



Sustainability Report
2014

SCHURTER AG



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The Global Reporting Initiative (GRI), which was founded in 1997, developed globally-applicable quality criteria for sustainability reporting in order to make sustainability reports comparable around the world. The present Sustainability Report is based on GRI G3 guidelines and aims to document the current state of SCHURTER AG (SAG) in terms of sustainability. As SAG's first Sustainability Report in this form, it relates to the years 2013 and 2014. The Report is designed to serve as the basis for decisions relating to sustainability goals. At the same time, it represents a benchmark against which future data can be compared. This will make it possible to ascertain whether measures that have been taken are having the desired effect, whether defined targets are on track, as well as the extent to which further adjustments are necessary. To map these developments, a report cycle of three years is planned. The key parameters will, however, be recorded and evaluated annually. The Report focuses not on the SCHURTER Group, it – when not otherwise specified – documents the situation at SCHURTER AG (SAG).

At any rate, the importance of sustainability has increased steadily throughout the SCHURTER Group. Account has been taken of sustainability aspects in various aspects of corporate strategy, and these flow into the existing structures and processes. For example, the choice of the key issues raised in this Report was based on the corporate strategy as well as medium-term and short-term planning. This will take account of the central stakeholders, pursuant to the SCHURTER AG stakeholder map, and their information interests. The SCHURTER AG Sustainability Report is intended primarily for experts. However, the interests of customers as well as of the general public are also taken into account.

In accordance with the GRI, the content of this Report focuses on the sustainability context as well as on comprehensive-ness, comparability, balance, precision, topicality, clarity and reliability. Based on the topics flagged by the GRI, SCHURTER picked the relevant economic, ecological and social or societal effects of its activities that are caused by the pursuit of the goals. Finally, the topics that were considered important were subjected to a so-called relevance test, and the definitive report content was chosen. For SCHURTER AG, this resulted in the following key areas of interest: Economic continuity, products with maximum customer benefit and its role as an exemplary employer.



1 | About SCHURTER

SCHURTER AG was founded in Lucerne in 1933 by Heinrich Schurter as a family-run enterprise. Since 1990, all of the industrial activities of the SCHURTER Group, to which SCHURTER AG also belongs, have been brought together under the umbrella of SCHURTER Holding AG (SHAG) with registered domicile in Lucerne.

1.1 SCHURTER Group (SHAG)

1.1.1 Core competencies

The SCHURTER Group focuses on components and systems for ensuring secure electricity supply and easy operation of electronic equipment. The product range includes electrical and electrical and electronic components, input systems and electronic services. The SCHURTER Group structure comprises two divisions, whereby the Components Division encompasses the strategic Business Units Equipment Protection, Equipment Connections, Switches and Electromagnetic Compatibility Products, including Measuring Service. A further division is Input Systems, encompassing inter alia touch screens, touch panels as well as membrane keyboards. The strategic Electronic Services Business Unit encompasses the customer-specific production and assembly of electronic sub-assemblies, equipment, systems and comprehensive solutions as well as logistical and technical services.

With its youngest Business Unit, Solutions, SCHURTER offers a package of comprehensive solutions for the holistic fulfilment of the most exacting customer requirements by coordinating and networking all of its core competencies.

1.1.2 Corporate structure

At the end of 2014 the SCHURTER Group had 19 companies in 16 countries. Of these, 11 operated their own production facilities. This ensures that all principal sales markets are served by dedicated companies. The production facilities SCHURTER spol. s.r.o. in the Czech Republic, SCHURTER (SK) s.r.o. in the Slovak Republic and SCHURTER Electronic Components s.r.l. in Romania complement the activities of the group company SCHURTER AG in Switzerland, which itself maintains production facilities in Lucerne and Mendrisio. There are further production facilities in Germany, the Netherlands, England, India, China and France. The Board of Directors of SHAG is the supervisory body for all group companies.

Hans-Rudolf SCHURTER, family member in the third generation, has been Chairman of the Board of Directors since 1992, and was also CEO of the SCHURTER Group until the end of 2014. This position has been exercised by Ralph Müller since 2015. As a family-owned stock corporation, SCHURTER publishes neither a balance sheet nor an income statement. It does, however, release the following key performance indicators:

Key performance indicators for the SCHURTER Group	2014	2013
Sales (CHF million)	205.5	174.7
Cash flow (CHF million)	20.5	17.8
Profit (CHF million)	10.5	8.9
Investment (CHF million)	8.6	11.1
Expenditure on research and development (CHF million)	7.9	6.3
Number of employees	1 584	1 480

SCHURTER Holding AG is owned by nine minority shareholders with different shareholdings. All shareholders are members of the Schurter family. The syndicate meeting, the meeting of all shareholders, is held once or twice per annum. The performance of the business, strategy and any possible questions are addressed at these meetings.

