



**GEMÜ**

## **Guidelines on ecological, economic and social sustainability 2018**





Our sustainability philosophy

"The very first GEMÜ product in 1964, a plastic solenoid valve, combined economical and material-saving aspects. We feel committed to this tradition."

Economic, ecological and social sustainability are new terms but their core objectives have accompanied our family-owned enterprise for over 50 years. Right from his first patent, our father and uncle, company founder Fritz Müller, achieved material savings of 50% when compared to conventional solutions. Beginning with this plastic solenoid valve from 1964, new developments have ensured that our company has experienced organic and consistent growth. Our employees have grown with us, as have the companies that we are able to support in Germany and across the world.

GEMÜ's philosophy of using as little material and energy as possible for developing, manufacturing, processing and transporting its products still stands true. In this way, we strive to interlink economic and environmental issues. Underpinned by our management team and our employees, we have been able to bring high-performance and low-consumption valves and automation components to

the market.

The GEMÜ R690 plastic diaphragm valve, which has average material savings of 30% when compared to the predecessor product, is just one example of this. The GEMÜ 550 globe valve, our multi-port valve blocks and the GEMÜ 4242 combi switchbox also clearly demonstrate that we think and act with sustainability in mind for our own company, as well as for our customers. Our latest generation of motorized actuators also promises maximum power with a reduced energy consumption and, for example, allows for more energy-efficient beverage filling machines.

We are in close contact with our manufacturing sites all over the world and discuss the investments to be made in occupational safety and employee protection. In addition to reducing the risk of accidents and establishing ergonomic workstations, we are focusing our attention on reducing and substituting substances that can have a negative impact on

people and the environment. This has led us to change and gradually reduce our use of coolants and lubricants, for example.

Considering other projects such as building photovoltaic and solar systems on company buildings, providing efficient thermal insulation, utilizing waste heat and using electric vehicles to take employees around sites, we believe we are well on the way to achieving our goals. This will enable us as a company to play our own role in ensuring that future generations can enjoy nature in the same way that we are currently able to.



Managing Partner  
Gert Müller



Company Management  
Stephan Müller





## The GEMÜ Group

Through continuous innovative design and a focus on quality and proximity to customers, GEMÜ is one of today's leading worldwide manufacturers of valve, measurement and control systems.

**Corporate philosophy**

For over 50 years now, GEMÜ has been offering high-quality solutions for numerous different customer groups, and has a reputation for acting in a sustainable manner and providing future-proof jobs.

**Over 1800 specialists**

The GEMÜ group currently employs over 1800 employees worldwide, approximately 1100 of whom are based in Germany. The comprehensive range of GEMÜ products is produced at six manufacturing sites in Switzerland, China, Brazil, France, the USA and Germany.

Research & development, design and the majority of the production and assembly takes place in Germany. With 27 subsidiaries and a large network of commercial partners, GEMÜ is active in over 50 countries on all continents.

**Range of services**

From initial consulting, research & development, and the complete production process, through to sales, service and maintenance, the company develops solutions for the whole value chain.

**Industrial sectors**

GEMÜ's customers are from the pharmaceutical and biotechnology industries, the food and drink industry, the semiconductor industry, the chemical engineering sector, the water supply and effluent sector, and numerous other sectors. The product spectrum ranges from stainless steel diaphragm valves for sterile applications through to butterfly valves for water supply, ultra pure plastic valves for chemical fluid handling, globe and solenoid valves for controlling water and steam right up to ball valves for bio-diesel systems.

**Products which conserve resources and are used in an environmentally friendly way**

GEMÜ products help to conserve resources and protect the environment in a number of specific applications. They do this, for example, by controlling water or energy consumption, channelling gaseous and liquid media, assisting energy-saving and water-saving solutions in the extraction of raw materials, or reliably monitoring processes in order to protect operators and the environment. One example out of many is the treatment of leachate from rubbish dumps, which protects the groundwater and recovers water, which is a valuable raw material, for other processes in the plant.

Thanks to optimized designs and alternative manufacturing processes, GEMÜ products save materials. Likewise, other factors, such as modern motorized actuators, contribute to increasing the efficiency in the entire system or minimizing the use of resources by preventing duplicate energy supply (e.g. compressed air network and electrical mains).

Furthermore, operation-dependent optimization of energy consumption, such as a reduced bias current, ensures a further improvement in energy efficiency. Intelligent regulation and control circuits save on raw materials and energy in GEMÜ's customers' processes while increasing productivity at the same time.

