

**SUSTAIN-  
ABILITY  
IS NOT A  
PICNIC**



*“Sustainability is a matter dear to my heart. We are happy to play a pioneering role in sustainability in our industries.”*

Michael Hetzer,  
Spokesman for the Management



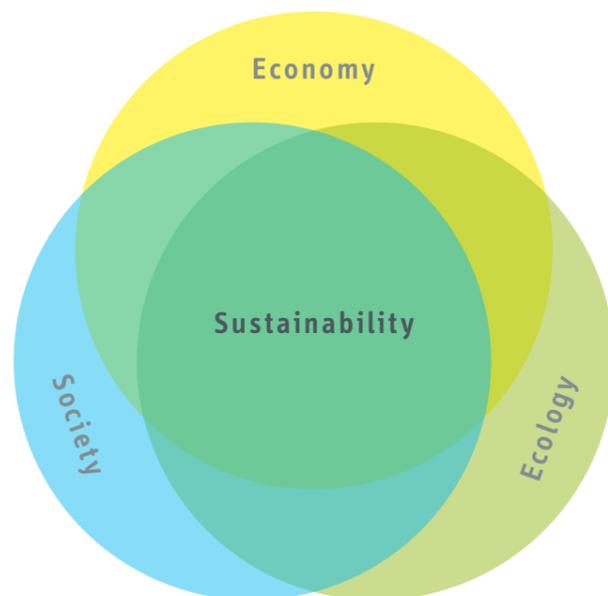
An employee event here, a donation there, a bit of green energy – and is that enough for sustainability? Anyone who thinks that way and sees the handful of fruit trees on their company premises as enough to offset the company’s greenhouse gases does not understand sustainability.

### **Sustainability is not a picnic**

Sustainability means making a serious effort to take only as much from the economic, ecological and social environment for corporate activities as you put back into it in other ways. It is only with dedication to the economy for the common good that we can create future security for our environment and our future. And that is what we strive for – day after day.



## A sustainable cycle requires holistic thinking



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*“In order to make the Earth a livable place for our children, there is no getting around a circular economy following nature’s example. We want to be trailblazers for this necessary shift in our industries.”*

Dr. Thilo Ittner,  
Executive Director of Technology



## The future started yesterday – milestones on the path to a sustainable company

**2009**

The introduction of ISO management systems began (today: ISO 9001, 14001, 50001)

Green light for “elobau goes green”

Foundation of the Sozialfonds Allgäu e.V. (Allgäu Social Funding)

**2010**

Our open-area photovoltaic system with 10,000 solar panels is put into operation

The gas heaters in the Leutkirch facilities are supplemented with micro-gas turbines which produce heat and electricity

The offices and production facilities run in a carbon-neutral manner – the first carbon footprint assessment is carried out and remaining emissions are compensated with gold standard certificates

**2011**

A technology camp is established for the employees children

Awarded first place in the top 100 of the best German employers in the “Great Place To Work®” employee survey

Support of a reforestation project in South America and a partnership with “Visions Wald” begins

**2012**

Completion of the first building with the energy plus standard

Support of “Plant for the Planet” project begins

Bicycles and electric cars are added to the fleet of company vehicles

**2013**

For the third year in a row, we receive an award as a Great Place to Work® in Germany. For the first time, elobau also qualifies as a Great Place to Work® in Europe and finishes in 23rd place

An ISO 50001 compliant energy management system is introduced

**2014**

Membership in the German Sustainability Code

Revision of the carbon footprint assessment in accordance with the international Greenhouse Gas Protocol

Start of the “Ride Your Bike” bike leasing campaign

Green Fleet Award from TÜV SÜD Auto Service GmbH and FleetCompany

Environmental Prize from Baden Württemberg, Energy Excellence category

**2015**

Start of automated energy monitoring

We receive more best employer awards: 1st place in best Allgäu, 8th place in best German and 22nd in the Great Place to Work in Europe awards

**2016**

The company ownership transforms into a dual foundation model with sustainable foundation goals

Nomination for the National German Sustainability Award

Involvement in the economy for the common good movement and first common interest assessment

**2017**

The new facility in Probstzella is nominated for the 2017 Sustainable Building Award

A new modular armrest which has been developed in house and consists of about 75 % bio-based plastics is launched

elobau receives the Germany Solar Prize for Factory 2

## A sensor shouldn't cost the earth – that is why we continue to develop our sustainability strategy

Sustainability is already deeply rooted in our company DNA. At the same time, we apply a holistic approach to continually improving our processes.

