



# WITH TARGETED MEASURES, **WE ACT SUSTAINABLY AND RESPONSIBLY**

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Sustainability Report 2014/2015

# SUSTAINABILITY IS THE FUTURE ABILITY ...

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**Dear Sir or Madam,**

In the last few years, we gave a lot of thought to the topics of sustainability, sustainable corporate management and sustainable products, and we will continue doing so in the future. The reasons for this are obvious and are also increasingly important for each of us. We at SEW-EURODRIVE, however, do not limit ourselves to pure contemplation or theoretical concepts, but are moving consistently in the direction of implementation. We have developed powerful concepts that specifically take into account all aspects of sustainability in terms of the future of our company. A crucial point in this unique corporate philosophy established by SEW-EURODRIVE is that we do not build abstract castles in the air, but pragmatically accept our responsibilities for the people, environment, and society. Recognized worldwide as specialists for innovative drive technology, we see the focus of our sustainability philosophy in the consistent development of systems that allow our global customers and partners to achieve their defined sustainability goals. Not only does this make us better prepared for future challenges, but we are creating a real basis for sustainability that goes beyond the limits of our own company, with energy-efficient motors, performance-optimized controllers, and comprehensive energy-saving systems. Thus SEW-EURODRIVE is not a company that simply confines itself to sustainable production and business activity. Rather, it is a supplier for which sustainability, in the form of concrete technical solutions, is an integral part of its product portfolio. It is precisely this win/win situation that offers everyone involved yet one more element of sustainability. To put it quite simply: Sustainability, progress, and readiness for the future are not mutually contradictory, but are rather a true formula for success. And these are exactly the kinds of comprehensive formulas for success that we need in this world we share.

Sincerely,



Jürgen Blicke

Managing Partner of SEW-EURODRIVE GmbH & Co KG



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## INNOVATIVE THINKING IS THE BASIS FOR SUSTAINABLE ACTION

For sustainability to be a constant factor in a business, a concept is needed that connects business, ecological and social criteria in the best possible way. If this is achieved, as it has been at SEW-EURODRIVE, sustainable management will not just be a fixed constant, but will also be a value-adding success factor. In recent years SEW-EURODRIVE has succeeded in putting in place a globally applicable system based on feasible sustainability initiatives that are the best combination of standardized and company-specific solutions. This was done by means of guidelines that are both well-defined and universal, along with progressive, sustainable management, and a high degree of innovation. Of special significance in this context was the expansion of the portfolio for energy-saving, environmentally friendly products. In addition to significant development of motors in energy efficiency class IE4, along with energy-efficient low-friction gear units, one major step has been the MOVIA4R-U® frequency inverter, with its innovative product characteristics. Almost completely recyclable, energy-efficient, and consisting of just a few components, this frequency inverter can be manufactured particularly economically. Even so, it still delivers the high quality and functionality

expected from SEW-EURODRIVE products. This innovative product underscores the company's philosophy of sustainability, and shows clearly how an effective symbiosis can arise from combining sustainable production with meaningful and lasting products, from which both the supplier and the user can derive great advantage. At SEW-EURODRIVE, sustainability and economic success are not factors that impede or even cancel each other out. Rather, they are target-oriented, core elements in a business that has aimed to be meaningfully future-oriented as well as competitive in the marketplace.

Sustainability is not an obstacle limiting a business in its possibilities for development. Rather, for SEW-EURODRIVE, it is a real opportunity for further development that we are using in a meaningful way.

Jürgen Blickle – Managing Partner



# INDUSTRY 4.0 AS AN OPPORTUNITY FOR SUSTAINABLE CORPORATE MANAGEMENT

Under the broad theme of “Industry 4.0” there are many opportunities for a company to implement its own sustainability plan in a meaningful way. This is applicable at the level of economics, as well as to the ecological aspects of sustainability, and to sustainable attitudes and behaviors in society.

What once were stand-alone processes have been networked into one efficient, overall process, enabling the discrete production phases to be linked up, resulting in a significant potential savings. These are quantifiable savings with a positive economic impact. In specific terms, this means saving valuable production time, lowering expenses for product technical resources, and supporting the staff in their work via this overall process. From an ecological perspective, Industry 4.0 offers many clearly defined opportunities for sustainability. Innovative processes and equipment, designed with Industry 4.0 requirements in mind, considerably reduce energy expenditures, significantly improving the final product's carbon footprint. For many years, SEW-EURODRIVE has offered drive solutions that are perfectly tailored to these forward-looking specification profiles.

Industry 4.0 has also meant a change in the role of people in the overall process. People orchestrate the value-added chain, and they have seen their tasks increase in the areas of process control, monitoring, and optimization. They are not just workers at the plant, but rather directors with decision-

making powers that link up the various process steps with one another, depending on what is specifically needed. However, the fact that the burden on production staff has lessened does not mean that people have become redundant, or even that they can be laid off. Rather, their role is at a completely new level.

**Simply stated: To fully take advantage of Industry 4.0, a business needs to be made more competitive not just through enhanced value creation. It must also create a completely new, people-oriented occupational environment with strong, positive ecological effects.**

People will henceforth be at the center of a completely digitalized manufacturing process. They will act increasingly as orchestrators of value creation in the overall process, and no longer as movers of materials.

Johann Soder – Managing Director Technology

# CODE OF CONDUCT

As a family company with an 85-year tradition that is active worldwide, SEW-EURODRIVE is one of the leading providers of drive technology and drive automation. In an enterprise of this kind, every department and every employee bears a social responsibility, whether toward employees, customers, suppliers, or to the public at large, which the company will strive to meet.

For this reason, the staff of SEW-EURODRIVE has issued new Code of Conduct guidelines, in order to meet this responsibility. Among the guidelines are that every employee must comply with applicable laws, respect basic ethical values, and keep to the company's 10 basic principles. Misconduct that violates the Code of Conduct can harm SEW-EURODRIVE, which is why all employees must make the commitment to live up to it, even on a daily basis.

**You can read the entire Code of Conduct on our website, at [www.sew-eurodrive.com](http://www.sew-eurodrive.com), under "Company."**

At SEW-EURODRIVE, we regard focus on the customer, whether internal or external, as the basis for long-term success. We categorically reject any misconstrual of customer focus, whether through bribery or personal gain. Such behavior cannot, and must not, be the basis for sound, long-term collaboration and for the development of our business.

Jürgen Blicke – Managing Partner





## SUSTAINABILITY MANAGEMENT: MAKING IT COMPARABLE

SEW-EURODRIVE's sustainability report for the 2014/2015 reporting period is based on the guidelines of the **Global Reporting Initiative (GRI)**.

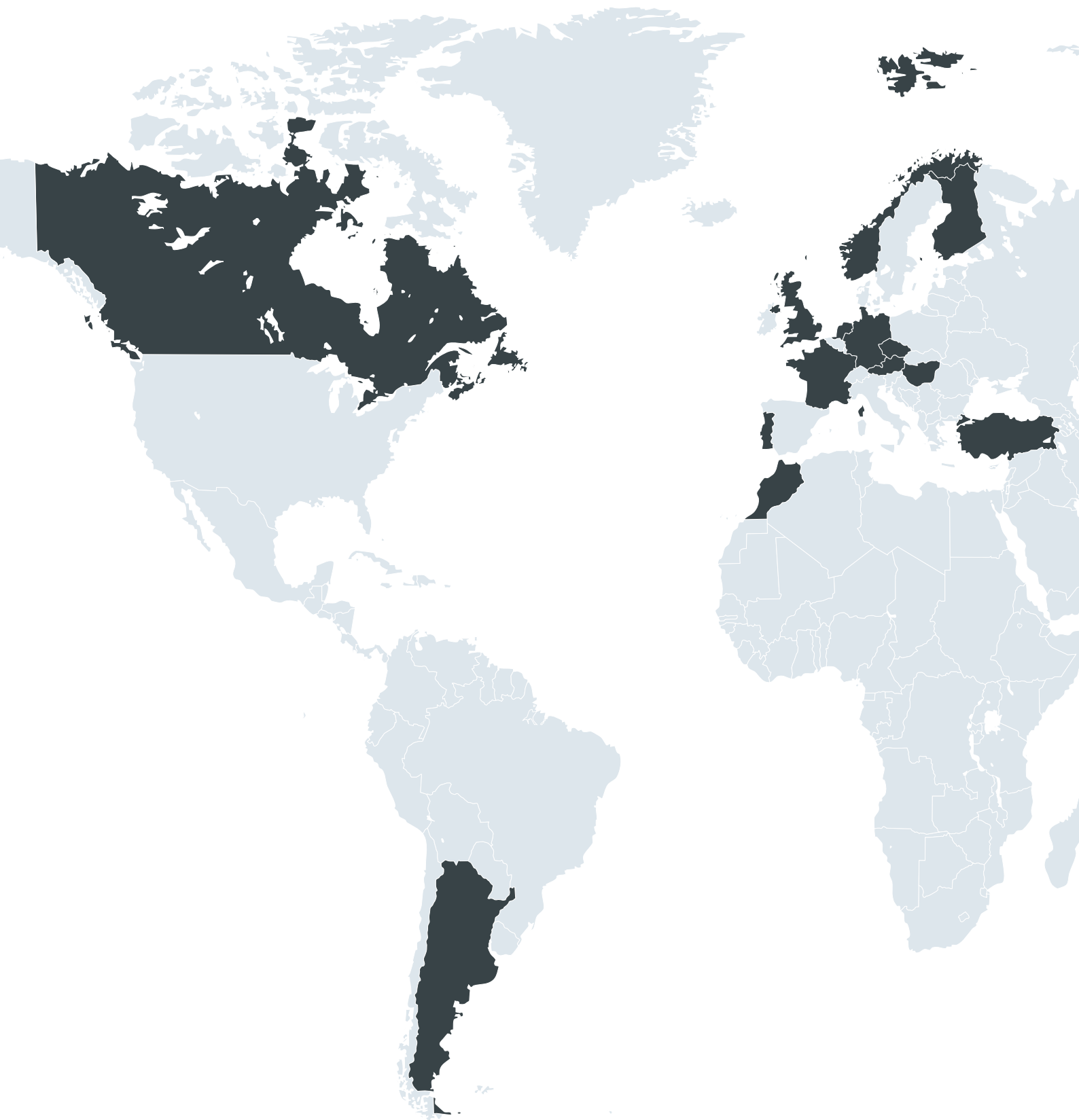
**GRI** goal-setting enables a standardized and comparable presentation of economic, ecological, and social performance of the respective reporters, for the most diverse groups of stakeholders. SEW-EURODRIVE's adherence to these reporting standards, used by over 5,000 businesses worldwide, puts the recipient of services in a position to access the exact information they need to evaluate a company's sustainable corporate management, in a clear and concise summary.

With over 16,000 current employees, 15 production facilities, and 77 Drive Technology Centers in 48 countries, SEW-EURODRIVE is a global player. This makes their alignment with the GRI reporting standard an ideal basis for communicating their sustainability plans and initiatives. When SEW-EURODRIVE's current report is compared with prior ones, it is clear that relevant contents are presented in a much more concise way. This procedure is in accordance with GRI guidelines, and signifies no substantive omission. Rather, there is a more meaningful focus, which presents the sustainability initiatives of SEW-EURODRIVE's foreign companies in greater detail, defining them clearly against the background of the company's overall philosophy. The customers, partners, and other stakeholders in those countries in which SEW-EURODRIVE has a branch office derive particular benefit from this.