## Example projects



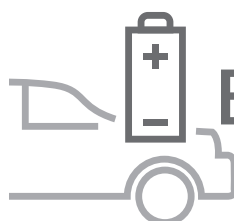
**1.200**  
TONS OF  
**Water**  
SAVED



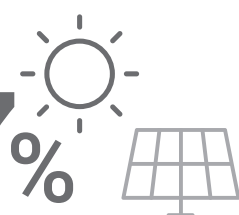
COMMISSIO-  
NING  
**Air**  
cleaning  
system



**Integration of local guidelines  
into the global  
compliance organization**



**E-Smart  
fleet**  
doubled  
**200%\*\***



**37%**  
**electricity**  
— FROM —  
SOLAR ENERGY\*\*

\*\* Example project at GEMÜ Germany



# The pillars of our sustainability strategy

## Ecological sustainability

In 2011, Company Management consolidated sustainable environmental activities under the GREEN ENGINEERING initiative. The "Production" pillar is primarily focused on recycling systems and conserving resources and for years has also been certified in accordance with the DIN EN ISO 14001 environmental standard for the maximum distribution quantity. In addition, local standards are adhered to and even surpassed at other sites. The "Products" pillar comprises four requirements for research & development, design and operation: Material savings, energy savings, environmentally friendly materials and transport savings. Additional individual measures which are implemented around the world in the form of projects make up the third pillar.

In 2017, the initiative's focus was on launching the latest generation of motorized actuators, which are significantly more energy-efficient in operation compared to standard pneumatic actuators.

## Economical sustainability

The owner-managed GEMÜ Group represents organic and profitable growth in the market of valve, measurement and control systems. To maintain and build on this success, product safety and risk assessment are central management tasks as part of DIN ISO 9001 certification. This applies both to the individual corporate divisions as well as the company's six production sites.

Company Management is also directly responsible for the other management systems. In 2017, Company Management focused its efforts on developing and expanding the compliance programme, which has now replaced the local guidelines.

## Social sustainability

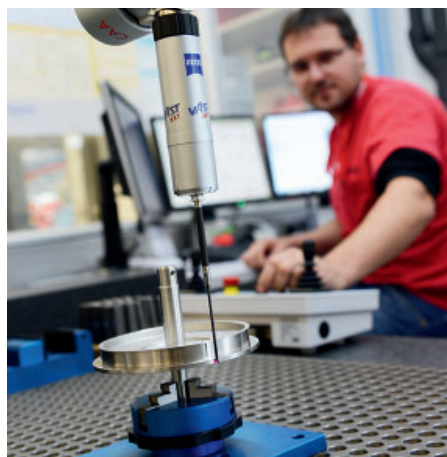
GEMÜ supports its own staff as well as local and regional institutions and activities.

For our employees, we rely on basic, advanced and vocational training to retain our staff in the long term. Sponsorship and donation projects and other activities are aimed at organizations dedicated to children, young people, people suffering from illness and people in need. With these projects, the company is aiming to help raise the quality of life and develop the future prospects of the people involved.

In 2017, the MINTec project was continued, for example, which demonstrates to pupils in kindergartens and schools how important and exciting mathematics, IT, natural sciences and engineering are.



Water treatment systems  
(GEMÜ China)



Incoming goods inspections  
(GEMÜ Germany)



Educational projects  
(GEMÜ Germany)



## Ecological sustainability

Ecological sustainability is an integral part of GEMÜ's corporate policy. Since 2011, all ecological activities have been consolidated in the "GREEN ENGINEERING" initiative.

### Basic principles

- We, as a commercial enterprise, bear particular responsibility for conserving our environment. Therefore, sustainable production and economics have been an integral part of the business philosophy at GEMÜ for many years.
- As part of our activities, we have committed ourselves to continuously improving the protection of the environment. It is natural for us to comply with the applicable regulations, directives and laws and, in many areas, we surpass these.
- We minimize our environmental effects as much as possible by being conscious of how we deal with natural resources. Using specific measures, we protect resources, minimize emissions and prevent waste.
- We actively include our employees in environmental protection. By regularly providing information and training, our employees and strategically relevant service providers are qualified and motivated to take into account the concept of sustainability in their day-to-day work.
- Everything we do as a company is with these principles in mind. We engage in open dialogue with customers, suppliers, authorities and the public, placing special importance on working in a partnership when doing so.