### Resource-saving development

Our development process involves simulations which allow us avoid resource intensive development. This way we can reduce development times and unnecessary production and field tests.

### Sustainable product design

Our 5,000 products, or more than 10,000 product versions, support elobau customers worldwide in constructing machines and vehicles which set standards regarding performance, operating comfort, safety and quality. Our products are made in Germany. We flatly refuse to supply the arms industry.

### Durable and reliable products

Our products are designed to guarantee a long lifetime of operation which adds value for our customers. We also make an above average investment in research and development with 10% of our turnover being reinvested to create innovative, sustainable products.

### Trendsetting development

With the development of a modular vehicle operating system, elobau has become a pioneer in the use of bio-based plastics: The modular armrest is customisable from our standard products, which offers customers a cost effective and flexible solution, saving significant resources and inefficient production projects.

*“In order to satisfy our sustainability standards more and more on the product level, elobau is developing a modular, standardized vehicle operating system on its own.”*

Stefan Teichmann,  
Coordinator of Sustainability  
in Development



Over **100 %**  
of our energy is self-generated. We already  
produce more electricity than we need.

Around **100** bikes have been  
acquired through our bike leasing program  
since 2014. Or: 12.5 % of the workforce have  
leased a bike.

**10 %**  
of our profits go to the nonprofit  
elobau foundation every year.  
0.2 % of turnover goes directly to  
sponsor various art, culture and  
athletics projects.

Since **2010** we have been  
carbon-neutral. We balance out our greenhouse gas  
emissions and compensate for currently unavoidable  
emissions with gold standard certificates.

More than **23000**  
trees have been planted as part of the Plant for the  
Planet and VisionsWald projects.

**8** refugees work at elobau.  
This is 1% of the workforce.

We are **100 %**  
self-financed. This and our foundation model  
ensure our independence.

*“The optimal combination of humans and machines gives our employees the chance to unfold their skills and talents. With intelligent networking of automated and resource-light processes, we are able to create sustainable customer benefit.”*

Volker Hartmann,  
Director of Operations



## Giving and taking in harmony – Resource-light production

All of our sustainability efforts intertwine in production. Our above-average production depth of 90 % not only ensures maximum speed and flexibility for our customers. It also makes it possible for us to continuously improve all processes, for example through the use of energy-efficient machines and consistent implementation of measures for saving resources. At the same time, we protect our production site in Germany in the long term.

### **Sustainable interaction with our production employees**

In order to use even fewer resources in the future and offer more flexibility at the same time, we are capitalising on new technologies. Topics such as automation and networking as well as the intelligent management of volatile capacity utilisation are playing an increasingly important role in our production processes.

For us, sustainable production also means that we make optimal use of the skills of our employees. That is why we involve them in the creation of sustainable processes by using a company suggestion system and also promote employee satisfaction and efficiency in equal measure with ergonomic workstations and intelligent automation.

### **Climate-neutral and energy-efficient production**

For elobau, sustainability naturally also means taking responsibility for the environment. Since 2010, all company products have been produced in a carbon-neutral manner. Thanks to energy plus buildings and the large-scale use of renewable energy, we guarantee a high degree of energy efficiency. At the same time, we manage to reduce direct greenhouse gas emissions of the core operations to a minimum. The greenhouse gas emissions remaining in our carbon footprint primarily result from the upstream value-added chain. We compensate for all currently unavoidable emissions, which are caused, for example, by purchase parts, with gold standard certificates.

## We prefer to work as equals with our business partners over the long-term

### What is important for us when it comes to suppliers and service providers

At elobau, sustainability does not start on the company premises. Since 2012, we have been evaluating our product suppliers in accordance with ecological and social considerations. Since 2017, we have been doing this for all service providers with minimum yearly sales of € 5,000. In doing so, we make sure that both small and mid-sized companies can compete in the ratings by not only requesting schematic management systems and certificates.

### How we maintain sustainable customer relationships

Customer-oriented, cooperative thinking goes without saying for us. We advise our customers on complex problems and find cost-effective solutions which are designed to fit their needs. As a foundation-managed family company, we do not think and plan in quarterly figures; instead, we think and plan the long-term. We operate in four different fields of business, and limit turnover from a single customer to 10% of the overall turnover to ensure economic independence. That is why we are stable and reliable business partners to our customers in the long term.

