



Sustainable Development Report 2018  
Bobst Group SA

# FOR THE NEXT GENERATION



**Jean-Pascal Bobst**  
CEO of Bobst Group

# SUSTAINABLE INITIATIVES WITHIN EVERYONE'S REACH

Our 2018 Sustainability Report inspires me with hope and pride. Year after year, the commitment of each of our employees to a more sustainable environment is growing stronger. More broadly, on all continents, local entities of Bobst Group are taking part in ever more varied initiatives in the area of social responsibility: promoting women within companies, teleworking, supporting youth training and volunteering for local communities.

As one of the industry world leaders, BOBST pursues its environmental policy to advance sustainable development topics on a global scale.

I remain convinced that technology plays a leading role in the fight against environmental degradation and climate change. BOBST works actively with brand owners and universities to develop high-performance and practicable alternatives, particularly in packaging recycling.

Since the 1987 publication of the Brundtland Report by the UN, thirty years of global sustainability studies and experiments have definitively proven that the quality of our actions has a direct impact on the improvement

or deterioration of our environment. In an ever more globalized world, the interdependence of our activities is increasing every day. Today, even more than yesterday, no organization is too small to decide to contribute positively to the safeguard of the planet. Each initiative of our local entities offers, in its own way, a living illustration.

Everything is evolving very quickly: what we accept or refuse to do now will irrevocably affect the lives and environments of our children, our grandchildren and future generations.

With action, hope is reborn. **Let us stand in solidarity with future generations, to pursue and multiply our actions, for them and with them, to build together a more sustainable and equitable world.**

**Jean-Pascal Bobst**  
Chief Executive Officer

In our industry, becoming a successful company relies both on technical innovation and on having strong corporate values. But success also comes with responsibilities.

# CONTRIBUTING TO A BETTER WORLD

As one of the global industry leaders, BOBST is committed to implementing initiatives that advance globally relevant sustainability topics. Our sustainability strategy aims to support the goals we can, in the frame of the United Nations sustainable development program.

## SUSTAINABLE DEVELOPMENT GOALS

 <p><b>1</b> NO POVERTY</p>	 <p><b>2</b> ZERO HUNGER</p>	 <p><b>3</b> GOOD HEALTH AND WELL-BEING</p>	 <p><b>4</b> QUALITY EDUCATION</p>	 <p><b>5</b> GENDER EQUALITY</p>	 <p><b>6</b> CLEAN WATER AND SANITATION</p>
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# OUR 2018 ACTIONS AT A GLANCE



Mobilization of BOBST employees in China and the United States to help people suffering from hunger.



BOBST supports the “Integrity” forum for private fundraising to philanthropic foundations in Russia.



BOBST supports a school in Thailand, helps improving access to quality education in Poland, and sensitizes young people to the working world in the United States.



Equal opportunities and equal treatment for women and men looking for a career at BOBST.



Installation of less energy-intensive heaters in Germany and Belgium.



Multisectoral collaboration and development of recyclable metallized films for food packaging.



Sustainable industrial infrastructure in China; introduction of teleworking in France.



Support for a primary school and for the poorest in the United States.



BOBST employees volunteer to help children in the Czech Republic.



Infrastructures generating less CO<sub>2</sub> in Switzerland; eco-friendly innovations in France.



Car-free journeys in the Czech Republic; digitalized drawings in India; installation of electric charging stations in Switzerland.



Support for hospitalized children in Switzerland.



**Goal 2:**  
End hunger, achieve food security  
and improved nutrition and  
promote sustainable agriculture

# HEALTHY SNACKS AND MEALS DONATION

SnackNation, a Californian company created in 2014 that specializes in healthy and light business snacks, donates ten meals to the hungry in BOBST's name when it delivers a box of 150 healthy snacks for BOBST employees in Roseland, United States.

On the first Wednesday of each month, SnackNation makes a delivery there. This wellness benefit offered by the American local entity is sponsored by health insurer provider Cigna.

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# CHARITY WALK IN CHINA

Ten people from the Changzhou site in China participated to "A Bag of Milk Go Ballistic" charity walk, which took place in the city on 12 May, 2018.

This very popular Changzhou charity walk aims to raise money for many public welfare projects intended to benefit poor children.

