

SUSTAINABILITY REPORT 2023

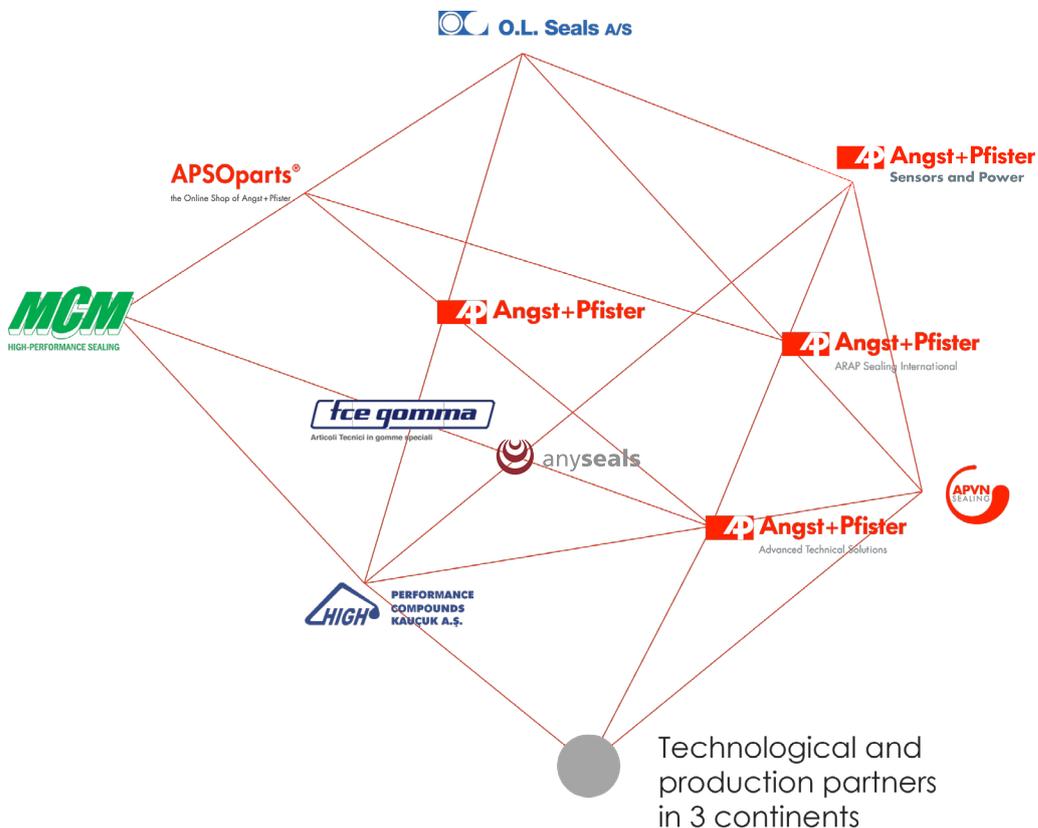
ANGST+PFISTER GROUP



Your Innovation Development Partner

Angst+Pfister Group, headquartered in Zurich, is a globally operating enterprise with wholly owned subsidiaries and presence across Europe, Asia and the US, that engineers and produces innovative industrial components. Angst+Pfister continuously develops components based on innovation along the value chain, from material design and compounding, to engineering, production and supply chain management.

We created a network of companies and partners around the world



In our 103-year history, we have built in-depth application expertise around elastomeric materials and offer customized solutions and high-tech components for a great variety of industries - profound expertise around O-Rings, Molded Parts, Rotary and Linear Seals, Elastomeric Compounds as well as Antivibration, Engineering Plastics, Mechanical Drive, Fluid Handling and Sensors and Power solutions.

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Foreword of the Board of Directors

Dear Reader,

Dear Employee, Partner and Customer,

In our journey to systematically pursue our sustainability strategy across the whole Group, our efforts continue to trace an impact-driven approach along the three pillars of Environment, Social and Governance.

Though operating on a global level, we maintain lean processes and take action where it matters. In fact, we consider this as one of our strongest assets as it enables us to make things happen. This is especially important when implementing our Sustainability ambitions, which in 2023 continued to be guided along the United Nations Sustainable Development Goals.

I would like to emphasize some highlights from 2023.

- The opening of a new 2.400 MWh solar plant at Angst+Pfister's production and engineering site in Bursa (Türkiye)
- Additional equity investments into Synhelion, to support a company that works to develop carbon-neutral solar fuels, converting CO₂ into solar fuels
- The replacement of the oil tank at our Global Logistics Center in Embrach (Switzerland) with an environment-friendly warm water tank
- The Angst+Pfister Foundation is available for our employees and their families in need. In 2023, for example, we were able to support those colleagues and their families affected by the tragic earthquake in Türkiye.
- The extension of our internal Academy training with a comprehensive set of cyber security trainings for all employees.

It is of highest importance for us to contribute to preserving the planet and reducing the impact of our operations on the environment. Over the coming decades, climate change and the protection of our planet along global value chains and in context of geopolitical dynamics will remain among the most pressing challenges we need to tackle. This requires tremendous efforts from all of us.

At Angst+Pfister we take our responsibility seriously.

How do we accomplish our ambitions?

We look beyond our own operations and engage in innovation projects, collaborations and exchange within associations and universities. I am truly excited to see the commitment of our people and all stakeholders who join us on this journey.

Having a dedicated and empowered global team that is led by trust and respect is the core of our success and enables us to work on Sustainability matters with integrity, team work and passion.