*“Our stated goals are long-term partnerships with preferred suppliers who want to work with us in the long run.”*

Horst Huber,  
Director of Purchasing



*“Equality and employee participation are important criteria for us in our daily, but also strategic, personnel work.”*

Norbert Christlbauer,  
Director of Personnel



## Integrity is not just a word – that is why we let our actions speak for themselves

At elobau, people are the focus. Employees and customers profit from personnel work which, thanks to participation, transparency and comprehensive health management, is consistently oriented on sustainability.

A milestone and a large-scale project in this area was the development of a new salary model for production together with the employees. 15 volunteers from the production department developed a fair salary model in a project with the directors of production and personnel as well as an executive director.

To ensure that we can be a reliable partner, we have created a whole bundle of measures which we continue to develop. Twice a year, we send out an anonymous survey to all our employees in the framework of the Great Place to Work® program to see how successful these measures have been and which issues motivate and concern our employees. elobau regularly scores very well in the benchmark comparisons of attractive employers.

We have always been dedicated to creating a comfortable working atmosphere, both human and in architectural terms. Visitors and employees alike appreciate the bright interior architecture, the green outdoor areas and the pleasant atmosphere of the logistics center, which is made completely of wood.

### Some examples of employee benefits

- Lifetime working accounts
- Net pay optimisation
- Operational health management with preventative measures
- Company pension with sustainable investment offers
- Regular anonymous employee surveys
- Six month job guarantee for trainees
- Bike leasing program for all employees
- Free charging of pedelecs and electric cars
- Equal pay for temporary workers
- Free organic apples, hot drinks and water
- Two large company parties a year

# 3.78 %

rate of sick leave (industry average: 5.3%)

# 8.03 years

average period of  
employment

# 87 %

of employees would recommend  
elobau as an employer (survey:  
Great Place to Work 2017®)