SCHURTER products are distributed by the companies of the SCHURTER Group, by global distributors and by commercial representatives abroad. This network serves over 100 000 consumers in around 60 countries (see chart below). In addition, SCHURTER also serves direct customers. SCHURTER keeps outsourcing to a minimum; in-house solutions are always preferred. If there is a need for additional production capacity, SCHURTER prefers to acquire an existing organisation in order to enable it to stipulate and monitor quality standards itself.

1.2 SCHURTER AG (SAG)

SCHURTER AG is a stock corporation, and as a group company it is a wholly-owned subsidiary of SHAG. It owns the head offices in Lucerne as well as the site in Mendrisio. SAG maintains close customer and supplier relations with the other group companies.

1.2.1 Core competencies

SAG Lucerne is the principal site of the Components Division, and also acts within the SCHURTER Group as the in-house expertise centre. In this conjunction it brings together internal business tasks such as corporate development, product innovation, product realisation, the winning of orders and order fulfilment as well as resources management. The Mendrisio site is responsible for the realisation of projects in the electromagnetic compatibility field. Lucerne and Mendrisio also operate as production facilities.

SAG Lucerne and Mendrisio are development, production and distribution sites. They cover the competencies of manufacturing and assembly, automation and tool construction, development, sales, logistics, marketing, communications, product marketing, licensing and customer management as well as general organisational tasks such as finance, procurement, HR and quality management along with IT and SAP application management. Production in Lucerne focuses on fuses and plugs. Mendrisio oversees the customer-specific production and assembly of electronic sub-assemblies as well as the development of electromagnetic compatibility filters.

1.2.2 Corporate structure

In organisational terms, the Lucerne and Mendrisio sites report to the CEO of SAG in Lucerne. The SAG management team also forms the top management level of the Components Division. The SHAG Board of Directors consists of five persons, whereby three of these five members of the Board of Directors are Schurter family members. Its activities as the supervisory body merely covers the statutory requirements. The management team comprises 13 persons. There are 58 executives. At the end of 2014 the Lucerne site had a total of 335 employees, while the Mendrisio site had 89 employees.

1.2.3 Markets and customers

The SAG product portfolio currently encompasses around 25 000 articles. Over 95 percent of these consist of standard products. SAG operates in a wide variety of markets with these products. SAG has an approximately 25 % share of the fuses market, while it has a 15 % market share in the case of equipment fuses and IEC plugs. The market for combined elements with filters is SAG's strongest; it controls 30 % of the global market. Of the 1 300 customers who buy products directly from SAG, 34 are rated as A customers. Sales generated by this customer group account for around 70 % of total sales. A further 20 % of sales are attributable to 350 B customers, while 916 C customers generate the remaining 10 % of sales. In addition to its product portfolio, SAG also offers a range of services. For example, SAG renders logistical and technical services (electromagnetic compatibility EMC measurement service), realises customer-specific developments and is also responsible for various management services within the context of the SCHURTER Group.

2.1 Interview with Ralph Müller

Interview with Ralph Müller, CEO SCHURTER Group, on the topic of sustainability on 24 April 2014 (at the time of the interview, Ralph Müller was CEO of SCHURTER AG and Head of the Components Division).

Mr Müller, running a company that is permanently exposed to the harsh wind of the market must keep you very busy. How important are issues such as sustainability?

Sustainability is a very high priority for us. Our corporate communications do not deploy the classic terms of ecology, economics and social affairs. Nevertheless, they are an integral part of our concepts and systems, for example in our strategic success factors: brand image, innovation, product and service quality as well as personnel and society

Brand image, i.e. a good reputation and recognised brand name, demands successful cooperation with partners and customers. This secures long-term growth, facilitating the company's long-term success in economic terms.

Like everywhere else, innovation is another important aspect for us, and strengthens the company's competitiveness. Here, vision is of crucial importance, right from the development stage onwards. It is necessary to judge how the product will be received by the market, and whether the investments will pay off in the long term – considerations that address the economic sustainability of the company.

At the same time, the product and service quality that we and the customer expect is also guided by sustainability considerations.

High-quality service also requires well-trained personnel. While the personnel and company success criterion may be merely a "soft" factor, it can very quickly impact "hard" facts, for example if the service quality declines. For this reason we place great emphasis on having a good and strong corporate culture.

Sustainability is therefore a central aspect of your corporate management – why?