Furthermore, our business structure is based on a trust with the large majority of shares in the hands of Angst+Pfister as the only beneficiary, serving the long-term development of our Group and enabling an allocation of financial resources on the basis of actual needs, a strong and sustainable balance sheet and diversified investments.

The following report provides you with facts and figures and gives you an insight into our efforts and priorities. While our motto remains "Do good without talking too much about it".



Christof Domeisen
CEO and Delegate of the Board
Angst+Pfister Group

1. Sustainability at Angst+Pfister Group

From engineering and production to the supply chain, employees and customers, Angst+Pfister follows a holistic approach when it comes to Sustainability. An impact-driven strategy combined with the systematic management of major global challenges has been reinforced and strengthened as an integral part of our business model.

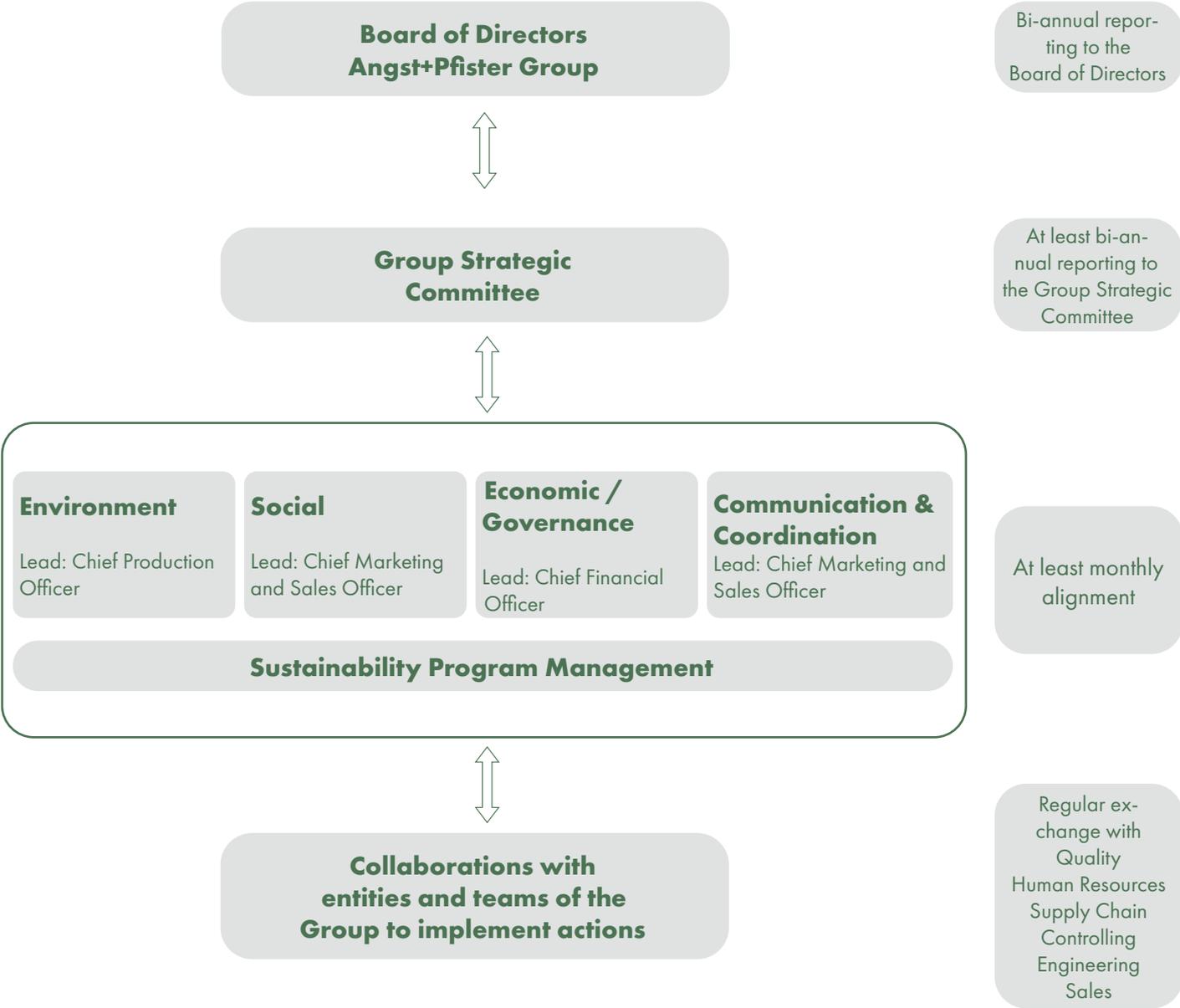
As a participant of the **United Nations Global Compact** we act along the Sustainable Development Goals. In the second year of our commitment, we have made further progress and introduced a number of effective measures. **See our commitment**