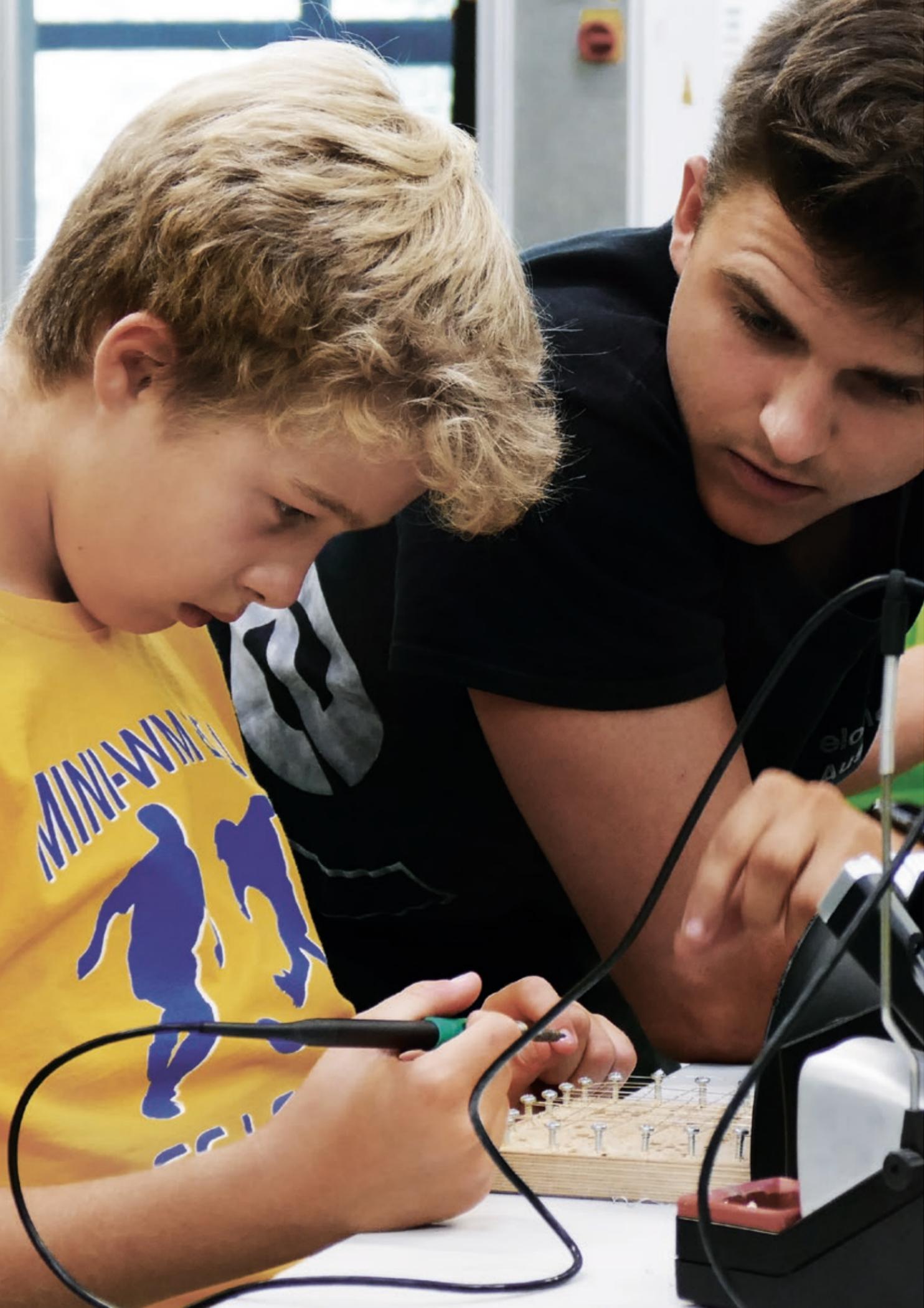
# 92 %

rate of satisfaction according to  
Great Place to Work®

# 3.26 %

fluctuation rate





## But this only benefits others – we call it social commitment

### **elobau is not an island**

On the contrary – we feel very connected to our Allgäu home. In 2017, elobau supported non-profit initiatives in the main funding areas of environmental protection, education and culture with about € 126,000.

For many years, we have regularly supported the Leutkirch associations cineclub e.V., Larifari e.V., the ALSO-Festival Leutkirch, the Isnyer Theaterfestival and Talk im Bock. We also provide support for the associations FC Leutkirch, Leutkircher Puckstiere and DLRG Leutkirch, among others. With the support of the Stiftung Wilde Argen foundation and the Interreg IV renaturation project in Haubacher Moos near Isny, elobau is actively involved in the environmental protection of the region.

Over the years, a network of educational partnerships has grown with a wide range of cooperation partners. These include schools, universities, training centers and sheltered workshops.

### **Company social funding**

Management is also committed to helping people who suffer hardship through no fault of their own, which is why the elobau Sozialfonds Allgäu e.V. (Allgäu Social Funding) was brought into being in 2009. This social funding program provides quick and unbureaucratic financial help when needed.

### **We are a family-run foundation company**

In 2016, the previous sole owner, Michael Hetzer, transferred his company shares to a non-profit foundation. The foundation serves to ensure the permanent and independent preservation of the company and also contributes to the continuation of the company's social commitment. The goals of the foundation are education, environmental protection and integration of refugees.

## About elobau

elobau is one of the world's leading providers of contactless sensor technology and supplies internationally-renowned companies with systems and components for off highway vehicles, machine safety and fluid level measurement. The company, with main offices in Leutkirch (Allgäu region, Germany), was founded by Fritz Hetzer in 1972. elobau is represented in 38 countries and currently employees around 800 employees globally. Due to a high production depth of over 90 percent, we achieve optimum speed, flexibility and reliability with guaranteed "made in Germany" quality. We combine 45 years industry experience with a passion for new ideas. This is how we, as a development partner, create customised solutions which set standards in performance, operating comfort, safety and quality.

Why economy for the common good? We see profits as very important, but also a very one-sided indicator of success. We should also measure our contribution to the common good. When establishing sustainable economics and sustainable products, we need economic policy conditions which favour these sustainable products and companies, instead of putting them at a disadvantage due to high costs. In order to achieve this, orientation on the common good and the sustainability performance of a company must first be measurable. We do this by creating a common good assessment.

On the common good scale of -2,850 to +1,000 points, elobau received 450 points in its first assessment.

### More information

Common Good and German Sustainability Code Report:  
<http://www.elobau.com/de/sustainability>

elobau foundation:  
<https://www.elobau-stiftung.org>

You would like to learn more about our sustainability concept or you would like to visit our Leutkirch factory to see it for yourself? Contact us! Send an e-mail to [sustainability@elobau.de](mailto:sustainability@elobau.de) or call us at +49 07561 970-0



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