

# **ENVIRONMENTAL GUIDELINES**

HAIDLMAIR GMBH

## **Preamble:**

Anyone who drives forward and seeks the ideal combination of productivity and sustainability in their production trusts in HAIDLMAIR moulds. HAIDLMAIR sets the standard in mould making - worldwide. Sustainability, quality, commitment and trust are the cornerstones of what we do every day.

### **Employees at the centre**

These values and promises can only be achieved if we consistently continue to focus on our employees, because a production is only as good as the means and personnel used.

At HAIDLMAIR, the focus is on people and the task of all leaders is to support the employees so that they receive the best possible infrastructure as well as optimal management, training and further education so that they can perform at their best.

The employees of HAIDLMAIR produce high quality products to the complete satisfaction of our customers. Our customers should increase their performance by choosing a HAIDLMAIR mould.

### **Sustainability in focus**

At the same time, we place a special focus on sustainability. On the one hand, we at HAIDLMAIR want to exhaust all possibilities of sustainable action in order to act with the utmost responsibility, from our production and in all aspects of the company, including dealing consciously with the available resources. On the other hand, we aim to offer our customers more options in their production, so that they too can more easily achieve the sustainability goals they have set themselves.

HAIDLMAIR relies on sustainable, long-term and trusting business relationships, both with customers and its supplier partners. HAIDLMAIR organises the direct supply of its parts exclusively in Austria and countries close to the border. On the one hand, this enables us to meet our obligations to avoid unnecessary CO2



### **Optimisations in the company**

emissions as far as possible, and on the other hand, it gives us the opportunity to maintain close personal contact and to know the manufacturing and organisational processes of our suppliers.

In recent years, we have repeatedly demonstrated that protecting the environment is very important to us with various campaigns and initiatives. For example, we have offered our employees electric bicycles and electric cars, and we have installed the largest photovoltaic system in the region. These initiatives were the first steps towards CO2 minimisation and at that time were not yet part of a fixed sustainability plan. In mid-2020, the management decided to analyse all possibilities in the direction of sustainability, which includes all areas of the company and also our manufactured products. Some of the results of this analysis are already being incorporated into this environmental policy. By appointing our own sustainability officer and changing the company motto to "Productivity for Sustainability", we sent a strong signal both internally and externally that sustainability is a very important concern for us.

### **A holistic approach**

Furthermore, we choose a holistic approach to achieve our goals, which are explained in more detail below, because only responsible action and a view of the "big picture" are, in our opinion, a guarantee for further development in the complex and diverse areas of sustainability. Together with all parties involved (internal and external), we can achieve these goals and make our contribution to a better world.

## **Our Goals:**

Our primary goal is to protect our environment and achieve CO2 carbon neutrality. To achieve this, we will initiate and implement a number of measures.

- We will actively raise our employees' awareness of the topic of environmental protection. We will support our customers in achieving their goals with new developments and energy-saving moulds.
- We need large amounts of electrical energy for the production of our moulds. In the future, we will only obtain this energy from renewable sources (green electricity).
- The expansion of our own electricity generation through photovoltaics for use in manufacturing and e-mobility is important to us.
- We will also devote a great deal of effort to reducing our energy consumption. In order to gain clear insights into consumption in the company's divisions, we will install an energy management system to identify major consumers and be able to counteract them with targeted measures.
- Our mobility is an important part of our business life. Currently, our fleet vehicles are still equipped with combustion engines. Here, we want to actively promote decarbonisation and gradually switch to fully electric and hybrid vehicles.
- We also want to actively support our employees in switching to electric vehicles and also provide the necessary infrastructure for charging during working hours (including free electricity).
- Furthermore, we are committed to reducing our waste. Waste produced during the manufacture of our moulds (shavings) has been important to recycle for us since the company was founded. In addition to these valuable materials, we also want to separate the residual materials by type and record them in terms of quantity.
- Digital organisation is not just a phrase at HAIDLMAIR. We have been working on reducing our paper consumption since 2010. All production drawings are now only available in digital form and we have been able to reduce paper



consumption to a minimum. Nevertheless, there is still enough potential to digitise information or to distribute it in a digital form.

- End of life of moulds: Taking back moulds from our customers. Processing and possibly reuse of components. Feeding the non-usable components into a pure material recycling cycle.
- We will compensate for unavoidable greenhouse gas emissions by supporting environmental initiatives. We will reduce this share to zero with the greatest possible effort.

### **Quantified targets and timeframe of implementation**

Inventory of GHG emissions at HAIDLMAIR according to Scope 1 and 2 in order to track progress towards our climate targets.

- Implement an energy management system to monitor energy consumption at the main cost centre level.
- Purchase of electricity only from renewable sources ("green electricity")
  - Reduce CO2 emissions by 90%
- Reduction of greenhouse gases in the vehicle fleet
  - Full and partial electrification of the vehicle fleet and reduction of CO2 emissions by 32 tonnes
- Establishment of a concept for recyclable materials and residual materials with quantity overviews for economic utilisation
- Digital organisation:
  - Steady reduction of paper consumption in the office area.

- End of life of moulds:
  - Development of a concept, creation of the physical prerequisites by autumn 2021 and thereafter active acquisition with our customers.
- CO2 compensation:
  - Selection and implementation of compensation in sustainable projects always at the beginning of the next business year.

### **Responsibilities**

- Energy Officer
- Sustainability Officer
- Representative for recyclable materials

### **Scope**

These environmental guidelines are valid for HAIDLMAIR GmbH at the locations Nussbach and Kirchdorf an der Krems.

### **Timeframe for the next review**

Annual review of the targets at the end of the financial year 2023