

Ecological awareness, social responsibility

We strive for mutual success. We are successful when we offer our customers more value. This is why we deliver top-performance in everything we do. The Belimo mission statement and Belimo values guide and accompany us in this process.

Ecological awareness

“We are committed to the environment. We strive to use our resources sparingly. We avoid the use of materials that place unnecessary strain on the environment and are difficult to dispose of. We are mindful of energy consumption and the environmental impact of our products throughout their life cycle” (Belimo mission statement).

Environment and energy

The energy for heating the offices and production facilities in Hinwil comes from the neighboring waste incineration plant. An official energy consumption analysis showed that our buildings and plants are extremely energy-efficient.

In the construction of the new logistics center on the west coast of the US the building's shell was designed for optimal protection of the environment and energy consumption. The structure is certified compliant with the US LEED building standard.

We use cumulative energy analyses of new products to measure energy consumption over the complete life cycle from production through operation to disposal. Belimo reduces overall energy consumption and contributes to the safety and comfort of buildings by developing innovative, high-quality solutions. This optimization is achieved by actuators that are equipped with the necessary logic, electronic data communication and integrated sensors.

Innovation

Environmental protection starts with product design and development. We focus on sustainable and eco-efficient product development that looks at the entire product life cycle. This means minimal use of power and resources, low-impact waste disposal, the use of materials that generate

low emissions in the event of fire and longer product life cycles through the use of modern technology.

Our customers are involved early on in the development phase with a view to finding innovative approaches together and verifying promising ideas. We aim to secure an edge for our customers by providing them solutions that offer more comfort, energy efficiency and safety and require simpler installation and maintenance.

Products

The high functionality of our products enables optimal performance of HVAC systems. The power consumption of the actuators in the latest generation of devices is reduced by means of energy-optimizing algorithms.

The following products and solutions promise higher value for customers coupled with lower energy consumption.

- **New generation of spring return actuators.** These products are smaller and slimmer than their predecessors. It was possible to reduce power consumption during usage by 60 percent.
- **Intelligent actuators.** A new generation of actuators with greater intelligence and enhanced sensor technology enables customers to monitor consumption.
- **Fan optimizer.** Solutions for the energy-efficient operation of HVAC facilities.
- **Valves.** A single Belimo product such as the pressure-independent control valve or the 6-way valve can replace several valves at once.

Materials

We adhere to the RoHS environmental directive, which prohibits the use of substances that are harmful to the environment. We have our own list of forbidden substances for this pur-

pose which is suited to our products and their applications. Our suppliers undertake not to use any of the forbidden substances in the parts they deliver.

The materials used are carefully selected to ensure that as little damage as possible is caused to the environment. We use as little packaging as possible and give priority to recyclable packaging film. We do not use materials such as solvents, resins, paints or lead at all, or only in very small quantities.

Suppliers

Over 85 percent of the added value in our products is created by our suppliers. That is why we place the same high demands on them as on ourselves, requiring them to conform to our environment and quality policy. Adherence to specifications is checked by our goods-in department by means of direct tests and by inspecting the test reports and declarations requested from suppliers. Our purchasing strategy therefore considers local suppliers, provided they fulfill our ecological criteria. New and existing suppliers are regularly audited on site.

Production and logistics

Through the transfer of knowledge and technology between our production locations we ensure safe, efficient and resource-saving production processes.

The regular review and adjustment of our logistics processes also addresses environmental issues. In this way we reduce transport mileage by means of collective shipments to the Swiss border, weekly collective transports to individual subsidiaries and container consolidation. We also minimize air freight.

Recycling and disposal

The disposal concept we have introduced based on revised and optimized disposal principles prescribes that as much waste as possible must be recycled and that disposal volumes be kept as low as possible. We have installed new internal collection depots which ensure that employees separate waste properly for disposal. Disposal transportation is consolidated.

Social responsibility

“In our dealings with customers, staff, shareholders, business partners, and society; we are helpful, honest and fair, open and tolerant, trustworthy and respectful. This allows us to achieve a high level of credibility. We encourage our staff and care about their well-being. We favor a participative management style and an open, objective and friendly communication style. Constructive criticism is welcome. We act fairly and ethically. Gifts do not influence our negotiations or the decisions we make at Belimo” (Belimo mission statement).

Corporate culture

All employees worldwide have been educated in the values of our revised mission statement. That way we ensure they are familiar with our corporate philosophy and act in line with our values. The individual's long-term ability to internalize and put those values into practice is also part of the annual employee appraisal.