Many children from poor families cannot even afford a bag of milk, a factor in a poor nutritional structure for them. Through hiking, participants can collect money to contribute to a charitable cause. In 2018, "A Bag of Milk Go Ballistic" hit a high note, with more than 15 000 people registered, and nearly CHF 112 000 of donations were raised. The campaign is expected to help 2 000 children in need.



# FOOD FOR THE NEEDY IN NEW JERSEY

The “Campaign for Giving” is a food drive intended for the Community Food Bank of New Jersey. It is the largest anti-hunger and anti-poverty organization in this State. In 2018, this Food Bank distributed about 25 600 tons of food. Many Bobst North America employees in Roseland

(USA) participated in the collection, organized from 2– 21 November. They gave much-needed pantry items such as canned protein, canned fruits and vegetables, breakfast cereals, peanut butter, beans and rice, juice mixes, and personal hygiene items.



**Goal 3:**  
Ensure healthy lives  
and promote well-being  
for all, at all ages

# ONLINE DONATION PLATFORM FOR RUSSIA

BOBST was the general partner for the “Integrity” forum in Moscow on 23 – 25 October 2018. The forum supports the Blago.ru project. This is the first online Russian service to collect private donations to benefit charitable foundations. The platform features more than 100 organizations that professionally help children, adults, the elderly, and animals. It also works with environmental projects.

The “Help from the Heart” set, a polygonal heart made by a designer, was invented especially for the “Integrity” forum and the Blago.ru project. The total donations collected were modest, at CHF 2 250.





**Goal 4:**  
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

# ONGOING SUPPORT FOR LOCAL SCHOOLS



The Bobst Thailand team returned to Watkubon school in Bangkok for the third year running. At the school's traditional student day, which took place on Saturday 13 January 2018, it gave ten scholarships to students selected by the school authorities, as well as school

**“We had a lot of fun and enjoyed the excitement of children when they learn something new.”**

supplies. A few days later a visit to the school was organized by a group of employees from Bobst Thailand. “We illustrated an English lesson with pictures, for two classes of children between 7 and 9 years old”, relates Peter Moeschberger, Local Entity Head of South-East Asia. “Our team created some games to help the children memorize some simple English words, and we shared the learning experience with the children. We also left some games in the classrooms for future use. We had a lot of fun and enjoyed the excitement of children when they learn something new.”

# INVESTMENT IN IT AND ART EDUCATION

“How can we contribute to improve life in local society?” is the question that Bobst Polska employees were asked in early June 2018. After having debated this, the common agreement was that the best long-term results would come from investing in children’s education.

As the Polish local entity had already collected donations from existing and potential clients during the ‘sales road trip’ events, these were invested into improving accessibility to quality education. Locally, Bobst Polska contacted the Children Society Charity, which helps children from poor

or in difficulty families. With its help Bobst Polska choose two children whose education will be sponsored over several years.

Bobst Polska also sponsored an IT course about the basics of programming and how to think as an IT designer. The company also sponsored a training course designed for 12 to 15 year old children. The latter aims at developing drawing skills and preparing them for the entrance exam for art schools, with the possibility to continue learning about architecture, IT graphics design or art.

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## PROMOTING PRINT TO SCHOOL STUDENTS

The Shine School Media Awards are a national competition aimed at rewarding UK secondary schools who produce an outstanding newspaper, magazine, podcast or website. Bobst UK & Ireland, Redditch, UK, has been a key sponsor of this national competition for the past two years, and its Managing Director Neil Jones is on the judging committee.

The goals of this event are multi-faceted. Primarily, it aims to encourage an interest in developing print and digital publishing skills in young people. It also helps them to improve literacy, nurture creativity, enhance their commercial and business skills, as well as developing teamwork and leadership skills.

This approach also encourages school-leavers to consider the media and graphic arts industries as a career choice.

The competition also aims to educate young people in respecting copyright and the ownership of intellectual property, and in developing awareness of environmental issues and the need to adopt sustainable strategies.

Finally, it also seeks to promote interaction between school departments (English, Art and Design, Business Studies and IT), as well as building closer relationships between schools and their students with local communities and businesses. “As a result of our involvement in the awards, we are now planning for Bobst UK & Ireland to mentor two of the winners”, says Neil Jones. “Although the Shine Awards are dedicated to all media, we see them as a valuable way to highlight the role of design and creativity within packaging in particular.”





