



## HAUK s.r.o. - Corporate Social Responsibility (CSR) and Environmental Sustainability

Corporate Social Responsibility (CSR) and Environmental Sustainability are not mere checkboxes at HAUK s.r.o.; they are integral components of our organizational DNA. Our commitment to making a positive impact on society and the environment is encapsulated in our annual CSR and Environmental Sustainability Report. This narrative aims to unveil the multifaceted dimensions of our approach, outlining the key areas of focus, reporting standards adhered to, and the tangible impact we seek to achieve.

### Reporting Framework:

At the heart of our commitment to transparency and accountability is our adherence to industry-leading reporting standards. Our CSR and Environmental Sustainability Report proudly aligns with the Global Reporting Initiative (GRI) framework, providing a robust structure for comprehensive reporting on economic, social, and environmental aspects. This alignment ensures that our disclosures are not only credible but also adhere to globally recognized best practices.

### Economic Impact and Ethical Business Practices:

Our report initiates with a thorough examination of our economic impact and commitment to ethical business practices. We believe that financial success should be coupled with ethical conduct and value creation for all stakeholders. Through GRI-aligned reporting, we transparently communicate our financial performance, governance structures, and strategies for risk management. This section sets the tone for the report, establishing the groundwork for our holistic approach to sustainability.

### Environmental Stewardship:

A substantial portion of our CSR and Sustainability Report is dedicated to our environmental stewardship initiatives. We recognize the pressing need for sustainable practices to address climate change and environmental degradation. Our report meticulously details our efforts to reduce our carbon footprint, optimize energy consumption, manage waste responsibly, and adopt eco-friendly practices throughout our operations. By aligning our disclosures with GRI environmental indicators, we demonstrate our commitment to minimizing our ecological impact.

### Social Sustainability:

The next significant section of our report delves into our social sustainability initiatives. Here, we explore our commitment to employee well-being, diversity and inclusion, responsible supply chain practices, community engagement, and philanthropy. By adhering to GRI standards, we offer stakeholders a comprehensive overview of our dedication to fostering positive social impact both within and beyond our organization.



#### Supply Chain Responsibility:

Our commitment to responsible business practices extends seamlessly into our supply chain. We understand that the impact of our operations reverberates throughout the entire value chain. In line with GRI indicators, our report elucidates our supply chain due diligence, responsible sourcing practices, and measures to mitigate the social and environmental impact associated with our suppliers. By providing a transparent account of our supply chain responsibility, we invite scrutiny and collaboration to enhance the sustainability of our entire ecosystem.

#### Environmental Risks and Impact Assessments:

Acknowledging the interconnectedness of environmental sustainability and corporate responsibility, our report addresses environmental risks and impact assessments. We systematically report on the methodologies used to identify, assess, and address potential environmental impacts. This proactive approach not only reflects our commitment to sustainability but also positions us as stewards of the environment, actively working to minimize our ecological footprint.

#### Community Engagement and Philanthropy:

A highlight of our CSR and Sustainability Report is the section dedicated to community engagement and philanthropy. We recognize our role as corporate citizens and actively contribute to the communities where we operate. Aligned with GRI standards, we report on community investments, partnerships, and the tangible outcomes of our philanthropic endeavors. By emphasizing strategic community contributions, we ensure that our initiatives are not only impactful but also sustainable, addressing local needs and fostering long-term positive change.

#### Human Rights and Social Impact Assessments:

Our commitment to human rights is a fundamental aspect of our CSR and Sustainability Report. We conduct thorough human rights and social impact assessments, aligning with GRI standards to ensure a systematic approach. By transparently reporting on our due diligence activities, we provide stakeholders with insights into how we navigate and mitigate social risks throughout our operations. This reflects our commitment to respecting and upholding human rights in all aspects of our business.

#### Stakeholder Engagement:

Integral to our sustainability strategy is meaningful engagement with stakeholders. Our CSR and Environmental Sustainability Report highlight the diverse ways in which we engage with stakeholders – from employees and



customers to local communities and advocacy groups. By aligning our stakeholder engagement practices with GRI guidelines, we ensure that our decisions and initiatives reflect the expectations and perspectives of those who are impacted by our operations. This collaborative approach not only enhances the credibility of our report but also fosters a culture of shared value creation.

#### Measuring Impact and Continuous Improvement:

A pivotal aspect of our report is the section dedicated to measuring impact and continuous improvement. We recognize that the journey toward sustainability is an ongoing process, and we systematically report on our achievements, challenges, and areas for improvement. By aligning with GRI standards, we invite scrutiny, feedback, and collaboration from stakeholders, fostering a culture of continuous improvement and accountability.

#### Challenges and Opportunities:

In the spirit of transparency, our CSR and Environmental Sustainability Report candidly addresses the challenges we encounter on our sustainability journey. Whether grappling with evolving environmental regulations, supply chain complexities, or the need for cultural shifts within our organization, we provide an honest account. Simultaneously, we highlight the opportunities that arise from these challenges, showcasing our resilience and commitment to turning obstacles into catalysts for positive change.

#### Conclusion:

In conclusion, HAUK s.r.o.'s CSR and Environmental Sustainability Report epitomize our dedication to responsible business practices, positive social impact, and environmental stewardship. By aligning with the GRI framework, we set a standard for transparency, accountability, and sustainability reporting that goes beyond compliance.

This report is not just a document; it's a testament to our values, a roadmap for the future, and a call to action for all stakeholders to join us on this journey toward a more sustainable and equitable world. As [Your Company] navigates the complex landscape of business, we remain steadfast in our commitment to making a meaningful and lasting contribution to the well-being of people and the planet. Our CSR and Environmental Sustainability Report are not static records; they are living documents that reflect our ongoing commitment to impact and progress.