



**WITH FUTURE GENERATIONS IN MIND -
ALREADY TODAY.**



Dear Readers,

The HABA FAMILYGROUP sees itself as responsible and as such acts in a sustainable way and considers future generations.

In recent months, we have realigned our group of companies without losing sight of our roots and our origins: We were and remain a family business. Sustainability was very important to us in this realignment, in the future, this will be an integral part of our corporate strategy.

We already live sustainability authentically today. Examples of this are:

- Ecological actions in the areas of building technology, recycling and nature conservation
- Economical approaches to supplier relationships and material procurement.

Above all, we work for the most beautiful target group in the world: Children and families. Our products and services from HABA, Wehrfritz and Project, JAKO-O and the HABA Digital Workshop form the basis for comprehensive, child-friendly development.

- The social responsibility to grow and develop as a family of companies.

Today, we report on our achievements, a jump start for so much more that we want to and will achieve. This abridged version of the Sustainability Report is intended to provide a transparent and compact account of the responsibility we actively assume in the fields of ecology, economy and social responsibility.

Thank you for accompanying us on this journey.

Who we are

In over 80 years, the HABA FAMILYGROUP has long outgrown the former „factory for finely polished wooden goods.“ And yet one thing has remained unchanged – the commitment: „Our world and our passion are children and their families. For them, we are who we are. And for them, we do what we do.“

In April 1938, Eugen Habermaass, together with Anton Engel and Karl Wehrfritz, signed the founding contracts of the two companies now known as HABA and Wehrfritz and now part of one big family: the HABA FAMILYGROUP.

Today, the family business is managed by the third generation of the Habermaass family of owners, supported by Managing Director Tim Steffens. Currently, more than 2,000 employees work for the HABA FAMILYGROUP.

Our values

Looking to the future and to the world: the HABA FAMILYGROUP has been steadfast in its convictions for over 80 years. The company's basic values, which serve as a guide for all employees, are constantly reevaluated to ensure their integrity.

- Being real: We are perfectly imperfect and know our roots.
- Living with team spirit: Every day we look forward to creating something unique.

- Feeling enthusiasm: We work with heart and soul for the most beautiful target group in the world.
- Acting across generations: We use resources responsibly and are curious about the future.

Thinking about tomorrow today!

The HABA FAMILYGROUP strives to harmonize the needs of the people and the operational performance responsibly, efficiently and sustainably.



The history of the HABA FAMILYGROUP begins in 1938 – with a small family business with a residential house and adjacent factory building.



The HABA FAMILYGROUP has its headquarters in Bad Rodach in Upper Franconia. But with its own subsidiaries in Europe, the USA and Asia, the family business is represented worldwide.

Energy & Environment

Like every other medium-sized company, the HABA FAMILY-GROUP has a huge energy requirement, especially as it has its own production facilities. But the special thing about its energy footprint is this: The HABA FAMILYGROUP is not only an energy consumer, but also its own energy supplier.

In addition to the office buildings, a large proportion of the electricity is primarily consumed by the toy and furniture production. Heat, which is needed for heating the various buildings as well as for drying the delivered wood in the company's own drying kiln, is generated almost exclusively by burning residual wood.

Diesel fuel is needed to refuel the vehicles in the company's own fleet. An electric vehicle is used for short and medium-distance business trips in the Coburg region.

Energy-saving measures are recorded and evaluated using an energy management system. This is based on the ISO 50001 standard and was certified by TÜV Rheinland for the first time in summer 2016. With the help of the energy management system, an attempt is made to continuously save energy, and thus CO₂, and to increase energy efficiency. This approach has led to a decreasing development in energy consumption over the last few years.