**Goal 5:**  
Achieve gender equality and empower all women and girls

# CONTINUING FEMALE ADVANCEMENT



At BOBST in Shanghai, women represent 19% of the workforce.

The subsidiary of BOBST in Shanghai, China, has a history of working to create an equal and fair working environment for female employees. In the past five years, it has increased the percentage of female employees from 15% to 19%. The percentage for manager level positions has been increased from 25% to 35%.

Several actions have been taken to achieve this result, as explained by Roxy Wang, HR Director of the site: “At the talent recruitment level, we’ve been broadening our selec-

tion of candidates, to ensure that, for each opened position, women are invited for job interviews. And, to avoid any risks of discrimination, the promotion of employees is based on performance and competencies. Maternity leave and the right of access to childcare are provided with strict adherence to the laws. We also shine the light on female role models. In Bobst Shanghai, 30% female work in leadership roles and 35% female are managers. Their presence in these roles gives younger women a positive perception that these positions are attainable.”

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## GENDER EQUALITY TRAINING IN BOBST UK & IRELAND

All employees at Bobst UK & Ireland, Redditch, UK, have received gender equality training as part of their re-induction, reinforcing Group Values and Behaviors. “We are proud that 40% of our senior management team are women”, says Neil Jones, Managing Director of Bobst UK & Ireland.

According to the Financial Times, statistics show that only a sixth of senior executive positions are held by women at the largest listed British companies. Data

from consulting firm The Pipeline, which trains women for management positions, and head-hunter Ridgeway Partners, found that women make up just 16% of executive committee members across the top 350 companies that form the FTSE 350 (Financial Times Stock Exchange).

Additionally, BOBST sponsors and participates in events for Women In Packaging.



**Goal 7:**  
Ensure access to affordable, reliable, sustainable and modern energy for all

# UPGRADE OF HEATING SYSTEMS

The oil heating system at Bobst Meerbusch in Germany that delivers heat to radiators throughout the building (5 100 m<sup>2</sup>), has been replaced by a new heating system which is now fired by compressed natural gas. The modern low-temperature burners consume less energy for the same performance as the old system. In compari-

son to conventional oil, heating with compressed natural gas releases 25% less CO<sub>2</sub> into the atmosphere.

In Bobst Benelux, Berchem, Belgium, the gas heating has been equipped with a modern energy-saving device, which reduces gas consumption by half.



**Goal 8:**  
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

# WORKING WITH BRANDS ON SUSTAINABILITY AND RECYCLING

The difficulty of recycling plastics used in packaging, including enormous tonnages of existing metallized films, has been highlighted in popular media.

BOBST is working with brands and designers to create effective alternatives to current packaging materials.

Bobst Manchester, Heywood, UK, has established a Centre of Excellence for high barrier films. Together with Bobst Italia, San Giorgio Monferrato, Italy, and with the collaboration of other leading suppliers, big brands, and the University of Manchester, BOBST has been working on a new production process of vacuum metallized films and their use in flexible packaging applications. The films

produced are effective at food preservation and are far easier to recycle than existing materials.

The latest state-of-the-art vacuum metallization equipment and wet coating equipment can apply much thinner aluminum layers to commonly used flexible substrates for food packaging, such as Polypropylene (PP), Polyester (PET), Nylon, Cast Polypropylene (CPP) and Polyethylene (PE).

Numerous partners have been working with BOBST on this initiative, such as Borealis and Borouge (Spain) for resin production, Hosokawa Alpine (Austria) for converting of the raw material into films and GEA (the

Netherlands) for the production of a stand-up pouch. This project is a good example of multisectoral collaboration, in which BOBST Competence Centers in Manchester and Italy had the mission to develop a full solution to prepare the newly created PE film for conversion into a final pouch without damaging the barrier. This project resulted in the creation of a fully recyclable mono-material substrate suitable for food packaging.

“The current climate is very challenging for producers of plastic films”, explains Steve Carey, Managing Director of Bobst Manchester. “As a solutions provider to this industry, BOBST must continue to innovate in the area of recyclability and sustainability. This means we must be at the forefront of developing innovative barrier solutions, and also look to reduce the amount of material used in the packaging film: a process known as Delaying. Moreover, going forwards, we wish to consider alternative solutions which are more environmentally friendly and have a massively diminished carbon footprint.”