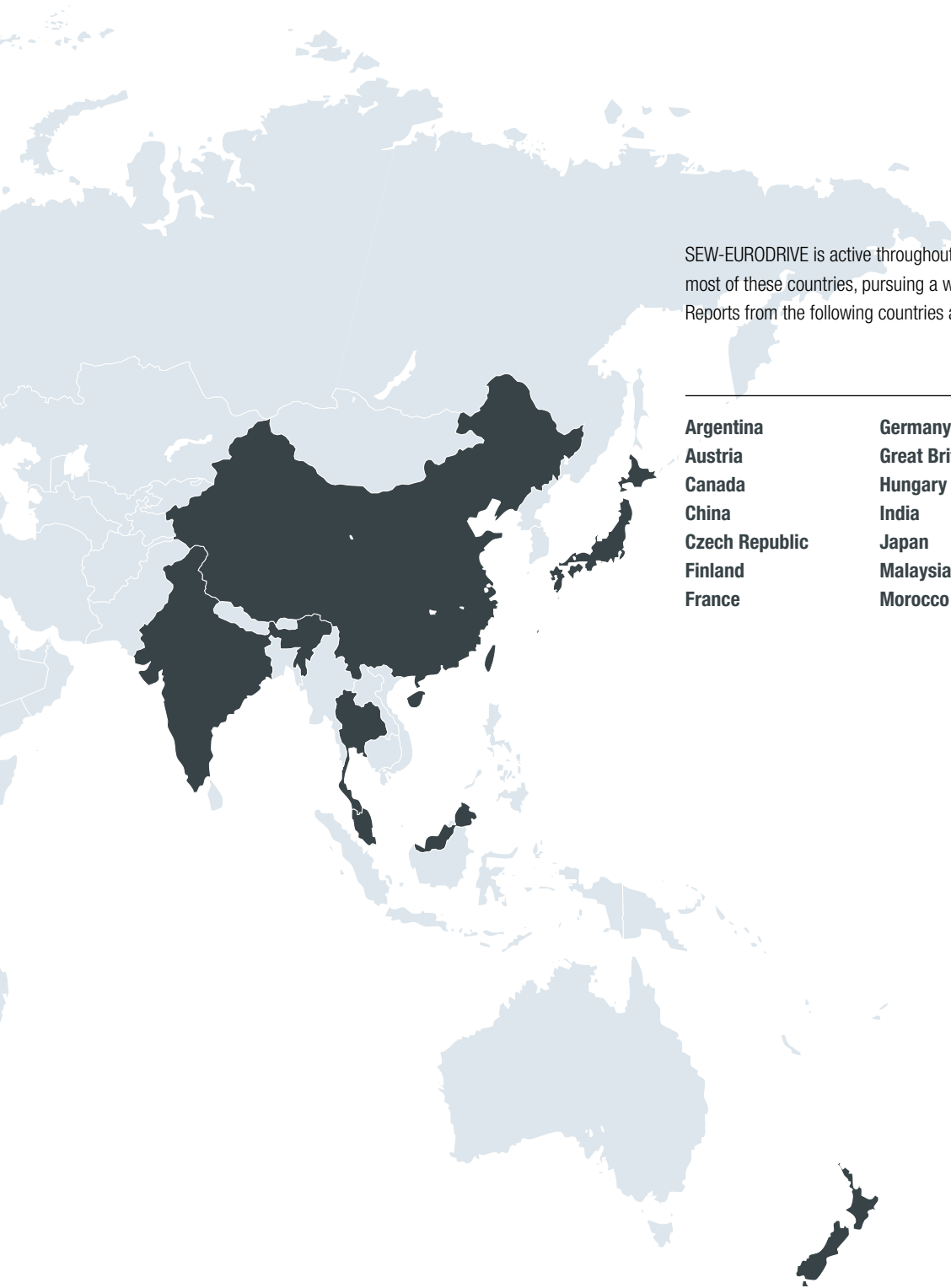
Companies with a presence in international markets have a comprehensive economic, ecological, and social responsibility to them. SEW-EURODRIVE has met this challenge consistently and successfully.



Jürgen Blicke – Managing Partner



## 20 COUNTRIES ARE ACTIVE PARTICIPANTS IN THIS REPORT



SEW-EURODRIVE is active throughout the world. The company is active in most of these countries, pursuing a wide variety of sustainable projects. Reports from the following countries are summarized in this report.

**Argentina**

**Austria**

**Canada**

**China**

**Czech Republic**

**Finland**

**France**

**Germany**

**Great Britain**

**Hungary**

**India**

**Japan**

**Malaysia**

**Morocco**

**New Zealand**

**Norway**

**The Netherlands**

**Portugal**

**Thailand**

**Turkey**







## SEW-EURODRIVE SUSTAINABILITY MANAGEMENT: ECONOMIC ASPECTS

In the areas of sustainability and economics, SEW-EURODRIVE highlights the values that the company ascribes to the business aspects of its sustainability philosophy, as well as how these values are prioritized. The relevant factors here include the “positive effect on the economic performance of the company” and the “positive effect on the external business climate.” In its role as supplier and global partner of the engineering industry, SEW-EURODRIVE is an integral part of a production- and supply chain. Economically sustainable management can only find success in this supply chain if it has committed to all elements of the sustainability philosophy, and has implemented them in a meaningful way. The full spectrum of the supply chain is included here, from producers of raw materials, energy utilities, parts suppliers, component manufacturers, to finished installations and their users.

In this overall process, quantifiable added value is generated throughout by the consistent implementation of the concept of sustainability, from which all participating companies derive economic profit. Economic effects are also produced that have a social and economic impact. Appropriate employee salaries are also a part of this, as is the selection of local suppliers and partners, or obtaining available resources in the immediate vicinity. Strengthening of the overall business environment by SEW-EURODRIVE has contributed to the company’s high market visibility, and has enabled comprehensive partnerships to arise with high potential.

## 1.1

## Relevant criteria for selecting and working with suppliers, with respect to ecological, economic, and social aspects

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### Germany, Austria, Canada, Malaysia, New Zealand, Thailand, Hungary, France

Consistent implementation of guidelines and standards valid for SEW-EURODRIVE.

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### Finland

Garbage and recycling management is only carried out by partner companies that have furnished proof of their competence, reliability, and professionalism.

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### China

A special service certificate was developed by SEW-EURODRIVE China, the criteria for which must be consistently implemented and complied with by all suppliers and partner companies.

SEW-EURODRIVE China demands consistent compliance with confidentiality- and anti-corruption agreements from all suppliers and partners.

The safety regulations specified by SEW-EURODRIVE China for suppliers and partners must be consistently implemented and complied with by all suppliers and partner companies in accordance with the relevant agreements.

Consistent compliance with the existing Supplementary Assistance System agreement is required of all suppliers and partners, for all services provided.

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### Japan

Almost 93 % of all goods and services are procured from companies within the SEW-EURODRIVE group. Among these are companies from Germany, the USA, and China.

For the remaining 7 % that is purchased from external suppliers, the global SEW-EURODRIVE standards apply.

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### Morocco

To save time and reduce costs, SEW-EURODRIVE enables its customers to conduct most business correspondence via the Internet and e-mail.

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### Argentina

SEW-EURODRIVE Argentina has included the item "Ethical Principals" in the new service contract, based on the adoption of specified rules regarding protection of health, safety, and the environment, as well as stricter adherence to Argentinian laws and guidelines.

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### The Netherlands

SEW-EURODRIVE Netherlands is a principal supplier to its parent company SEW-EURODRIVE GmbH in Bruchsal. Other suppliers are selected according to the criteria of proven quality, continuity, reliability, and cost. For them, the global SEW-EURODRIVE standards for suppliers and partners are applicable.

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### Turkey

SEW-EURODRIVE Turkey selects its suppliers according to guidelines, rules, standards, and laws, such as occupational safety law, guidelines of the Turkish Standards Institute, and quality control regulations.

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### Great Britain

SEW-EURODRIVE Great Britain selects all of its suppliers and partners according to the guidelines and internationally applicable standards for supply agreements of SEW-EURODRIVE GmbH.



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**Norway**

SEW-EURODRIVE Norway checks the relevant ISO certification of larger suppliers, and requires that it be consistently implemented.

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**Czech Republic**

Consistent application of SEW-EURODRIVE guidelines on quality, know-how, certification, and price/performance.

Accordingly, all suppliers and partners also undergo a credit check.

In choosing suppliers and partners, the internationally applicable guidelines and standards of SEW-EURODRIVE apply relative to social responsibility, environmental policy, social programs, and employee welfare.

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**Portugal**

SEW-EURODRIVE Portugal consistently implements the specified procedure for evaluating and selecting suppliers. In addition, the partnership process, confidentiality agreements, and anti-corruption guidelines are in force.

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**India**

All suppliers for plant construction must be certified according to "Green Building Standards," and implement these consistently.

## 1.2

## Site safety and reinforcement measures for sustainable infrastructure investment initiatives and development projects

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### Argentina

For factory facilities and offices, implementation of a video control system, access control with multi-level authorization, and startup of a new fire protection system (central alarm activated upon temperature increase and smoke detection).

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### China

For the 2014/2015 reporting period, there were no scheduled site safety and reinforcement measures for sustainable infrastructure-investment initiatives and development projects.

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### Finland

Investment in the projected expansion of the SEW-EURODRIVE service center in Finland, along with related construction activities, plant infrastructure, and employee training sessions.

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### Great Britain

A new Lean Service Center in the Midlands is in the planning stages to increase service capacities over the long term of SEW-EURODRIVE Great Britain. In addition, a new Drive Technology Center for internal training has been put into operation, and several new service and operations employees have been hired.

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### India

Production facilities, plants, and offices were designed, constructed and put into operation in accordance with "Green Building Standards."

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### Austria

Installation of an electronic locking system of the entrance doors at the Vienna assembly plant.

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### Japan

In 2014 the decision was taken to construct a new assembly plant in Kyoto. This plant will be equipped with a 250 kW photovoltaic system for power generation. The electricity produced will be sold to Kansai Power, the regional electrical utility, on a 20-year contract.

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### France

Construction and startup of an assembly plant at the Brumath location.

Construction of a Drive Technology Center (DTC) at the Lyon location.

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### Canada, Malaysia, Morocco, Thailand, Turkey, Hungary

Various SEW-EURODRIVE initiatives and projects are in the planning stage, and will be duly implemented once a final decision has been made.

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### New Zealand

The new SEW-EURODRIVE New Zealand assembly plant in Christchurch was planned and executed according to the latest seismic engineering.

The expansion and modernization of the SEW-EURODRIVE assembly plant in Auckland is in the planning stages, and is expected to be carried out in the near future. This project in particular takes into account modern environmental standards.

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### **The Netherlands**

SEW-EURODRIVE Netherlands made investments to increase its presence in the north (lease of office space and workshop in Gorredijk, Friesland). Additionally, there has been continuous investment in the main office of SEW-EURODRIVE Netherlands in Rotterdam. Investments include those for upgrades to the production area roof, for work on the climate control system, and for remodeling of the main entrance. In 2015, renovation and modernization was done of the DriveAcademy® and of the reception area. A new paint drying facility was installed to service customers who ordered gearmotors with Category OS1 and OS2 surface protection.

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### **Norway**

As owner of its own production plant SEW-EURODRIVE Norway has expedited glass fiber cabling, to ensure sustainable, enhanced online communications.

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### **Portugal**

A new head office was constructed in 2013 and 2014, and the assembly plant was optimized for performance. In 2015 the new SEW-EURODRIVE sales office began operations in Porto. Its expansion is planned for 2016/2017.

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### **Czech Republic**

Investments in the Czech SEW-EURODRIVE site in modern processing plants, software optimization, and implementation of updated quality management system by SEW-EURODRIVE.

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### **Germany**

#### **Servicing**

Expansion of existing CDS "Pickup and Delivery" service component via a pickup box, to gain more market share in the area of service, and to increase customer satisfaction.

Development at the main office of the "Pickup box" as part of the "Pickup and Delivery" service, as well as providing them to the EURODRIVEs for use by their customers on a global, decentralized basis.

