

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.

The shell of the sales, training and distribution center on the west coast of the US, built in 2009, was designed for optimal protection of the environment and energy consumption. The structure is certified compliant with the US LEED Silver 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 dis-

posal, the use of materials that generate low emissions in the event of fire and longer product lives 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.

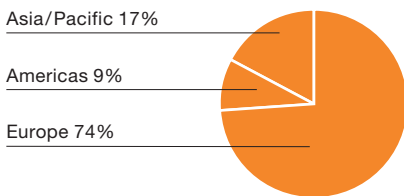
The following products and solutions promise higher value for customers coupled with lower energy consumption.

- **Electronic fail-safe actuators.** Use of electronic instead of mechanical storage devices for safety actuators.
- **Valve actuator with non-linear gears.** Thanks to new gear technology, a butterfly valve can be reliably operated using a smaller motor.
- **EPIV.** The innovative electronic pressure-independent control valve with flow sensor technology can significantly reduce the overall energy consumption of an HVAC system.

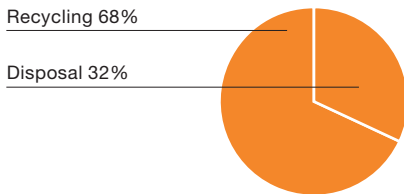
Materials

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 purpose which is suited to our products and their applications. Our suppliers

Procurement in percent from



Waste Management



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.

Procurement

We use the experience of our suppliers to continually improve our products. They provide more than 85 percent of the added value in our products. We place the same high demands on our suppliers as we do on ourselves, particularly when it comes to complying with ethical principles and Belimo values. They are included in our environment and quality policy. Adherence to specifications is checked by our goods-in department by means of direct tests and by inspecting the requested test reports and declarations. We foster lasting relationships with our suppliers wherever possible and appropriate, and integrate them as early as we can in the development of our products. We see this close collaboration as the key to our success. Our purchasing strategy also considers local suppliers, provided they fulfill our ecological criteria. The bulk of the supplies we use are procured in Europe. 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. We increasingly use reusable containers

and cardboard instead of plastic packaging. We also reduce transport mileage by means of collective shipments to the Swiss border, weekly collective transports to individual subsidiaries and container consolidation. By systematically increasing final assembly locally on site we enhance proximity to our customers and are able to shorten transport routes. We also minimize air freight.

Recycling and disposal

Our disposal concept is designed to ensure that as much waste as possible is recycled and disposal volumes are kept as low as possible. The positive trend towards recycling validates our efforts. We have installed internal collection depots which ensure that all employees separate waste properly for disposal. These measures enable us to recycle more than half of the waste produced. The rest is taken to the neighboring waste incineration plant, which in turn provides us with district heating for hot water and space heating. Disposal transports are 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.” (Belimo mission statement)

Corporate culture

All employees worldwide have been educated in the values of our mission statement. That way we ensure they

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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.

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. This year we introduced a quality training course entitled "Quality First" for all employees worldwide. This training course is intended to illustrate our guiding principle "each employee holds the key to quality". With the ISO 9001 certification, we hope to increase customers' confidence in our ability to deliver quality.

Belimo takes its responsibility to society seriously and supports social projects. We give assembly and packaging work to workshops for the disabled and support various regional sporting and cultural events. Employees with personal, social 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, for example by providing free German lessons. We actively promote a healthy age distribution and gender balance in the Belimo workforce. The high average length of service of eight 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, around 30 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 assess-

ments 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 responsibilities and the corporate culture. We support and encourage our employees' personal development by contributing financially. 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 18 trainees in six different specialist areas. 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. The existing safety management system is reviewed on an ongoing basis. Safety managers have been trained on the legal guidelines for workplace safety. 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 on fire prevention are held every year. This year this training course focused on the evacuation procedure. All employees took part in a training course on safety and the environment in 2010. Pending items from last year's fire protection audit and safety checks were actioned this year. Annual internal audits of general workplace safety are also carried out, and the findings are reflected in appropriate measures.

We care deeply about the health and well-being of our employees. Physical and mental health are inherently linked to each individual's ability to perform. The BelimoVital impulse program to promote occupational health 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. The ratio of sickness days to total working days is 3.2 percent, the accident rate (occupational and non-occupational) is 0.5 percent.