**Goal 9:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

# LEED CERTIFICATION FOR THE BOBST CHANGZHOU SITE IN CHINA

Following new construction and major renovations, the site of BOBST in Changzhou, China, was awarded LEED GOLD certification in September 2018. The certification recognizes the requirements of the LEED rating system for sustainable buildings, established by the US Green Building Council, and verified by Green Business Certification Inc. The industrial infrastructures of Changzhou are dedicated to web-fed printing and converting technologies for flexible materials and comprise a Competence Center of 1 135 m<sup>2</sup>.

To achieve the LEED certification (Leadership in Energy and Environmental Design), substantial steps were undertaken to maximize the sustainability of the site, by reducing its energy and water usage, using recycled materials

for construction and recycling waste building materials. To promote the use of less polluting means of transportation, the site provides parking spaces reserved for low CO<sub>2</sub> emission and fuel-efficient vehicles. Electric car charging stations are available on the site – ten dedicated for employees and two more for visitors. Employees have easy access to public transportation – a bus station is 340 meters from the site. Bicycle storage and shower facilities are available for employees.

To guarantee the project is sustainable, the LEED requirements include some pre-requisites. Reducing water use by 20% is one of these. This requires strategies that allow to use less water (min. 20%) than the baseline initially calculated to supply the building (not including irrigation),

but inclusive of kitchens, showerheads and toilets. Bobst Changzhou exceeded these requirements and reduced its water consumption by 43.19% by a careful choice of water fixtures.

A water-efficient landscaping project has reduced potable water use by 61.82% using the LEED calculation. In Changzhou, BOBST put in a high coverage of local plants and reduced the grass covered areas. A high-performance sprinkler system reduced irrigation times.

Construction materials, such as steel and concrete, were made from recycled materials where possible. These were all produced within 800 kilometers of the site, which in Chinese terms is relatively local. This choice has allowed it

to reduce transport costs as well as environmental impact. Nearly all the construction wastes, like rebar, wood scrap, plastic bags, cardboard and concrete, were sent to the Changzhou Chengnan Material Recycling Station. This represented more than 96% of the waste, a total of almost 140 tons. Energy cost savings of 65.6% were achieved by two main strategies to optimize the energy performance of the buildings. LED lighting fixtures provided around 21% energy cost saving.

On-site renewable energy has been installed. Placed on the roof, 1 112 photovoltaic solar panels produce 400 000 KWh each year (more than half of the site's yearly consumption of 700 000 KWh). This represents a 42% saving in electricity costs.



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## TELEWORKING: WELLBEING AND ENVIRONMENT



Bobst Lyon introduced teleworking both to lessen the environmental impact of its employees' transportation and to better their quality of life. This innovative program adopted by the Executive Committee saves employees several hours of commuting with no ill effects on the company's performance. An employee's effectiveness is, in fact, not necessarily tied to his or her physical presence at work every day. In addition, doing one's job from home strongly supports work-life balance and stimulates employees' creativity.

Teleworking at Bobst Lyon, governed by a workplace quality of life agreement reached with workers' representatives in 2018, is offered on a voluntary basis and limited to one day per week so there is no loss to team-building. Since its inauguration in March 2018, 4% of employees have opted for this new form of collaboration.



**Goal 10:**  
Reduce inequality  
within and among  
countries

# DONATION OF SCHOOL PLAYGROUND ITEMS



Bobst North America partnered with Lincoln Elementary School in New Brunswick, New Jersey, USA, to support their goal of providing playground items for children attending the school. This school was chosen after Bobst North America learned that students did not have any items or accessories to play with during their recess period. Employees donated soccer balls, jump ropes, bounce balls, sidewalk chalk, board games, coloring books, crayons, coloring pencils, puzzles, card games, and other play material, which the children and the school staff greatly appreciated.

Bobst North America has also joined with the non-profit volunteering organization Jersey Cares in the Annual Jersey Cares Coat Drive. For the past 22 years, this event has collected thousands of “gently used” winter coats for distribution to men, women, children and infants in need. Bobst North America ran this campaign up to the winter of 2018. 48 has been donated by the end of December.



**Goal 11:**  
Make cities and human settlements inclusive, safe, resilient and sustainable

# VOLUNTEERING TO SUPPORT CZECH CHILDREN



As part of its 25<sup>th</sup> anniversary celebration on 15 June 2018, Bobst Central Europe rallied the 48 employees of its team in a community service project to support children in the city of Brno, Czech Republic, where the subsidiary has been established since 1993.