Belimo takes its responsibility to society seriously and supports social projects. We give assembly and packaging work to workshops for the disabled, support various regional sporting and cultural events and provide situational assistance to institutions and disaster areas. Employees with personal, social

We attach great importance to high credibility amongst all stakeholder groups. We therefore encourage personal commitment and the courage to take risks, for the benefit of the customer. The team comes before the individual.

or health problems are offered comprehensive counseling services.

Sustainable personnel policy

Employees are the company's most valuable asset. We value cultural diversity and assist employees from other countries with their integration. We actively promote a healthy age distribution and gender balance in the Belimo workforce. The high average length of service of seven years underlines the extent of employee loyalty and their identification with the company. The part-time working models are valued both by employees and the company itself. In Switzerland, 28 percent of employees work on a part-time basis.

Management is firmly committed to its production sites in Switzerland and the US, as evidenced, for one, by the high level of investment in both locations.

Belimo works at all levels with a performance and behavioral appraisal system. This includes regular assessments of how far employees' individual goals have been achieved, as well as a discussion of appraisals with employees and appropriate development measures.

Internal information events are held on a regular basis. Our retired employees are also kept up-to-date with what is happening in the company by means of monthly letters and an annual event.

Training, personal and career development

We see the expertise of our employees as a key competitive factor, and therefore foster and promote it. With thorough induction programs, Belimo makes sure that new recruits are familiarized fully with their tasks and the corporate culture. Time spent abroad at one of the company's other locations is an opportunity for professional and personal development and brings added value for the company. Managers regularly complete training courses on leadership issues.

Encouraging new talent

We support and encourage young talent. We currently have 17 trainees in six different specialist areas. This year we have also added the function of logistician to our training program. In difficult economic times, trainees with good performance reviews can stay with us for another six months after completing their traineeships to gain professional experience. We provide the Zürcher Oberland Cantonal School with a room for their robotics laboratory free of charge.

Health and safety

Safety in the workplace is extremely important to us. In 2009 we revised some areas of our safety policy. The existing safety management system is reviewed on an ongoing basis. Ensuring that all employees are informed about potential dangers related to their work and are aware of accident prevention measures is an important priority for us. Training courses in fire prevention are held every year. An external audit of our fire protection measures was carried out this year as well as safety checks on all electrical installations. Annual internal audits of general workplace safety are also carried out. The findings are reflected in appropriate measures.

We care deeply about the health and wellbeing of our employees. Physical and mental health are inherently linked to each individual's ability to perform. The impulse program to promote occupational health that was launched two years ago has been expanded and given the name BelimoVital. The program includes targeted relaxation

and strengthening exercises, training in workplace ergonomics, presentations on specific subjects, flu-prevention measures and organized physical activities. This extensive program is intended to help improve the satisfaction, health and motivation of employees and to reduce absenteeism.

Key figures 2005 – 2009

Switzerland	Unit	2009	2008	2007	2006	2005
Key personnel figures						
Number of employees (average)		541	550	522	474	426
FTEs (average)		484	495	470	423	377
Days off due to sickness	Absences as % of total working days	3.9	3.9	4.4	4.0	3.8
Accident rate (occupational/non-occupational)	Absences as % of total working days	0.8	0.3	0.3	0.6	0.7
Environmental indicators						
Number of actuators produced*	in thousand items	2 481	2 942	2 731	2 552	2 048
Utilization						
Auxiliary production process materials						
Lubricants	kg per thousand actuators produced	0.887	0.833	0.842	0.803	0.879
Dyes/paints	liters per thousand actuators produced			negligible		
Adhesives/glues	kg per thousand actuators produced	0.507	0.442	0.436	0.409	0.461
Solvents/fluxing agents	liters per thousand actuators produced	0.019	0.029	0.029	0.027	0.029
Paper (A4, A3 sheet) only office						
Copiers/printers	kg per FTE	16.1	15.8	14.9	15.1	15.4
Buildings and total energy consumption						
Electricity	MWh	2 121	2 032	1 940	1 740	1 701
Heat energy						
District heating (own building)	MWh	1 026	1 064	985**	1 112	1 312
Heating oil	liter		3 000	6 000**	3 000	
Mains water	m ³	4 493	4 371	3 990	3 370	3 652
Recycling and disposal						
Waste for recycling	t	144	133	125	119	100
Waste for incineration	t	98	125	108	101	87
Hazardous waste (electronics, separated materials)	t	21	9	7	6	7
Sanitary water	m ³	4 493	4 371	3 990	3 370	3 652

* Finished products without basic actuators for other production sites.

** Temporary disruption to supply of district heating for roughly two months (repair to pipeline).