### Audit

GEMÜ has identified with active environmental protection for years now, which is why in 2010 it established an environmental management system (EMS) in accordance with DIN ISO 14001, including a life cycle assessment. By doing so, GEMÜ is utilizing the synergy between the management systems for environmental protection, quality assurance and occupational safety. All processes and responsibilities are stipulated in the integrated management documentation.

Through regular internal audits, the environmental management system is evaluated and adjusted. External audits by independent, external auditors certify at regular intervals that the EMS functions correctly.



In production, the focus is placed on recycling, packaging, hazardous substances and facility management.

### **Production**

Our current manufacturing processes are regularly inspected to see whether they can be improved to make them more environmentally friendly and use less energy. New production equipment is considered and equipped with economical and ecological aspects in mind. We make sure that as little waste as possible results from production, or that this waste is avoided entirely. When it comes to seals, for example, GEMÜ reuses punched-out raw material for manufacturing simple transport protection.

To cool machines, GEMÜ uses two nearby wells. Heat exchangers have been in operation there since 2007. In addition, a closed cooling water circuit has been set up for machine cooling. This measure has drastically decreased the consumption of cooling water compared to previous levels, thereby protecting natural water resources.

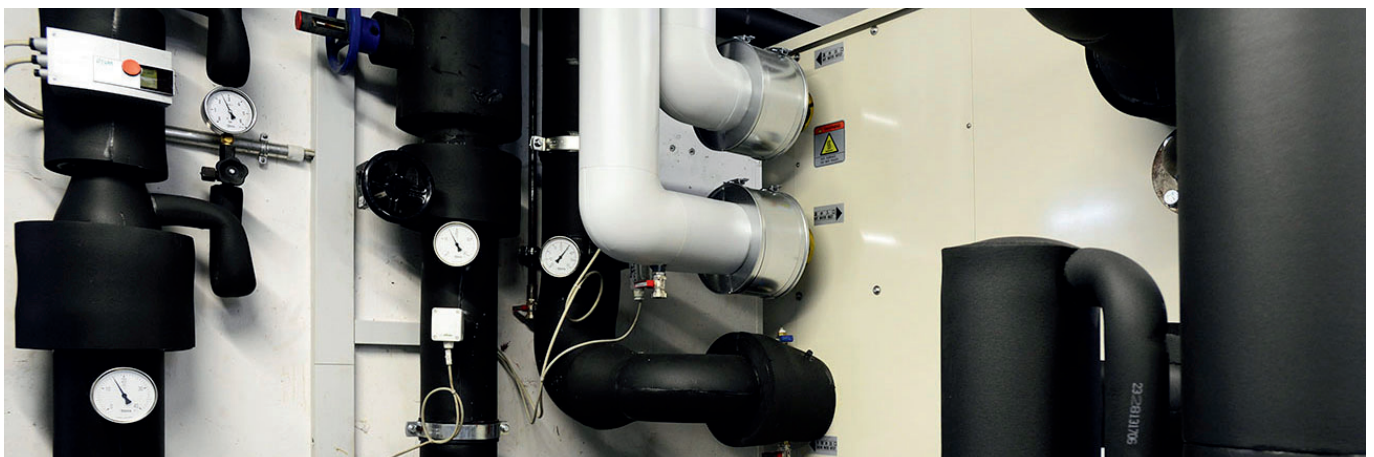
### **Hazardous substance management**

Thanks to its decades of experience, GEMÜ is able to use hazardous substances with sufficient information being known and documented about them. Substitutes and new substances which could present a danger to people and the environment are always subjected to thorough examination. This firstly involves determining whether an existing substance could also be suitable for the required purpose to systematically prevent further increasing the number of hazardous substances in use. Further steps are not taken until this stage is complete. These include analyzing all processes, from procurement, transportation, and secure storage, through to their actual use. A substance is not approved for use until it has passed these tests.

### **Logistics**

The packing material that is used by GEMÜ is usually recyclable and can be used again. When disposing of waste, the individual fractions are separated and disposed of by external specialist companies that have been checked to ensure they meet GEMÜ's environmental requirements. This has been the case for many years now.