“Our employees were happy to paint and work outdoors, a change from their typical work day at our offices”, says Libor Panus, Local Entity Head. “The sunshine and the pride in doing something concrete for the community helped create a wonderful atmosphere among our staff members.”



After performing manual work all morning, employees participated in a team building session in the afternoon. Several teams competed in a problem solving competition. The winner received a prize for its talent and cooperative spirit.

Following the very positive coverage of the BOBST initiative by the press and Brno city authorities, the site’s team plans to continue its volunteer activities in 2019. Two projects are currently being discussed: planting of trees in a city park and refurbishment of another playground.



**Goal 12:**  
Ensure sustainable consumption  
and production patterns

# REDUCED CO<sub>2</sub> EMISSIONS FROM HEATING BUILDINGS

The BOBST site in Mex, Switzerland, continues to modernize its industrial buildings to reduce their use of heating gas and to make its employees' workplace more comfortable. These steps are among the energy objectives set in 2013 by the AENEC (French acronym for economic energy agency) agreement between BOBST and the Swiss Confederation, that runs until 2020.

After completely renovating the Bobst Campus in 2014, the company insulated the front ends of three industrial halls (B05, D05 and F05) between 2017 and 2018. The facades of these buildings, built between 1987 and 2002, cover an area greater than 9000 m<sup>2</sup> that has been totally renovated. An additional 10 cm of insulation was put in, new triple-glazed insulating windows were mounted, and the exterior of the buildings was given a uniform look with Alucobond panels. Also, remote-controlled roof windows provide overnight cooling ("free-cooling") of the offices, and the blinds close automatically as a function of sunlight and weather.



It took 16 contractors and 75 000 man-hours to complete this project. This infrastructure work represents a CHF 8.4 million investment that will enable the Mex site to reduce its heating needs and the CO<sub>2</sub> emissions of the buildings between 50% to 64%.

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## WASTE REDUCTION WHILE INCREASING EFFICIENCY

Bobst Lyon, France, has developed new technologies for its printing machines, such as Premium Gap Control, THQ FlexoCloud technology, and carbon doctor blade chambers. These innovations enable waste reduction, improving operator efficiency and quality of the final product.



The best waste savings have been achieved on Flexo Folder Gluers thanks, among other things, to the introduction of the Premium Gap Control developed by the French site.

This is an independent unit positioned after the counter ejector on the Flexo Folder Gluer. This innovative device ensures that each delivered box is folded with total quality and to exact specifications. Non-compliant packages are removed before delivery.

This greatly reduces carbon footprint due to back and forth transportation of non-compliant loads, diminishes cost, cuts time spent by the operator in controlling the products and compliance, and reduces the number of boxes wasted during for machine settings.

## THQ FLEXOCLOUD PRINTING PROCESS

BOBST THQ FlexoCloud technology allows the replacement of many specially mixed ink colors with a standardized set of only four colors (cyan, yellow, magenta and black). This process ensures high levels of print quality and offers significant cost and consumables savings: each job uses less ink and requires a lower number of printing plates. A modified ink circulation system and the use of steel blades makes it possible to control more precisely the inking. Thanks to a very light print pressure, a greater coverage is achieved with less ink.

With less ink, fewer plates and reduced color changes, operators are achieving more production time compared to a standard HD flexo printing machine. The THQ FlexoCloud technology is therefore both environmentally friendly and more productive. It is a win-win across the board.



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## CARBON DOCTOR BLADE CHAMBER

Another technical innovation from Bobst Lyon is the BOBST Carbon Doctor Blade Chamber. This device reduces wastage by preventing leakage, and drastically lowers ink losses during changeovers. An integrated nozzles-system ensure the best washing performance,

while minimizing water consumption. The 17 kg light-weight body of the Carbon Doctor Blade Chamber is easier to handle. Blade changes are quicker (less than six minutes) and safer, thanks to the innovative and ergonomic tool-free quick clamping system.