Highlighting some of our actions in 2023	
	<p>Angst+Pfister Group has opened a new 2.400 MWh solar plant at Angst+Pfister’s production and engineering site in Bursa (Türkiye), covering 15% of our Group-wide electricity consumption with own produced clean energy.</p> <p>Energy efficiency and responsible waste management are continuously improved by all members of our Group. In addition, a coverage with ISO14001 certifications at 86% of our production as well as new ISO50001 certification gained at the end of 2023 at MCM as well as Angst+Pfister Advanced Technical Solutions proofs our efforts towards sustainable production patterns.</p> <p>It is also the small steps that make a difference, for example the initiated replacement of gas heating with air-conditioned heating as well as of diesel with hybrid or electric business cars at anyseals, our Reseller partner.</p> <p>Compared to 2022, the carbon intensity of Angst+Pfister Production sites has been reduced by 16%. (Carbon Footprint in relation to turnover)</p>
	<p>Employees working for Angst+Pfister are empowered to pursue a healthy work-life balance by making use of hybrid working possibilities. This has been provided to 50% of employees at the end of 2022. High working conditions, meeting at least applicable laws and regulations, are reflected by a reduction of the accident frequency rate by 40% in 2023.</p> <p>The development of our employees is essential for the success of our Group. Consequently, their education and continuous development is systematically fostered and based on 3 pillars</p> <ul style="list-style-type: none"> • Performance Management Process defining individual growth paths between manager and employee • Angst+Pfister Academy, an internal learning platform offering a variety of trainings • Individual external training in alignment with the manager <p>The principles of respect and fairness are integral parts of our culture and clearly communicated to employees. To ensure they are being lived, the Angst+Pfister Group operates a Compliance Helpdesk where employees can anonymously ask for guidance, but also report concerns about (potential) breaches or violations of our standards and principles.</p>
	<p>Angst+Pfister attaches great importance to innovation partnerships. Some of the major activities include:</p> <ul style="list-style-type: none"> • One of the first members of Innovation Park Zurich • Investments into clean energy company Synheliion • Active collaborations within 11 key product associations in the EU, Switzerland and Türkiye • Participation in joint R&D projects and further cooperations with 10 universities in Switzerland, the EU and Türkiye <p>The Angst+Pfister Group success is based on our values as reflected in our Code of Conduct, pursuing an accountable conduct of business and close relationships with our partners. A strong positioning regarding ethical standards in the conduct of our business goes hand in hand with our commercial achievements.</p>

Managing Sustainability

“Sustainability is directly allocated at Group’s Strategic committee to ensure required prioritization and strategic alignment.”



2. Business for impact

Continuous growth and positive economic performance speak for the viable development of the Angst+Pfister Group, being the basis to create jobs and support local communities.

In 2023, we were pleased to welcome a new family member to the Angst+Pfister Group: FCE Gomma Srl., a family-owned company located in Turate, Italy. FCE Gomma suits well into our performance-oriented business framework and shares our cultural values.

Angst+Pfister at a glance



Production capabilities in more than 15 countries

Over

1 500

employees



7 logistic centers on 3 continents



Global team in over 24 sites in Europe, the US and Asia



3 dedicated R&D centres and over 200 engineers in the field

Thousands

of engineering solutions developed every year

Quality and efficiency standards

The roll out of most relevant ISO certifications continued in 2023, helping us to ensure high quality of our products and services, highly efficient operations as well as the satisfaction of our customers and employees. Size and complexity of our organization, business environment as well as customer requirements determine the prioritization of applicable certifications across the entities of our Group. While it is the judgement and expertise of local management these decisions are based on, it is centrally secured that defined objectives – the positioning of Angst+Pfister as an innovation development partner for our customers – are met, by means of regular exchanges and assessments.

Business continuity

The continuous improvement of our operating procedures increases our efficiency, so that the profitability of our processes can be enhanced.

In 2023, Angst+Pfister headquarter operations have been once again awarded by Dun & Bradstreet with the lowest possible economic risk indicator, demonstrating our stable position.

[Link to D&B Certificate](#)



Diversified supply chains, lean processes and an entrepreneurial spirit allowing each business unit exploiting its potential while utilizing the Group’s capabilities and resources are the reason for our successful development from a small family business to a globally operating enterprise.

Nevertheless, we are aware of the potential risks that can disrupt our business and take the necessary steps to assess, prevent and continuously progress our operations and processes towards these risks to tackle challenging situations.

Corporate risk management is allocated directly under the Group Strategic Management with reporting line to the Board of Directors in order to consistently incorporate it into the Group’s strategic decision making.

Resilient and responsible supply chain

Apart from our own advanced production capabilities, we can rely on a network of external production partners and qualified suppliers.

Strategic partnerships with **40+** suppliers distributing across **3** continents / **15+** countries to secure high quality and on-time deliveries

Zero cases where suspicion of child labour or forced labour occurred*

10% of suppliers audited in 2023

42% of suppliers have signed the code of conduct for supply partners

* We acknowledge our responsibility within our value chain and do not tolerate any form of illegitimate or unethical conduct of business.

It is however important to emphasize that the observation of “zero cases of suspected child labour or forced labor in our supply chain” refers to the audits we have conducted in 2023. As it is the case for all of us, it is not possible to fully eliminate such risk, or any other illegitimate or unethical conduct of business in our global and complex supply chains. This is especially true when referring to our indirect supply chain.

Even more we are committed to lead per example and build up our supply chain due diligence and risk management processes. To do so, we have started to assess risks, including Environment - Social - Governance (ESG) risks, in our supply chain and will elaborate processes and systems to incorporate appropriate measures into our sourcing practises.

3. Innovation and development

For our Group, being an innovation development partner means serving the needs of our customers.

And this is evident in many ways.