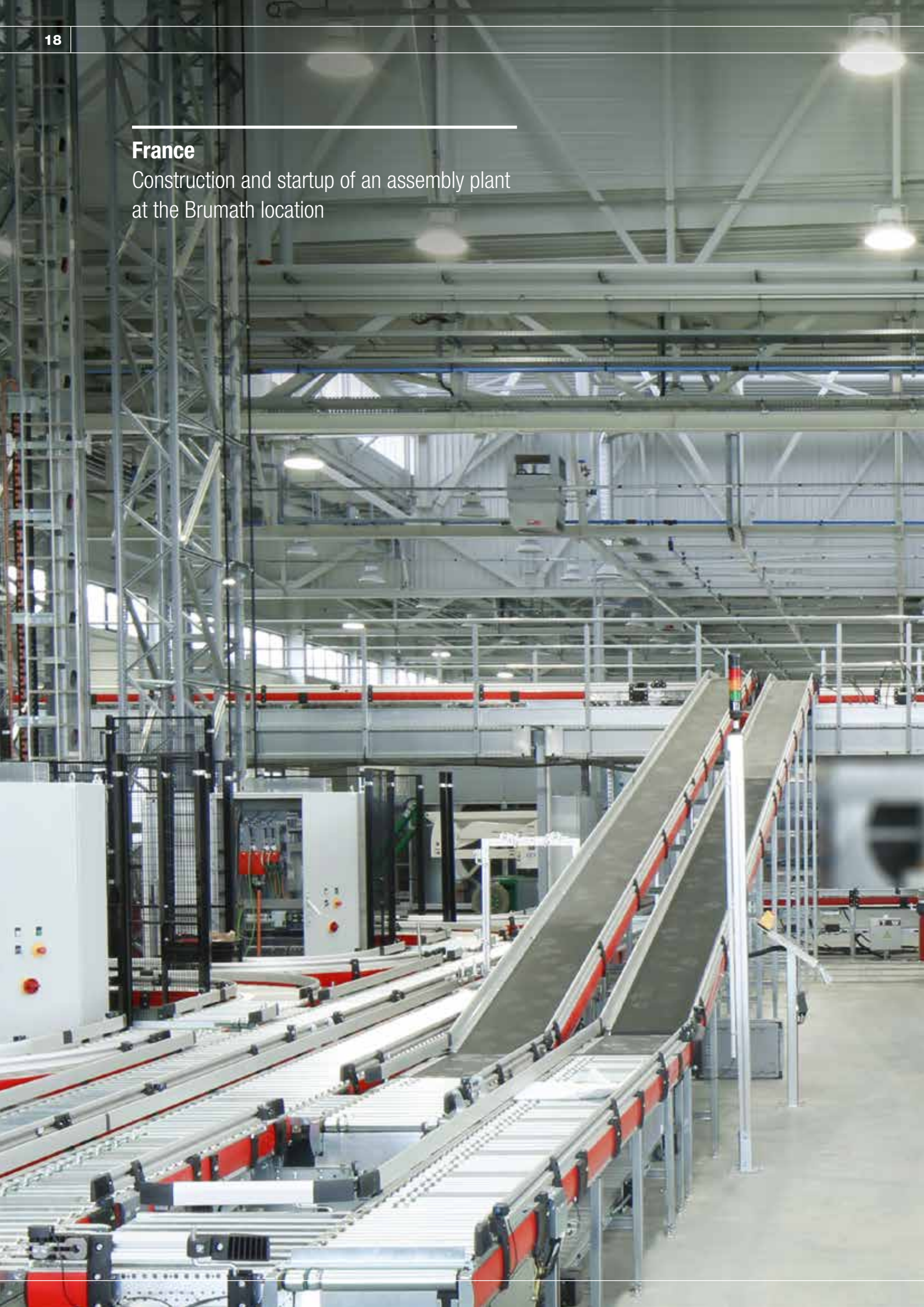
#### **Infrastructure initiatives**

Investment in expansion of production and assembly at the German site.

Investments in expanding the Drive Center network, and installation of a new Drive Center, particularly in Saarland, Ludwigshafen, and Würzburg.

## France

Construction and startup of an assembly plant  
at the Brumath location







## 1.3

## Current excellence and innovation initiatives for sustainable knowledge management at SEW-EURODRIVE

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### Germany

In 2015, SEW-EURODRIVE began a company-wide initiative under the heading “NEW LEARNING.” This includes a range of activities. The “LearningBase” (learning management system) is the chief conduit for upcoming innovations. It is to be introduced at SEW-EURODRIVE in early 2016 in Germany, and later globally.

The LearningBase offers each employee a personalized learning environment. Employees can sign up for learning opportunities with the DriveAcademy® after consulting their supervisors. In this way both employee and supervisor can get a constant overview of individual learning progress, as well as of the employee’s training history.

Mandatory training sessions can even be assigned directly to an employee’s learning environment. This system will be the means of conveying future learning formats such as e-learning, webinars, video courses, “knowledge nuggets,” or QuickAccess, among others.

The LearningBase will create the conditions for mobile learning, or for social learning within learning networks.

Additionally, new educational media components such as simulations or game-like environments can be gradually integrated and used for more effective learning.

Training modules that use different learning formats, whether they be digital or offline, will have a large share in this concept. In this way, this system represents sustainable learning and knowledge management, which is a guarantee for SEW-EURODRIVE’s corporate performance.

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### Finland

Lean training for all employees, and additional training programs for selected SEW-EURODRIVE employees regarding clients and suppliers. The “Learn Six Sigma” is one example of this.

In addition, there has been consistent implementation of the SEW-EURODRIVE standards, and active support of the “NEW LEARNING” project.

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### Japan

SEW-EURODRIVE Japan is aligned with SEW-EURODRIVE’s internationally applicable standards, both with respect to ongoing operations at the Iwata plant and, specifically, the new Kyoto plant.

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### New Zealand

Besides those initiatives that are applicable at the global level, SEW-EURODRIVE New Zealand is implementing their own training program that promotes knowledge growth. This is tied to annual bonuses.

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### The Netherlands

SEW-EURODRIVE Netherlands offers regular Lean Manufacturing and Lean Office workshops to inform clients and improve cooperation in the distribution chain. The workshops demonstrate lean work processes that enable more effective and sustainable collaboration, with simultaneous cost savings.

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**Portugal**

SEW-EURODRIVE Portugal implemented a reward system for suggestions for improvement, developed out of existing SEW-EURODRIVE programs and aligned with their specifications.

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**Great Britain**

SEW-EURODRIVE Great Britain has consistently required improvements in quality management, and has provided a number of continuing education initiatives for its employees. An independent auditor carries out an assessment of their achievements.

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**Austria, France, Argentina, China, India, Canada, Malaysia, Morocco, Thailand, Turkey, Hungary, the Czech Republic**

Consistent implementation of SEW-EURODRIVE standards and active support of the "NEW LEARNING" project.

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**Norway**

SEW-EURODRIVE Norway has instituted a corrective action system for continuous improvement, as well as continuing education for employees.





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## Germany

In 2015 SEW-EURODRIVE began a company-wide initiative under the heading “NEW LEARNING.” This includes a range of activities. The “LearningBase” (learning management system) is the chief conduit for upcoming innovations. It is to be introduced at SEW-EURODRIVE in early 2016 in Germany, and later globally.



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Lernen

Media Kurse

Lernungshistorie

Erweiterte Kurse

Anfragen

Werkzeuge

Gesundheit

Leadership, Management und Expertise

Sicherheit, Rechte und Normen

Sprachen

Kontakt aufnehmen

Individualkompetenzen

Produkte

Software und Anwendungen

Unternehmen

## 1.4

## Increasing efficiency, implementing lean management and smart factories: projects, initiatives, and methods

(Keywords: Industry 4.0, integrated industry, smart factory)

### Portugal

Development of software to quickly and simply locate customer units that are stored and scheduled for repair at SEW-EURODRIVE Portugal. They were able to reduce the average locating time from eleven minutes to three minutes.

Consistent implementation of the first-in, first-out principle.

The repair area has been reconfigured so that it is more clearly and efficiently arranged.

### France

WIEPRO Consulting and WIEPRO Construction FR have been retained to advise SEW-EURODRIVE's consulting division on any initiative falling under the broad area of Industry 4.0, and on redesigning and reconfiguration of operational processes.

Reconfiguration of logistics processes in the Brumath and Lyon plant projects.

### Czech Republic

A DCT project is underway as part of modernization. The assembly halls are also being expanded and redesigned, with assembly tables and assembly areas. These measures are intended to significantly increase assembly quantities.

### Japan

Consistent inspection of all processes for the feasibility of Industry 4.0 measures, for their ability to enhance efficiency, and for the implementation of pioneering lean management systems. A plan to increase efficiency has already been implemented in the delivery department.

### New Zealand

SEW-EURODRIVE New Zealand is working consistently in accordance with the WIEPRO principle. This concept by SEW-EURODRIVE's consulting division has led to a 30 % increase in capacity.

Scheduling for Christchurch is also done in according to WIEPRO. There has been a similar increase in capacity.

At this time, WIEPRO systems for repair and service work have been installed in Auckland. We anticipate a doubling of repair capacity.

SLAP and CRM order processing have been consistently implemented for the switch to Industry 4.0.

### Canada

Consistent inspection of all processes for the feasibility of Industry 4.0 measures, for their ability to enhance efficiency, and for the implementation of pioneering lean management systems. A project has been completed for demand-based "just-in-time" ordering and delivery of packing materials, to consistently reduce storage costs.

### Finland

Development projects to optimize throughput times, to improve the timeliness of deliveries, to optimize the ordering process, delivery process, and service process.

### Germany

The necessary steps will be taken, and the technical retrofitting will be done to promote Industry 4.0 in a meaningful way. SEW-EURODRIVE's own technical solutions will come to fruition in this process. All of the necessary measures are designed to be transferable to any of the SEW-EURODRIVE locations worldwide.

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**Austria**

Reorganization from line assembly to island assembly, and modernization of the entire assembly process, for example in the Vienna assembly plant expansion.

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**Great Britain**

Validation of overall production in accordance with WIEPRO principles.

The distribution process was also validated and reconfigured in accordance with best-in-class principles.

Introduction of SLAP methods to enhance efficiency.

Consistent introduction of the Service Operations Process (SOP).

When moving into a new plant, all processes and lines of communication were checked, and the outcomes were implemented.

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**The Netherlands**

SEW-EURODRIVE Netherlands is continuously improving its performance throughout the entire company. Several assembly areas were modified to introduce new (WIEPRO) work methods (for example in assembly area 04 for W20, W30 and R17; and assembly area 06 for K37/47 and F37/47). New assembly areas are planned for assembling motors and drive units K19–K49.

One way to support and encourage employees to perform their work in line with corporate objectives is for management teams to assign multiple tasks. Completion of multi-tasks (linked to a corresponding pay bonus) enables much work to be done that otherwise would largely be overlooked.

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**Argentina, China, India, Malaysia, Morocco, Thailand, Turkey, Hungary**

Consistent inspection of all processes for the feasibility of Industry 4.0 measures, for their ability to enhance efficiency, and for the implementation of pioneering lean management systems.

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**Norway**

SEW-EURODRIVE Norway optimizes material flows in the areas of assembly and logistics by continual investment. In this way, performance and cost efficiency are enhanced, and at the same time limit the number of full-time equivalents (FTE's).

Efficiency improvements through process optimization and material flows, and lean management.

Increase the proportion of local suppliers by on-site handling, to give SEW-EURODRIVE clients the expected flexibility.

Full utilization of the technicians in the Service department, which would enable an increase in turnover.

Decrease the number of overtime hours by strengthening cooperation between Assembly and Service departments.

