirements. When it comes to implementing legal regulations, particularly those relating to health and safety at work, we strive to adapt to the frequent changes in circumstances.

Our publicly available mission statement emphasises how strongly we focus on our employees and ensuring a collaborative atmosphere between colleagues and our business partners. We are aware of our social obligations, and take care to treat our fellow people fairly.

In this context, "work design" is a synonym for our model of work. We offer our employees a work model that is characterised by providing them with plenty of opportunities to help shape the growth of the company and a large degree of freedom in deciding on how they do their work, their working conditions, what tasks they do, how their work is structured in terms of content and timing, and which tasks they do when. We offer a variety of spaces that our employees can use whenever they want for collaborative work, and provide a pleasant and inspiring environment. Co-working spaces are provided to allow teams to work on projects together.

Our staff are in touch with their line managers at all times, and can contact the right people quickly whenever they need help solving a problem, thanks to our flat hierarchies.

All the benefits we offer as a company are available in equal measure to all our employees. These include profit-sharing, paid leave, a subsidised company pension scheme, training options, company parties and events, free water, and even company health management in the form of in-house physiotherapy.

Our employee magazine and annual works meetings ensure transparency with regard to all the relevant information on our business activities and the company's economic development.

In order to continuously monitor our achievement of these goals, we monitor our fluctuation rate, which we see as an indicator of our attractiveness as an employer.

We have incorporated a Human Rights Policy into our management guidelines to define our responsibility with regard to human rights.

BECAUSE FURTHER TRAINING CREATES MORE OPPORTUNITIES.

SDG 04 | QUALITY EDUCATION

As a general rule, social equity can be achieved through education. Education is more than just preparation for the tasks a person will need to carry out at work – it also equips them with the tools they need to handle the economic and social requirements they will be faced with in their day-to-day lives. As such, ensuring good education is essential as a stepping stone to achieving social equity. The challenging part is ensuring that all our employees are given the same opportunities and have everything they need to take control of their lives.

The HEBIE GROUP takes a targeted approach to personnel management that aims to create a motivating and attractive work environment.

For the HEBIE GROUP, further training for employees is part of our strategic business planning. To help us keep track of the situation, we have a defined ratio for the number of measures implemented to the number of staff, and a helpful quota that defines the ratio of further training expenditure in relation to our overall personnel costs. Both in-house and external training courses count towards these models, as long as they provide added value to the person who takes them.

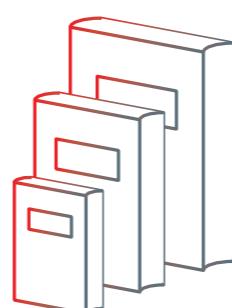
We offer a defined minimum number of trial working schemes and internships for students. In 2020, for example, twelve school, college, proWerk and vocational training internships were completed at our company. This model gives us the opportunity to get young people interested in career paths – and, of course, in our company – at an early age.

To aid us in this approach, we have close-knit, project-based partnerships with a number of colleges and universities in our area. Several young people have completed their bachelor's and master's degrees at our company, and we have also completed a wide range of other projects with the assistance of universities and colleges.

In addition to this, we also offer work try-out schemes and even jobs in integration positions for people with physical or mental disabilities from the nearby Bethel Foundation.



Jannik Schukowski started out at the HEBIE GROUP as a student trainee, and is now a permanent member of the team



Goals	Status at Hebie	Status at tubus
Trial working schemes and internships for students	●	●
Integration projects for people with disabilities	●	●
In-house external further training/language courses	●	●

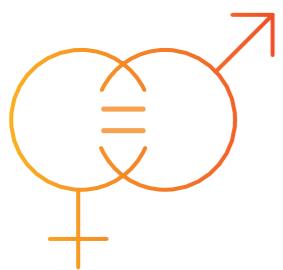
● Goal achieved ● Goal partially achieved ● Goal not yet achieved



Dirk Niermann
Head of CSR & Automation | pp.



Marieke Weichenthal
Head of Personnel Management



Goals	Status at Hebie	Status at tubus
No wage gap due to gender or background	●	●
Women in leadership positions (incl. part-time positions)	●	●
Parental leave irrespective of gender	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved

BECAUSE WE'RE ALL THE SAME.

SDG 05 | GENDER EQUALITY

The gender of our employees plays no role in our pay structure. Instead, we pay our staff according to wage and salary groups, while also taking their individual qualifications, tasks and experience into account. In key areas such as Logistics, Marketing, Corporate Development and Personnel, we have been able to appoint women in leadership positions.

