We propel the future of flight, energy generation, transportation and recreation through excellence in advanced material solutions that create a better world for us all.

At Hexcel, we strive to be an industry leader and a responsible steward of resources – both human and natural. We relentlessly pursue innovations that lead to reduced energy use, less waste, lower lifecycle operational costs, and improved lifecycle efficiency.

As a next step on this journey, Hexcel has established goals that further our global commitment to a more sustainable future. For us, sustainability is about making responsible products in responsible ways, supported by a diverse One Hexcel team that is propelling us toward a better tomorrow.

These goals guide our initiatives, foster greater transparency and accountability, and allow for measurement of our progress. Our performance will be tracked through specific, time-bound objectives that are aligned with our goal-setting and strategic planning processes.

For details as we monitor and assess our progress against these goals, visit hexcel.com/About/SocialCommitment

We are continually evaluating our sustainability strategy against industry best practices to improve our performance and better serve the interests of all our stakeholders.

**OUR GOALS AND COMMITMENTS**

**Innovation**
Drive innovation toward increased lightweighting, noise reduction, composite materials recycling and reuse, and the exploration of bio-sourced feedstocks to accelerate decarbonization. Encourage the increased adoption of sustainable and environmentally sound technologies for our end markets.

**Environmental Stewardship**
Minimize greenhouse gas emissions, increase use of renewable energy, reduce waste and increase recycling.

**Health & Safety**
Continue efforts to ensure a safe and healthy workplace so everyone goes home every day injury free.

**Supply Chain Management**
Hold suppliers accountable with laws, ethical business practices, and sustainability in all of their operations.

**Workforce & Leadership**
Recruit, train, reward and promote talent to build an inclusive culture that is engaged, diverse and committed to excellence.

**Ethical Conduct**
Translate our Hexcel Values into actions in all that we do. Reinforce our expectations for excellence in integrity through communication and training.

**Strong Communities**
Give back to our communities not only through charitable gifts but also with our volunteer time.
Our products are used by customers to save weight, which reduces fuel consumption and helps to reduce carbon emissions. Some of our products reduce noise pollution while others help to produce clean and renewable energy. The lightweight, adaptable nature of our materials makes products lighter, stronger and more durable. Therefore, our overall impact on the global environment is closely linked with our customers and their efforts to make products with a reduced impact on the environment.

**PRODUCT & PROCESS INNOVATION**

We commit investment and research and technology spend to further green solutions in the following areas:

- **Lightweighting:** Our products save weight, reduce fuel consumption and help to reduce greenhouse gas emissions from aircraft and other transportation vehicles.
- **Engines/Fuel Efficiencies:** Our products contribute to improved aircraft engine dynamics and fuel efficiency.
- **Noise Reduction:** Our Acousti-Cap® technology on aerospace engines reduce noise pollution.
- **Product Development:** We strive to use bio-sourced raw materials in new product development. We favor raw materials produced using low-emission methods and those that can be recycled or reused.
- **Alternative and Renewable Energy:** Our wind turbine blade composite material enables continued advancements and efficiencies in wind capture in the production of clean and renewable energy.
- **Recycling and Reuse:** Hexcel has made investments in and is committed to finding solutions for sustainable manufacturing, as well as recycling and reuse of carbon fiber and other composite materials, including the acceleration of thermoplastic use which can be recycled at end of life, and the development of bio-sourced feedstocks.

Hexcel invests in research and developing lightweight composites for more fuel-efficient aircraft and industrial applications.

Each new generation of commercial aircraft has used increasing quantities of advanced composites to replace metals and reduce weight for more fuel-efficient aircraft with lower greenhouse gas emissions.

We support the development of technologies that will lead to increased recycling and reuse of composite materials such as carbon fiber. Through our investment in Carbon Conversions Incorporated (CCI), a recognized leader in carbon fiber recycling and re-purposing, we work to advance aerospace and industrial applications for reclaimed carbon fiber, enabling the widespread commercial adoption of high-performance, recycled carbon fiber reinforced products to create a full lifecycle solution never before realized in our industry.

**ENVIRONMENTAL STEWARDSHIP**

Minimize greenhouse gas emissions, increase use of renewable energy, reduce waste and increase recycling.

At Hexcel, we accept the challenge to think and work responsibly and to be mindful of the effect our operations and processes have within the manufacturing sites and offices where we work and on the communities in which we do business. As such, we are committed to minimizing our impact by reducing greenhouse gas emissions and by increasing renewable energy sourcing and recycling through circular economy assessments and innovative waste reduction strategies.

**Specific targets for 2019 – 2030 include:**

- 30% reduction in greenhouse gas emissions intensity
- 30% reduction in landfilled waste
- 20% reduction in once-through freshwater use

By 2030, Hexcel will reduce its once-through freshwater use in its manufacturing processes by 20%. between 2019 – 2030. We are focused on water conservation and reclamation across our manufacturing sites including, for example, providing reclaimed water for local municipality irrigation.