Investments in innovative technologies outside our operations:

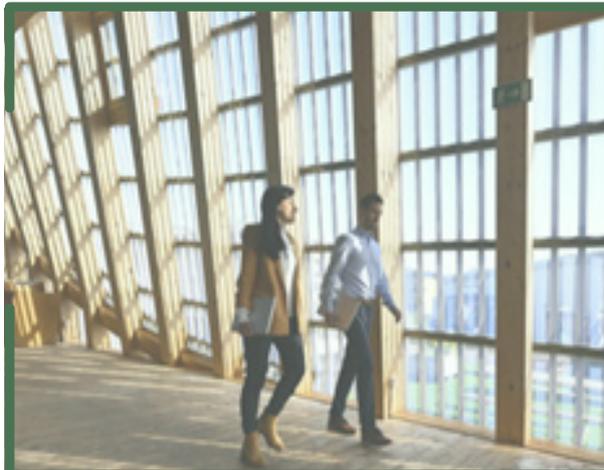
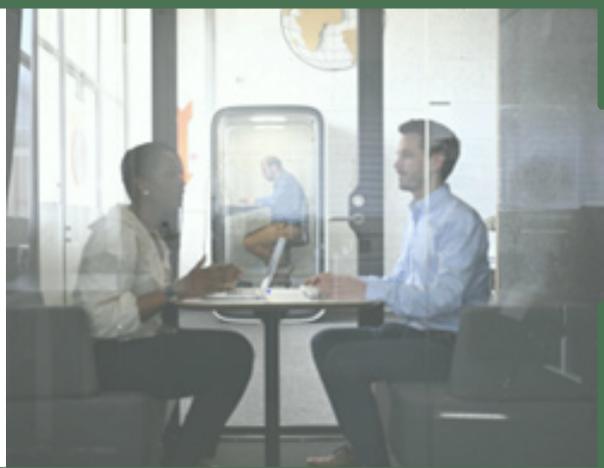
Synhelion converts sunlight into fuel. The company has developed a unique technology to produce sustainable solar fuels from energy. Angst+Pfister has made an appropriate investment to support Synhelion in its efforts towards clean and sustainable transportation.

Active collaborations along our value chain with

11 associations

9 universities

enable innovative project development with customers, conformity of our products, material and product development as part of PhD and Bachelor's projects, the engagement of working students, etc.



To further promote the joint development of expertise, Angst+Pfister became one of the first members of the **Innovation Park Zurich**, the new Swiss platform for research, development and innovation fostered by the collaboration between primary science institutions and business sectors.

Some outstanding work has already been done in collaboration with various companies and universities.

R&D projects

Innovative solutions are crucial for our competitiveness, the development of our societies and global climate protection efforts. In 2023, Angst+Pfister engineers led or participated in several R&D projects, of which the following can be highlighted:

Research on elastomer seals for hydrogen applications

As already outlined in the 2022 Sustainability report, Angst+Pfister is doing research on **elastomer seals for hydrogen applications**, the energy of the future. To investigate the best elastomeric materials and verify which are most suitable for which function, a test plan has been established to evaluate the performance of the compounds in terms of permeation, leakage and RGD to ensure that the demanding requirements of sealings in hydrogen applications are met.

In 2023, 90 Shore A H₂ sealing materials have been tested for permeation, leakage and rapid gas decompression in 100% H₂; 70 Shore A materials have been tested for permeation and certified according to DVGW ZP 55101-01.

A Business Development Engineer for Compounding from Angst+Pfister will present the test procedure, the corresponding results and the associated knowledge to the expert audience at the World Hydrogen Summit & Exhibition 2024 in Rotterdam, the Netherlands.



Internal research into extending the service life of dynamic seals to avoid waste

Angst+Pfister tests innovative materials on an in-house-developed, state-of-the-art testing machine.

In collaboration with an established university, Angst+Pfister has developed and built this versatile testing machine for dynamic seals in its Innovation Laboratory. The machine is compatible with various media and oils and enables the lifetime testing of dynamic seals at up to 15,000 rpm. As a globally active developer and manufacturer of high-performance components we have thus been able to further expand our expertise in the area of material sciences. Depending on the customer need, various seal geometries can be tested and the raw conditions (for example extreme temperatures or high pressure) under which the seals are used can be simulated.



Engineered solutions for E-mobility systems

E-mobility systems are an important factor for realizing the energy transition in transportation vehicles on our decarbonisation path.

Angst+Pfister supports this technology trend significantly and some of our solutions are already in daily use and part of many e-mobility applications:

- Engineered moulded rubber parts to provide sufficient sealing in charging connectors
- Engineered sealing solutions in special rubber compounds for usage in the battery circuit of electrically powered vehicles

We will continue to enable e-mobility applications with our engineered sealing solutions, contributing to the sustainable development of the automotive industry.

4. Governance

Code of Conduct & Compliance Helpdesk

Our Code of Conduct expresses our commitment to comply with applicable laws and regulations, to foster fairness and inclusion, a fair competition and to assure social and environmental responsibility.



The principles enable all employees to appropriately handle ethical and legal issues and guide them through sensitive topics. [LINK to Code of Conduct](#)

Angst+Pfister operates a Compliance Helpdesk that is run by an independent third party and allows all employees to anonymously place a concern or ask for guidance.

In 2023, 9 reports have been issued via the Compliance Helpdesk → 100% have been resolved.

Anti-Corruption and Bribery

Angst+Pfister's Code of Conduct as well as Anti-Corruption Policy apply to all employees, including contingent workers, board members and anyone doing business on behalf of Angst+Pfister, and constitute important guidelines towards our conduct of business. Angst+Pfister has zero tolerance towards all forms of corruption and provides clear guidance, including on facilitation payments, kickbacks, and charitable contributions as well as determines which forms of hospitality are appropriate and which not. [LINK to Anti-Corruption Policy](#)

Food & Beverage industry

As a manufacturer in a broad range of industries, Angst+Pfister takes seriously the safety of end-users. Especially in the dynamic food & beverage industry we can observe a growing emphasis on new regulations which we continuously take into account and adapt to as quickly as possible, in order to ensure compliance with market standards.

