



HAAG-STREIT UK

Social Value & Compliance



Look closer. See further.

CONTENTS

	THOUGHTS FROM OUR CEO	2
	ABOUT US	3
	VISION & MISSION	4
	OUR CORE VALUES	5
	CARBON REDUCTION	6
	SOCIAL VALUE	7/8
	SUSTAINABILITY & ENVIRONMENT	9
	MODERN SLAVERY & HUMAN TRAFFICKING	10



THOUGHTS FROM OUR CEO

Dean Johnson, CEO, Haag-Streit UK

As a leading ophthalmic equipment supplier, Haag-Streit UK is proud to support the NHS in delivering exceptional eyecare to patients across the UK. We are committed to enhancing the quality of patient care by providing the NHS with industry-leading ophthalmic and orthoptic equipment.

The decision to supply products directly to our customers reflects our continued commitment to high-quality service and enables us to offer increased value, improved transparency & responsiveness, and enhanced collaboration opportunities.

At a time when the NHS is under extreme pressure, we feel strongly about supporting our customers with ensuring that they receive the best possible value for money. We recognise that responsible business decisions are vital and you will see this reflected in the

policies which are outlined in this document. It outlines our unwavering commitment to implementing sustainable strategies and helping our customers to make purchasing decisions with sustainability in mind. We have established robust policies to aid with fighting climate change, aligning with NHS carbon reduction and net zero targets.

Our comprehensive policies ensure that we can support the NHS with key purchasing criteria, including compliance with modern slavery legislation. We are also proud to place a huge emphasis on social value and ethical sourcing requirements.

Our change to supply directly to the NHS is an exciting opportunity for us to work more closely with you, helping you achieve your financial and environmental goals. We look forward to continuing to work in partnership with you, now more directly and effectively than ever.





ABOUT US



Haag-Streit UK, headquartered in Bishop's Stortford, Hertfordshire, is a leading UK provider of diagnostic and surgical equipment for ophthalmologists, optometrists, and orthoptists. Part of the Haag-Streit Group since 1989, we design, manufacture, and distribute a complete portfolio of medical devices, including; slit lamps, biometers, perimeters, OCT devices, lasers, medical simulators, and microscopes. We also provide a comprehensive range of gold-standard micro-surgical instruments and implants.

Our commitment is to deliver customised diagnostic and surgical solutions by incorporating information technology, high-quality ophthalmic equipment from leading brands, and exceptional customer service. Our focus is on meeting the unique needs of both the consultant and the patient.



VISION & MISSION

Understanding vision for the good of the people. Our vision culminates in our intention to work together to change people's lives for the better.

Vision

Mission

We strive to support eye care professionals on their journey to improve vision with innovative, efficient, and sustainable solutions to achieve the best possible outcomes for patients worldwide.