There are internal reasons for our approach. Yet our direct environment also provides incentives. External motivations include, for example, the demands of our partners: some of our customers, mostly major globally-operating corporations, demand sustainability reports from their partners. They want information about the economic and ecological situation of their suppliers, because their products need to be defensible at every stage. For this reason, these major corporations are keen to ensure that their suppliers are able to document energy management, and also to set associated goals. There are, however, also very pragmatic reasons why a sustainability approach is worthwhile: new markets can be opened up with ecologically defensible products. Ecology increasingly represents a competitive advantage. It is here that we as a company have decided to assume a pioneering role. Moreover, it is not just customers and partners who place increasing value on sustainability. Society as a whole also values this more and more. Citizens are becoming increasingly critical towards companies. For SCHURTER AG in particular, which is headquartered in the middle of Lucerne, it is important that people are properly informed about us. Furthermore, security also plays an increasingly important role. We want not merely to fulfil the minimum requirements, but also to go a step further and interact with our surroundings in a sustainable manner. Ultimately, the brand image is also an important factor when it comes to acquiring key individuals. Being regarded as a good employer is helpful when recruiting new, qualified employees.

At the end of the day, however, we also have an exemplary function within the SCHURTER Group: As an "in-house expertise centre", SCHURTER AG is responsible for addressing the topic of "sustainability" and needs to generate awareness of this. This is the only way to ensure the other group companies properly appreciate that this represents a long-term commitment and endeavour, and one that protects our long-term future and growth. Once this is fully understood, they are able to shift their own focus towards sustainability and the collective realisation of our goals.

What specific goals are you pursuing?

For example, in terms of energy management we have set ourselves sizeable targets for reducing consumption. Lean management will be another topic. We are keen to reduce waste. This is also firmly anchored in the strategy for the coming five years. The topics range from waste management to the workplaces of office employees. Material waste is to be reduced here too, to a reasonable extent. In overall terms, we aim to make more conscious use of our own resources, without coercion and controls, but instead with targeted suggestions and appeals to reason, orderliness and cleanliness. In the field of employee development, we see increased demand for qualified personnel going forward. To safeguard our position on the labour market, we aim to remain attractive as an employer. In future, participation in the Swiss Arbeitgeber Award will continue to play an important role.

When it comes to its positioning as an employer, the company's public profile is an important aspect. Yet SCHURTER does not exactly blow its "sustainability" trumpet. How are outsiders nevertheless able to appreciate the company's endeavours in this field?

On the one hand, in terms of its financial success. This is what all companies are expected to achieve. Without this, no company can survive. Here, however, a long-term view is crucial. I believe that we are very well-positioned here. In general terms, we are also able to demonstrate considerable continuity. This indicates sustainability, quite apart from key economic figures. For example, our corporate culture has continued to develop over many years, and has been continuously accompanied and supported by our participation in the Swiss Arbeitgeber Award. We use the findings of surveys conducted within the context of this award to see where we stand, to assess how we can develop further and to identify where any weaknesses might be.

Does this mean the sustainability endeavours impact above all the company's public profile?

First and foremost, sustainable business practices generate positive economic consequences. Within the price environment in which we find ourselves, we can boost our margins by cutting our internal costs. At the same time, sustainability efforts certainly have a positive effect on the company's image, whereby healthy finances also help here too. As a businessman, however, it is above all a personal objective to ensure we are able to show what we can do as a company to reduce our CO₂ emissions and to operate ecologically. For this reason, I am particularly pleased that we are aiming to achieve ISO certification for our energy management system in 2014.

The term "sustainability" has become something of a ubiquitous catchphrase today. Why are you confident that this is not merely a short-lived craze, but instead a long-term concept?

In today's environment, sustainability is a prerequisite for economic success. Those who do not take this into account will also not be able to report long-term economic success.





2.2 SCHURTER AG as a company

“SCHURTER is committed to sustained development and takes all measures necessary to protect the environment within its sphere of influence. In accordance with this commitment, SCHURTER pursues a comprehensive and sustainable approach towards health, safety and environmental management.”

SCHURTER Code of Conduct

2.2.1 safe – commitment to safety in all areas

Whether in conjunction with products, customers or in-house employees – the brand claim “safe&easy” is the priority for SCHURTER. As the SCHURTER Code of Conduct shows, safety at SCHURTER is also an integral part of its sustainability efforts. The safety concept derives from the core business itself: SCHURTER focuses on components and systems that facilitate the safe electricity supply and simple operation of electrical equipment.

