

Sustainability Policy

January 2021

WITH PASSION FOR A **SUSTAINABLE** FUTURE



The sustainability policy of Gurit

1. Our commitment: Guiding principles
2. Sustainability management Framework & planning cycle
3. Key action areas for a sustainable future
4. Achievements and Ambitions
5. Responsibilities & implementation within organization
6. Sustainability controlling



Guiding principles



Our vision:

With passion for a sustainable future

Our target:

We want to achieve **climate neutrality in 2021** primarily through operative measures and resourceful support of compensation projects.

Further commitments:

- **Compliance:** we comply with laws and regulations and are committed to the principles of the UN Global Compact.
- **Safety first:** we want to reduce accidents in the workplace by 50% in the 2020 – 2023 period.
- **Innovation:** we foster the use of clean technologies.
- **We apply a precautionary approach** to environmental challenges.
- **Effective resource utilization:** we minimize **waste**, increase **recycling**; we also minimize the **use of natural resources** and reduce emissions.
- **Accountability:** we set clear targets and report achievement in our annual Sustainability Report.

Sustainability management framework

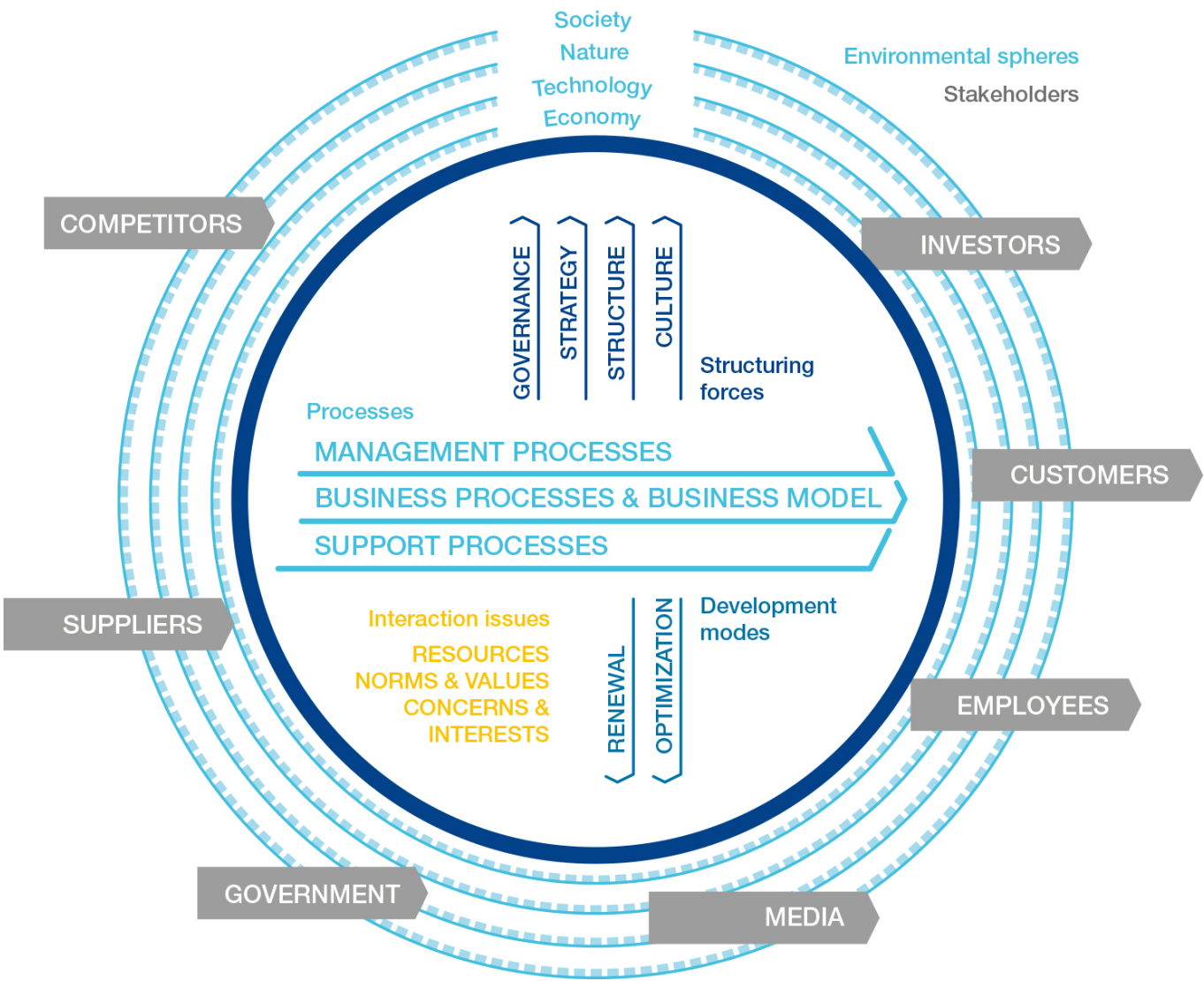
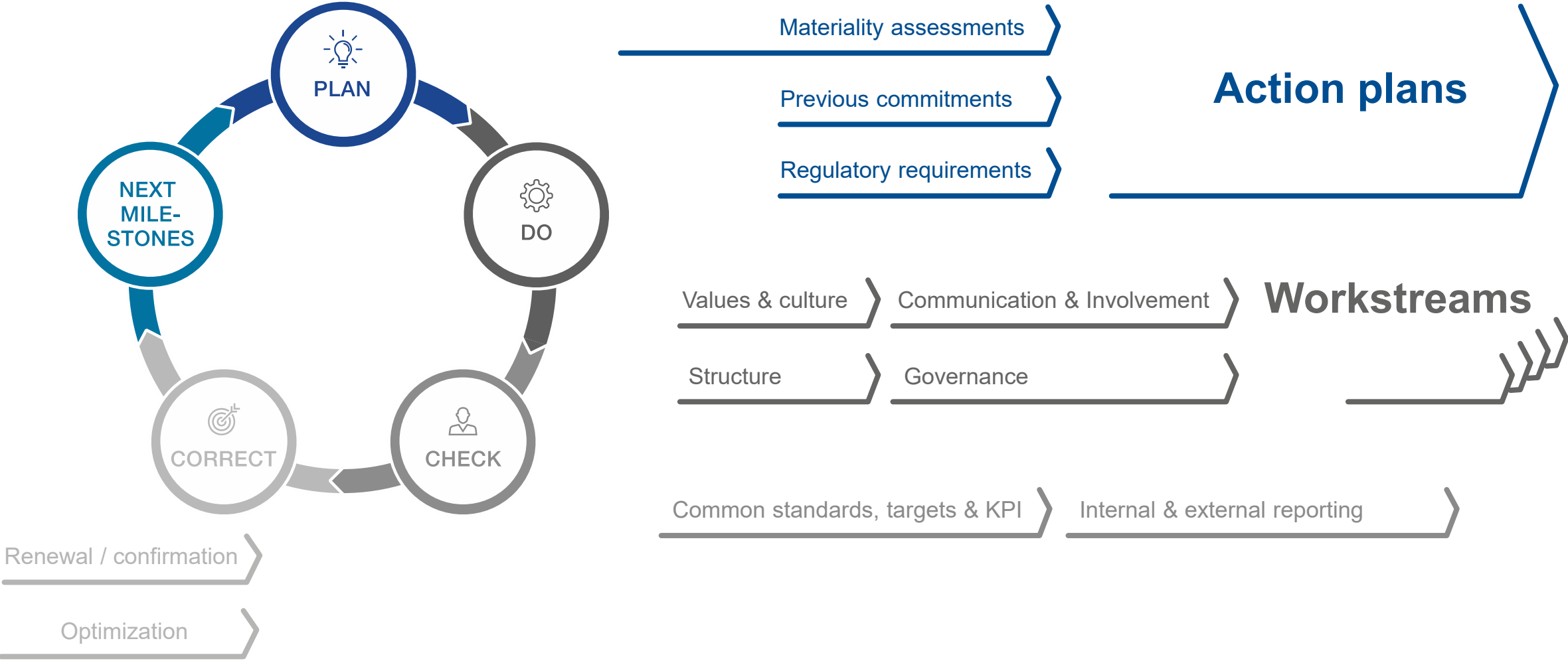