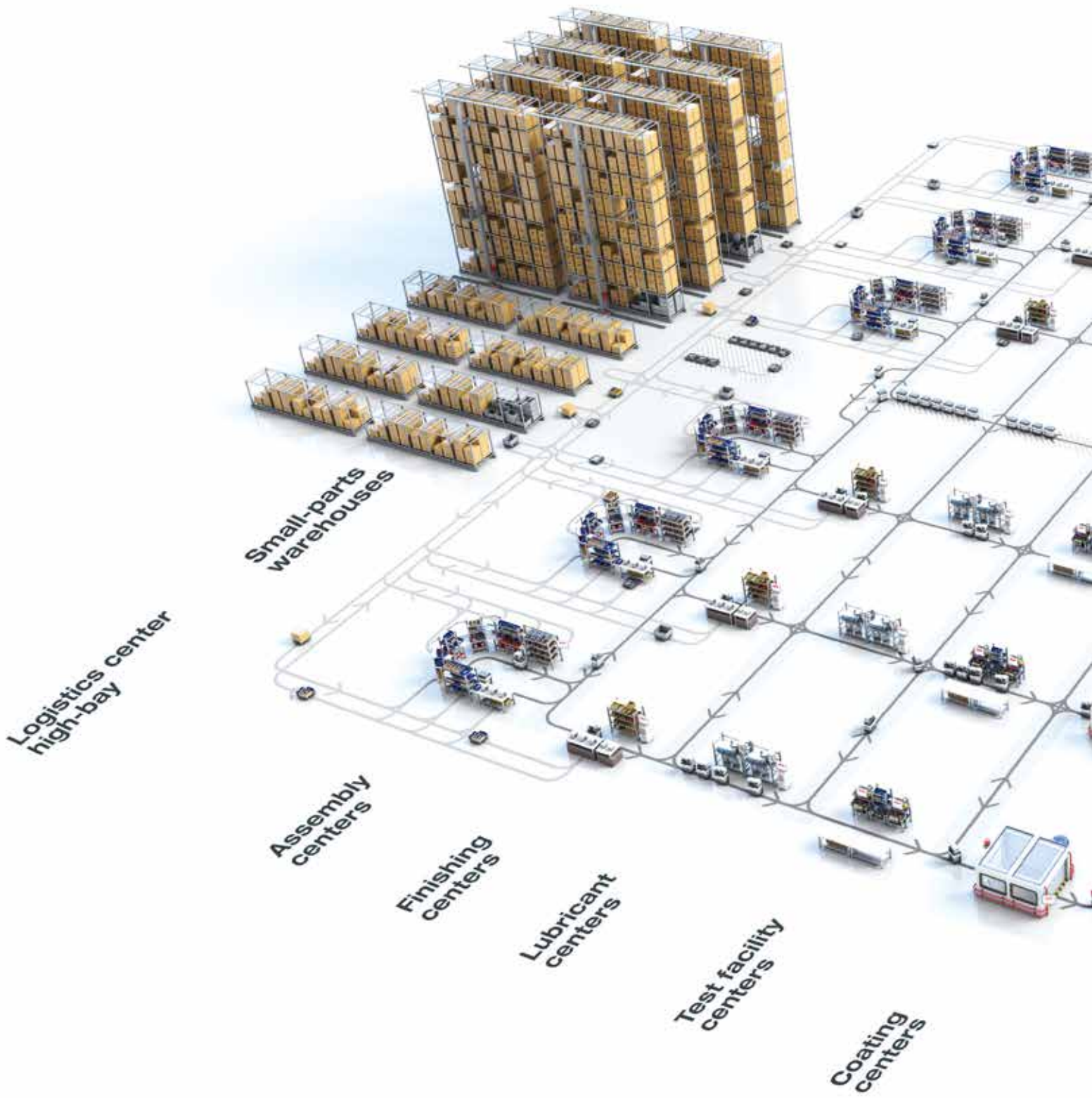
Consolidating 1 FTE in the MMP department and 1 FTE in Inbound Logistics, in order to save 1 FTE.

Quality standards met and consistently implemented.

Ergonomic standards met/incidents of sick days reduced.

Third-party auditor singled out the assembly area as exemplary, particularly for the offshore market.

Reduction of radon readings to statutory thresholds in the assembly area.





## Germany

The necessary steps will be taken, and the technical retrofitting will be done to promote Industry 4.0 in a meaningful way.

SEW-EURODRIVE's own technical solutions will come to fruition in this process. All of the necessary measures are designed to be transferable to any of the SEW-EURODRIVE locations worldwide.



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## SEW-EURODRIVE SUSTAINABILITY MANAGEMENT: ECOLOGICAL ASPECTS

Sustainable use of valuable resources, environmentally friendly production processes, and significant reduction of hazardous emissions are integral to SEW-EURODRIVE's philosophy of sustainability. In this the company demands clearly defined objectives and implements these with a view both to achieving these objectives, and attaining high environmental standards. The environment benefits from this, particularly in countries where environmental protection laws are laxer, and where benchmarks can be set by higher standards. In ecological sustainability management, SEW-EURODRIVE's core processes are realized in the planning of new production sites, retrofitting existing facilities, and at all levels of ongoing operation. This globally uniform process enables implementation of higher standards by a seamless controlling based on defined objectives and frictionless implementation of all initiatives. SEW-EURODRIVE has earned particular importance in its development and implementation of environmentally friendly and energy-efficient products.

The products' lower energy consumption, high recyclability, and longevity are all factors that play an important role in this. At the research and development division in the main corporate office in Bruchsal, innovative drive systems are constantly being worked on to enable SEW-EURODRIVE's clients to implement their own higher ecological standards. The sustainability process chain comprises environmentally friendly production and distribution by means of short transport routes and ecologically meaningful products.

## 2.1

# In production and shipping, SEW-EURODRIVE has used these initiatives to contribute to sustainable inventory management (closed-loop recycling management)

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### Germany

Efficient recycling centers have been set up in all German production plants, assembly plants, and Drive Technology Centers.

Optimized repair service for defective customer instruments.

Defective parts and production waste are separated and sold to a disposal company at profit. This usually involves large aluminum parts (heat sinks), steel materials ( housings and fasteners), and copper components (cables and conductor rails).

SEW-EURODRIVE was honored with the “Sustainable Production Award” at the Industrial Greentec Conference at the 2014 HANNOVER MESSE trade fair. First, the company offers an innovative design for a frequency inverter that allows the customer to return the entire instrument at the end of the product life cycle. This inverter highlights the application of sustainable “life-cycle thinking” at SEW-EURODRIVE. The product embodies the company’s commitment to environmental protection, economical use of raw materials and reduction of CO<sub>2</sub> emissions. A life-cycle assessment of the inverter was done in accordance with ISO 14040/44:2006. The Institute of Industrial Ecology Pforzheim University of Applied Sciences scientifically tested the frequency inverter in a life cycle assessment study, and verified it to be an environmentally friendly product.

In mass production of the MOVI4R-U® frequency inverter, the components are practically completely recyclable and can be reintroduced into the production cycle.

For the technical documentation accompanying the product, paper use was significantly reduced by introducing documentation on DVD-ROM.

An agreement was reached with many suppliers to deliver parts in standardized plastic containers. Small parts are delivered by suppliers in the containers, who then take the empty ones with them in exchange. This only makes sense for suppliers based in the immediate vicinity of production, and for specified products.

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### Austria

Compilation of all material recycling initiatives in an ARA (Altstoff Recycling Austria) report.

SEW-EURODRIVE Austria consistently complies with the guidelines prescribed by the company for preventing waste, for recycling, and for separating production waste.

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### Finland

Through efficient recycling, SEW-EURODRIVE Finland was able to reduce the share of mixed waste disposal by 75 %.

For production waste, implementation of efficient preparation and recycling processes.

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### France, China, Hungary, Portugal

These countries consistently comply with the guidelines prescribed by the company for preventing waste, for recycling, and for separating production waste.

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### Argentina

Wooden pallets and cardboard packaging are reused for shipping supplies between SEW-EURODRIVE Argentina’s plants.

SEW-EURODRIVE Argentina consistently complies with the guidelines prescribed by the company for preventing waste, for recycling, and for separating production waste.

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**Canada**

Waste recycling of printer cartridges, metal, wood, used oil, paper, and cardboard.

Energy-efficient lighting in the production and logistics area.

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**India**

At SEW-EURODRIVE India, used oil is collected and sold to a service provider that process this and recycles it for reuse.

Empty containers are sold to a third party company for recycling.

Used stators are sold to a recycling company that recycles the aluminum and copper contained in them.

All electronic scrap is sold to waste disposal companies.

Scrap metal is sold to an outside contractor for recycling.

Batteries are returned to the manufacturer for recycling.

Packaging made of cardboard, wood, and paper that is no longer needed is sold for recycling.

Spray cabinets are equipped with drying filters.

To limit electricity consumption, we use energy-efficient motors and compressors.

As far as is legally feasible we send documents via e-mail to reduce paper consumption.

Wastewater is cleaned and used for horticultural irrigation.

In the Pune and Chennai plants, rainwater is collected.

In the Pune and Chennai plants, work proceeds with daylight illumination to save electricity.

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**Japan**

Using a specialized machine, SEW-EURODRIVE boxes and packaging are crushed into a mesh-like material that is used to cover finished products during shipping.

Cleaning agents are collected and picked up for disposal on a quarterly basis by a specialized waste disposal firm for environmentally friendly disposal.

Cardboard and paper packaging that is no longer needed is shredded in the office and sent for recycling.

Waste is separated prior to pickup by the waste disposal company.

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**Malaysia**

Boxes and pallets are reused and recycled wherever possible.

Paper and plastic materials are separated and disposed of professionally.

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**New Zealand**

All crates and packing material from Germany are reused to deliver goods to customers.

Paper and cardboard are recycled.

Wooden pallets are recycled.

Used oil is collected and recycled.

Used metal is recycled.

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### Norway

SEW-EURODRIVE Norway consistently complies with the guidelines prescribed by the company for preventing waste, for recycling, and for separating production waste.

Targeted recycling of packaging materials.

Only used shipping pallets are used by SEW-EURODRIVE Norway in day-to-day operations.

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### Thailand

A large amount of packing material is produced at the time that goods are received. This includes paper, crates, and filling material. This material is collected, sorted, stored, and reused for packaging finished products. In this way, waste is reduced and available raw materials are used.

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### Czech Republic

Original SEW-EURODRIVE packaging is extensively reused, depending on its condition.

All waste is sorted, separated, and sent for selective reuse.

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### Morocco

All packing material is reused.

SEW-EURODRIVE Morocco consistently complies with the guidelines prescribed by the company for preventing waste, for recycling, and for separating production waste.

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### The Netherlands

Waste is carefully separated for recycling.

Used oil is collected, and sold to a third party company for recycling and re-sale.

Empty oil containers are not only collected, but also sold to a third party company.

Used stators are sold to a third party company that extracts and recycles the copper and aluminum contained in them.

Wooden pallets are reused or sold.

Packaging materials are reused or shredded for use as fill material. The resultant dust is collected separately.

Small pieces of waste cardboard are dampened, pressed, collected in large bags, and disposed of.

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### Turkey

The packaging waste disposal guidelines in Turkish environmental law are complied with, and are fully implemented by SEW-EURODRIVE Turkey.

Doing so meets 98% of recycling goals and company standards.

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**Great Britain**

Cardboard is reused, or recycled if no longer usable.

Pallets and wood are reused, or recycled if no longer usable.

Packaging material is recycled

Suppliers purchase sustainably produced pallets.

Plastic materials from the packaging used to transport parts are recycled.

Waste oil is recycled

Water-soluble paint is used.

Scrap metal is sorted and recycled to maximize its value to the company.

## 2.2

## The share of renewable energy in SEW-EURODRIVE's total energy use

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### Germany

Qualitatively, it can be said that using renewable energy sources in new construction has been, and is becoming, increasingly important (for example, solar facilities in the new parking garage in Bruchsal).

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### Austria, Canada, Malaysia, India, the Netherlands, Thailand, Turkey, Hungary, the Czech Republic, Argentina

Qualitatively, it can be said that using renewable energy sources in new construction has been, and is becoming, increasingly important.

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### Finland

The proportion of SEW-EURODRIVE Finland's renewable and alternative energy averaged 37% in the reporting period, with respect to total energy consumption.

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### France

The proportion of solar energy can be definitely quantified. As a share of total energy consumption, it averaged 0.1%.

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### China

SEW-EURODRIVE China requires energy providers to offer electrical power from hydroelectric sources. The proportion of hydroelectric power to total energy consumption, however, cannot be precisely quantified.

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### Portugal

For SEW-EURODRIVE Portugal, the average share of renewable and alternative energy was 10%.

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### Japan

A mix of energy sources are offered by the regional energy utility Chubu Electric for the Iwata plant. The proportion of renewable energy (water, solar, biomass) is approximately 10%.

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### Great Britain

Qualitatively, it can be said that using renewable energy sources in new construction has been, and is becoming, increasingly important. Thus, for example, there is a 50 kWp photovoltaic installation on the roof of the Drive Technology Center.

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### Norway

SEW-EURODRIVE Norway's energy provider offers 100% renewable energy generated by hydroelectric power.

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### New Zealand

The proportion of renewable energy is upwards of 66% for SEW-EURODRIVE New Zealand. In New Zealand there is mainly hydroelectric power, geothermal power, and a small share of natural gas.



## New Zealand

The proportion of renewable energy is upwards of 66 % for SEW-EURODRIVE New Zealand. In New Zealand there is mainly hydro-electric power, geothermal power, and a small share of natural gas.



## 2.3

## SEW-EURODRIVE is taking these steps to reduce energy consumption and increase the proportion of renewable energy

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### Germany

High energy consumption arises from heat treatment of parts (hardening), or from melting and heating materials for foundry-related processes. For technical reasons it is impossible to reduce this. The inevitable industrial waste heat that arises is used, where appropriate.

Measures to reduce the plant stock's energy consumption can include gradual lighting replacement, as needed.