Sealing Technology assortment regulated by Direct Food Contact Certifications:

13% of total Sealing Technology assortment

In 2023, 96% of assortment conform with applicable certifications

This is due to the time it needs to adapt to evolving regulations.

Engineering Plastics Technology assortment regulated by Direct Food Contact Certifications:

59% of total Engineering Plastics Technology assortment

In 2023, 100% of assortment conform with applicable certifications

A multi-faceted market orientation, customer focus and transparency enable us to support our customers in offering responsible and safe products, with consumer safety at the heart of what we do.

Compliance with EU REACH/RoHs regulation

Products of Angst+Pfister are subject to the chemical substances Regulations and Directives EU REACH Regulation (EC) No. 907/2006 and the EU Directives RoHs II No 2011/65 and RoHs III No 2015/863.

Angst+Pfister takes the necessary organisational measures to provide conformity with REACH requirements. Once a product falls within the scope of Directive 2011/65/EU RoHS, we support our customers in complying with the requirements.

For both REACH and RoHs we transparently provide comprehensive information concerning:

- The substances with their specified limits regulated by the EU Directives
- The material requirements placed on our products
- And the EU Regulations

Advanced material development in accordance with PFAS

In view of the public health concerns of per- and polyfluoroalkyl substances (PFAS), Angst+Pfister closely collaborates with associations to support the development of guidelines that address environmental and social concerns while ensuring a transition in line with economic considerations.

In 2023, efforts to expand the PFAS-free portfolio of materials led to:

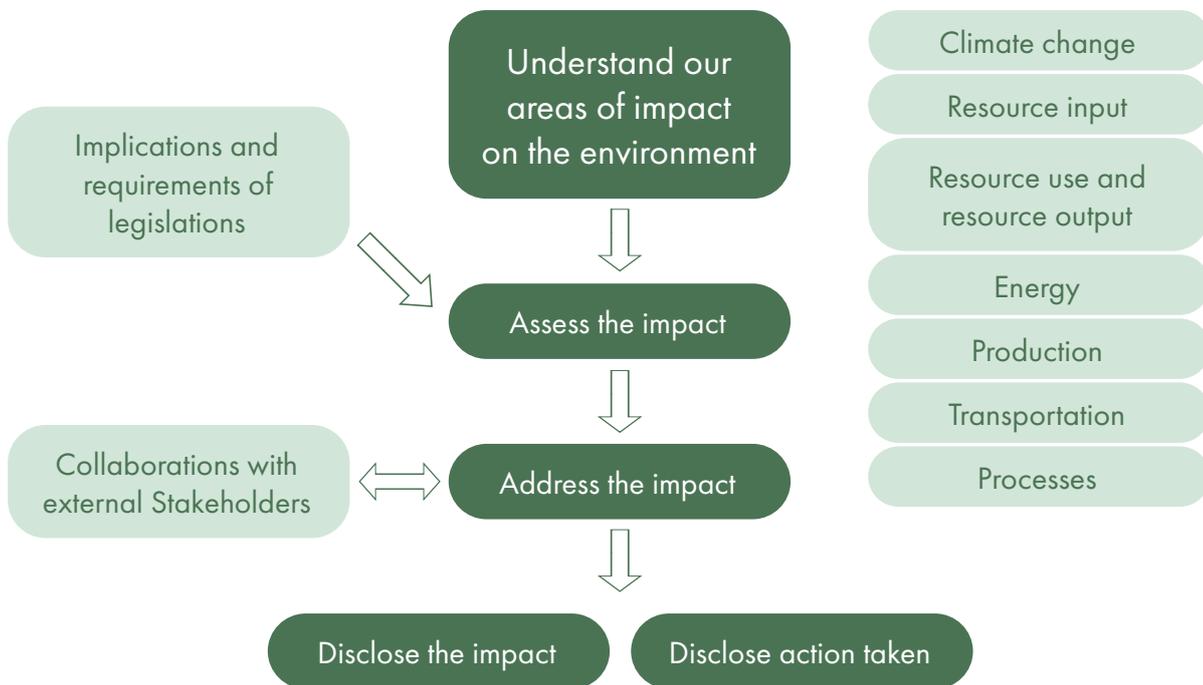
- Successful development of **PERTEC® UP silicone in 50 shore** as a supplement to 70 shore
- Successful development of **PERTEC® UP EPDM in 80 shore** in addition to **70 shore**
- Ongoing work on **PERTEC® UP NBR** and **PERTEC® UP HNBR** to develop further PFAS-free compounds.

5. Environment

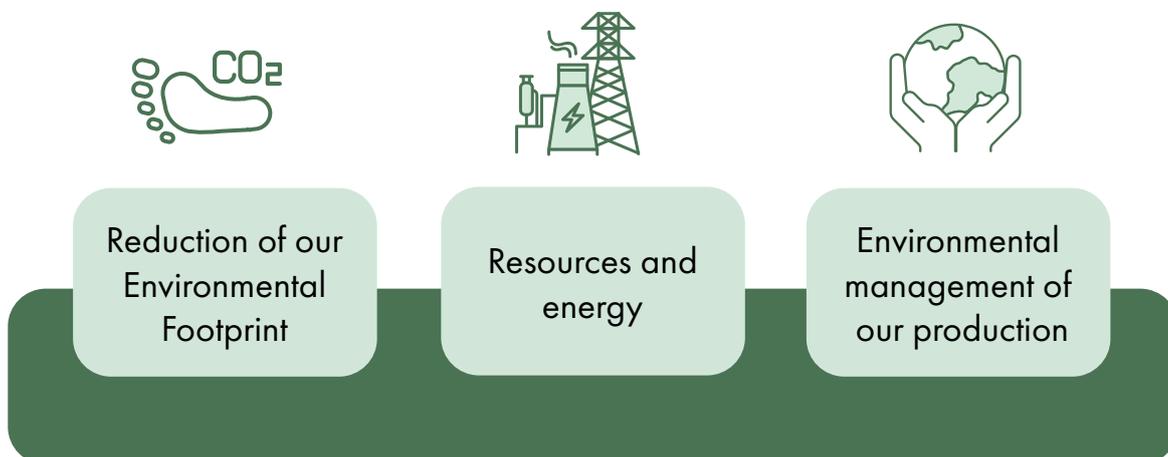
Our planet is a precious resource, and its protection is a core value of Angst+Pfister. As a global company we recognize the impact our production and products have on the environment.