The family atmosphere at our company and the large degree of freedom afforded to our employees in terms of their working conditions provide the platform they need to be largely independent in their development.

Diversification in our employee structure, gender-neutral recruiting and the principle of equality are integral and defined components in our personnel strategy.

Hebie has been awarded the title of "Family-friendly company" by the City of Bielefeld and the Bielefeld Family Alliance (Bielefelder Bündnis für Familien), and offers its employees flexible working hours to enable them to achieve a better balance between professional and family life. We provide parental leave for all our employees regardless of gender, and can also offer childcare assistance if required. We also offer a choice of part-time, flexitime and full-time models to best suit each employee's individual needs, plus an option for working from home.

BECAUSE OUR IMPACT ON THE ENVIRONMENT NEEDS TO BE A POSITIVE ONE.

SDG 07 | AFFORDABLE AND CLEAN ENERGY

The HEBIE GROUP has set up an Ecology team with the aim of reducing the company's impact on the environment as a continuous process. To this end, the team is working on a system for recording the negative effects our business activities have on the environment so that we can set up continuous monitoring and respond quickly to changes.

Our key objectives in this context are reducing our energy consumption and cutting our carbon emissions.

So far, we have switched 95% of our lighting to LEDs and expanded our heat recovery in our hydraulic and tool cooling systems so that we can recover process heat during compressed air generation. Our waste disposal system has been restructured, cast-on pickers have been installed on all our injection moulding machines to allow direct re-use of most of our production waste, our extruder cooling technology has been switched from a fresh-water system to a recirculation system that also provides additional heating in the halls, and we have changed our energy suppliers to green electricity and district heating for Hebie. The photovoltaic system we have been using since the year 2000 will soon be joined by a large additional PV plant. Charging boxes are being installed for electric cars, and we have also come to a successful agreement with our local utility companies for the installation of a public charging station on our company premises.

Hebie has been using green electricity since 2008, and the origin of this electricity is now guaranteed by an internationally recognised and independent ECOenergy label. This electricity is supplemented by the supply from our own photovoltaic system, which has been in use since the year 2000.

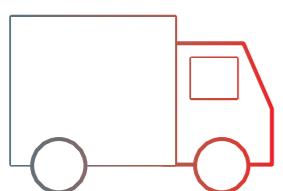
Our production and admin areas are heated in a climate-friendly way using recovered process heat, and by district heating in Bielefeld, which has a low environmental impact. The district heating is generated in decentralised facilities using a flexible mixture of waste, natural gas, wood and biogas as fuels.

We have calculated our carbon footprint for 2017 using eco-cockpit, resulting in a CO₂e figure of 143.8 t, including an add-on to compensate for potential uncertainty in some of the data (a common practice referred to in German as the "Sicherheitsauflschlag"). This was equivalent to 3.111 kg CO₂ per employee, or – for the purposes of illustration – a journey of approx. 21,455 km in a Volkswagen Passat 2.0 TDI (based on the WLTP standard). At the time, the assessment was conducted using the cradle-to-gate approach, with only limited consideration of the relevant causes of greenhouse gas. This is no longer in line with our current standards, and we are striving to ensure that our footprint calculation for 2022 is as comprehensive as possible.



Goals	Status at Hebie	Status at tubus
Ecology Officer	●	●
ECOPROFIT certification/recertification	●	●
Green electricity, district heating	●	●
Photovoltaic systems on 90% of all feasible surfaces	●	●
Process heat recovery	●	●
Energy-saving measures, LED lighting	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved



Goals	Status at Hebie	Status at tubus
Supply chain monitoring for all suppliers, especially those outside of Europe	●	●
Hometown CSR	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved

BECAUSE FOR US, SOCIAL AND ENVIRONMENTAL STANDARDS ARE NON-NEGOTIABLE.

SDG 08 | DECENT WORK AND ECONOMIC GROWTH

All three companies in the HEBIE GROUP comply with the strictest of standards when it comes to quality of work, occupational health and safety, and environmental protection. We have constant back-and-forth discussions with all our staff and managers to ensure compliance with and further development of our joint standards across our Group.

We value our employees and hold them in high regard, and expect them to treat our business partners and suppliers with this same level of respect. This is why we go beyond simply preserving human rights and adhering to labour laws at our sites. We require our business partners at every stage of the value chain to comply with our Code of Conduct and to respect the internationally recognised human rights, and call on them to act in accordance with the law. We do not tolerate child labour in any form, and our business partners and suppliers are prohibited from employing or exploiting children under the age of 15, in accordance with the ILO Convention.