Illustration based on © Johannes Rüegg-Stürm & Simon Grand; Managing in a Complex World, 2019, p. 41

Sustainability process



Key action areas for a sustainable future

Sustainable Gurit: five pillars



Mission, Vision and Values

Sustainability improvement workstreams



Sustainable Gurit

SAFETY FIRST

ENVIRONMENT

SOCIAL RESPONSIBILITY

GOOD GOVERNANCE

ECONOMIC PERFORMANCE

Workstreams

(EC-level Sponsor)

Safety
(CHRO)

Climate neutrality
(CEO)

Equality & diversity
(CHRO)

Code of Conduct
(Chairman AC)

Financial performance
Risk Management
(CEO/CFO)

Resource utilisation
Recycling, Waste,
Water, Effluents,
Green chemistry,
Energy consumption
(BU GM)

Responsible supply chain / Procurement standards:
Human rights,
No Child Labor
(BU GM)

Corporate Governance (BoD)

Anti-corruption & bribery
(CEO / Chairman AC)

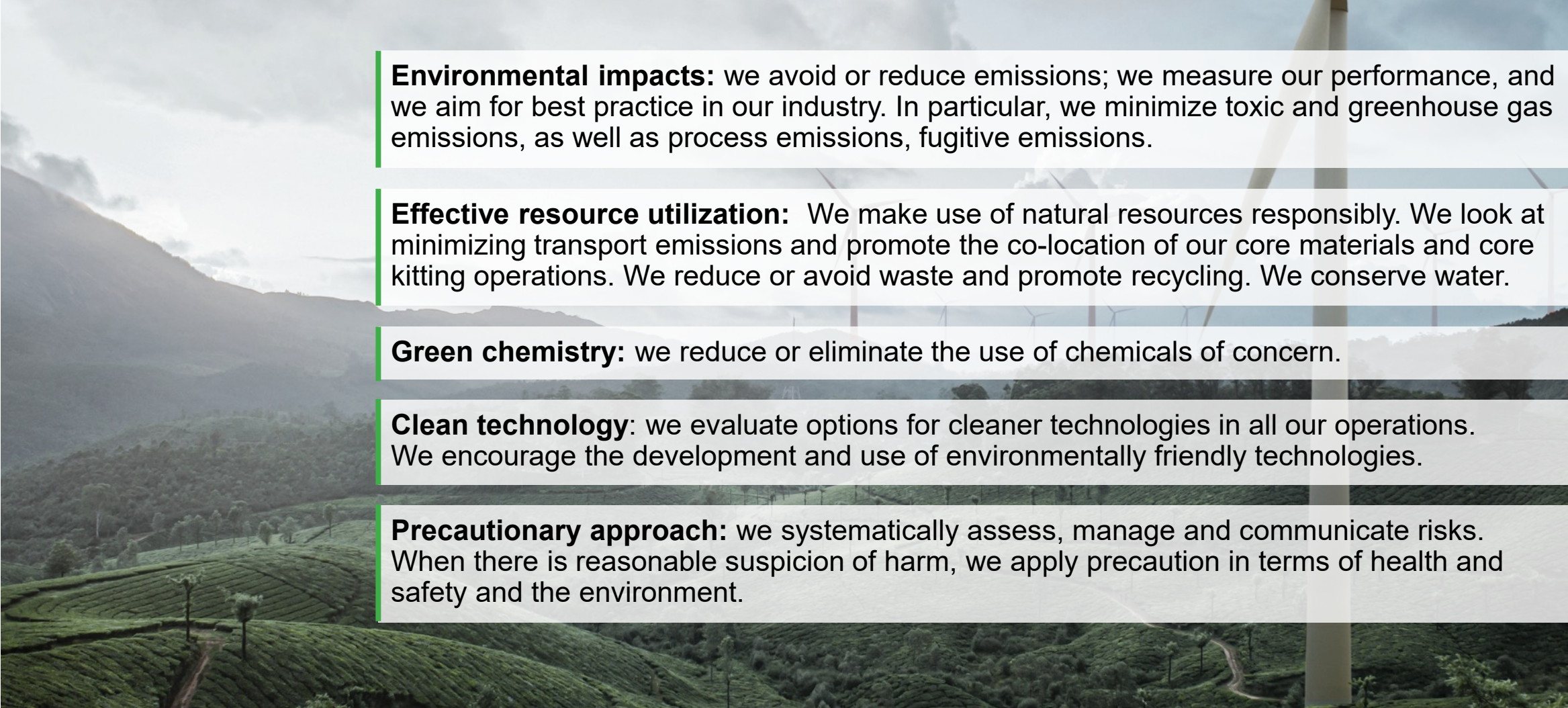
Quality
(BU GM)