The logical consequence of this is customer safety. This is a central issue for SCHURTER – for good reason: SCHURTER products are deployed in many fields in which faulty products or incorrect operation could endanger life, for example by causing fires. The guiding principle of safe electricity supply and protection against over-current and short-circuits results in a wide variety of requirements: These range from special materials for the food industry, through explosion protected components for hazardous environments, to over-current protection, for example for space applications. In order to guarantee the highest possible quality for such demanding product requirements, the majority of SCHURTER products are subject to international statutory provisions. The applicability and safety of SCHURTER products is carefully monitored in elaborate and resource-intensive processes by external test institutions. Licences and approvals granted by this means safeguard the international application and acceptance of the products, and consequently of the SCHURTER brand as well.

A particular emphasis is also placed on safety during the development and production process. Extensive specialist and application expertise, the close cooperation with customers and the use of control and measurement systems generate market performances of the highest quality and safety. Customer contacts contribute towards safety and quality at SCHURTER in various ways: A customer satisfaction survey is conducted each year in order to identify potential for improvements and for planning.

The analysis of customer complaints also provides valuable information about customer requirements in terms of service levels and the need for information, in addition to the reported technical defects. The annually conducted customer satisfaction survey regularly highlights potential for improvement. All these insights flow into the internal continuous improvement process as well as planning processes. These measures are designed to ensure that the products correspond to the highest safety standards at all times and also meet market requirements, thus helping to safeguard the future of the company.

The expenditure incurred to achieve the maximum possible safety is also reflected by the fact that during the period under report, SAG did not record any court convictions or warnings in respect of health or safety regulations. There were also no complaints about data protection breaches or sanctions based upon violations of product liability regulations.

2.2.2 easy – for simple operation

In accordance with the brand claim “safe&easy”, ease of operation is another of SCHURTER’s defined goals. In order to satisfy this requirement, all SCHURTER components as well as all input systems are labelled in accordance with their official approvals. The nature of the labelling is stipulated by standards and national licensing agencies. Additional data on SCHURTER products describe the connections and provide information about electricity and voltage ranges. In addition to licences, packaging labels also contain information about traceability, the name of the country in which the product was made as well as its lead-free and RoHS conformity status.

SCHURTER’s efforts to simplify the operation of its products go a step further, however. The organisation distinguishes itself from other providers by the quality and availability of its product datasheets. These can be accessed by anyone on the company website, and are kept continuously up-to-date. Official country-specific safety certificates are also directly linked to the datasheets.

If product changes are made, then SCHURTER sends a so-called Product Change Notification (PCN) to all customers. In addition, the Product Change Notification is linked to the datasheet, in order to communicate this information as widely as possible. Another reason why these measures are so important is because certain product amendments may result in a safety risk.

SCHURTER makes further product information about the materials deployed, adherence to rules and regulations as well as ecological aspects contents available online in over 500 so-called Product Content Sheets (PCS).

To supplement the product information, SCHURTER publishes regular specialist articles, application descriptions and information about standards, both on its in-house website as well as in numerous specialist journals. This is designed to ensure that customers are optimally supported by the expertise and competence of SCHURTER to apply its products safely and correctly.

2.2.3 Respectable business practices

Because words need to be followed by deeds, SCHURTER integrates its striving for safety, simplicity of operation and sustainability in its processes.

Together with achieving the highest-possible safety standards, SCHURTER products also comply with REACH and RoHS criteria. This means the company adheres to the statutory requirements pertaining to the environmental friendliness of its products. To make this possible, sustainability needs to flow into new products from the development stage onwards. SCHURTER defines all safety and environmentally-relevant aspects right from the onset, when the specifications of a future product are defined. This includes specifying materials that are RoHS and REACH compliant and free of halogens. During the development process, potential faults and their repercussions are analysed, in order to minimise any possible risks. The extensive testing of the products by agencies as UL, CSA, VDE (ENEC10), METI, CCC and KTL also represents a critical and resource-intensive phase in the life-cycle of a product. For this reason, SCHURTER places great value on adhering to all requirements.

Once a SCHURTER product has been market-launched, the emphasis shifts to keeping this up-to-date. For example, customer feedback is analysed at regular meetings. This is to ensure that any desired product and safety improvements can be implemented efficiently. In addition, SCHURTER actively monitors all changes to national and international law, assesses their relevance for in-house products and initiates corresponding measures if necessary. Even after their life-cycle has been completed, SCHURTER products should not burden the environment. For this reason, SCHURTER is keen to ensure that its own products can be recycled.