GEMÜ has also gradually introduced an effective energy management system. After the turn of the millennium, we switched to using environmentally friendly gas heating at our headquarters instead of an oil-based heating system. The waste heat from compressors, steam test rigs and other facilities is used to heat the buildings. When procuring necessary replacement parts or equipment, we always favour more energy-efficient solutions. This is why, for example, GEMÜ works with a laser welding system that is fitted with an energy-saving cooling system.



Absorption refrigerator for heating and cooling in the GEMÜ technical centre (GEMÜ Germany)



**GEMÜ**



# Facility management

To meet this high standard for sustainability, the infrastructure of our individual sites is upgraded or even completely replaced on a regular basis.

## Energy-efficient building planing

Energy efficiency plays a crucial role at GEMÜ and, for this reason, all new buildings are constructed in compliance with the latest guidelines in this field. Measures and technologies relating to what the building will later be used for are considered right from the planning stage.

The energy used to cool and air condition new buildings is also kept to a minimum thanks to the use of energy-efficient systems and the intelligent shading of window areas.

## Renewable energies

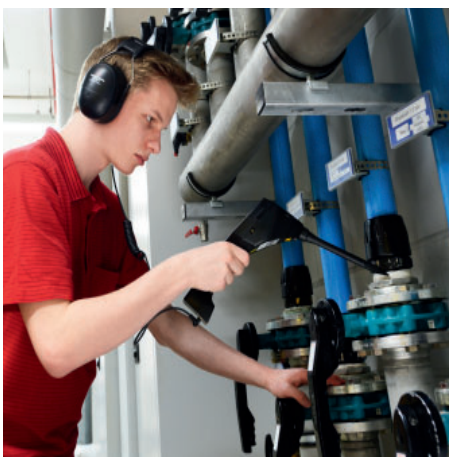
The generation and use of renewable energies represent further cornerstones in the field of sustainable business operations. Solar thermal energy, combined heat and power plants and other technologies are used for new buildings in particular.

In 2009, for example, GEMÜ commissioned its first photovoltaic system at the GEMÜ DOME Research and Development Centre. 2016 then saw a second photovoltaic system put into operation, this time on the roof of the European Production and Logistics Centre (EPLC) in Kupferzell. The EPLC is equipped with a modern combined heat and power plant as well.

When building the new site in China, a solar thermal system for generating hot water was installed. Use of a combined heat and power plant further assists with room heating and cooling, while using an innovative system for treating waste water and reusing rain water also helps to save water, a valuable resource.

## Renovations to improve energy efficiency

GEMÜ also invests in its existing buildings on an ongoing basis. The priority here is to reduce heat loss through the use of insulating materials on roofs and façades, and preventing thermal bridges by means of structural measures. The glazing in windows is also gradually being replaced with the latest triple glazing. This has seen all windows in the oldest GEMÜ building in Ingelfingen-Criesbach being replaced for the second time. These measures to improve energy efficiency are supplemented by heat recovery systems in production and testing facilities and the use of energy-saving lighting concepts which adapt to external conditions.



Leakage measurements  
(GEMÜ Germany)



Solar thermal energy  
(GEMÜ China)



Façade with fully restored window front (GEMÜ Germany)

# Sustainable products

When it comes to products, the focus is on the design guideline and the footprint of new and further developments.

Over 100 members of staff at GEMÜ in research & development, design and the technical centre are responsible for product optimizations, customer solutions and new products.

## Design guidelines

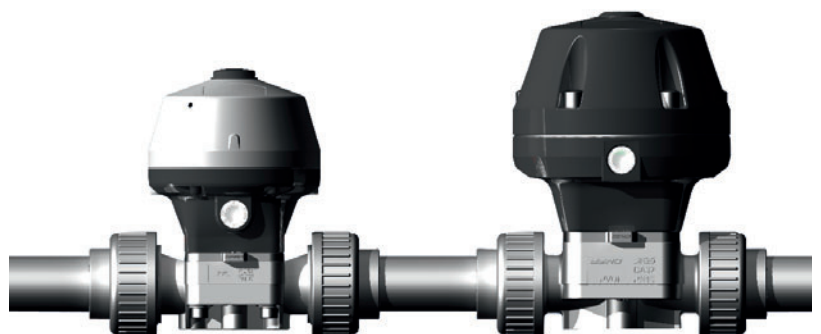
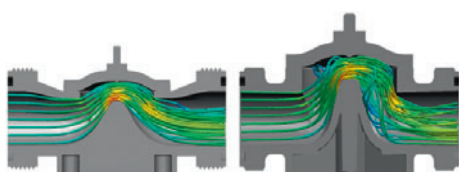
In addition to technical specifications, developers and engineers also consider economical and environmental issues. To turn this step into an integral part of the workflow, the design guidelines were also adapted several years ago to incorporate this step. The cornerstones of this approach are favouring the use of environmentally friendly materials and reducing the material consumption for manufacture. For example, plastic injection-moulded parts or metal investment-cast parts are used here. The later phases of a new product's life cycle through to its disposal are also considered right from the development stage.