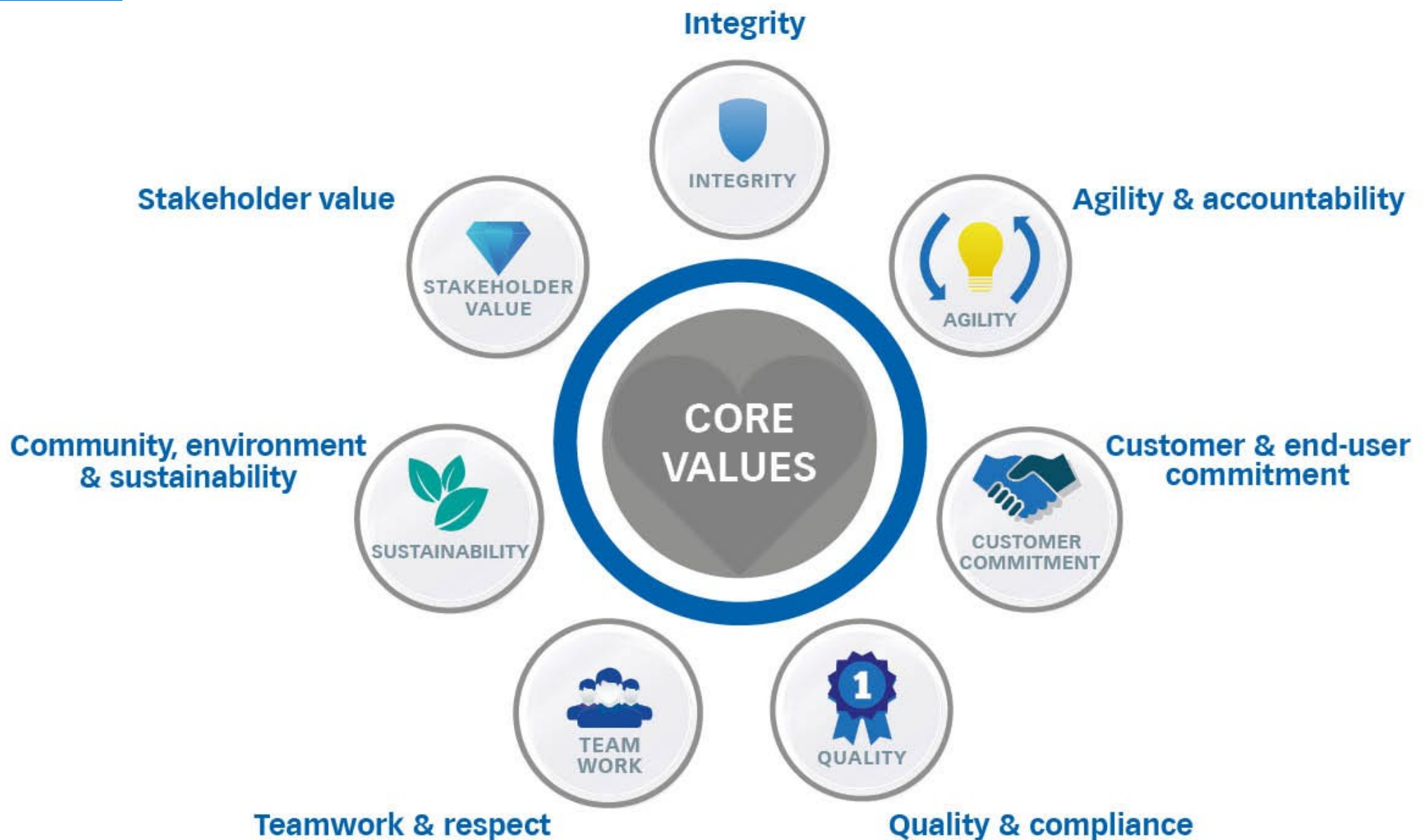
Our mission sets out a clear responsibility towards our customers and our claim to deliver future-oriented solutions for ophthalmology.

True to our motto: "Look closer, see further," we look closely to—in line with our vision and mission—identify more. We want to understand the needs of eye care professionals and their patients to achieve the best possible outcomes.

Motto



OUR CORE VALUES





CARBON REDUCTION

Haag-Streit UK is part of the Metall Zug Group and its carbon reduction goals are aligned with the Group goals.

- ✓ By 2030 we have set a target to reduce Scope 1 & 2 CO₂ emissions by 25%.
- ✓ By 2050, we have set a target to have net zero Scope 1 & 2 emissions.
- ✓ We will continuously reduce Scope 3 emissions of our products.

To continue our progress to achieving net zero, we have defined the following carbon reduction strategies:

- Use of on-site renewable energy generation where possible & procurement of 100% renewable electricity
- Replace further CO₂ inefficient technologies with electrified or more energy efficient alternatives
- The electrification of our service fleet
- Engage in active analysis & implementation of circular economy projects to reduce the Scope 3 footprint of our products

- Evaluate all of our purchased products, with specific plans for more efficient use, such as reducing single use plastic, switching from disposable to reusable equipment and reducing the use of paper.
- Move to agile working that will result in reduction of company business travel & commuting.
- To utilise a carbon reporting tool to accurately record our carbon emissions.

In order to support our net zero goals, and in line with our 2030 targets to reduce CO₂ emissions by 25%, we will be engaging with our supply chain and requiring suppliers to report their carbon footprint data to us, to improve the accuracy of carbon measurement and support our net zero goal.

To view our Carbon Reduction plan in full, please visit: <https://hs-uk.co/co2plan>





SOCIAL VALUE

At Haag-Streit UK we hold our values high, and we strive to make a positive impact through our work. In doing so, we aim to add more value for our customers and employees through social, environmental and economic responsibilities. We aim to make positive contributions to society, rather than focussing on operational profits alone. We recognise that responsible business is vital, and this is reflected in our strategies and decision-making processes.

Fighting Climate Change

As an organisation, Haag-Streit UK is committed to supporting net-zero efforts, both in our activities as a company and through the impact of the products we develop.