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### Finland

SEW-EURODRIVE Finland requires consistent use of energy-efficient lighting, and use of daylight wherever possible. In planning of all Finnish production facilities for SEW-EURODRIVE, the relevant standards have been taken into account.

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### China, Austria, India, Canada, Malaysia, Morocco, Thailand, Turkey, Hungary, Norway

These countries use a variety of technical solutions to sustainably lower their energy consumption. Included here is the use of waste heat, backfeed of energy in drive processes, and use of technology that is especially energy efficient, such as LED lamps.

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### New Zealand

Reduction of energy consumption through construction of energy efficient buildings, and procurement of facilities and instruments that are of the highest class (5-star) of energy efficiency.

Use of low-consumption vehicles.

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### France

SEW-USOCOME consistently uses the process waste heat from the air compressors to heat the buildings at the Haguenau and Brumath plants.

In addition, solar cells are in use on the IT building.

The painting facility in the Brumath plant is designed so that the heat from the drying facility is efficiently recovered.

In all of the SEW-USOCOME production facilities, energy-efficient lighting systems are used wherever possible.

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### Argentina

SEW-EURODRIVE Argentina uses a variety of technical solutions to sustainably reduce energy consumption. Included here is the use of waste heat, backfeed of energy in drive processes, and use of technology that is especially energy efficient, such as LED lamps.

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### Great Britain

Solar modules and a 50 kW/A photovoltaic facility reduces the proportion of energy that has to be purchased.

Use of wind-powered heat pump facilities.

Automatic building cooling without air conditioning, using a night-time cooling system.

Time-controlled lighting of parking areas and signs.

Sensor-controlled, automatic lighting throughout the entire plant.

Glass surfaces in the building are designed to insulate against heat during the summer.

Sensor-controlled ventilation in the roof, for cooling.

Use of daylight wherever possible.



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### **The Netherlands**

All lights (LED) in the assembly hall switch off automatically during the lunch break.

The heating system is turned off with a timer when not in use.

In the painting facility the filter mats are separated, so that only the soiled surfaces are cleaned, and not the entire mat.

Automated guided vehicles (AGVs) have been introduced to enable more flexible and efficient work. These replace conveyor belts that run with nothing on them, and provide a measurable energy savings.

A huge reduction in energy consumption was enabled by installing a new painting facility that heats and dehumidifies autonomously.

By reconfiguring the production areas and office spaces, the company was able to reduce significantly the space it needed. This has meant savings in electricity, heating, and maintenance costs.

More efficient use of forklifts has meant that fewer are needed, which again saves electricity.

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### **Portugal**

New buildings have been designed in such a way that daylight can be used in the best possible way.

All buildings have been provided with high-quality and efficient heat insulation, to save energy when heating or using the air conditioner.

Universal use of modern LED lighting technology in the production area.

Use of online tracking, which enables a high degree of transparency in the energy consumption of individual sections.

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### **Czech Republic**

Printers concentrated at a central point for administrative and production departments.

Use of energy-efficient LED lighting in administration and production.

Use of heat pumps in different site areas.

Instruments and equipment successively transitioned to energy-efficient technology.

Efficient heat insulation in the Pilsen plant.

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### **Japan**

SEW-EURODRIVE Japan uses a variety of technical solutions to sustainably reduce energy consumption. Included here is the use of waste heat, backfeed of energy in drive processes, and use of technology that is especially energy efficient, such as LED lamps.

In 2015 in Kyoto, a 250 kW photovoltaic facility came online, which has contributed to reducing the proportion of electricity purchased from utilities.





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### Japan

In 2015 in Kyoto, a 250 kW photovoltaic facility came online, which has contributed to reducing the proportion of electricity purchased from utilities.







## 2.4

# Actions, standards and methods to reduce noise and emissions (greenhouse gases, ozone, nitrogen, CO<sub>2</sub>), to reduce wastewater and solid waste, and to preserve and promote biodiversity and water quality

### Germany

As a noise abatement measure, reference can be made to relocation of an open-field test facility for electric motors and brakes to a machine shop.

As an example of measures taken that affect the environment indirectly, reference can be made to reduction of CO<sub>2</sub> emissions in business trips. SEW-EURODRIVE employees traveled 586,841 km by train in the 2014 calendar year on official business. The use of 100% green power avoided the emission of 103,778 kg of CO<sub>2</sub> for the same distance traveled by automobile.

#### The SEW-EURODRIVE in-house print shop's CO<sub>2</sub> emissions

For SEW-EURODRIVE, **ClimatePartner** Germany GmbH in 2009 issued the first greenhouse gas assessment, based on the standards of the **Green-house Gas Protocol Corporate Accounting and Reporting Standard** (GHG Protocol). The resultant CO<sub>2</sub> footprint served as the basis for the sustainable ClimatePartner printing process (carbon-neutral printing). The assessment was arranged due to inquiries from customers about carbon-neutral printing. It has been carried out regularly by the ClimatePartner company on a regular basis for the business year.

The **Clean Development Mechanism** (CDM) is a flexible mechanism provided for in the Kyoto Protocol that enables industrialized countries to reach their contractually established reduction goals under conditions that are economically reasonable. Developing countries are enabled to pursue ecologically sustainable development via an influx of money and technology. There are climate protection projects in the areas of wind energy, hydroelectric, forest protection, composting, and biomass energy. On 11/13/2014 the 2013/2014 business year evaluation of CO<sub>2</sub> emissions was carried out by ClimatePartner Germany, an outside company.

In all, during the 2013/2014 business year, printing activities gave rise to 825,289 kg CO<sub>2</sub>.

The emissions reduction credit for this period amounted to €12,803 (€10,888 in the previous year), and this was applied to energy efficiency projects in North Rhine-Westphalia, Germany.

Compensation for greenhouse gases via additional climate protection measures was validated by this certification. In the countries in which SEW-EURODRIVE is represented, this supports another development project on a quarterly basis. This financial compensation for emissions enables SEW-EURODRIVE to put the print shop in a carbon-neutral status for this reporting period.

#### Actions to reduce wastewater

In the employee parking building and the "Morgentau" daycare facility, which had just been built during the reporting period, a rainwater infiltration system was installed to lessen the impact on the sewer system.

#### Preservation and promotion of biodiversity and water quality

The service department avoids environmental- and groundwater contamination by using sealed transport containers.

### Finland

In meeting its environmental protection goals, SEW-EURODRIVE Finland adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### Examples of this include:

Limited use of loud tools, and use of low-noise ones, such as noise-reduce pneumatic tools.

Wastewater: Two-button toilet flushing.

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### France

In meeting its environmental protection goals, SEW-USOCOME France adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### One example of this:

A precondition for granting of building and operational permits for the Brumath plant was the requirement that all facilities avoid contaminating the water in the protected wetland area that is in the vicinity.

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### Argentina, Austria, India, Canada, Malaysia, Morocco, Thailand, Hungary

In meeting the environmental protection goals, these countries adhere to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

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### Japan

In meeting its environmental protection goals, SEW-EURODRIVE Japan adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### One example of this:

Cleaning agents are collected and picked up for disposal on a quarterly basis by a specialized waste disposal firm for environmentally friendly disposal.

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### New Zealand

In meeting its environmental protection goals, SEW-EURODRIVE New Zealand adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### One example of this:

All materials and consumables are handled as if they were environmentally hazardous. This means that continual care is taken that they do not come into contact with the environment.

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### The Netherlands

In meeting its environmental protection goals, SEW-EURODRIVE Netherlands adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### Examples of this include:

Emissions reduced by 350 metric tons of CO<sub>2</sub> through processing used parts during assembly. When SEW-EURODRIVE Netherlands customers are notified beforehand regarding prices and delivery times, shipping and storage costs can be reduced.

Waste is carefully separated for recycling.

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### China

In meeting its environmental protection goals, SEW-EURODRIVE China adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### One example of this:

Creation of energy assessments, energy-efficient retrofitting measures, such as: Replacing light bulbs with LED's, use of waste heat from air compressors for hot water service.

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### Portugal

In meeting its environmental protection goals, SEW-EURODRIVE Portugal adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### Examples of this include:

A preventive maintenance plan comprises all instruments and facilities that emit greenhouse gases.

Improved control and monitoring of atmospheric emissions.

Installation of water treatment facilities for wastewater and industrial wastewater.

Benchmarks for improving the quality of discharged wastewater.

Training in the area of environmental management systems to guarantee commitment to environmental policies and objectives of SEW-EURODRIVE Portugal, and to communicate a sense of individual responsibility.

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### Turkey

In meeting its environmental protection goals, SEW-EURODRIVE Turkey adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### One example of this:

The SEW-EURODRIVE assembly plant is located in an industrial area; hence the local industrial wastewater system must be used.

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### Great Britain

In meeting its environmental protection goals, SEW-EURODRIVE Great Britain adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

#### Examples of this include:

An oil separator is turned on prior to discharge of wastewater from the Drive Service Center.

Only water-soluble paint is used.

Regular noise readings are taken in the production facilities, with the aim of sustainable abatement of noise due to emissions-reduced instruments and facilities.

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**Norway**

In meeting its environmental protection goals, SEW-EURODRIVE Norway adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

**Examples of this include:**

Collection and safe disposal of wastewater.

Collection and safe disposal of used oil and grease.

Safe disposal of paint, as well as flammable and hazardous waste.

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**Czech Republic**

In meeting its environmental protection goals, SEW-EURODRIVE Czech Republic adheres to the current standards and methods that derive from legal requirements, and to the guidelines of SEW-EURODRIVE that are in use worldwide. Moreover, they are constantly optimizing and making improvements.

**Examples of this include:**

Use of specialized multi-ply filters for the paint shop.

Consistent sorting of waste according to classification.

Use of separators.

Consistent use of digital media (paperless office).

Collection of rainwater for reuse.

## 2.5

## Limiting ecological impacts when transporting products, goods, and materials, and in personal transportation

### Germany

#### Packaging materials:

SEW-EURODRIVE Germany attaches great importance to the ecological aspects of packaging material used. These primarily include:

- Use of exchangeable packaging materials (Euro pallets, cage pallets) for any customers who accept them.
- Use of recyclable fill materials and cardboard in packaging.
- Suppliers of packaging materials: SEW-EURODRIVE Germany urges its suppliers of packaging materials to produce them with a view to their ecological characteristics. The company ensures that suppliers have environmental protection plans and certifications, and that they abide by them.

#### Goods:

SEW-EURODRIVE Germany actively seeks to avoid the transport of environmentally hazardous materials. This means:

- No unnecessary transport of hazardous goods. Procurement via alternate site routes.
- No use of hazardous materials.

#### Transport:

SEW-EURODRIVE Germany considers it important that shipments are done with ecology in mind. Service providers that are retained must have environmental protection plans and certifications, and they must abide by them.

#### Vehicles:

If one of SEW-EURODRIVE Germany's vehicles encounters technical problems and leaks oil or fuel, there must be a discharge shutoff valve ahead of the loading doors to prevent water contamination.

### Austria, Finland, Argentina, Japan, Canada, Malaysia, New Zealand, Thailand, Turkey

SEW-EURODRIVE's globally applicable guidelines apply to these countries for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

### France

SEW-EURODRIVE's globally applicable guidelines apply to SEW-USOCOME for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

#### Additional measures:

- Carpooling and use of public transport is actively promoted.

### China

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE China for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

#### Additional measures:

- Employees are asked to use local public transportation.
- Minimize the use of private vehicles to avoid traffic jams and limit environmental pollution.



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**India**

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE India for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

**Additional measures:**

- Transport of employees to the plants to minimize use of private vehicles.

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**The Netherlands**

SEW-EURODRIVE Netherlands has arranged with its largest transport service provider that goods will only be picked up once per day. For rush orders, a courier service is called upon as needed.

- Pre-processing reduced storage and transport costs because all customers could be notified ahead of time of prices and delivery times.
- To this end there is a pre-processing price list for repairs and overhaul of standard drives that are manufactured in Rotterdam. The customer thus knows ahead of time how much pre-processing would cost, and sending the defective drive in for inspection is not required. Nor is it any longer required to ship the defective drive to SEW-EURODRIVE if the customer decides against pre-processing.
- Several employees drive company cars. When selecting these vehicles, their environmental aspects are taken into account.