To reduce these impacts, we build up processes to systematically track, assess and address them. At the same time, collaborations with external stakeholders on innovative solutions are pursued to advocate for sustainable developments.

LINK Environment Policy



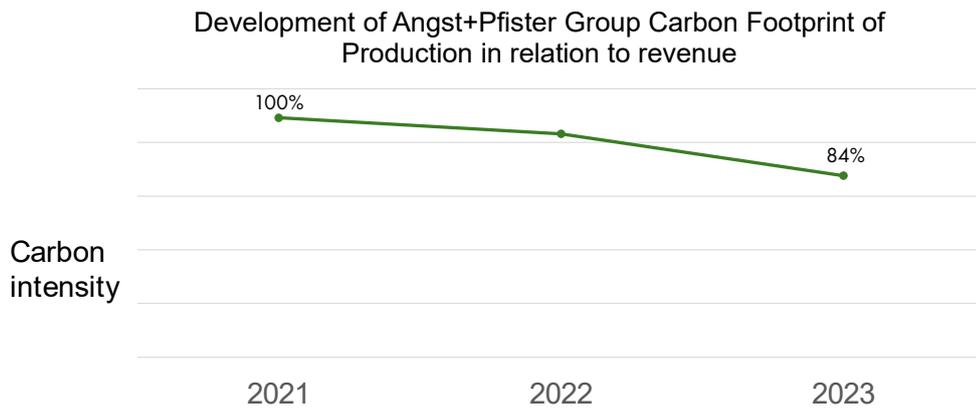
In 2023, the focus of the measures was three-pillar structured.





Reduction of our Environmental Footprint

Since 2021, we have been calculating and evaluating the Carbon Footprint of our Group’s production sites with the aim to successively reduce it.



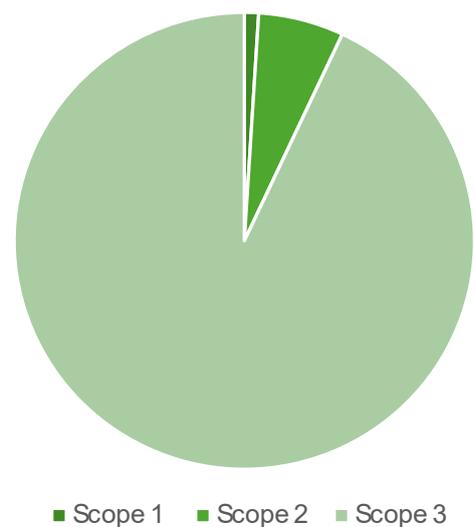
Few data that could not be verified has been replaced with proxy values higher than the original value. Impact less than 5%.

Many different drivers have influenced our Carbon Footprint in 2023.

In 2023 we were able to reduce our emission intensity compared to 2022, continuing the positive trend since we started to systematically measure our Carbon Footprint in 2021. This development is due to concrete measures taken, such as increased energy efficiency improvements, the increase of the renewable energy share or the replacement of an oil heating with more environmentally friendly district heating. Additionally, some side effects of procurement and production patterns influence the development.

To ensure emission calculation is based on a solid methodology, Angst+Pfister Advanced Technical Solutions has been certified with **ISO14064** transferring its know-how to all organizations of the Group.

2023 emissions

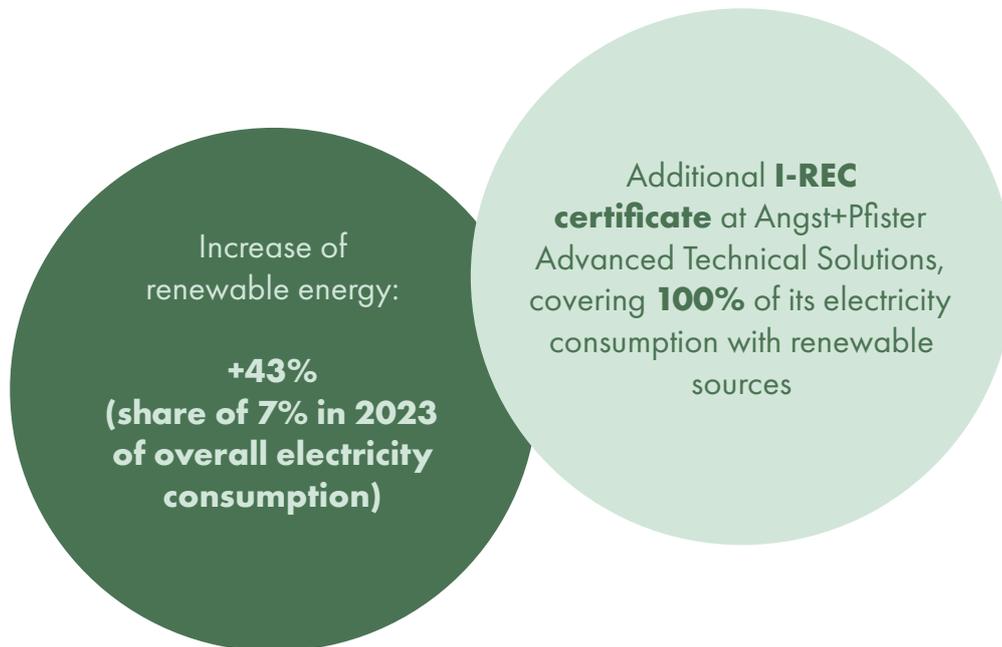




Due to the nature of our business, a large amount of the materials we work with is considered as hazardous. Across all entities of our Group, risks are regularly assessed, and trainings conducted to ensure that appropriate processes to handle these hazardous materials are in place.



