

Ecological awareness, social responsibility

Ecological awareness

Environmental policy

Belimo is committed to protecting natural resources. Our environmental mission statement is an integral part of our business policy and binding across the entire Group.

We abide by the following criteria:

- We give a high priority to the environment in strategy and decisions at all levels
- We provide our customers with solutions that respect the environment
- We consider energy and resource consumption throughout the operating life of our products

We comply with specific environmental standards and avoid hazardous materials in product manufacturing.

Our employees are regularly trained about our environmental mission statement and our corporate environment policy to ensure they are followed.

Products

Belimo products help to improve the economic and energy efficiency of buildings. The application of modern technologies and high-quality materials increases the useful life of our actuators, while also optimizing the use of resources. Their excellent functionality allows HVAC systems to achieve optimum performance and reduce power consumption. The power consumption of the actuators themselves should be as low as possible.

Suppliers

Over 85 percent of the added value of our products is created by suppliers. That is why we place the same high demands on them as on ourselves. They are included in our environment and quality policy. Adherence to specifications is checked by our pur-

chasing department by means of direct tests and by inspecting the test reports and declarations requested from suppliers.

Logistics

The regular review and adjustment of our logistics processes also addresses environmental issues. The choice of means of transport and shortening transport routes are important here. Our purchasing strategy therefore favors local suppliers where possible, provided they satisfy our criteria.

Innovation

It is Belimo's aim to contribute to the safety and comfort of buildings by developing innovative, top-quality solutions.

The focus is on eco-efficient product development bearing in mind the entire product life cycle. In other words:

- Minimum power consumption
- Minimum use of resources
- Low impact from disposal
- Use of materials that cause low emissions in the event of a fire
- Increased useful life through the application of modern technologies

The following are examples of products with high eco-efficiency:

- Reducing cable requirements (MP bus technology)
- Replacing several valves with a single Belimo product (pressure-independent control valve)
- Solutions to help HVAC facilities run in an energy efficient manner, such as fan optimizers

Materials

The materials used are carefully selected to ensure that the least possible damage is done to the environment:

Packaging

- We use the least possible packaging
- We employ recyclable packaging film

Auxiliary materials

- We make minimal or no use of materials such as solvents, resins, paints, dyes or lead

Paper

- We use chlorine-free bleached paper for all promotional material and internal writing paper

Machinery and equipment

- Energy saving circuits are fitted to ensure low consumption

Re-use and disposal

Waste and reject materials are separated and wherever possible sent for recycling. This keeps refuse and special waste for disposal to a minimum.

Energy

Our main building in Hinwil was built in 2002 according to the latest energy research findings. Heat recovery in the ventilation plants is one of the resulting features. Heating for the offices and production facilities comes from the neighboring waste incineration plant. The large amount of daylight in the modern building enables lighting to be adjusted to requirements and savings to be made. The official energy consumption analysis conducted in 2006 concluded that our buildings and plants work very efficiently.

Environmental directives

Belimo applies environmental standard ISO 14001 by self-assessment; we are not certified on account of the low value-added in our manufacturing activities.

As a result of our compliance with the RoHS and WEEE environmental directives, supply and manufacturing terms have been adjusted worldwide.

Belimo is a member of IG exact.

Social responsibility

Corporate culture

We attach great importance to high credibility amongst all stakeholder groups. In our dealings with customers, employees, shareholders, business partners and society, we are helpful, honest and fair, open and tolerant, trustworthy and respectful. We place great value on keeping employees abreast of developments, openly and regularly.

Responsibility to society

The Belimo Group sponsors social engagements, sporting events and cultural activities in the vicinity of its sites.

At our production sites, institutions for the disabled are supported by allocating assembly and packing jobs.

Employees

Employees are the company's most valuable asset.

We once again conducted an employee survey in 2008. For the first time ever, the survey took place simultaneously at all our global sites and in eight languages. We can be very pleased with the results. Apart from indications of areas with improvement potential, they proved once more that Belimo employees stay with the company due to a high level of loyalty, satisfaction and enthusiasm.