## Example products

- GEMÜ 553 distribution valve without additional fittings or weld seams
- GEMÜ 550 and 650 stainless steel valves with extremely thin-walled design
- GEMÜ R690 plastic valve with significantly reduced control air consumption and material saving
- GEMÜ 4242 combi switchbox with significantly reduced control air consumption thanks to integration of a pilot valve
- GEMÜ variable area flowmeters with minimal lead content to ensure proper functioning
- GEMÜ stainless steel multi-port valve blocks with reduced heating time in sterilization processes thanks to optimized milled design
- GEMÜ plastic multi-port valve blocks without additional fittings or adhesive joints, resulting in reduced weight and improved resistance

## Optimal service life

GEMÜ products are designed to achieve the longest possible service life based on the specific application for which they are used. This can cover chemical resistance, the maximum number of switching cycles or the frequency of cleaning processes. We keep replacement part sets in stock for numerous wearing parts such as diaphragms or actuator springs so that the equipment remains in the plant and can safely perform its function. In addition to having parts replaced by our own service and maintenance personnel, there is also the option for GEMÜ employees to perform maintenance work. In addition to replacing wearing parts, these tasks include repairing products and performing analysis to establish optimal use of the products.



Further development of GEMÜ 690 to create the R690: Up to 33% size reduction and material saving, as well as improved flow characteristics



# Ecological projects

When it comes to projects, GEMÜ supports internal and external measures that are in line with the company's principle of sustainability.

## Green thinking

GEMÜ is a founding member of the Modell Hohenlohe e.V. business network, which was created in 1991. The network promotes corporate responsibility with regard to environmental and climate protection. One of the Modell Hohenlohe's aims is to improve environmental and climate protection through the imposition of legal requirements. By working together in industry-specific or topic-focused work groups, the member companies strive to find solutions for improving their environmental performance.

## Young people project

Since 2014, industrial and commercial apprentices have participated in placements of up to four weeks in length at GEMÜ's environmental management department. These placements combine theory and practice: After they have completed training and the measurement systems have been explained to them, the young employees search for cold bridges in the buildings and leakages in the compressed air supply. However, they also assist with occupational health and safety, for example by measuring noise levels. Furthermore, these placements enable apprentices to further develop the idea collection skills that form the basis of planning annual investments.

In 2017, the young employees set up a car-sharing campaign to reduce the emissions caused by commuting.

## Green move

The GREEN MOVE project, a GEMÜ electric shuttle system, was conceived in 2012. The six smart fortwo electric drive coupés, or e-smarts for short, are situated at each of the three sites in Hohenlohe in order to provide employees with low-noise and low-emission transport between sites.

E-mobility also provides support for our own employees: Any employee can charge their electric car for free using the in-house EV charging station. The main site now also offers a BMW i3 and an Opel Ampera for internal transit around the company.

At our site in China, this project has been realized using an electric shuttle bus for employees, which picks them up from where they live, takes them to work and then drops them back home again at the end of the day – all without releasing any emissions.



Electric shuttle bus  
(GEMÜ China)



Small electric shuttle car  
(GEMÜ Germany)



## Ecological development

GEMÜ products and solutions are used successfully in many industries on all continents.

### Market position

The GEMÜ Group's range of services encompasses research & development and design, consultation and production of valve, measurement and control systems through to shipment all over the world. The portfolio is supplemented by services such as customer-specific system solutions, commissioning, training, maintenance, servicing and repairs.

Since GEMÜ does not rely on individual sectors and offers a wide range of services and products, the company is able to continue to grow sustainably, profitably and with an acceptable level of risk.

### Megatrends

The variety of solutions we offer also enables our company to respond to megatrends. GEMÜ valve, measurement and control systems are used, for example, in power generation, drinking

water treatment and in the production of foodstuffs and medical products.