Resources and energy



Many of the effects result from a variety of different reasons. Electricity consumption in 2023 has for example increased by 18%. Nevertheless, based on the Carbon Footprint assessments, well-founded decisions on specific measures to reduce resource and energy consumption were made.

In 2023, the following important measures reflect our efforts:



New 2.400 MWh solar plant at Angst+Pfister’s engineering and production site in Bursa (Türkiye)

An important milestone in increasing the share of renewable energy in our energy use has been achieved with the opening of a new photovoltaic system at Angst+Pfister Advanced Technical Solutions and High Performance Compounds Kauçuk A.S..

Together with the existing photovoltaic system at our Group Logistic Center in Embrach (Switzerland) the new system in Bursa can already cover about 15% of our Group-wide electricity consumption with clean energy.

Savings: about 1000 tons CO² per year

Replacement of oil tank with district heating at the Group Logistics Center in Embrach (Switzerland)

In November, the Group Logistics Center team in Embrach has successfully replaced the oil heating with a more environmentally friendly district heating system. The heating system is based on wood fire and has been developed in collaboration with renewable energy system developer Energie 360°.

Savings: about 260 tons CO² per year



Steps towards circularity – systematic collaboration with suppliers on the broad reuse of packaging material at anyseals in Merchtem (Belgium)

anyseals, global sealing distributor for the technical trade market and member of the Angst+Pfister Group, broadly reuses the boxes and pallets from its main suppliers. On average, more than 50% or at least 150 cartons are reused every day, leading to a reduction in packaging material waste and a more sustainable use of resources.

Savings: about 30 tons CO² per year

Environmental management of our production



Continuous improvement activities related to the environmental management of our production are reflected in the implementation of the supporting ISO certifications, especially the ISO 14001:2015.

**86% of production
ISO 14001:2015 certified**

**100% of operations ISO
9001:2015 certified**

This helps us to improve our processes, become more resource efficient, reduce waste and meet the expectations of our customers.

In 2023, we have also successfully applied for the **ISO 50001:2018 certification** of our production sites MCM (Bergamo, Italy) as well as Angst+Pfister Advanced Technical Solutions (Bursa, Türkiye), a standard that certifies and supports the development of an energy management system to optimize energy efficiency and to address environmental impact. Certification was achieved at the end of 2023.



All our certifications are available on our website
Downloads | Angst+Pfister ([angst-pfister.com](https://www.angst-pfister.com))

6. Human Rights and People Development

It is our people who determine our culture by living it every day. We acknowledge that dedicated and empowered global teams that are led by trust and respect are the core of our success. We therefore ensure to maintain our values and to provide each employee with the ability to develop and contribute. Above all, we are a family that takes care. **Angst Pfister Group Human Rights Policy**



Working culture and working environment



The Angst+Pfister Code of Conduct states: "... we constantly develop and transform to better meet our customer's and the market's expectations and needs. The common theme within this agility is formed by the Angst+Pfister Group values, by having a culture of respect and fairness, building relationships and teams, offering technical excellence, innovation and problem solving through our efficiency. The Angst+Pfister Group values furthermore constitute the basis and a compass for our action."

Our about **1300 employees** of around **40 nationalities** are located in **16 countries** on 3 continents. We are becoming increasingly internatio-

nal and are proud to rely on teams that bring in a variety of cultural and educational backgrounds along our value chain.

We build on diverse and inclusive teams and do our best to provide our people with the according working environment, a corporate culture that is characterized by good labour practices, open exchange, fair treatment and that protects from discrimination. As part of our continuous improvement initiative, we will constantly exploit areas of improvement in a structured way, aiming at further fostering equal opportunities and fairness free from any biases.

Working conditions

Employees affected by measures to regulate working hours according to applicable laws:

89%

Employees represented by employee representatives:

37%

Illness days per employee per year

5.42

Employees who benefitted from parental leave:

4%

Diversity - Equity - Inclusion

19% of workforce is under **30**.

18% of workforce is older than **50**.

30% of workforce are women.



Health and safety



The average accident frequency rate at Angst+Pfister production sites in 2023 was at 90.8, and therefore 42% lower compared to 2022. Reported incidents have been minor with low impact on the health.

As the first site, MCM (Bergamo, Italy), specialized in customized rubber gaskets as well as new generation of perfluorelastomer, has been recertified with ISO 45001:2018 while other production sites apply the locally applicable health & safety standards.

Regular trainings are conducted at each production sites to prevent any major accidents. This is taken serious, especially since our production workforce deal with substances classified as substances of very high concern according to the European Chemicals Agency ECHA.