End of Life
Recyclability
(BU GM)

Local community
(Site Manager)

Innovation
(BU GM / CTO)

Environmental policy statement

The background of the slide is a photograph of a landscape. It shows rolling green hills with a dirt road winding through them. In the distance, there are more hills and a cloudy sky. The image is slightly blurred, giving it a soft, natural feel.

Environmental impacts: we avoid or reduce emissions; we measure our performance, and we aim for best practice in our industry. In particular, we minimize toxic and greenhouse gas emissions, as well as process emissions, fugitive emissions.

Effective resource utilization: We make use of natural resources responsibly. We look at minimizing transport emissions and promote the co-location of our core materials and core kitting operations. We reduce or avoid waste and promote recycling. We conserve water.

Green chemistry: we reduce or eliminate the use of chemicals of concern.

Clean technology: we evaluate options for cleaner technologies in all our operations. We encourage the development and use of environmentally friendly technologies.

Precautionary approach: we systematically assess, manage and communicate risks. When there is reasonable suspicion of harm, we apply precaution in terms of health and safety and the environment.

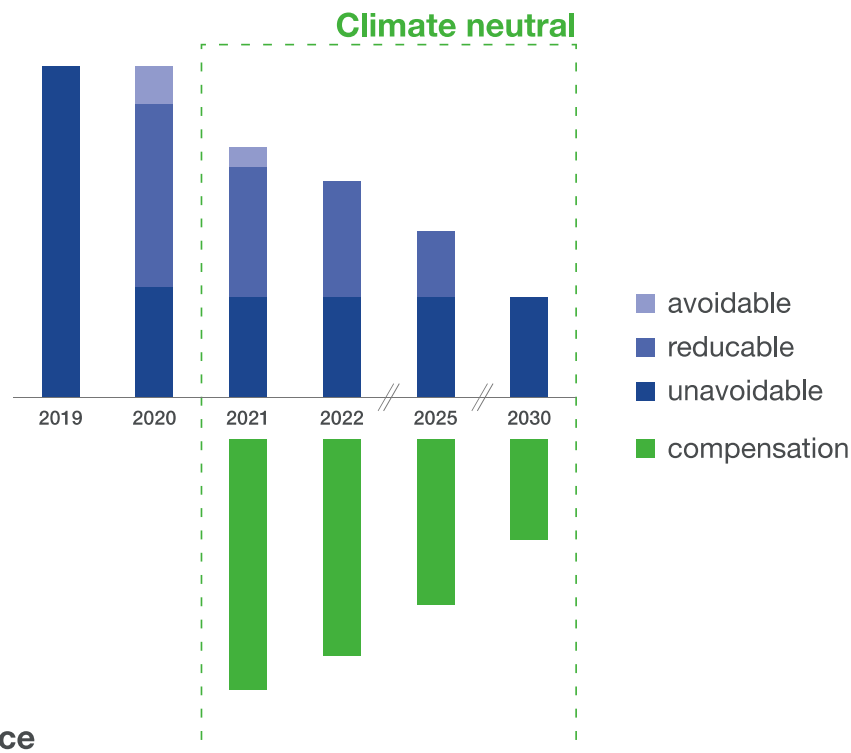
Our commitment to climate neutrality



additional
GHG removal



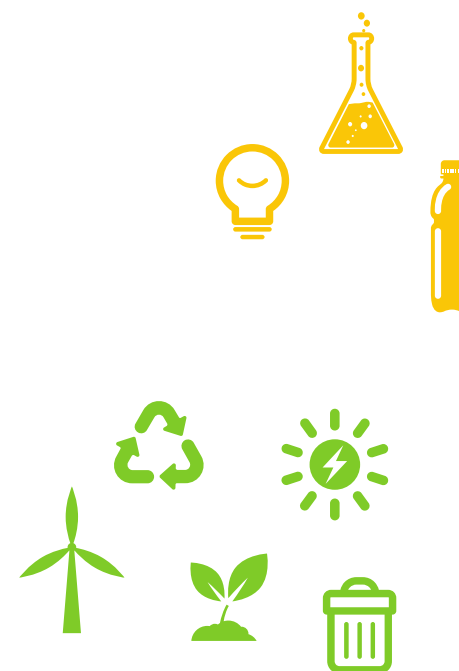
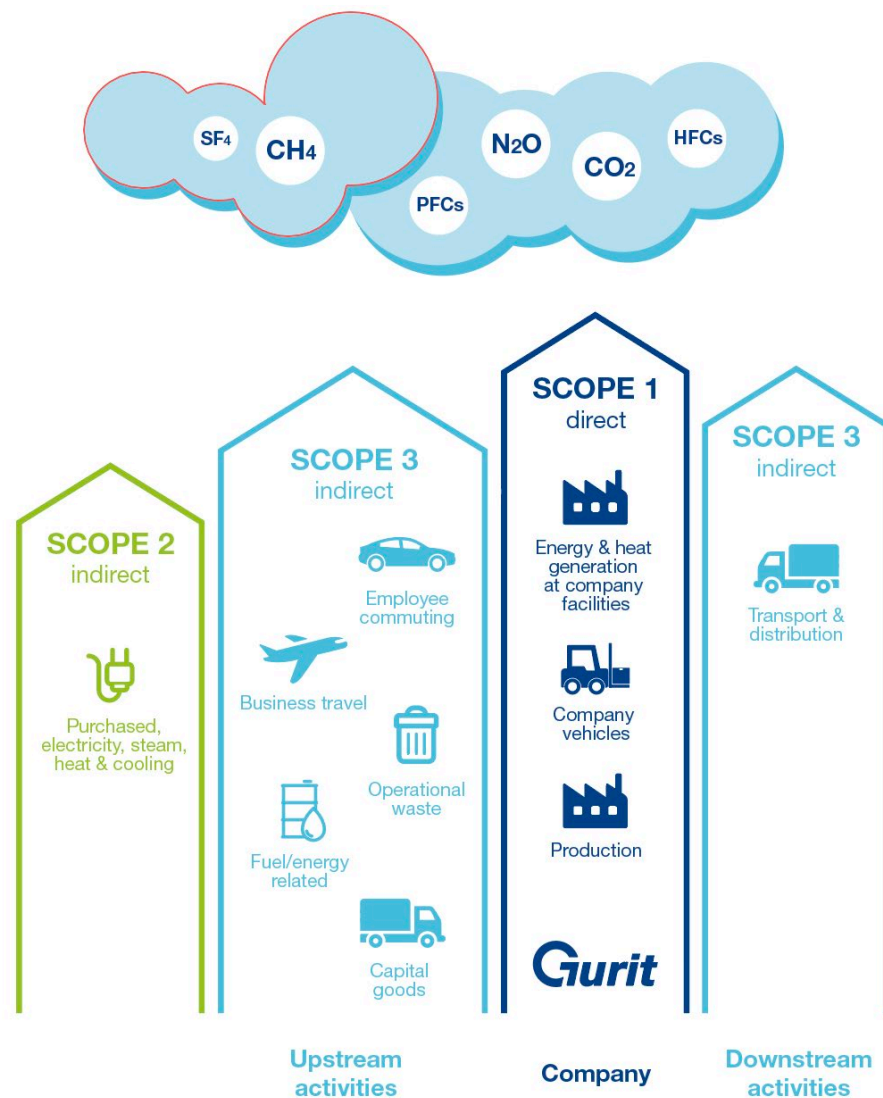
additional
GHG avoidance