**Goal 13:**  
Take urgent action  
to combat climate  
change and its impacts

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# CAR-FREE DRIVE IN BRNO

Since 2016, Bobst Central Europe employees in the Czech Republic have participated in gEKOn. This initiative aims to reduce car use by employees who travel to work at the Brno Technology Park. It is run as a competition between 12 companies based in the park, including BOBST. The aim is to get to the office by a method other than by car or public transportation. Employees are awarded points for the number and length of car-free trips. As they reach

certain levels they are entered in a prize draw. The points also determine the amount of donations given to “Black Horses”, a non-profit organization that manufactures hand bikes for disabled children based in the country. Results are announced quarterly. In 2018 Bobst Central Europe obtained the second place among the companies which entered the competition, with two colleagues in the top 20 of all the participants.

## DIGITAL DRAWINGS SAVE ON PAPER AND INK

Prior to 2017 the site of BOBST in Pune, India, used printed paper drawings for manufacturing of parts and machine assembly. Between 2017 and 2018, the subsidiary adopted electronic files in 3DXML format for assemblies and PDF format for parts. Bobst India calculated

that this change resulted in savings of 158 kg of paper, as well as six liters of printing ink per year. This action also reduced the number of man-hours spent in creating the drawings.

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# RECHARGING STATIONS FOR ELECTRIC VEHICLES

In Switzerland, BOBST has installed five recharging stations for electric vehicles on its Mex site in 2018. This initiative is part of its efforts to promote energy transition and the reduction of CO<sub>2</sub> emissions from private vehicle traffic.

The idea of promoting cleaner-energy mobility came from a survey conducted among its employees in 2017. The poll showed that 6.5% of employees already owned an electric or hybrid vehicle and that 70% planned to buy one in the next five years. Furthermore, over 93% of those surveyed were in favor of building recharging stations at Mex.

The BSA Executive Committee ordered the Safety & Environment Department to make recharging stations

available to the company's employees and visitors. The contract was given to a local supplier that is a leading company in this market in Switzerland. The infrastructure built at Mex will be incorporated into the network of public and private electrical stations managed by this company in Switzerland. To make use of these recharging stations, drivers will need to download an App to their smartphone.

This capital improvement marks the first step for the company to combat CO<sub>2</sub> emissions from private vehicle use. Further consideration will be given to this area in the future.





**Goal 16:**  
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

# SUPPORT FOR HOSPITALIZED CHILDREN



Every year Bobst Mex, Switzerland, sponsors a charitable association as part of the plant's Employees Day. In 2018, the Swiss site arranged an extraordinary event: 1 450 employees together built the largest cardboard mosaic in the world (a 206 m<sup>2</sup> BOBST logo), as officially recognized by the GUINNESS WORLD RECORDS™.

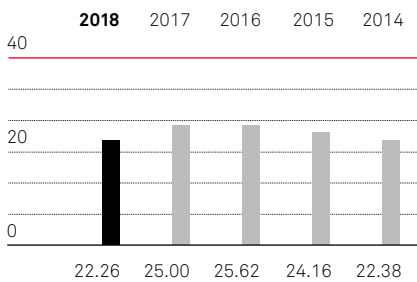
As the guest of honor at the event, the association known as "Les Ateliers du Coeur" received CHF 10 000 raised by a raffle (CHF 5 200) and a gift by senior management. Recognized as a public charity, this non-profit organization aims to help children who are hospitalized or chronically ill, and have significant psychological distress, such as eating disorders, depression, epilepsy or addictions. The association's volunteers, who are not compensated by the State, assist families and relatives in overcoming these trials to whatever extent possible.

# DASHBOARD

# 2018

## CO<sub>2</sub> energy emissions

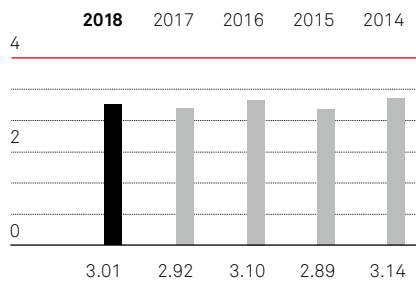
kg CO<sub>2</sub> per m<sup>2</sup> floor area



CO<sub>2</sub> production decreased by more than 12% compared to 2017, despite the opening of a new production site in Changzhou, China. This result was obtained through a reduced use of the cogeneration combined heat and power unit at the site of Mex, compensated by the use of a traditional boiler with a higher yield. The climate conditions in Europe also contributed to this reduction of CO<sub>2</sub>. Indeed, the annual average temperature, up 0.8°C in the Lausanne region compared to 2017, required less heating in buildings. This phenomenon was also observed on the Lyon site.