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**Portugal**

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE Portugal for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

**Additional measures:**

- Employees are encouraged to use the electric bicycles provided by SEW-EURODRIVE Portugal for short trips.
- A partnership was arranged with the CP, the Portuguese rail service, for employee travel between large cities.
- A contract with a transport company enables the best transport services to be provided.

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**Great Britain**

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE Great Britain for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

**Additional measures:**

- Coverage from shipments to group consignments.
- Use of a major transport company with a larger infrastructure, operating according to the "hub and spoke" model (star topology).

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### Norway

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE Norway for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

#### Additional measures:

- Optimized coordination of transport, to increase efficiency and minimize the impact on the environment.
- Use of transport partners that emphasize ecology and with a modern vehicle fleet.

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### Czech Republic

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE Czech Republic for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

#### Additional measures:

- Optimizing the coordination of business trips.
- Optimized use of company cars (there are always several employees in one car bound for the same destination).
- Targeted use of public transportation.
- Concentration of transportation into collective trips to make the best use of capacity.

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### Morocco

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE Morocco for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

#### Additional measures:

- Reduction of vehicle fleet, and on-demand auto leasing from professional providers.

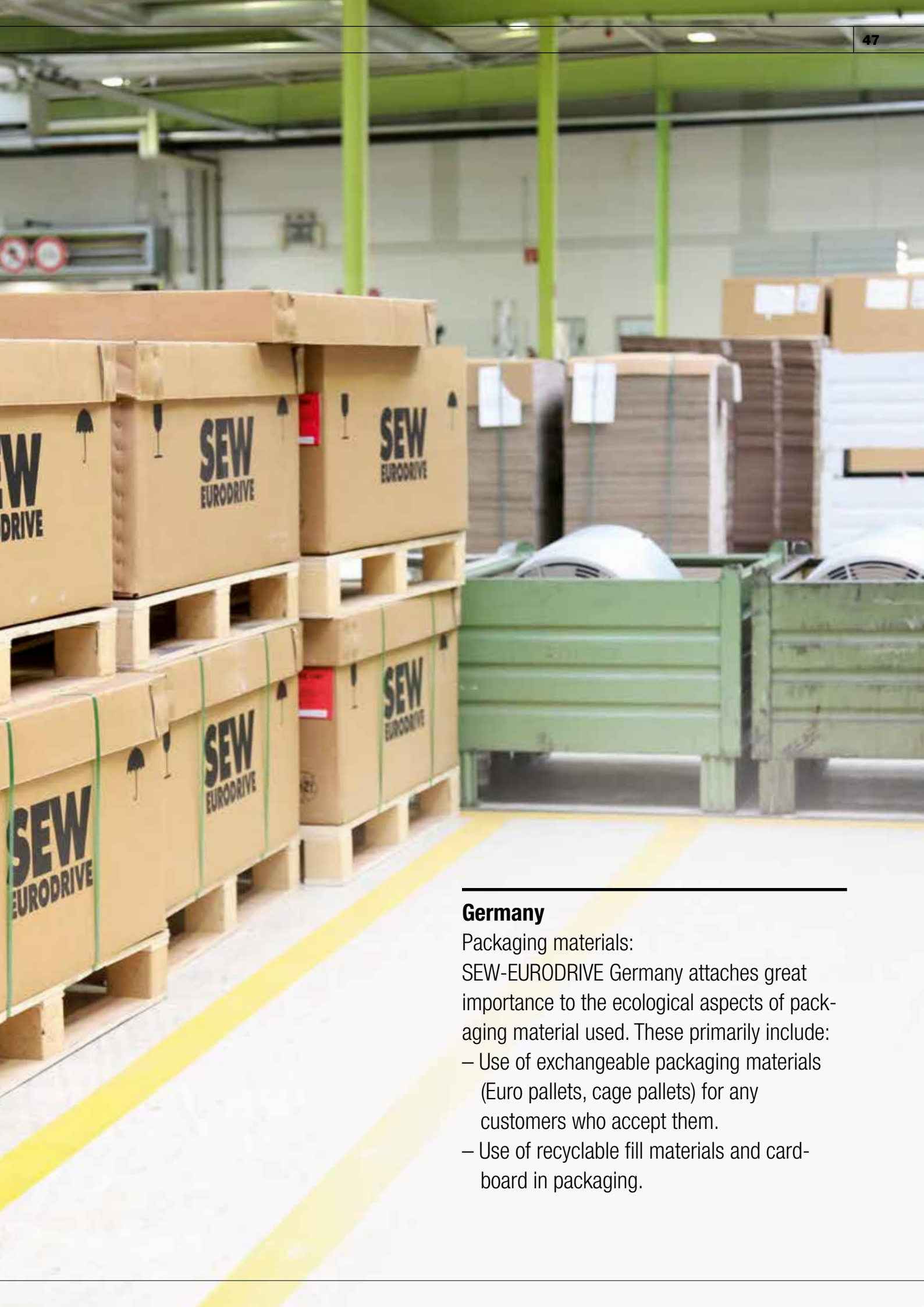
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### Hungary

SEW-EURODRIVE's globally applicable guidelines apply to SEW-EURODRIVE Hungary for the prevention of environmentally hazardous emissions during the transport of products and materials. Moreover, there is consistent compliance with all legal requirements for transport safety and environmental protection during transport.

#### Additional measures:

- In most cases, SEW-EURODRIVE Hungary is the recipient of products from the SEW-EURODRIVE plants in Germany. With regard to personal transportation, 10 vehicles are used, none of which are more than four years old, and which meet all requirements.



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### Germany

Packaging materials:

SEW-EURODRIVE Germany attaches great importance to the ecological aspects of packaging material used. These primarily include:

- Use of exchangeable packaging materials (Euro pallets, cage pallets) for any customers who accept them.
- Use of recyclable fill materials and cardboard in packaging.

## 2.6

## SEW-EURODRIVE sustainability standards in building management, planning, construction, and remodeling

### Finland, France, Argentina, China, India, Malaysia, Morocco, the Netherlands, Thailand, Great Britain, Hungary

These countries are consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

#### Standard initiatives:

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

### Germany

In building management, SEW-EURODRIVE Germany insists on modern technology, and has implemented a number of sustainable solutions. These may vary according to their intended purpose, but they are always configured in a way that comprehensive energy savings are created, particularly in newly constructed buildings.

#### Standard initiatives:

- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

### Turkey

SEW-EURODRIVE Turkey is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

#### Standard initiatives:

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

#### Additional measures:

- For new construction, the Turkish building inspection must conduct a seismic abatement review and conduct ground soil testing.
- According to Turkish construction law and the guidelines in force for industrial areas, facilities such as those of SEW-EURODRIVE must be equipped with a water tank and a bunker.
- Safety regulations in the building code require emergency exits to be designated on every floor.

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### Portugal

SEW-EURODRIVE Portugal is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

#### Standard initiatives:

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

#### Additional measures:

- Centrally controlled climate system (on/off).
- Video monitoring of exterior areas.
- Biometric access control with fingerprint reader
- Light and motion sensors in all offices and inside the common area (turns off at 8:00 PM).

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### Czech Republic

SEW-EURODRIVE Czech Republic is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

#### Standard initiatives:

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

#### Additional measures:

- New legislation requires comprehensive audits of the energy design of commercial buildings.
- 

### Austria

In building management, SEW-EURODRIVE Austria insists on modern technology, and has implemented a number of sustainable solutions. These may vary according to their intended purpose, but they are always configured in a way that comprehensive energy savings are created, particularly in newly constructed buildings.

#### Standard initiatives:

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

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**Canada**

SEW-EURODRIVE Canada is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

**Standard initiatives:**

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

**Additional measures:**

- Ergonomic aspects are being taken into account in setting up shortest-route systems at the SEW-EURODRIVE Canada sites.

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**Norway**

SEW-EURODRIVE Norway is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

**Standard initiatives:**

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

**Additional measures:**

- All electrical work must be certified
- The official fire safety bureau must approve certain installations (for example handling of OS).

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### **New Zealand**

SEW-EURODRIVE New Zealand is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

#### **Standard initiatives:**

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

#### **Additional measures:**

- Engagement of an external consultant to implement required legal standards.

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### **Japan**

SEW-EURODRIVE Japan is consistently geared toward the legal requirements and regulations for the operation of commercial buildings and industrial facilities. In addition, SEW-EURODRIVE has implemented its global rules and standards for sustainable building management, planning, construction, and remodeling.

#### **Standard initiatives:**

- Extensive use of daylight.
- Efficient heating and air conditioning technology.
- Effective insulation systems.
- Use of modern photovoltaic systems.
- Consistent rainwater processing and use.
- Targeted use of waste heat recovery systems.

#### **Additional measures:**

- A monthly renovation budget was decided upon for the approximately 30-year old Iwata plant.





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3



# SEW-EURODRIVE'S SUSTAINABILITY MANAGEMENT IN THE SOCIAL SECTOR

As required by the **Global Reporting Initiative**, SEW-EURODRIVE divides its global sustainability plan into sustainability at the economic level, ecological sustainability, and sustainability in light of social factors. The first part of this report contains the social components of the sustainability philosophy that is specific to SEW-EURODRIVE. Though the company's main office is in Bruchsal, in the state of Baden-Württemberg, Germany, it is critical that all sustainability plans and initiatives are carried out equally and consistently, in civil society as well as in all of the production sites, branches and service centers worldwide. This goes for any initiative aimed at improving workplace safety, any project that fosters occupational safety, and projects aimed at enhancing employee satisfaction, and support for charitable works. With regard to charitable activities in particular, SEW-EURODRIVE's subsidiaries and foreign branches largely have a free hand in deciding which projects to support

in their respective countries, and which concrete initiatives to pursue. In this way, a wide range of country-specific initiatives are carried out that are preferential from the point of view of local employees.

## 3.1

# Company benefits for SEW-EURODRIVE's full-time employees

### Germany

Inauguration of the **Morgentau Daycare Facility** of SEW-EURODRIVE. There are up to 100 places for the children of company employees here. Children between the ages of two months up to preschool age are cared for here. The hours of operation are parent-friendly, from 7 am until 6 pm, Monday through Friday, and the facility is closed a mere ten days throughout the year. This allows SEW-EURODRIVE employees to come to work and do their jobs without worry. There are full-day placements and placements for extended opening hours, including food service and consumables. The educational philosophy here gives each child the opportunity to show their individual personalities, and to develop in the most diverse areas, whether in physical activity, sports, music, drama or art, in language and expression, or in their personality and their skills. To this end the spaces are designed and equipped at the highest standards. Family-friendliness is emphasized in all respects.

With its systematic **occupational health management** SEW-EURODRIVE has clearly signaled its orientation to sustainability. This issue has been dealt with in a serious way, given the changes in the demographic and their impact on the company's age structure, as well as changing needs for healthy work and a proper balance between work and free time. As a result: Throughout the company, activities are offered that promote both health and work performance. For example, there are sports activities at the workplace, fully supported by management. Work areas are systematically assessed and designed according to ergonomic principles. Managers are trained in how to lead their employees in a healthy way. There are comprehensive health campaigns that deal with varying issues on a regular basis. At the end of 2014, for example, there was a company-wide step-counter campaign to get employees to move more. In 2015 the emphasis was on health-conscious nutrition.

### Austria

SEW-EURODRIVE Austria offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Health-conscious behavior both at work and outside of working hours.

### Argentina

SEW-EURODRIVE Austria offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- First class health insurance, exceeding the statutory minimum, for all employees.
- Fresh fruit for all employees on a daily basis.
- Company-subsidized cafeteria food by an external supplier.
- Christmas party: Barbecue, gifts for the family, an entertainment program
- Spring party: Barbecue at an outside restaurant for all employees.
- Flu shots for all employees and their family members.

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**Finland**

SEW-EURODRIVE Finland offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- Practical advice on the best health insurance.
  - Fostering of sports activities during free time.
- 

**France**

SEW-USOCOME offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- Company restaurant for the Haguenau/Forbach/Brumath plants.
  - Cost sharing per meal/employee.
  - Involvement in two outside company daycare centers.
  - Additional group insurance taken out (sickness, death, disability).
  - Health and wellness events at the Haguenau and Forbach plants.
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**China**

SEW-EURODRIVE China offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- Health and social services for full-time workers.
  - Annual medical checkups for employees.
  - Maternity leave, breastfeeding breaks, and time off for childcare for male employees.
  - Paid sick days, paid annual vacation.
  - Employee apartments.
  - Social security and housing funds.
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**India**

SEW-EURODRIVE India offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- Insurance for unexpected hospital stays.
- Medical checkups every three years for employees.
- 3 months of maternity leave for female employees.
- Bonus after five years of employment with the company.
- Unlimited sick days for long-term illnesses.
- In individual cases, financial help during long-term illnesses.
- Support for employee sports activities (such as cricket), subsidies for sports equipment.