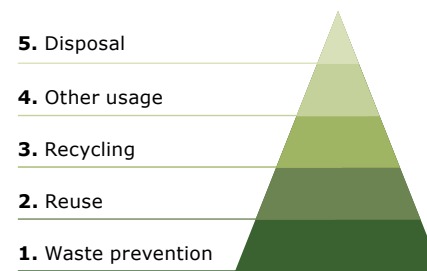
Further measures in terms of sustainable building technology:

- Air conditioning of office rooms through geothermal heat exchangers
- Use of rainwater for sanitary facilities
- Comprehensive conversion to LED lighting
- The innovative „Leschenhof“ office building, completed in 2012, was awarded its gold certificate by the German Sustainable Building Council (DGNB)
- Preserve and promote near-natural environments, ensuring important habitats for bees, beetles and birds

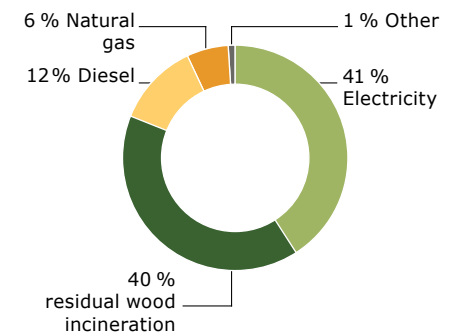
Recycling

Since waste is unavoidable in production, we have established a high quota for reuse and recycling. Disposal is carried out in an environmentally friendly manner with a regional partner.

Waste pyramid



Energy consumption distribution



Own photovoltaics power generation: Our PV systems generate enough energy to cover the annual electricity consumption of 160 single-family homes.

■ ■ Together under one roof

The HABA FAMILYGROUP enriches families and institutions with high-quality products in the core areas of family life, play, education, exercise, clothing and furniture. Under its roof, it unites the well-known brands HABA, JAKO-O and Wehrfritz.

HABA



Durable and high quality

The games and toys of the HABA brand promote children's development in an age-appropriate way from the very beginning and give them long-lasting joy. They are often „passed on“ to younger siblings.

- Construction principles: Durability and stability
- Use of solvent-free, water-based paints and stains
- The plastics used are free of plasticizers that pose a health risk and comply with REACH requirements.
- Sensible use of materials: in addition to wood also Fasal
- Wherever possible: Wood instead of plastic
- Most of the products are designed for production in Bad Rodach
- Own editorial department for sustainable game development: The HABA editorial team Product Development Games

JAKO-O



Practical and resource-saving

- High-quality clothing for children from age 0 to 12
- Awarded the Oeko-Tex Standard 100
- Long-standing, partnership-based co-operation with suppliers
- Approach to furniture development: „Growing“ with children - sustainably produced JAKO-O furniture should accompany children from the playroom to their first home
- Well thought-out items make everyday life easier for families

FITZ



The cheeky and trendy continuation of JAKO-O: With clothing from size 128

- 70% of the collection complies with the Oeko-Tex guidelines
- Since 2004 the values fairness, quality and responsibility are the foundation

Wehrfritz



Unique proprietary products and sophisticated learning concepts

As a competent partner, Wehrfritz supports educational institutions and pedagogical staff in creating a stimulating learning environment for children and promoting it in the best possible way. Whether room concepts, furniture systems, teaching and learning aids or toys – holistic learning concepts and products are developed that invite children to learn, experience and explore with age-appropriate design.

Experiencing the digital world

In the HABA Digital Workshop, children aged 6 to 12 can discover the digital world through play and acquire skills in dealing with new technologies.

Age-appropriate. Playfully. Regularly. Sustainable. The courses and workshops at the HABA Digital Workshop focus on comprehensive media competence and responsible media use.

project



Project, as an innovative school supplier, also offers furniture and room concepts for holistic learning environments that support students and teachers alike.

- Unique in pedagogical benefit, design & quality
- The room concepts combine pedagogy, aesthetics and flexibility.
- Sustainable support for children, considering all aspects of child development



Quality assurance

Through strict in-house quality assurance, independent testing institutes, the careful selection and control of material suppliers, and the fulfillment of all standards and guidelines, the HABA FAMILYGROUP ensures that all toys provide the highest level of quality and safety.