We have also identified further potential in environmental engineering, as countries, companies and investors are increasingly turning to alternative energy generation, water treatment and recovery of resources and raw materials.

### Trends in process engineering

Our customer-specific solutions provide us with an insight into the challenge of innovative plant design. As a result, many of our activities aim to actively help shape this transformation. Examples:

- Modularization with multifunctional GEMÜ multi-port valve blocks
- Energy efficiency thanks to low-consumption valve actuators

- Digitalization thanks to the CONEXO app and CONEXO portal

GEMÜ is working continuously on turning the changes resulting from the technological transformation into market opportunities. inervo solutions, a start-up founded in 2018, will allow the GEMÜ Group to establish the opportunities offered by the CONEXO RFID system outside the valve market as well.





# Strategy and compliance

Over the last five years, we have hired 400 new employees so that we can continue to grow while remaining flexible and focused on our customers

## Market-based user solutions

As a supplier of components and system solutions, it is essential for us to not only be aware of the ever growing and changing challenges of our customers, but to understand these, too. This is why we continually further train our advisers. They are also assisted by an increasing number of application engineers who come from each different industry.

## More efficient production and logistics processes

In recent years, GEMÜ has also commissioned several hubs as part of its global distribution strategy, into which all customer-related production and logistics processes have been integrated. These facilities simultaneously function as intercontinental hubs for supplying customers, allowing delivery times and punctuality to be significantly improved.

## Cutting-edge innovative products

GEMÜ continuously invests around 5% of the entire Group's revenue on research & development every year. This allows 100 members of staff in research & development, design and the technical centre to implement product optimizations, customer solutions and new products. To help them do so, Company Management also established a Group-wide idea management system and restructured the internal suggestion scheme.

## Risk management and compliance

With its tradition going back over 50 years, GEMÜ has a special sense of responsibility towards its employees, customers, suppliers and the public. The consequence of this for us is that we not only comply with applicable laws but also accept ethical fundamental values with no limitations.

To take this philosophy one step further and counteract existing risks, GEMÜ has set up a "compliance organization" and a "risk management organization". Both areas are closely coordinated with one another.



Application-based training (worldwide)



Automated and semi-automated logistics



GEMÜ Conexo product innovation



## Social sustainability

Together with our employees, their skills and hard work, GEMÜ has become the company that it is today.

We want to make sure that we continue to build on and maintain this. This is why GEMÜ has initiated and continues to initiate numerous projects dedicated to employee protection and occupational safety, health management and company sport as well as advanced and vocational training. Local school projects and the promotion of culture and sport at the sites are testament to our efforts to take social responsibility.

### Health protection and health management

At our sites, we take many measures for accident prevention, risk awareness and occupational safety, regardless of the specific activities performed there and the on-site conditions. Our safety representatives are on hand to help our employees and identify hazardous situations before they develop. In many countries, health days, subsidies for medical care and company sport

are all part and parcel of how we do business at GEMÜ. Our staff and Company Management also use sport events, such as company runs, as an opportunity to enjoy sport together. Staff restaurants at individual sites, meal cards and meal allowances all over the world ensure a varied selection of dishes.



Ergonomic workstations  
(GEMÜ Germany)

### Transparent communication

As our company is constantly growing, we attribute great importance to all employees having access to the information that is relevant to them and having the opportunity to express their opinions and ideas. With this in mind, all employees are able to access our intranet. Colleagues without access to a computer can get all the information they need from notices that are hung up. The company newspaper, entitled "GEMÜnews", is also made available at all our sites. In addition, feedback can be given both online and offline for the purpose of complaints management and putting forward suggestions.



# Advanced and vocational training

Our highly qualified and dedicated employees are the foundation of our business success. This is why we support their professional and personal development.

## Courses and on-the-job training

For many years, GEMÜ has been training the majority of its specialist technicians in Germany and Switzerland itself. We offer a wide range of different training professions and dual courses of study and, after successful completion of their traineeships or studies, we hire most of our trainees and students as permanent members of staff. We have already received several awards for the quality of our dual training at our three German sites.

At our sites around the world, we use on-the-job training and accompanying advanced and vocational training courses organized by our trainers and external specialists.

## Advanced and vocational training

We help both our new and experienced employees cope with growing challenges and get to grips with new fields of knowledge. To achieve this, GEMÜ has been offering a structured and educational range of training courses dedicated to valve, measurement and control systems for many years.