Please see page 9 for more information about our sustainable initiatives.

Equal Opportunity

Haag-Streit UK is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best.

We commit to:

- Encouraging equality, diversity and inclusion in the workforce
- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, where the contributions of all staff are recognised and valued
- Making opportunities for training, development and progress available to all staff to maximise the efficiency of the organisation
- Reviewing employment practices and procedures when necessary to ensure fairness and update them to account for any changes in the law

- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief and disability.

Equal Opportunity (Modern Slavery)

We recognise that modern slavery can occur in many forms, such as forced labour, sex trafficking and workplace abuse.

This growing global issue transcends age, gender and ethnicities.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing it in our operation and supply chain.

Read more on our Modern Slavery policy on page 10.



SOCIAL VALUE

Our Commitment to a Circular Economy

Haag-Streit UK is committed to actions that preserve and restore the environment, including waste and emissions, saving energy, recycling materials and conserving resources.

We aim to reduce the impact of our actions on the environment by producing safe and reliable products.

We do this by continually working towards improving our environmental performance and integrating recognised best practices into all operations, while complying with all relevant statutory requirements.

We commit to:

- Minimising waste & maximising resources through a regenerative system by recycling, repurposing, refurbishing, repairing and reusing our slit lamps
- Refurbishing & donating equipment to prevent blindness and restore sight in middle and low-income countries
- Extending the lifecycle of our products through refurbishment, aiming to minimise waste & resource consumption whilst maximising social impact
- Supplying spare parts so that the longevity of a product is extended to reduce the need for more regular replacements

Wellbeing

We actively care for the wellbeing of our staff and commit to creating an inclusive culture, creating a safe environment and encouraging individuality. We are committed to:

- Proactively ensuring work design & culture drive positive outcomes
- Promoting an open culture around mental health and providing mental health tools and support
- Supporting the overall wellbeing and mental health of all our employees.

To read our social value policy in full, please visit: <https://hs-uk.co/SocialValue>





SUSTAINABILITY & ENVIRONMENT

Haag-Streit UK is committed to actions that preserve and restore the environment, including waste and emissions, saving energy, recycling materials and conserving resources. We aim to reduce the impact of our actions on the environment within the necessary constraints to produce safe and reliable products.

We are determined to minimise our direct impact on the environment by continually working towards improving our environmental performance and integrating recognised best practice into all operations, while complying with all relevant statutory requirements.

In order to reduce packaging waste, we have introduced a system of returnable packaging together with a supplier from Germany. In addition, we use a distillery plant for solvents at our Köniz manufacturing site, which has enabled us to reduce the consumption of solvents by around 70%.

We operate an effective manufacturing recycling process to ensure that the optimum amount of raw and waste materials is reused or recycled. While this has the most impact on our Group recycling programme, we have launched a recycling and food waste initiative for all staff to improve material separation in offices and break rooms to reduce further the

amount of waste going to landfill.

Haag-Streit UK is committed to sustainability performance as an integral, strategic issue that shapes the future of our business, and supports our reputation as a respected medical device manufacturer. We have a measurable sustainability framework for key areas of our business, and we believe that engaging with stakeholders on sustainability brings new opportunities to build community prosperity by improving standards of health, the environment and quality of life.

To read our sustainability policy in full, please visit: **<https://hs-uk.co/SustainabilityPolicy>**





MODERN SLAVERY & HUMAN TRAFFICKING

Haag-Streit UK has a zero-tolerance approach to modern slavery and human trafficking, and we are fully committed to preventing these in our organisation.

We firmly believe that by understanding and acknowledging the past and present activities of our customers and suppliers, we put ourselves in a greater position to actively avoid engaging with third parties whose actions are contrary to modern slavery and human rights legislation. We have assessed the Modern Slavery Act 2015 and ensured that our Modern Slavery Statement is aligned with it.

We periodically assess employee training needs, and ensure that Environmental, Social and Governance (“ESG”) training has been provided to the relevant employees. We commit to ensuring that our whistleblowing reporting mechanisms are monitored for cases which may involve modern slavery and that these cases are dealt with efficiently.

We work with our suppliers to ensure the integration of our Supplier Code of Conduct is adhered to at each stage of our procurement process and support them with the development of modern slavery policies.

To read our Modern Slavery statement in full, please visit: <https://hs-uk.co/ModernSlavery>



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