The fact that we are only able to exert a moderate amount of influence on our suppliers and service providers represents a

significant hurdle for us in this arena. In most cases, we can only appeal for them to comply with our requirements, and are not in a position to enforce demands. The supplier chain remains largely non-transparent to us, and ends with the supplier directly upstream of us. This makes it difficult for us to validate the information we are given. Despite this, however, we do subject key suppliers to a supplier assessment to determine their sustainability status. Our new Supply Chain Management position is monitoring this process and installing a mandatory self-reporting system for new suppliers.

We are engaged in a variety of dialogue platforms and initiatives for sustainability issues, including on the local level. For example, we are a member of the OWL Ecoprofit Club, ÖKO-PROFIT-Klub OWL, which regularly identifies and comes up with solutions for sustainability-related issues. We are also an active member of the local Circular Economy/Sustainability Erfa group and a partner to Bielefeld Marketing, who work to strengthen our region.

BECAUSE WE WANT TO MAKE GOOD PRODUCTS CLEANLY.

SDG 12 | RESPONSIBLE CONSUMPTION AND PRODUCTION

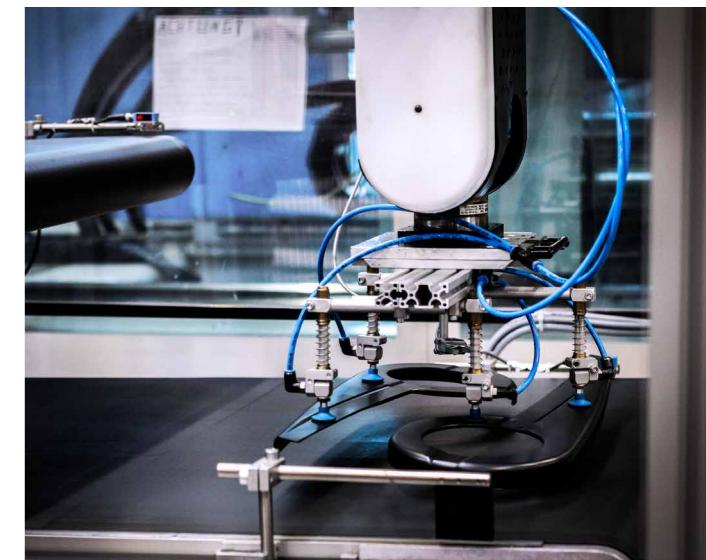
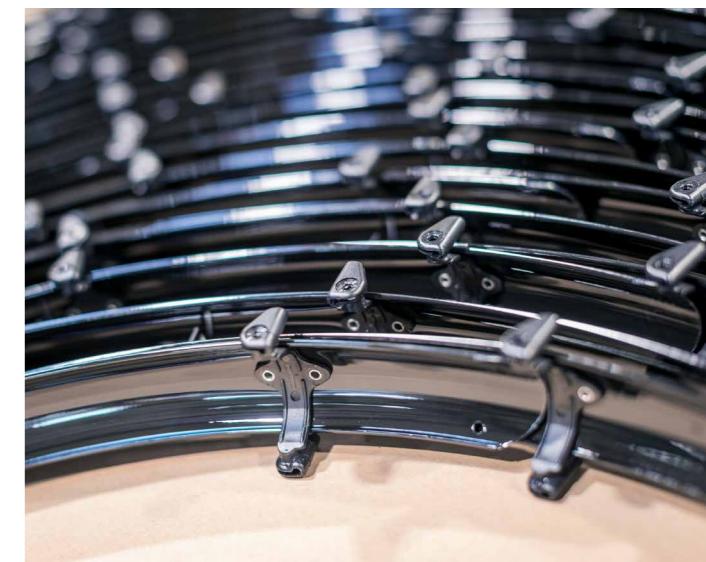
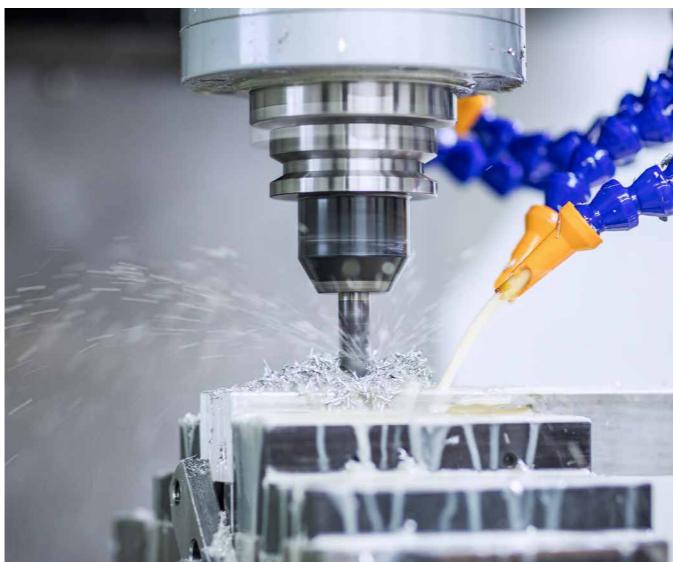
The HEBIE GROUP produces parts for the cleanest mode of transport out there – the bicycle. This alone represents a positive contribution to global ecology, as it promotes a clean, healthy and liveable environment. But that's not enough for us. We have made it our job to develop efficient, durable premium products whose impact is as low as possible at every stage, from manufacturing to use and disposal.