Additional seminars, such as language training, IT courses, etc., are provided by experienced specialists from the Group or external specialist as required. All employees have the opportunity to get involved and participation is, of course, free of charge. Key users also regularly provide training in IT programs tailored to GEMÜ.

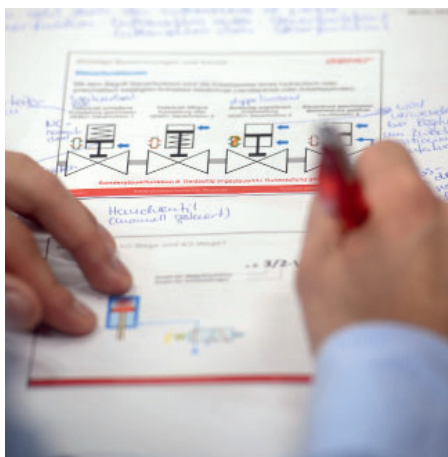
## Individual support

A changing professional environment also requires support that is tailored to individual members of staff. Performance reviews are among the tools used to establish whether knowledge and skills can or should be updated or enhanced. Our main focus is on our unskilled and semi-skilled staff, as this group is especially at risk of unemployment. We offer our staff vocational training options tailored to the needs of each specific site. In Germany, we also take care of the costs for several retraining and qualification measures each year.

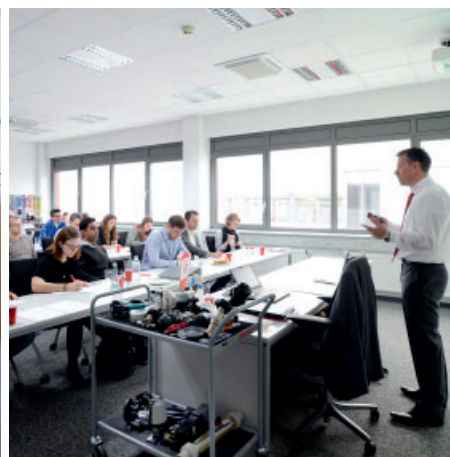
Our managers, from team to divisional management, are prepared for their role through advice, networking and seminars, and receive on-the-job support.



Start of training 2017 at GEMÜ Germany



Worldwide technical training programme



On-the-job training

# Social projects

In keeping with the slogan "Local Roots, Global Network", GEMÜ supports associations, events and initiatives from Hohenlohe, alongside projects all over the world.

## Promoting young talents

GEMÜ would like to get children and young people interested in technology. This is why we are involved in many educational projects. Examples include kindergarten projects such as MINTec dedicated to mathematics, IT, natural sciences and engineering, as well as campaign days and weeks for young talent. For example, the Girls' Day, which gives young girls the opportunity to try their hand at milling, soldering or turning in the GEMÜ training workshop. We also offer various scholarships for students, preferably those studying a technical subject.

## Promoting sport

GEMÜ employees have been playing sport together for years. Football remains the most popular sport throughout the Group, with teams made up of members from many different countries continuing to get together for a kick-about. In recent years, the popularity of running groups and group runs in particular has grown. The highlight here is the ebm-papst Marathon in Kochertal (Germany). The motivation for taking part is not winning alone, but a commitment to social causes above all, with Company Management donating to local social institutions for every kilometre run. This is why business partners, families and friends also get involved alongside the employees.

## Promoting culture

Wine and music, theatre and historic buildings: With our donations and sponsorships, we are promoting the varied cultural life and protecting the cultural history of Kochertal.

The vineyards continued to shape the cultural landscape surrounding GEMÜ's headquarters into the 20th century. As more and more vineyards were given up, company founder Fritz Müller decided to buy the unused land and give it new life. The "Ingelfinger Fass" viticulture museum, which takes the shape of a wooden barrel, was also constructed in the middle of these new vineyards a few years ago. Covering an area of 717 m<sup>2</sup>, it is the second largest wooden barrel in Europe and is used as a special location for hosting company events.

Historic buildings such as the Ingelfingen Castle and the gatekeeper's house were also at risk of becoming derelict. To preserve their structure and history, buildings have been frequently sold or funding has been provided for their renovation over the last 30 years.



Tours for children from kindergartens and primary schools



Group runs: €5000 raised for good causes by running (2017)



GEMÜ grape harvest (2017)



# Worldwide presence

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