- All products manufactured in-house and purchased comply with all European and national regulations for the safety of toys.
- The most important tests carried out on HABA FAMILYGROUP products are: Test template testing, impact testing, soak testing, tensile testing, and saliva and sweat fastness testing.
- Excellent quality management according to DIN EN ISO 9001:2015



Logistic services

- Materials are stored in Bad Rodach and in the surrounding villages, which means that the short delivery routes protect the environment.
- An automated sorting and storage system reduces the physical workload of employees and allows personnel resources to be used elsewhere.
- To optimize the packaging of single-item shipments, an innovative bag packaging machine was purchased, which optimally packs articles from the JAKO-O range into a plastic bag. As a result, the freight space has more than quadrupled during transport.

Regionality & Sustainable Supplier Relations

Almost every day, a truckload of beech wood arrives at the HABA FAMILYGROUP toy production facility.
- extrapolated, this amounts to around 5,000 m³. In these quantities, it is important that delivery routes are short.

The HABA FAMILYGROUP maintains relationships with more than 5,000 suppliers, of which over 4,000 are based in Germany. A separate purchasing office has been opened in Hong Kong for procurement in Asia.

Wood, as a sustainable raw material that protects the climate, is an indispensable part of the toy range. When procuring wood, emphasis is placed on using wood from sustainable forestry that is PEFC-certified. For end consumers to be able to rely on the fact that a product bearing the PEFC seal comes from a corresponding forest, the entire chain of custody must be certified. = (chain of custody) must be certified. The HABA FAMILYGROUP has been PEFC certified since 2010.

In general, ISO management systems helps to improve energy efficiency and environmental protection as well as occupational safety.

This also includes the training workshop, where attention is paid to the correct handling of wood as a resource. This is how plate remnants from the production is not so much used for heat generation, but for further individual furniture or as teaching materials.



Employees

The HABA FAMILYGROUP is supported by its people. Today, the company employs around 2,000 people.

The promotion and further development as well as the preservation of their health is of great importance and expresses itself, among other things:

- Annual budget for further training for each department
- A company health management system introduced in 2014 that supports a healthy lifestyle
- Fresh and seasonal cafeteria food
- Health courses of the Fifa fit program
- Annual bicycle tour (the Tour de HABA)

To create a pleasant and attractive working situation in all areas, a wide range of social benefits are offered, such as cost allowances, vacation bonuses or company apartments.

Work and family

Since September 2004, employees have been able to have their children between the ages of 0 and 6 cared for in the „Luise Habermaass“ children's house. For the HABA FAMILYGROUP it is particularly important to provide support in reconciling work

and family needs. Individual, flexible time models or mobile working are therefore possible. The HABA FAMILYGROUP has been awarded the „audit berufundfamilie®“ certificate for its family-conscious personnel policy since 2003.



Junior staff

The HABA FAMILYGROUP aims to develop as a company and grow in the market.

In addition, it invests in the future with a variety of apprenticeships, dual study programs and the offer of academic internships.

Social commitment

Making a tangible contribution to a world worth living in for children:

This is a matter close to the heart of the HABA FAMILYGROUP. For the company, it is a matter of course to get involved beyond the boundaries of its own business activities and to assume social responsibility with projects such as:

- HABA Family Day (jointly organized with the town of Bad Rodach and the Coburg District Office).
- Regular educational studies by JAKO-O and Wehrfritz.
- Anniversary campaigns: For the 80th anniversary of the company, the HABA FAMILYGROUP has done 80 good deeds together with its employees.
- Since April 2019, the initiative „zusammen.gut.tun“ (doing good together) has been in place, which supports the social commitment of employees.
- Annual donations in cash and in kind to the Coburg Child Protection Association, which is committed to a child and family friendly region.



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