As a critical component of our climate actions, Hexcel commits to a 30% reduction in greenhouse gas emissions intensity between 2019 – 2030. In addition, we support our customers’ sustainability goals by working together to develop new products that aid in the reduction of greenhouse gas emissions and energy use.

Hexcel is committed to reducing landfilled waste by 30% between 2019 – 2030. Nearly 25% of Hexcel’s total waste is recycled, including paper, cardboard, metal, plastics, oil, solvents, and production scrap. We also currently recycle approximately 15% of the dry carbon fiber waste generated by our European and U.S. operations.

1- Emission intensity is a measure of CO2 emissions relative to the intensity of an industrial manufacturing process.
EMPLOYEE HEALTH & SAFETY

Continue efforts to ensure a safe and healthy workplace so everyone goes home every day injury free.

Hexcel is committed to an effective health and safety effort throughout the workforce. While every employee shares in the responsibility for health and safety, it is management that must provide the direction, accountability and resources for this effort to be successful. Our intent is to eliminate workforce recordable and lost-time injuries and illnesses, as well as process safety upsets and events. In 2018, Hexcel launched “Soar to Zero,” an employee awareness campaign that represented the company’s goal toward achieving zero safety incidents. We believe that through risk-based management systems, improved technologies and controls, leadership engagement, leading indicators, and tools that drive sustained cultural improvement, every employee can return home injury-free everyday.

Hexcel will improve its total recordable incident rate (TRIR) by 50% between 2019-2030, based on 200,000 worker hours. Achieving this goal is an important measure of performance and requires the commitment of every employee regardless of whether they work at a plant, in a laboratory or in an office.

By 2025, all manufacturing sites owned by Hexcel for more than two years will be certified to ISO 14001:2015 and ISO 45001:2018.

SUPPLY CHAIN MANAGEMENT

Hold suppliers accountable for compliance, ethical business practices, and sustainability in all of their operations.

Hexcel expects each of its suppliers of goods and services to operate with the highest ethical and operational standards and to be responsible stewards of human and natural resources for their employees, customers and other stakeholders. Suppliers are expected to maintain appropriate management systems to ensure such compliance, and to encourage their suppliers and subcontractors to adopt equivalent requirements for their own operations. Failure to address or remediate issues related to these standards is considered by Hexcel to be a material breach of contract by the supplier and may be grounds for termination by Hexcel in accordance with the applicable contract’s termination provisions.

We will lead on transparency in the supply chain as we responsibly manage and influence the environmental, ethical and social impacts of our suppliers. We will ensure that all suppliers which constitute 90% of our global purchasing spend, have either accepted the Hexcel Supplier Code of Conduct or have demonstrated equivalent codes of conduct governing their own activities. Also, we will develop and implement for our major suppliers a robust supplier auditing and review program to ensure supplier legal compliance and ethical behavior.

STRONG COMMUNITIES

Give back to our communities not only through charitable gifts but also with our volunteer time.

We recognize that we are a vital part of every community in which we have a presence and as such, it is our privilege to give back to those communities to make them better places to live for everyone. Therefore, we support the communities where we live and work through donations targeted at education and key social issues and facilitation of employee volunteering efforts.

We provide financial support to targeted charities at both the local and global levels. We grant at least $50 per employee per site annually to local non-profit organizations, and we will increase our giving through the Hexcel Foundation by 10% a year from 2022 through 2025.
One of our Values at Hexcel is One Hexcel – it means that regardless of where you work, what you do, the language you speak or the beliefs you hold – you belong. Together, we share a common Purpose and work as One team. We believe that when we fully embrace diverse people, cultures, backgrounds and personalities, our success will be limitless.

We promote diversity and inclusion through recruiting efforts that prioritize diversity, equitable compensation policies, enabling career development opportunities and providing educational workshops to promote a positive and collaborative culture.

We will source diverse slates for 100% of our external salary positions, including executive management and board of director level appointments, and will increase our use of diverse interview panels and pool of qualified diverse candidates for promotions.

We will drive programs focused on diverse talent pipelines such as internships and our Early Career Program.

We will develop a targeted training program aimed at improving diversity and inclusion management skills. Our initial training programs in this area were introduced in 2021.

Leaders are accountable for achieving D&I objectives. Diversity and Inclusion initiatives are regularly reviewed during our management development and strategic planning processes.

We advertise and promote diversity and inclusion through recruiting efforts that prioritize diversity, equitable compensation policies, enabling career development opportunities and providing educational workshops to promote a positive and collaborative culture.

We actively promote 100% compliance with all laws, regulations and company policies governing human trafficking, forced and child labor, discrimination, harassment, privacy rights, fair labor practices and freedom of association.

We encourage employees to speak up when they have concerns or questions. We provide employees and third parties with access to our SafeTalk Help Line to raise compliance or ethical concerns, questions or issues to management on a direct or anonymous basis and champion our “Speak Up” principles.

Understanding and abiding by our Code of Conduct is a condition of continued employment. We cultivate a culture of integrity by translating our values into decisions and actions, providing regular communication and training around ethics and compliance.

We develop and deliver original content Code of Business Conduct training for 100% of our employees every three years and require annual certifications of compliance from all directors and salaried employees.