## Waste

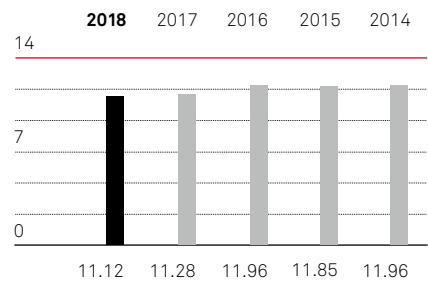
tonnes per 1000 productive hours



The total amount of waste generated within the Group remained stable (6 359t) despite the opening of the Changzhou site, China. We recorded a reduction of more than 16% in the tonnage of metal waste (2 399t) while, at the same time, the volume of non-metallic waste increased by 11.8% (2 189t) and that of wood increased by 7.5% (1 770t). The 2.7% reduction in productive hours, however, led to a slight increase in the amount of waste per 1000 productive hours. It should be noted that 70% of the waste generated by the Group is recycled (metals, paper and cardboard).

## Electrical energy

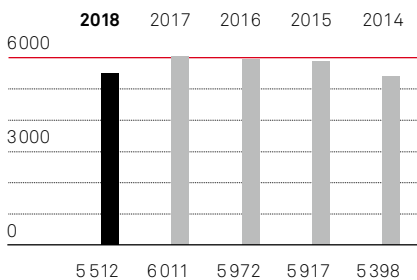
MWh per 1000 productive hours



Production-related electricity consumption decreased by 2.2%, in proportion to the reduction in productive hours. In addition, we continued to invest in ever less power-hungry LED lighting systems, which allowed us to reduce electricity consumption by more than 8%. Overall, this indicator is down by more than 1.4% compared to 2017.

## Electrical energy

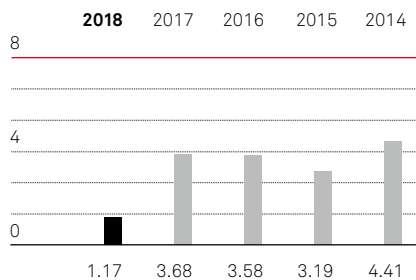
MWh per 1000 employees



The total electricity consumption of our production sites has decreased by more than 4.2%. At the same time, the number of employees increased slightly, leading to a reduction of more than 9% in electricity consumption per 1000 employees compared to 2017. In 2018, more than 7% of the Group's electricity consumption came from on-site installations of photovoltaic energy, compared to 5% in 2017. At the Mex site in Switzerland, the production of photovoltaic energy represents 11.5% of the electricity consumption of the site.

## Occupational accidents

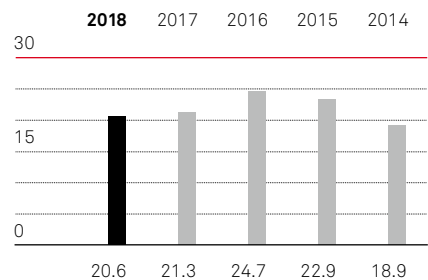
lost hours per employee



The frequency rate of occupational accidents was reduced by more than 10%. At the same time, the measures deployed at the various sites have helped to reduce the number of lost hours due to occupational accidents by a factor of three. This spectacular result should not make us forget that the number of hours lost remains a parameter likely to vary significantly because it is very difficult to predict the consequences of an accident. For this reason, preventive measures are primarily aimed at reducing the number of accidents and consequently the frequency rate.

## Water consumption

m<sup>3</sup> per person



Water consumption remains stable in total compared to 2017. However, an increase in the Group's workforce means that in reality there was a reduction of more than 3.5% of water consumption per employee. 20% of the water consumed in Mex, Switzerland, comes from rainwater. This figure is down compared to 2017 because of a lower rainfall in the Lausanne region in 2018 (939 mm) compared to 2017 (1 032 mm).

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## **Security symbols**

SIX SWISS EXCHANGE: BOBNN or 1268465  
ISIN: CH0012684657  
SIX Telekurs: BOBNN,4 or 1268465,4  
Bloomberg: BOBNN SW  
Reuters: BOBNN.S

## **Disclosure of shareholdings**

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