Gurit approach to climate neutrality

1. Reduce emissions
Optimize production
2. 100% renewable electricity
3. Finance additional climate action:
renewable energy projects
that avoid emissions

Reducing our greenhouse gas emissions



Innovation
Sustainable materials

Renewable energy
Resource utilisation
Recycling
Waste reduction
End of Life

Our commitment to renewable energy

100%

Starting 2021 our electrical power
will be sourced from renewable
energy

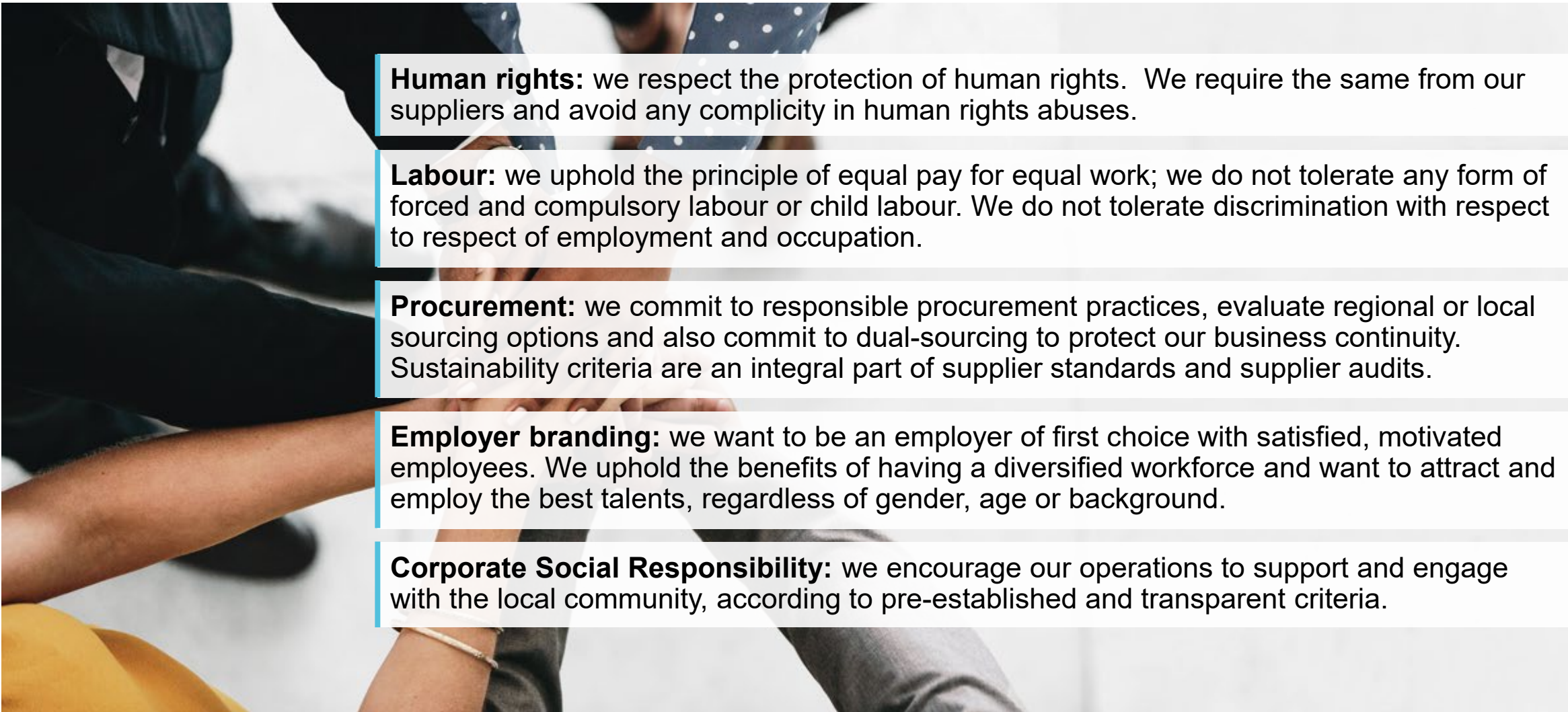


Offsetting our greenhouse gas emissions

In 2021 we finance a renewable wind energy project replacing fossil-fuel generated electricity



Social policy statement



Human rights: we respect the protection of human rights. We require the same from our suppliers and avoid any complicity in human rights abuses.

Labour: we uphold the principle of equal pay for equal work; we do not tolerate any form of forced and compulsory labour or child labour. We do not tolerate discrimination with respect to respect of employment and occupation.

Procurement: we commit to responsible procurement practices, evaluate regional or local sourcing options and also commit to dual-sourcing to protect our business continuity. Sustainability criteria are an integral part of supplier standards and supplier audits.

Employer branding: we want to be an employer of first choice with satisfied, motivated employees. We uphold the benefits of having a diversified workforce and want to attract and employ the best talents, regardless of gender, age or background.

Corporate Social Responsibility: we encourage our operations to support and engage with the local community, according to pre-established and transparent criteria.