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### Japan

SEW-EURODRIVE Japan offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Beyond the legal requirements: Retirement premium for employees of many years.

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### Canada

SEW-EURODRIVE Canada offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Additional private health insurance beyond the statutory health insurance in the province of Ontario.
- Subsidy for medical expenses.
- Life insurance.
- Disability insurance in case of incapacity to work.
- Annual flu shot.
- Free work uniform in the Production, Service, Shipping, and Receiving departments.
- Tax-deductible company pension.

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### Malaysia

SEW-EURODRIVE Malaysia offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Employees Provident Funds (EPF, retirement fund) provides retirement benefits for members, managing payments efficiently and reliably. 2. Social Organization Security Funds (SOCSO, social security) offers employees and their families social security via a social insurance system, and raises awareness of occupational safety, ultimately improving employee safety.
- SEW-EURODRIVE Malaysia offers its employees social security in the form of health- and life insurance over and above the statutory minimum insurance.
- There are a number of advantages to offering workers social security benefits. In this way the best-qualified employees are recruited and retained, there are tax benefits, and the welfare of the worker is ensured.

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**Morocco**

SEW-EURODRIVE Morocco offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- Private health insurance for all employees.
- Life insurance.
- Medications at no charge.

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**New Zealand**

SEW-EURODRIVE New Zealand offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- Basic medical care for employees via Southern Cross.
- 3 months' maternity leave.
- Contribution to a pension fund at 2 % of salary.
- The costs for continuing education are covered upon successful completion.

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**The Netherlands**

SEW-EURODRIVE Netherlands offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

**Items and initiatives emphasized in the reporting period:**

- SEW-EURODRIVE Netherlands offers various services to its employees: Vacation pay, company pension, company health insurance, annual bonus, Christmas bonus, anniversary bonus, contribution to student fees, maternity leave (parental leave).
- In addition the company has installed a professional gym space, use of which is actively encouraged.
- To support healthy eating habits, two pieces of fruit are offered for every employee every day.
- All work areas are ergonomically configured. For example, desks are eight-adjustable.



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## France

- Company restaurant at the Brumath plant.
- Cost sharing per meal/employee.





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### Turkey

SEW-EURODRIVE Turkey offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- SEW-EURODRIVE Turkey offers its full-time employees health services, maternity and paternity leave, and a company pension. For full-time employees there is also private health insurance, a cafeteria, and passenger transportation.
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### Portugal

SEW-EURODRIVE Portugal offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Annual internal training plan to ensure that every employee obtains at least 35 hours of training.
  - SEW-EURODRIVE Portugal has been certified by DGERT, the Portuguese agency for promoting and developing training programs.
  - DriveAcademy® and training room for customer training.
  - Support for student employees.
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### Czech Republic

SEW-EURODRIVE Czech Republic offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Half-days.
  - Flex-time.
  - Working from home.
  - Maternity leave.
  - 1 extra week of vacation per local legislation.
  - Food vouchers.
  - Company medical care.
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### Norway

SEW-EURODRIVE Norway offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Occupational health services.
- Maternity/paternity leave (regulated and paid for by the state).
- Company pension.
- Occupational disability insurance/disability insurance.
- Group life insurance/group accident insurance.
- Expanded travel insurance.

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### Great Britain

SEW-EURODRIVE Great Britain offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Company pension.
- Occupational disability insurance.
- Maternity and paternity bonus.
- Sick pay up to 13 weeks a year.
- Christmas party.
- Christmas presents.
- One family day per year in the DTC.
- Free vision test for PC users.
- Free flu shot for all employees.
- Summer barbecue in the DTC.
- Cafeterias and lounges.

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### Thailand

SEW-EURODRIVE Thailand offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Health insurance for full-time employees.

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### Hungary

SEW-EURODRIVE Hungary offers its employees target-oriented training on preventive health care for individuals. This includes optimal configuration of work areas, nutrition, as well as activities outside of work. All of these initiatives are based on the global standards of the company.

#### Items and initiatives emphasized in the reporting period:

- Health care: Free annual medical checkup.
- Statutory maternity leave.
- Retirement: statutory pension as well as individual employee plan.
- Life- and accident insurance.
- Sick pay of up to 15 days per year.
- Statutory food benefit, with state subsidies for meal vouchers and cost of breaks.

## 3.2

# For employees, customers and stakeholders, training and continuing education programs and initiatives, and lifelong learning programs

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### Germany

Lifelong learning is the focus of the DriveAcademy®, a company institution. It is both a brand and an educational institution, standing for learning and continual development of each individual employee. There are many seminars on offer, such as in occupational technology, safety, communication, or languages. A modular 5-step qualification program tailored to specific groups ensures that employees in distribution, or even other technical employees, learn everything about the world of SEW-EURODRIVE products from the beginning. They also learn about the technology behind them, to keep this knowledge consistently up to date.

Another example of a sustainable training and continuing education program is the 2020 qualification campaign for supervisors and operational managers in production. This program is aimed at the coming five years, and is a supporting factor in the implementation of the PROFIL 2020 production strategy. The learning module is adapted to new standards profiles, Industry 4.0 for example. Traditional occupational workshops, seminars, field trips to other companies, or the twice-annual supervisors forum that works as a central knowledge-sharing network, continue to be offered on a permanent basis. Some individual modules are even mandatory for participants. The program also uses tools to guarantee that practical knowledge has been acquired.

SEW-EURODRIVE supports and encourages talented graduates to pursue master's degrees. This enables young professionals to ultimately qualify as supervisors or technicians.

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### Finland

SEW-EURODRIVE Finland consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Language classes.
- Lean training for selected employees.
- Mandatory first-aid classes.
- Occupational safety training programs.

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### France

SEW-USOCOME France consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- GPEC directive: Strategic Workforce Planning, planning for staffing and training needs.
- 2-day training for supervisors.
- Handling 41 students in occupational training.
- Driving classes for field service employees.

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### Argentina

SEW-EURODRIVE Argentina consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Special programs, and MBA programs for mid-level and senior managers.
- Technology and process training programs at several levels within the company structure.
- Internal classes for college degree programs for employees and their families.

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### China

SEW-EURODRIVE China consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Assessment system for employee technical abilities.
- Support system for non-managerial employees.
- Separate training center in which to implement the continuing education initiatives of the DriveAcademy®.

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### India

SEW-EURODRIVE India consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Mandatory training in all positions.
- Analysis of employee qualification gaps.
- Creation of competence profiles, and analysis of qualification gaps.
- Performance-based training.
- Projects for students in mechanical engineering.
- Management training for employees in supervisory positions.
- Technical training for customers.

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### Japan

SEW-EURODRIVE Japan consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Option for on-the-job training at SEW-EURODRIVE locations in Germany.

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### Canada

SEW-EURODRIVE Canada consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Dedicated instructors provide training.
- Continual training program, including orientation events.
- Reimbursement of costs for outside occupational training.

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### Morocco

SEW-EURODRIVE Morocco consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- The company offers a series of continuing education and training programs targeted specifically at the employee's responsibilities.
- Training classes for new employees help them get started, and build professional knowledge and skills.

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### Malaysia

SEW-EURODRIVE Malaysia consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- The backbone of SEW-EURODRIVE Malaysia is human resources. For this reason it is essential that the employee is constantly supported through structured continual training programs, as well as in practice. All newly hired employees in distribution support, and distribution engineering, as well as technicians, must pass an introductory program to familiarize them with the products and processes.
- If necessary, a managing distribution engineer will go to the head office to improve their knowledge, and share this with their colleagues upon their return.
- SEW-EURODRIVE Malaysia also emphasizes training employees via individualized programs, and improving their abilities in the areas of supervision, planning, communication, controlling, and business transactions, among others. Examples for such classes include "High Performance Supervisors in Action" and "Comprehensive GST Accounting Environment Training."

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### Austria

SEW-EURODRIVE Austria consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

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### **New Zealand**

SEW-EURODRIVE New Zealand consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### **Special continuing education initiatives:**

- Training and further education are supported. SEW-EURODRIVE New Zealand pays for job-oriented training programs.
- SEW-EURODRIVE New Zealand has its own qualification program. Qualification is linked to a bonus system.

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### **The Netherlands**

SEW-EURODRIVE Netherlands consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### **Special continuing education initiatives:**

- SEW-EURODRIVE Netherlands has its own DriveAcademy® at its disposal, where customers and employees can be trained. This applies to all five locations in the Netherlands.
- Free workshops and themed days are regularly organized.
- In addition, for all employees there is a continuing occupational education program. This program not only offers job-specific classes, but also courses that are occupationally unrelated, if at least five people sign up for them. In this way, employee knowledge and experience is further developed.

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### **Portugal**

SEW-EURODRIVE Portugal consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### **Special continuing education initiatives:**

- A bonus plan established by management and the shareholders.
- Monthly employee barbecues, to foster motivation.
- Performance management system: every employee is assessed with regard to goals achieved and performance indicators. The result is then discussed with the supervisor, and serves as the basis for the employee's training plan.
- Staff meeting with announcement of business performance for the previous year, and the goals for the coming year.

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### **Thailand**

SEW-EURODRIVE Thailand consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### **Special continuing education initiatives:**

- Customer training in SEW-EURODRIVE product lines and services.
- The employees are consistently supported by education in the workplace as well as training courses.









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### Germany

- Modular qualification program tailored to specific groups in the DriveAcademy®.
- 2020 qualification campaign for supervisors and operational managers in production.



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### Turkey

SEW-EURODRIVE Turkey consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- SEW-EURODRIVE Turkey offers its employees training in occupational safety, environmental protection, and new products.
- Training sessions and seminars on new products are offered to customers.
  - If necessary, SEW-EURODRIVE Turkey organizes English classes for the employee.

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### Hungary

SEW-EURODRIVE Hungary consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- SEW-EURODRIVE Hungary has made work-related career development available via an employee training program.
- Language training and individual training (time/stress management, communication).
- Individual, self-initiated continued education is supported in the form of tuition subsidies and time off from work.

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### Norway

SEW-EURODRIVE Norway consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- They have their own DriveAcademy® for staff development.
- Continued occupational training courses at all occupational levels and in all departments.
- In-house training for customers and/or employees.

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### Czech Republic

SEW-EURODRIVE Czech Republic consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

#### Special continuing education initiatives:

- Free language courses for employees.
- Internal technical training based on DriveAcademy® curricular materials.
- Posting of employees to the DriveAcademy® in Bruchsal for training and further education.
- Internal product training for all products and services.
- Support for employees in distance learning.

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**Great Britain**

SEW-EURODRIVE Great Britain consistently takes advantage of the SEW-EURODRIVE DriveAcademy® for its employees and customers, and makes it a priority to address the specific needs for further education in its own market. Lifelong learning, and goal-oriented training and further education, are essential to the company's philosophy, and these are implemented at every level.

**Special continuing education initiatives:**

- In-house occupational training relating to specific job tasks.
- Outside training units by qualified coaches.
- Internships for those who have left school, and for graduates.
- Basic training in protection from job hazards and occupational safety for all employees.
- First-aid classes for all employees.
- Mandatory fire safety training.
- Opportunities for promotion are clearly communicated, and employees are given the necessary support.

### 3.3

## Initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company

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#### Germany

Employee conferences have conventionally served to identify an employee's areas of potential, elaborate on these, and decide on the steps to take to achieve these goals, to enable the employee's further development. The conference has another important function, besides showing appreciation and thereby motivating the employee. This is that every employee has the opportunity to voice his or her personal concerns with the management. This contributes to an overall positive work environment.

If necessary, a moderated discussion of employee satisfaction may be held. This may help identify starting points for team collaboration and for working with management. The collaborative arrangements and concrete commitments made also produce starting points for future progress.