*(The Accident Frequency = (Total number of accidents/total working hours all employees (total man-hour) x 1'000'000))

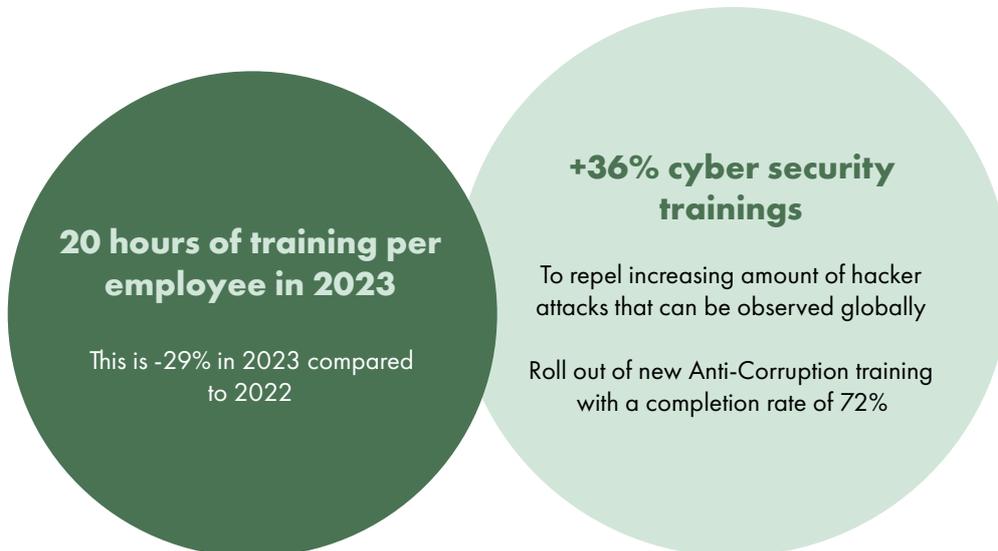
People development



Angst+Pfister supports its employees in developing their skills so that they can take on new challenges with confidence and keep pace with the global professional change in their area of expertise and beyond.

An important piece is the Performance Management Process, in which the personal development path of each employee is being determined on a bi-annual basis by the employee and the manager, enabling the employee to continuously develop towards jointly defined objectives.

To reach these objectives, they can draw on multiple training opportunities, based on various pillars.



The Angst+Pfister Academy

Our internal digital learning platform offers a broad range of mandatory and voluntary trainings to the majority of our employees. Apart from a customized onboarding training, the professional development of each employee continues with e-learning as well as live trainings, tailored to the needs of the employee. In addition, soft skill trainings in the areas of team work, productivity, languages, sales skills and project management can be chosen.



Local trainings



Trainings organized by local teams or the Group in order to continuously build expertise and expand our capabilities. This includes regular environmental and safety trainings, an annual leadership for results event or technical cross-entity trainings.

Individual external training and education

In addition to this, employees can apply for external education to bring their know-how to the next level.



Angst+Pfister Foundation

The Angst+Pfister Foundation aims to provide social security beyond the working environment for all employees of the Angst+Pfister Group and their families. We support investments in the education and support children and young people worldwide and take care of any challenges our family members face and are not able to overcome on their own.

Our foundation is overseen by members of the management and the Board of Directors who, with humanity and integrity, ensure that the necessary help is passed on to employees and their families in need.

The opportunity to give people new hope is particularly moving and we will continue to provide the necessary funds for this purely charitable, yet essential, part of our organization.

Voices of employees



"What I absolutely love about my job is the opportunity to contribute and engage in solutions, helping out and continuously learning and growing together in a vibrant environment." (Dilek Boga, Business Development Executive, High Performance Compounds)

"Our teams have advanced knowledge in all areas and the spirit of the Angst+Pfister family means that we can always count on others to learn and face different challenges." (Antoine Mirman, Product Application Engineer, Drive Technology)



"Change is seen as an opportunity to grow." (Sonika Coomar, Head of Digital Transformation, Group Digital Services)

"I value our positive work environment where everyone's engagement and sense of responsibility turn challenges into opportunities for growth." (Barış Yılmaz, Sales and Marketing Manager, High Performance Compounds)



"Fairness is part of our culture and ensures that everyone has a chance to succeed." (Ralf Werder, CEO APSOparts, APSOparts)

Disclaimer: Employee statements have been made independent of this report and are not related to its content.

Transparency

We are committed to transparently disclosing relevant information about environmental, social and governance topics to all our stakeholders.

Communication

In addition to this report, our main Sustainability communication platform is **EcoVadis**.

Please request information about Angst+Pfister directly on the ecovadis platform or contact us at sustainability@angst-pfister.com

We furthermore share information on the following platforms:

- IntegrityNext
- Assent
- Odette
- SUPPLIERASSURANCE

Policies

Code of Conduct

Human Rights Policy

Anti-Corruption Policy

Environment Policy

Code of Conduct for Supply Partners

Certificates

ISO14001

Global Logistic Centre

Angst Pfister Advanced Technical Solutions

MCM SpA

ISO50001

Angst Pfister Advanced Technical Solutions

MCM SpA

ISO14064

D&B risk indicator

NOTE

This report refers to Angst+Pfister Group headquarter, operations and subsidiaries, including Group Logistic Center, Angst+Pfister Advanced Technical Solutions, High Performance Compounds Kauçuk A.Ş., MCM SpA, O.L. Seals A/S, Angst+Pfister Sensors and Power, APSO-parts and anyseals NV.

FC Gomma Srl, ARAP Sealing Co. Ltd., APVN Sealing are new members and will be included in future reports.

DISCLAIMER

This is not an obligatory report on non-financial matters based on any official reporting framework.

REFERENCES

Memberships

United Nations Global Compact

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