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## Long-term values

100 years of innovation for the benefit of our customers, employees, shareholders and the community – that is the hallmark of the Datwyler Group. Over this period, Datwyler has evolved from a family-owned Swiss company into an international group. Building on our strong roots, we have developed our own style with high standards and unique values:

We are entrepreneurs.

- We bring value to our customers.
- We excel in what we do.
- We have respect for others.

We strive to deliver sustainable profitable growth for the benefit of our stakeholders as the foundation for adding long-term value and preserving the corporate independence of the Datwyler Group. In our efforts, we are addressing the challenges of our times. As early as 2008, we voluntarily adopted the standards of the Global Reporting Initiative (GRI) for the sustainability section of our Annual Report,

and in 2009 we joined the UN Global Compact. This is an initiative launched by the United Nations stating ten principles in the areas of human rights, labour, the environment and in combating corruption. As a UN Global Compact participant, Datwyler commits to follow the ten principles and to accept its responsibility within society. This endeavour is based on the Datwyler values and the Code of Conduct that lay down globally binding rules for all Datwyler Group employees.

As far as our suppliers are concerned, we have set out our requirements in a dedicated code of conduct based on the UN Global Compact since the beginning of 2014. The systematic customer and employee satisfaction surveys were continued in 2016. Since 2013, the Datwyler Group has also reported its greenhouse gas emissions to the Carbon Disclosure Project (CDP). In this way, we live up to our social responsibility every day as a reliable partner to our stakeholders.

## Selected objectives and visions related to the relevant topics of sustainability

### Economic performance

Above-average long-term profitable growth in the markets we serve; long-term growth target for 2020: CHF 2 billion in revenue with an EBIT margin of 12% to 15%.

### High client satisfaction

Continuous improvement in customer satisfaction (measured on the basis of annual customer surveys); reduction in customer complaints; specific targets in terms of acquiring new customers and orders.

### High-quality, sustainable products/services

Reduction in packaging material; increase in the share of reusable containers and in the percentage of recycled content in materials used; integration of Ecodesign as a standard process in the development of new products.

### Attractive employer

Strengthening of talent management; more detailed documentation of fluctuation; comprehensive development discussions; global onboarding processes for new employees.

### Safe workplace

Reduction in work-related accidents, injuries and illnesses – towards the long-term goal of an accident and injury-free working environment.

### Sustainable use of natural resources

Decrease in resource consumption (electricity, energy, water) and in waste per revenue unit.

### Fair business practices

No cases of corruption; no cases of legal actions against Datwyler; compliance with the Datwyler Code of Conduct by each and every employee.

### Sustainable supply chain management

Binding code of conduct for suppliers; principles of the UN Global Compact as the minimum standard for suppliers; integration and monitoring of sustainability criteria in the sourcing process.

### Employee engagement

Continuous improvement in employee commitment (measured on the basis of an employee survey conducted every two years).

## Prioritisation of sustainability topics relevant to the Datwyler Group



## Sustainability as part of the company strategy

Sustainability is about balancing economic, social and environmental responsibility. Within the Datwyler Group, sustainability is an important strategic objective, embedded in all we do from product development, customer support, human resources management and production to social engagement. Taking the issue's significant importance into account, Datwyler's sustainability report for the 2016 reporting year will be published as a separate document for the first time. This document will meet the latest GRI standards on sustainability reporting. Datwyler launched a comprehensive process to this end in 2016, aimed at defining material sustainability topics for the company while determining objectives in each main area of focus.

As part of a multi-stage process, Datwyler first interviewed representatives of the management teams and experts from both divisions on the topic of sustainability. We also performed a benchmark analysis of peer companies. The Executive Management structured the identified material topics by order of strategic relevance, and approved them for the group accordingly.

In a workshop attended by over 70 managers from both divisions and all key subsidiaries, Datwyler subsequently drew up objectives, visions and priorities related to these topics in terms of strategic focus and strategic development. Datwyler will continue to develop the sustainability objectives over the next few years in addition to establishing and communicating quantitative goals.

As a responsible company, Datwyler wants to contribute to achieving the UN Sustainable Development Goals. We still want to

grow as a company, but we also want to reduce our consumption per revenue unit of resources such as heating energy, electricity and water. The same applies to the volume of waste produced at our plants.

In future, the ideal of sustainable processes and products must be engrained in our mindset – just as innovation and quality have been for many years. Through a responsible management of resource use and other sustainability issues, Datwyler believes that it will create added value for its customers, stand out from its competitors, become more attractive to employees and meet societal requirements.

The 2016 Datwyler Sustainability Report will be available from the second quarter of 2017 via the following link:

[www.datwyler.com/en/company/sustainability](http://www.datwyler.com/en/company/sustainability)