



Environmental Policy

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Environmental Policy

Valid as of November 2020

Hilti Group ("Hilti") strives to reduce its ecological footprint. This policy details the Hilti Code of Conduct sections regarding sustainability and our approach to managing environmental topics and defines relevant basic rules and how to apply them.

The environmental policy reflects a substantial part of the sustainability strategy of Hilti and the foundation for the Environmental Management System (EMS) according to ISO 14001.

This policy applies to Hilti Corporation and all subsidiaries held by Hilti Corporation directly or indirectly, by way of majority or minority share if Hilti has management control and its employees, including directors, officers and managers, interns and temporary workers.



Basic rules

1. We strive to reduce the ecologic footprint of our operations & products.
2. We comply with the applicable environmental rules and regulations.
3. We achieve our environmental objectives and provide operational improvements.
4. We promote environmental awareness within the company and our supply chain.

Applying the rules

1. We reduce our ecologic footprint by:

- a) becoming a CO2 neutral company within scope 1, 2 and business travel by 2023;
- b) continuously reduce: our energy and raw material consumption, waste, water usage, emissions and noise;
- c) appropriate waste management practices, seeking to reduce, re-use, recycle and to become landfill-free.
- j) increase material reuse (e.g. use spare parts in repair, tool case recycling, battery recycling);
- k) we integrate environmental considerations through passive design and energy efficiency in new and refurbished buildings, seeking wherever possible to achieve good practice standards;

2. To comply with rules and regulations we:

- a) Implement database driven processes to monitor our regulatory environment and to support the administration of related roles and responsibilities;
- b) maintain our ISO 14001 certificates.
- l) where appropriate we develop site specific Biodiversity Action Plans as appropriate on individual sites;
- m) where appropriate we include climate change adaptation measures in our planning.

3. Regarding our environmental objectives:

- a) we set targets for continuous improvement;
- b) we identify opportunities to minimize the potential environmental impact of Hilti products or services;
- c) we substitute the use of materials and substances that have potentially hazardous effects on the environment, human health and wellbeing;
- d) we record and assess the effects of our activities on the environment and translate them into targets and measures for improvement;
- e) we create transparency and internal reporting to drive product circularity improvements;
- f) we integrate circular principles into design and supply and use lifecycle assessment to ensure resource efficiency and recyclability;
- g) we reduce packaging in consumables & logistics (e.g. recyclable, reusable)
- h) we support customers to optimize their tool park usage;
- i) we are driving high levels of end of life tool collection and recycling;

4. Promotion of environmental awareness:

- a) by ensuring that colleagues are aware of Hilti's Environmental Policy and that they are aware of their own responsibilities giving them the necessary competence and training;
- b) bind and incentivize our supply chain to environmental standards;
- c) we encourage the sharing of good environmental practices across our operations;
- d) we report on our progress to internal and external stakeholders.



Environmental Policy Statement

The Hilti Purpose Statement is “We Passionately Create Enthusiastic Customers and Build A Better Future”. To help “Build a Better Future”, Hilti Hellas SA is committed to operating in an Environmentally Responsible manner.

I confirm that the legal entity I am responsible for, follows the Hilti Environmental Policy with the following basic principles:

1. We strive to reduce the ecologic footprint of our operations & products.
2. We comply with the applicable environmental rules and regulations.
3. We achieve our environmental objectives and provide operational improvements.
4. We promote environmental awareness within the company and our supply chain.

Signature:

A handwritten signature in black ink, appearing to read 'Smyrlis', is written over a horizontal line.

Print name:

Stavros Smyrlis

Date:

23/11/2020