

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

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.

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 thinking starts right at 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, greater 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 consump-

tion of the actuators is reduced by means of energy-optimizing algorithms.

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

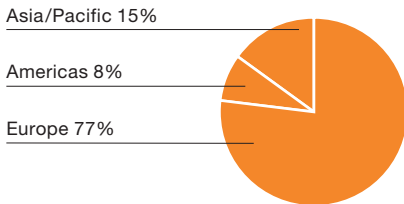
- **Electronic fail-safe actuator.** Use of electronic instead of mechanical storage devices for safety actuators.
- **Valve actuator with non-linear gears.** Thanks to new gear technology, a butterfly valve can be reliably operated using a smaller motor.
- **EPIV.** The innovative electronic pressure-independent control valve can significantly reduce the overall energy consumption of an HVAC system.
- **Actuator with efficient stand-by mode.** Conventional electrical equipment is kept warm in stand-by mode as well, which means that electrical energy is converted into useless warmth. But our latest actuators prevent this thanks to modern engine technology with a high holding torque and intelligent shifting control.

Materials

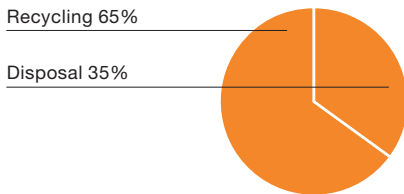
We adhere to the RoHS environmental directive, which prohibits the use of substances that are harmful to the environment. Compliance is implemented on the basis of a list of banned substances that is adapted to our products and their areas of application. In addition, our suppliers undertake not to use any of the banned 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 auxiliary materials such as solvents, resins, paints or lead at all, or only in very small quantities.

Procurement in percent from



Waste Management



Procurement

More than 85 percent of the added value in our products comes from 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 requested test reports and declarations. We integrate our suppliers as early as possible in our product developments. 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. Thanks to an optimized software download, we can produce more actuators using the same amount of production equipment, which helps save resources.

The regular review and adjustment of our logistics processes also takes environmental issues into consideration. We increasingly use reusable containers and cardboard instead of plastic packaging. All packaging is made of materials that are not harmful to the environment. We also reduce transport mileage by means of collective shipments to the Swiss border, weekly collective transports to individual subsidiaries and consolidated deliveries to clients. With ergonomically optimal final assemblies, we are now represented locally on almost all continents and thus we can shorten transport routes. We also minimize air freight.

Recycling and disposal

Our waste is sent for recycling whenever possible. The collection points we have set up within the company help to separate the waste and ensure

its proper disposal. These measures enable us to recycle more than half of the waste produced. The remaining waste is sent to the nearby waste incineration plant. Disposal transportation is consolidated.

Social responsibility

Corporate culture

In addition to the company mission statement, Belimo now also has a code of conduct. The Belimo values of trust and credibility also mean that employees get in touch with the appropriate contact person in the event of perceived violations of either applicable law or ethical standards. The code of conduct that was drawn up in 2011 concentrates on marketing and competitive practices as well as on dealings with suppliers.

New employees learn about our values and quality standards during their introduction to the company. In addition, we conducted a global campaign in 2011 on the values of Belimo to make them better known. The individual employee's long-term ability to internalize and put those values into practice is also part of the annual employee appraisal.

We give assembly and packaging work to workshops for the disabled and support various regional sporting and cultural events.

For employees with personal, social or health problems, we provide them advisory services free of charge.

Sustainable personnel policy

We value cultural diversity and assist employees from other countries with their integration, for example by providing free German lessons. The high average length of service of eight years underlines the extent of employee loyalty and their identification with the company. The part-time

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.

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 United States, as evidenced, for example, 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 an employee's 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.

In 2011 we conducted our second global employee survey. The results were very gratifying, as the so-called loyalty index rose above the already very good level of 2008. The survey results from around the world will be analyzed and then discussed with employees in order to introduce improvements.

Training, personal and career development

We help employees develop their specialist knowledge. With thorough induction programs, Belimo makes sure that new recruits are familiarized fully with their tasks and responsibilities and the corporate culture. We provide financial and other support to employees for their personal development. 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 help young talent to develop and offer training programs in six professional areas. In difficult economic times, trainees with good performance reviews can stay with us for at least another six months after completing their traineeships to gain professional experience.

Health and safety

Members of our safety team attended a two-day training course on the principles of workplace safety. All employees are aware of the possible dangers in their jobs and know how to prevent accidents. In 2011 the focus in training courses was on safety with electricity. There has been an ongoing implementation of pending items from audits in the area of fire protection and workplace safety. The first aid team received training in recognizing cardiac arrests and the proper emergency treatment for it.

The BelimoVital impulse program promotes occupational health. It includes targeted relaxation and strengthening exercises, training in workplace ergonomics, flu-prevention measures, organized exercise activities and presentations on specific subjects. In 2011 a presentation was held on the topic "addictive substances and work". This extensive program is intended to help improve the satisfaction, health and motivation of employees and to reduce absenteeism.

Key figures 2010–2011

Locations Hinwil (Switzerland) and Danbury (USA)

	Unit	2011	2010
Key personnel figures			
Number of employees (average)		878	838
FTEs (average)		821	780
Days off due to sickness	Absences as % of total working days	3.5	3.2
Accident rate (occupational/ non-occupational)	Absences as % of total working days	0.3	0.5
Environmental indicators			
Number of actuators produced	in million items	4.6	4.3
Utilization			
Paper (A4, A3 sheet) only office			
Copiers/printers	kg per FTE	15.2	13.0
Buildings and total energy consumption			
Electricity	MWh	4 383	3 812
Heat energy			
District heating (own building)	MWh	986	1 159
Gas	MWh	924	814
Mains water	m ³	8 098	9 144
Recycling and disposal			
Waste for recycling wood & cardboard	t	353	370
Waste for incineration	t	108	104
Remaining waste	t	96	91
Hazardous waste (electronics, separated materials)	t	28	29
Sanitary water	m ³	8 098	9 144