Economic sustainability: we understand economic sustainability as long-term economic growth without negatively impacting the environment, or social or cultural customs.

Financial targets; we set financial targets and report them in full transparency according to recognized standards and in line with the Swiss stock exchange regulations. We foster a solid long-term sustainable **financial performance** according to our strategies.

Risk management: we conduct risk assessments to analyse and evaluate financial, environmental, social, operational and reputational risks. We continuously monitor and reduce the probability and financial impact of our top ten business risks.

Quality: We apply quality management systems to maximise efficiency and productivity; minimise waste; ensure customer satisfaction and loyalty; and protect our brand reputation. We continuously monitor our quality performance and seek to improve our non-conformity requests (NCRs) annually.

Resourcefulness: we use all our resources in the most effective way to achieve objectives as outlined in our strategies. We make efficient use of resources, energy and capital.

Innovation: we foster innovation and encourage the development of intellectual property.

The 10 principles of the United Nations Global Compact

Human rights

- 1 Support and respect the protection of internationally proclaimed **human rights**.
- 2 **No complicity** in human rights abuses.

Labour

- 3 Uphold the **freedom of association** and the effective recognition of the right to collective bargaining.
- 4 Elimination of all forms of **forced and compulsory labour**.
- 5 Effective abolition of **child labour**.
- 6 Elimination of **discrimination** in respect of employment and occupation.