For example, we start taking factors such as resource efficiency and recyclability into account right from the outset when developing a product. This sustainability philosophy is also reflected in our non-resource-intensive production processes, most of which are carried out in a responsible setting with Germany. We consider the production of our carriers to be an area with significant room for improvement; these processes are currently still being handled in Asia. Alongside sustainable manufacturing and ensuring that our product components are easy to separate and recycle, however, our main priority during development is ensuring that our products are durable. Our products are made with great care and attention to detail. This ensures a high degree of functionality and outstanding durability. We firmly believe that a long product service life is the best way of improving sustainability.

As a certified ECOPROFIT company, member of the Ecoprofit Club and the Circular Economy Erfa Group at local organisation InnoZent OWL, Hebie puts a lot of work into helping preserve natural resources. This strategic aim is not just designed to reduce our own costs – it is also of drastic importance against the backdrop of the increasingly negative changes in our climate. Due to supply chain issues, all manufacturers are starting to put more thought and long-term consideration into the conservation and re-use of materials in order to offset procurement difficulties.

Here at the HEBIE GROUP, our high level of resource efficiency is reflected throughout our entire production process. This frugal approach to the use of natural resources is complemented by our commitment to avoiding waste generation, ensuring proper separation of materials to allow for potential reworking, using recycled materials and re-using our own production waste.

Last but not least, however, the main factor that enables us to achieve our efficiency goals is the hard-wearing and extremely durable nature of our products.



Goals	Status at Hebie	Status at tubus
Materials from sustainable sources	●	●
High levels of product reparability, recyclability and durability	●	●
Use of clean, environmentally friendly technology	●	●
Non-resource-intensive, low-pollutant production	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved



Goals	Status at Hebie	Status at tubus
Carbon compensation for unavoidable emissions	●	●
Planted roofs	●	●
Bike-friendly employer	●	●
City Cycling: supported by the company	●	●
General work to promote cycling as a means of transport	●	●

● Goal achieved ● Goal partially achieved ● Goal not yet achieved

BECAUSE THE FUTURE NEEDS TO BE GREENER.

SDG 13 | CLIMATE ACTION

With their sustainable mobility, cyclists play a key role in the move towards a clean, healthy and liveable environment. The positive ecological impact we make by virtue of the bicycle products we produce alone needs to be enhanced by ensuring that we use the most environmentally compatible raw materials and manufacturing processes possible, in the most resource-efficient way possible.

We take a motivational approach to encouraging sustainable behaviour, e.g. by promoting sustainable mobility. We take part in joint campaigns such as bike sports events and the "Stadtadeln" (City Cycling) programme, offer prototype bikes to our employees for attractive prices, and subsidise purchases of new bikes. Hebie is a certified "bike-friendly employer" – our employees have access to good bike storage rooms and repair facilities close to their workplace, and showers and changing rooms are provided on site.

In future, the process we use to calculate our in-house emissions rates will be simpler and more precise. Even back in 2017, Hebie was calculating its carbon footprint using ecocockpit.

We are always striving to optimise our business activities, and see the reduction of avoidable emissions as a continuous improvement process. One of our explicit objectives is to calculate our carbon footprint as well, starting in 2022, and to compensate for our unavoidable carbon emissions.