Changes in departmental organization are handled by professional technical specialists via systematic Change Management. Involving the employees affected by the change is a priority. To accomplish a specified organizational change, employees are systematically integrated into the change process as active agents. Future processes and interfaces are described in work packages, and these are prepared as a basis for deciding on how to further proceed. Knowledge and expertise is thus used in an optimal way to ensure that the future organization will run smoothly. Digital communications are also used to involve affected employees in the change process. They will receive timely notifications of the current status of developments. The watchword here is: Orientation creates acceptance in the change process. Big events to rally all of the employees and management gives dynamism to the organizational restructuring. Subsequent teams will ultimately identify with the new organization to a high degree.

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#### Austria

SEW-EURODRIVE Austria has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- Managerial goal-setting. Employee conferences for all employees (in preparation). Corporate performance bonuses. Special bonuses.

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#### Finland

SEW-EURODRIVE Finland has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- Special bonus system
- Surveys taken regarding the work environment, and targeted solicitation of suggestions for improvement.

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**France**

SEW-USOCOME has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

**Specific actions taken in this area:**

- Since 1989, the PERFAMBIANCE project undertaken by the company.
  - Idea management system (promoting and managing recommendations for improvement).
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**China**

SEW-EURODRIVE China has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

**Specific actions taken in this area:**

- The first part of an employee merit rating system was in its initial phase.
- Employees of many years given recognition (at their 10-, 15-, and 20-year work anniversaries).

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**India**

SEW-EURODRIVE India has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

**Specific actions taken in this area:**

- Fairly and clearly defined performance management process.
- Values such as teamwork, transparency, and encouragement are put into practice.
- Compensation according to industry benchmarks.
- Employee suggestion program.
- Survey of employee satisfaction every two years.
- Compatibility between job and private life (work-life balance).
- Analysis of the work environment.
- Preferential hiring of internal applicants for job openings.
- Overseas job openings are open to employees.
- Suggestions taken during dismissal meetings.
- Consistent top-down communication.
- Plant meetings to facilitate communication.
- Conversations with company branches about staff support.
- Emphasis on structured training and development.
- Transparent staff policies (company cars, FPA).
- Staff meetings.
- Good opportunities for promotion to top management.
- Less hierarchical work organization.

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## Japan

SEW-EURODRIVE Japan has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

### Specific actions taken in this area:

- The company sponsors various sports activities.
- A year-end party is financed by them as is a barbecue party early in the year.

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## The Netherlands

SEW-EURODRIVE Netherlands has adopted and consistently implemented the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company that SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

### Specific actions taken in this area:

- To keep up employee motivation, commitment, and personal responsibility at SEW-EURODRIVE, as well as identification with the company, SEW-EURODRIVE Netherlands tries to ensure that employees are satisfied with their work. Annual employee conferences and performance evaluations are tools with which to evaluate motivation and performance, and is a means to get to know their wishes.
- To foster team spirit, the management organizes various cultural or sports activities.
- An anniversary celebration is held to honor those with anniversaries or who are retiring.

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## Canada

SEW-EURODRIVE Canada has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

### Specific actions taken in this area:

- Annual performance evaluation.
- Bonus program.
- Summer barbecue.
- Christmas celebration.
- Additional benefits for those with exceptional seniority.

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## New Zealand

SEW-EURODRIVE New Zealand has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

### Specific actions taken in this area:

- Personal development is fostered, and commitment and feedback are welcomed.
- An annual employee conference is held in which personal goals and the company's requirements are discussed, and compared with daily performance.
- Management has a participatory style, and employees are encouraged to act on their own initiative.

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### Malaysia

SEW-EURODRIVE Malaysia has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

SEW-EURODRIVE has instituted several basic measures and methods to foster employee motivation and identification with the company.

These include:

- Pride in the employer.
- Satisfaction with the employer.
- Satisfaction with the workplace.
- Opportunity to perform well on difficult tasks.
- Recognition and positive feedback from colleagues.
- Endeavoring to do more than what is absolutely necessary.
- Understanding of the relationship between their own jobs and the company's philosophy.
- Prospect for future growth in the company, and
- Intention to remain with SEW-EURODRIVE.

Employees who are committed to their work, perform responsibly, have good technical skills, have a long company history, and distinguish themselves by their commitment to their employer and their job, have excellent chances for promotion and for an annual bonus.

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### Morocco

SEW-EURODRIVE Morocco has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- Work uniforms are provided free of charge.
- Company gifts at major events in employees' personal lives, such as marriage or the birth of children.

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### Portugal

SEW-EURODRIVE Portugal has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- A bonus plan established by management and the shareholders.
- Monthly employee barbecue.
- Performance management system: every employee is assessed with regard to goals achieved and performance indicators. The result is then discussed with the supervisor, and serves as the basis for the employee's training plan.
- Staff meeting with announcement of business performance for the previous year, and the goals for the coming year.







## Germany

- Strong team performance at the Bruchsal Run for Hope.
- Employee conferences foster a positive work environment.





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### Thailand

SEW-EURODRIVE Thailand has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- SEW-EURODRIVE Thailand employees are supported through on-the-job training and training programs.

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### Turkey

SEW-EURODRIVE Turkey has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- SEW-EURODRIVE Turkey has its own bonus and MBO system for its employees.
- SEW-EURODRIVE Turkey not only sets quantifiable standards, but also personal development goals, to keep motivation at a high level.
- Social activities such as family days are organized to increase personal motivation.

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### Great Britain

SEW-EURODRIVE Great Britain has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- The team works according to the principle of help through self-help. This fosters a sense of involvement and common responsibility.
- Internal promotions are favored in job placements, wherever possible.
- Company values are fostered by the management.
- Flat hierarchy and open door policy.
- Voluntary subsidy for workplace protection and occupational safety.
- Voluntary fire protection staff, and voluntary first-aid works will be trained.

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### Hungary

SEW-EURODRIVE Hungary has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- Motivation is fostered by an industry-standard bonus system.
- One or two team development events are held every year (February 2015: Values, Mission, Vision workshop; June 2015: Family Sunday).

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### Norway

SEW-EURODRIVE Norway has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- Employee surveys.
- Employee conferences, in-person conversation.
- Annual and biannual informational meetings.
- Social events with activities that foster team spirit.

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### Czech Republic

SEW-EURODRIVE Czech Republic has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- SEW-EURODRIVE Czech Republic employees profit from special benefits.
- Regular meetings in individual departments, as well as regular employee gatherings with discussions.
- Collective sporting events (table tennis, football, relay races, bicycling, canoe outings).
- A common company gathering with a barbecue party three times a year.
- Company Christmas Eve.

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### Argentina

SEW-EURODRIVE Argentina has adopted, and meaningfully implemented, the initiatives, standards, and methods for motivating and including employees, fostering individual responsibility, and promoting identification with the company, which SEW-EURODRIVE has initiated worldwide. In the process, their own concerns and practices are also brought to bear, which are tailored to the employee's specific requirements.

#### Specific actions taken in this area:

- Ongoing training and performance evaluation of all employees.

## 3.4

# Projects, initiatives, and campaigns by SEW-EURODRIVE aimed at civil society and local associations (keyword: Corporate Social Responsibility)

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### Germany

SEW-EURODRIVE Germany supports many social projects at its company locations. The company sees its area of emphasis in fostering social projects, organizations, and institutions. In addition, support for educational projects in the most varied fields is given a high priority.

#### Selected initiatives in the 2014/2015 reporting period:

- Funds were allocated to the SEW-EURODRIVE Foundation
- Funds were allocated to the Edeltraut Blickle Foundation.
- Funds were allocated to the Bildungsstiftung Bruchsal educational foundation.
- A parking garage was provided to the Bruchsal community for public use as part of the Bruchsal 2015 town fair.

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### Austria

SEW-EURODRIVE Austria consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Donations by SEW-EURODRIVE Austria to local organizations that help the needy.

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### Finland

SEW-EURODRIVE Finland consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Support of local sports associations with money and equipment.
- Annual donation to welfare organizations in the most diverse areas.

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### France

SEW-USOCOME consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Partnership with the Haguenau University Institute of Technology.
- Active membership in the "Business School Club" of the Strasbourg Academy.
- Informational events for children (eighth and ninth grade) and their parents (3 per year).

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### Argentina

SEW-EURODRIVE Argentina consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- SEW-EURODRIVE Argentina, together with other regional companies, belongs to a committee for social responsibility, which concerns itself with the needs of the communities in which the companies are domiciled: schools, associations, social organizations.

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### Japan

SEW-EURODRIVE Japan consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

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**China**

SEW-EURODRIVE China consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

**Selected initiatives in the 2014/2015 reporting period:**

- Donations in support of Chinese earthquake victims.
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**India**

SEW-EURODRIVE India consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

**Selected initiatives in the 2014/2015 reporting period:**

- Donation of an ambulance.
  - Used computers are given to various organizations and institutions.
  - Organization and financing of musical evenings in retirement homes.
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**Canada**

SEW-EURODRIVE Canada consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

**Selected initiatives in the 2014/2015 reporting period:**

- Free retirement planning.
- Support and sponsorship of local ice hockey teams.
- Purchase of advertising space on behalf of Canadian welfare organizations.
- Christmas gifts for several resident large families.
- Support for the city food bank.
- Donations to the local robotics club.

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**Malaysia**

SEW-EURODRIVE Malaysia consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

**Selected initiatives in the 2014/2015 reporting period:**

- SEW-EURODRIVE Malaysia offers paid internships in companies to young Malaysians studying at local universities (such as the Malaysia Technology University in Johor), and are majoring in mechanical engineering and finance. In doing so, we involve the students in our daily business operations. Depending on their performance and our needs, we may offer the students a job at the company after they graduate.
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**New Zealand**

SEW-EURODRIVE New Zealand consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

**Selected initiatives in the 2014/2015 reporting period:**

- Support for the local helicopter rescue organization.
- Support of the Young New Zealanders Foundation: a foundation that addresses suicide prevention and drug use among young people.
- Support of a woman's home project intended for protection of victims of violence.
- Donations to the police association.





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### **Czech Republic**

SEW-EURODRIVE Czech Republic is a partner of UNICEF, and supports their projects with financial support and donated goods.





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### The Netherlands

SEW-EURODRIVE Netherlands consistently carries out the company's guidelines in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- SEW-EURODRIVE Netherlands selects one charitable organization to support each year. During the anniversary celebration, this organization is introduced and the employees themselves have the chance to determine the amount of the donation. In 2014 our donation went to the Sophia Children's Hospital, and in 2015 it went to Stichting Tamsarya (Nepal).
  - Several times a year, SEW-EURODRIVE welcomes needy students from Rotterdam schools for a teaching unit.
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### Portugal

SEW-EURODRIVE Portugal consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Financial support for the local fire department, child care, and the elderly.
  - Singling out of the best students majoring in mechatronics at the local technical college.
  - Donation of toys, food, and clothing to local welfare organizations.
  - Donation of instruments for research and development projects.
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### Morocco

SEW-EURODRIVE Morocco consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

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### Thailand

SEW-EURODRIVE Thailand consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Support of the annual ceremony in September in which monks receive meals and alms. This is how you acquire merit in Buddhism.
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### Turkey

SEW-EURODRIVE Turkey consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Support of local schools to increase the attraction of technical professions.
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### Great Britain

SEW-EURODRIVE Great Britain consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Every year, SEW-EURODRIVE Great Britain participates by various charitable donations to social projects.
- During the Christmas season, company employees organize a call for toy donations for children in areas affected by war.
- SEW-EURODRIVE Great Britain involves company retirees in the company events.

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### Hungary

SEW-EURODRIVE Hungary consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

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### Norway

SEW-EURODRIVE Norway consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- Support of the National Association for Healthcare (return of canceled stamps).
- Support of humanitarian organizations (such as the Salvation Army, Lion's Club).

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### Czech Republic

SEW-EURODRIVE Czech Republic consistently carries out the company's requirements in supporting social projects. Charitable institutions and educational organizations are also considered in this context, as are social projects of employees and partner companies.

#### Selected initiatives in the 2014/2015 reporting period:

- SEW-EURODRIVE Czech Republic is a partner of UNICEF, and supports their projects with financial support and donated goods.
- Participation in the charitable campaigns of various organizations and associations.



## PUBLICATION INFORMATION

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In the interest of readability, either the male or female form of a personal noun was selected. This in no way implies discrimination against one or the other sex. Both women and men are addressed equally by this sustainability report.

Please do not hesitate to contact us. Your opinion is important to us.  
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