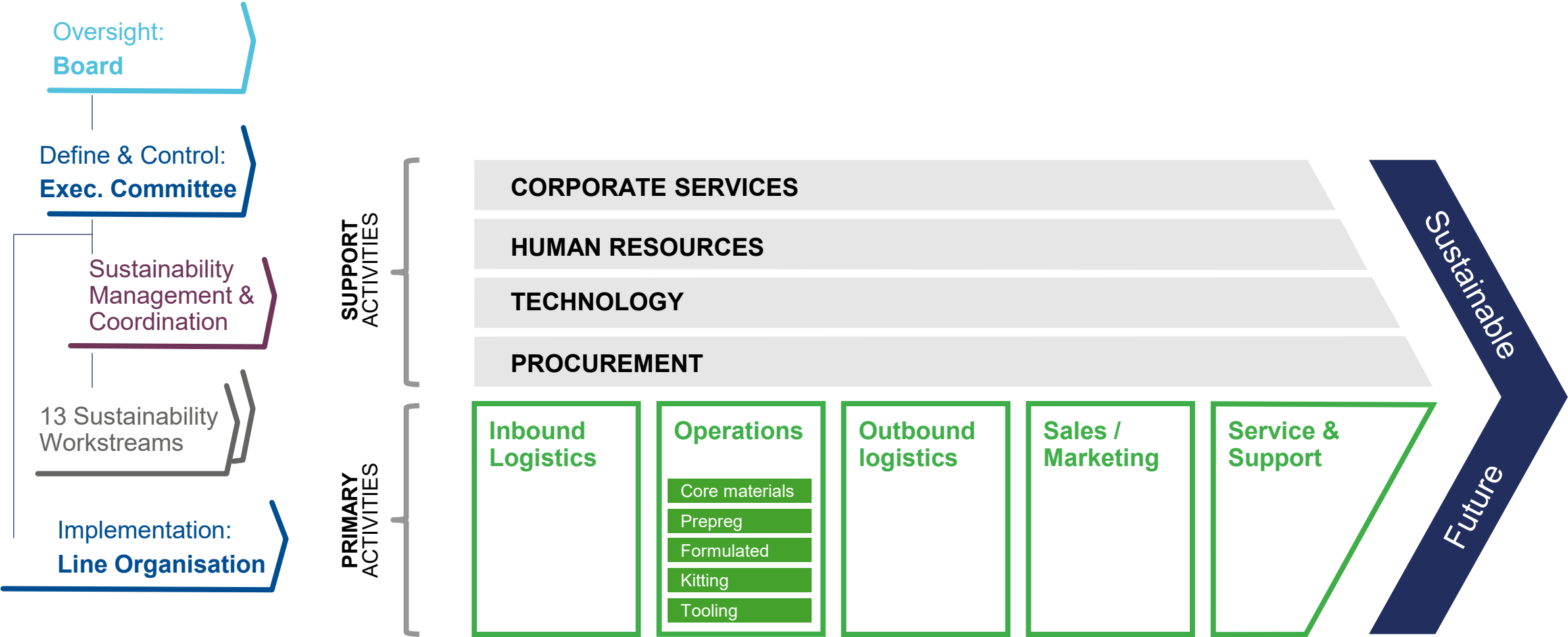
Environment

- 7 **Precautionary approach** to environmental challenges.
- 8 Undertake initiatives to promote greater **environmental responsibility**.
- 9 Encourage the development and diffusion of **environmentally friendly technologies**.

Anti-Corruption

- 10 Businesses should work against **corruption** in all its forms, including extortion and bribery.

Implementation of sustainability within the organization



Organizational responsibilities for sustainability

Role	Responsibility	Action
Board	OVERSEES sustainability strategy	Annual review
CEO & Executive Committee	DEFINES & CONTROLS: Sustainability strategy, execution/implementation, target setting, measurement/controlling	Quarterly update Annual review Materiality assessment every 3 years
Business Unit Manager	IMPLEMENTATION of strategy	
Site Manager	Local IMPLEMENTATION	Monthly reporting (KPI) Quarterly / annual reporting
Sustainability Manager	COORDINATION of implementation & reporting	Sustainability Report (annual) ESG rating questionnaires
Sustainability workstream delegates	Cross-functional committees working on standards & KPI setting, reporting; support BU's/sites;	Quarterly progress reports & recommendations to EC
Dedicated officers <ul style="list-style-type: none"> Health & Safety Environment Data protection, ... 	Dedicated specialist support functions at BU or site level to support implementation.	Based on site-specific job profiles & Group standards & ISO certification requirements

Sustainability controlling



Thank you for your attention

www.gurit.com/sustainability

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