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SUSTAINABILITY

Long-term values

More than 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 corrup-

tion. 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 Datwyler's 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. Regular surveys of customers, suppliers and employees provide the basis for our process of continuous improvement. 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

Long-term profitable growth

Above-average long-term profitable growth in the markets we serve.

Accelerate digitalisation

Leading role in the use of digital technologies in the markets served.

High client satisfaction

Use the findings of the customer surveys and complaints management to continuously improve the offer and performance.

Leading quality products

Proactive chemical compliance management; promotion of Ecodesign in the development of new products; increase in the share of reusable containers for delivery.

Resource friendly production

Continuous reduction of resource consumption (electricity, energy, water) and in waste per revenue unit. Climate neutrality by 2030 (Scope 1 and 2) based on science-based targets.

Workplace safety and health

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

Attractive employer, agility and empowerment

Strengthening of talent management; comprehensive development discussions; global onboarding processes for new employees; continuous improvement in employee commitment.

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.

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.

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.

To define the material sustainability topics, Datwyler first interviewed representatives of the management teams and experts on the topic of sustainability as part of a multi-stage process. 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 all functions and all key subsidiaries, Datwyler subsequently drew up objectives, concepts and priorities related to these topics in terms of strategic focus and strategic development.

As a responsible company, Datwyler wants to contribute to achieving the UN Sustainable Development Goals. We still want to grow as a company, but with public quantitative objectives 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 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.

Our commitment to sustainable management has also been recognised by independent bodies. For example, Datwyler has received the silver award from the globally recognised rating agency EcoVadis for the second time in succession and is in the top 25% of more than 65'000 companies surveyed. This motivates us to do more: an interdisciplinary project group is currently working on further developing Datwyler's sustainability and climate strategy with the target of achieving carbon neutrality for our own activities (scope 1 and 2) at all our sites by 2030 based on the Science Based Targets concept. Since the beginning of 2021, Datwyler sources some 35% of its total electricity consumption from renewable energy sources.

The 2020 Datwyler Sustainability Report will be available in the course of the second quarter of 2021 via the following link:

www.datwyler.com/company/sustainability



MSCI
ESG RATINGS



CCC B BB BBB A AA AAA

