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SUCCESS STORY

# HAGER GROUP

Energy transition / Decarbonation / Energy  
Sobriety

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Interview with Florence Moro,  
Manufacturing Excellence Director

**hager**  
group

## Industrial decarbonation

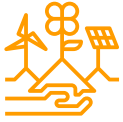
Hager Group follows an ambitious process to bring its production plants to the forefront of ecoresponsability





### Contexte

Hager Group is sensitive to environmental issues and wishes to become a model in eco-responsibility in order to address the climate emergency, to satisfy its customers who are more and more sensitive to these issues and to anticipate more restrictive regulations for the preservation of the environment.



### Targets

- Reduce direct and indirect energy-related greenhouse gas emissions (Scopes 1 and 2) by 50% and indirect emissions (Scope 3) by 25% by 2030 (compared to 2021), regardless of the company's growth.
- Achieve 100% sustainable packaging by 2024.



### Project

To select the right method and achieve these objectives, Hager Group called on two expert firms, Eolos and Naldeo, to define and implement its action plan.

## A strong environmental awareness at Hager Group

The current environmental challenges are pushing the world towards a generalisation of electrification.

According to its President, Daniel Hager, as Hager Group is a leader in this sector, it is essential for the company to be exemplary in the management of its carbon impact to show the way to others. Of course, the current context of rising energy prices enables the acceleration of the process by making more energy transformation projects economically viable.

*"For some time now, the group has dedicated needed resources and means for its environmental ambition. The expectations of our clients and customers are also moving in this direction. Indeed, environmental responsibility is becoming an important criterion in the choice of a supplier. This is also true for recruitment!"*



Hager Group is one of the leading suppliers of solutions and services for electrical installations in residential, commercial and industrial buildings.

It offers a wide range of innovative products and services for intelligent buildings, from electrical power distribution to technical building management, including cable management and safety devices.

*Employees are increasingly looking for companies that are committed and whose values are close to their own.*

*We were already very sensitive to the issue of energy efficiency : half of our factories are ISO 50001 certified, but we quickly realized that we needed to go further. However, our knowledge of decarbonation strategies was insufficient, so we sought support on this subject. This is where the relationship with Eolos began. This was followed by a diagnosis of internal action levers and then the development of a very concrete roadmap to decarbonise, reduce pollution and reduce waste production in our plants in the short, medium and long term."*

Eolos is an industrial and environmental consulting company partnering up with businesses that want to explore all the levers for action to minimise their impact on the environment.

Through the principles of circular economy and using a science-based framework, Eolos develops and integrates new solutions to achieve the targets of the supported companies.



## Definition of precise objectives

Thanks to this roadmap, Hager Group has committed to its "Blue Planet Commitment" and has set major objectives to be reached on the scopes 1, 2 and 3 of greenhouse gas emissions. To concretise the action plan and to be accompanied on the operational aspect, Hager Group called on Naldeo.

*"Eolos introduced us to the Naldeo teams who made a very good impression on us, we were very quickly convinced by their professionalism. Naldeo carried out technical and economic pre-feasibility studies, as well as in-depth field studies, which allowed us to put a figure on the objectives, and to determine the scenarios and projects to be carried out in order to achieve them. We rely heavily on standardization in our plants, seeking to implement processes that work for everyone.*

*On the scopes 1 and 2 where Naldeo intervenes, we have an objective of 50% reduction of emissions by 2030, compared to the level of 2021, and this whatever the level of growth of the company! For the reduction of pollution and waste, we want, with the help of our suppliers, to reduce by 100% the use of virgin plastics in packaging by the end of 2024. We will start addressing scope 3 and indirect emissions related to transport and logistics in 2024.*

*To achieve these goals, we decided to start by working on our six highest emitting sites. This gives us a good learning opportunity, and if we can reach the 50% target with those, it will be easier for the others."*

## Very encouraging first results

The investment plan for the first six plants is under validation to be implemented in 2023. But in the meantime, Hager's teams are active and achieving initial results.

*"As soon as the objectives were set, and on the advice of Eolos and Naldeo, we communicated with the teams, to involve them as much as possible. We presented our progress and organised thematic focuses for the network of plant energy managers, so that they could participate in the reflection phases, upstream of the project.*

*Beyond the global roadmap, this also allows us to work in a "quick wins" mode to reduce our carbon impact with the "Learn, Focus, Share" spirit.*



*Thanks to this internal ecosystem and the efforts of Eolos and Naldeo, we have already reduced our CO2 emissions by 1% in Q3 2022, despite our production growth of 2%! Our monthly monitoring has identified several areas for improvement with immediate results. For example, our factory in Poland was consuming 30% of electricity during the two-week annual shutdown, which was illogical. We have reviewed this and have reduced our consumption to 5%!*

*We have also eliminated almost 200 tons of NRPP (Non Recycled Plastic Packaging) in two years. On all sites, and for all types of packaging, the teams are mobilized to achieve the objective of "100% sustainable packaging" by 2024.*

*These results are very encouraging and would not have been possible without the support of our partners. They really knew how to take a step back, while remaining very concrete and connected to the field.*

*Our teams in the plants are very pleasantly surprised by the quality of the support. The former skepticism about the relevance of integrating service providers in the loop has completely disappeared. Naldeo's teams are clearly an additional force to really make things happen, which allows it to go faster on some subjects.*

*Our relationship with Naldeo and Eolos is indeed perceived as a partnership! We feel that the consultants are extremely involved, the outcomes are of excellent quality... So we will continue our collaboration next year!*

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Manufacturing Excellence Director.

Naldeo group has been accompanying industries and territories in the energy transition for over 60 years.

The branch Naldeo Technologies & Industries is present in all dimensions of innovation in industry. The teams bring together skills in strategic consulting, process engineering, industrial risk management, operating safety of complex systems, energy performance and digital tools.

Their clients benefit from independent and objective support, from strategic thinking to implementation of innovative solutions.

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