Health

Physical and mental health are closely linked to the performance capability of every individual. The health promotion program launched in the fall of 2007 has been successfully continued. This is intended to help improve the satisfaction, health and motivation of the employees.

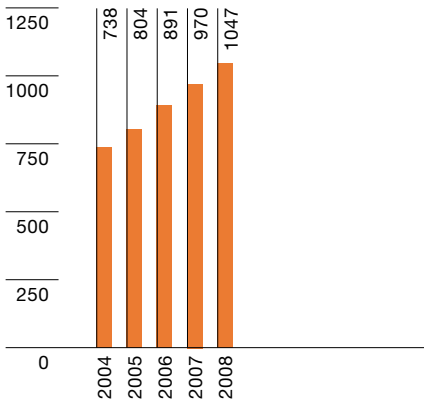
Training and development

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 introduced fully to their tasks and responsibilities and the company environment. Belimo works at all levels with a performance and behavior appraisal system. This includes regular individual assessments of how far employees' individual goals have been achieved, as well as career advancement interviews and appropriate personnel development measures. Managers regularly complete training courses on leadership issues.

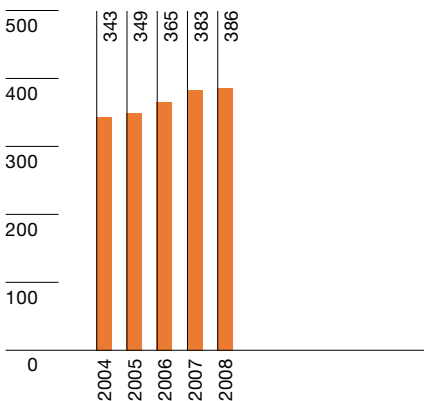
Encouraging new talent

The provision of commercial and technical training places for budding technicians, design engineers, electronics technicians, IT specialists, etc. has been increased substantially in recent years. At present, 16 trainees are being actively developed on our vocational training programs.

Number of employees
Average for year



Net sales per employee
in CHF 1 000



Environmental indicators 2004 to 2008

Switzerland	Unit	2008	2007	2006	2005	2004
Headcount						
Number of employees (average)		550	522	474	426	392
FTEs (average)		495	470	423	377	348
Input variables						
Auxiliary production process materials						
Dyes/paints	liter	13	11	9	3	2
Adhesives/glues	kg	1 300	1 190	1 045	945	870
Solvents/fluxing agents	liter	86	78	69	60	50
Paper (A4, A3 sheet) only office, docs, brochures						
Copiers/printers	Recycled paper	kg	-	-	-	-
	Chlorine-free bleached	kg	7 800	7 000	6 400	5 800
Pre-printed Belimo paper		kg	1 600	1 550	1 500	1 450
Brochures/documents		kg	~3 000	~5 000	~7 000	~8 000
Energy data in the production process						
Compressed air (included in total power consumption)	kWh	30 000	29 500	27 500	26 000	25 000
Buildings and total energy consumption						
Electricity	kWh	2 031 744	1 940 000	1 740 000	1 701 300	1 575 500
Heat energy						
	District heating (own building)	MWh	1 064	985*	1 112	1 312
	Heating oil	liter	3 000	6 000*	3 000	-
Water	Drinking water	m ³	4 371	3 990	3 370	3 652
2 945						
Output variables						
Waste						
Waste for incineration	t	125	108	101	87	62
Metals (recycling)	t	~14	~14	~12	~9	~14
Cardboard/paper (recycling)	m ³	1 081	1 009	969	825	631
Special waste						
Electronic waste (printed circuit boards, PCs)	t	~8	~6	~5	~7	~1
Separated materials/bulky goods (furniture, etc.)	t	0.5	1.2	0.8	-	0.5
Plastic casings (direct recycling)		-	-	-	-	-
Waste water						
Processing water	m ³	-	-	-	-	-
Sanitary water (drinking water)	m ³	4 371	3 990	3 370	3 652	2 945
Materials inside our products						
Lubricants (5 types of grease)	kg	2 450	2 300	2 050	1 800	1 576

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