The next stage of our company's development will be divided into three steps:

Q1/2023: "Climate-conscious company"

- Participation in "Wirtschaft pro Klima" or a comparable initiative and commitment to climate protection
- GHG calculation for entire company in accordance with international standards no later than two years after the year in question, including all Scope 3 emissions identified as significant
- Setting of target and outlining of measures for reducing Scope-1 and Scope-2 GHG emissions
- Schedule for qualified climate neutrality throughout the company

Q1/2024: "Essentially climate-neutral company"

- Avoidance of, reduction of and – as a last resort – compensation for all Scope-3 GHG emissions classed as significant, for the whole company
- Qualified, company-wide climate strategy
- Checking and verification of the company's climate goals using the "science-based target" approach

Q1/2025: "Climate-neutral company"

- Avoidance of, reduction of and – as a last resort – compensation for all non-avoidable greenhouse gas emissions, for the whole company
- After this, our next goal will be to meet the criteria for a "climate-friendly company" by the third quarter of 2025.

BECAUSE WE WANT TO FOSTER A SOCIETY THAT CARES.

SDG 17 | PARTNERSHIPS FOR THE GOALS

Here at the HEBIE GROUP, we believe that one of the key ways we can help society as a whole lies simply in the pursuit of our normal business – the development and production of accessories that make the bicycle a viable means of transport. This alone represents a not-insignificant contribution towards the promotion of a caring, sustainable and healthy society.

In addition to this, however, we are aware of our role as a medium-sized, family-owned company with a long tradition, which comes with the responsibility of remaining a reliable source of jobs in the Bielefeld area and avoiding overexuberant growth. We have a well-established relationship of trust with institutions in our area who offer jobs to people who are unable to find more traditional sources of employment, and have been working with these partners for decades.

We also contribute to society by supporting charitable projects, initiatives and associations. It is important to us to help both local initiatives and industry-specific projects, as well as sustainable activities with a wider geographical scope.

However, we also support associations and organisations that are active in our industry, and invest in charitable initiatives and organisations who help to promote sustainable business and environmental protection.



We are members of the Bundesverband Nachhaltige Wirtschaft (Federal Association for Sustainable Business, BNW), and use this platform together with other sustainably minded companies to act as a voice for the climate-conscious businesses of the future and leverage our combined political influence to establish fair market conditions for forward-looking business.



We help to foster and promote cycling culture and cycling as a means of transport through our membership of the VSF, Germany's association of self-governing bicycle companies, which represents more than 300 retailers, manufacturers and service providers.



In order to take direct action for the next generation, we act as a patron and sit on the Advisory Board of AKTIONfahrrAD (www.aktionfahrrad.de), an initiative that promotes fresh blood, works with school projects, and provides support for teacher training and further training throughout Germany.



BIKEBRAINPOOL.

THINKTANK DER FAHRRADBRANCHE

We are an active member of BIKEBRAINPOOL a group of renowned and committed representatives of the bike industry who work together across the boundaries of competition and different associations to promote cycling. We play a proactive role in the CSR projects of both BIKEBRAINPOOL and the ZIV, and are striving to develop a sustainability strategy for the two-wheeled vehicle industry.



As a supporting member of the General German Bicycle Club/ADFC (and thus a member of the ADFC Business Club), we help to represent the interests of cyclists worldwide.



Zweirad-Industrie-Verband

We support the ZIV, Germany's association for two-wheeled vehicles, with our membership. The ZIV represents the interests of the bicycle, components and accessories industry. In addition to media work, its tasks include sitting on standards committees, the assessment and critical review of legal frameworks, and political lobbying work.



www.glueckstour.de

In our local community, we act as a sponsor and partner to the Bielefeld Marketing city branding initiative and support the GLÜCKSTOUR cycling event, one of Germany's largest private aid campaigns. (www.glueckstour.de)

BUND E. V.

Friends of the Earth Germany

In keeping with our commitment to sustainability and protecting the environment, we are a member of BUND – Friends of the Earth Germany – an grass-roots democratic association with a huge number of committed and expert volunteers who fight for an ecological and just society in many walks of life.



We are members of the ECOPROFIT Club. ECOPROFIT is an ecological project for integrated environmental technology – a project of collaboration between municipal governments, local businesses and other local, national and international partners. The ECOPROFIT network enables companies to share their experiences with other further afield, to work together, and to implement and expand their environmental activities.



STADTRADELN

We are a long-standing supporter of the "Stadtradeln" or "City Cycling" initiative, a Climate Alliance campaign. (www.stadtradeln.de)

HEBIEGROUP