The fact that SCHURTER constantly strives to achieve the highest safety, simplicity of operation and sustainable business practices is also evident at management level. Some 23 years ago, SCHURTER AG’s quality management was one of the first in Switzerland to be ISO 9001 certified. Over the years, this was followed by ISO 14001 certification for environment management and OHSAS 18001 for industrial safety and health protection at SCHURTER AG, which has been verified in annual audits ever since. In 2014, ISO 50001 was also achieved. Here too, SCHURTER AG is exercising a pioneering role in Switzerland. Only a very small number of companies were ISO 50001 certified before it.

The corporate model EFQM for Business Excellence, which facilitates a holistic view of an organisation, also has a long tradition at SCHURTER. Following integration of the EFQM model in the company, its effectiveness is checked in an annual self-assessment, and measures are determined on the basis of the results. An additional 34 criteria in the key parameter cockpit visualise the development of the strategic success factors at SCHURTER AG. The model was introduced to the corporate structure back in 1995. In the year 1998, only three years later, SCHURTER AG secured an award the first time it took part in the ESPRIX Swiss Award of Excellence. The second time it took part, in 2002, SCHURTER AG won the ESPRIX Swiss Award for Excellence in the major corporation category. It repeated this success in 2014, when it again won the award in the major enterprise category.

Supplementing the EFQM model is Six Sigma (6 σ), a management tool for process improvements, and an integral part of quality management at SCHURTER since 2009. Core elements of Six Sigma are the description, measurement, analysis, improvement and monitoring of processes using statistical means. Fault rates, which have always been measured and evaluated annually in all areas of the enterprise, have been steadily reduced thanks to a wide variety of measures. The production side will now be used to illustrate the Six Sigma process. Fault rates on the production side are measured in terms of the number of faulty components per million produced components. The PPM (parts per million) unit used in this conjunction is also used in all other Six Sigma measurement systems. The determined ppm rate is always compared with the defined target value, in order to monitor adherence to the target. One of the reasons the trend towards full automation is so important is because the market makes increasingly stringent demands on products, in particular in relation to components in the safety field such as fuses and fuse holders. It would be very difficult to achieve the ppm values required by the market with manual labour or semi-automated processes. For this reason, the trend towards full automation is unavoidable for manufacturers, if they want to remain competitive. This is also reflected by the steady decline in the ppm target values defined internally by the company.

To exploit the fault avoidance potential to the full, the know-how of employees is used in addition to analyses. In the year 2012, SCHURTER expanded the continuous improvements process for employees with the “Power Innovation” initiative. The initiative aims to provide a platform for creative ideas and improvement proposals, enabling them to be implemented in a structured manner. Each individual employee is also encouraged to submit at least two suggestions per annum, and to realise these independently. In the year 2012, some 264 improvements were implemented by this means. For example, these resulted in financial savings on the production side totalling CHF 259 000. In the year 2013, the organisation of the process was optimised, and the number of implemented improvement proposals grew to 673. Together, these accounted for potential savings on the production side totalling CHF 234 000. In the year 2014, this figure was raised still further to a total of 961 proposed improvements. While the savings potential on the production side was not reported separately in the year 2014, it at least matched the level recorded in the previous year.

A further measure is the daily coordination of ongoing quality complaints from customers, suppliers and internal reports. An interdisciplinary team is deployed here, comprising representatives from Quality, Operations, Development and Purchasing. In SCHURTER’s view, a company’s sustainability efforts are also closely linked to its integrity. For this reason, credibility, in particular in conjunction with the safety claim, is a valuable asset of the SCHURTER brand. On the advertising side, the business also adheres to the statutory regulations and the Code of Conduct of the SCHURTER Group. As a consequence, the company does not sell any products whose sale is prohibited in certain markets, or that are the subject of public disputes.

Sustainable through innovation and satisfied customers

In the field of key corporate performance figures, there was a focus on the following topics during the period under report: improving customer satisfaction, boosting process quality and increasing the EFQM self-evaluation.

SCHURTER AG tests customer satisfaction with a survey of over 3500 consumers. Changes were made to the survey in the year 2013. Customers were divided into three groups (developers, buyers and distributors). With more detailed questions on various aspects, together with overall evaluations, this made it possible to draw up trading portfolios for each unit. On the basis of this, specific plans of action for each unit were drawn up. In general, the data shows a positive trend in the field of customer satisfaction, and clearly identifies the areas where further improvements are needed.

The field of order process quality OPQ is described using the unit ppm (parts per million), whereby this refers to recorded faulty order items in customer orders per million items. While the defined targets of 200 ppm were undercut in all three years of the period under report, they remain stable at a high level. This is due, inter alia, to the effect of the rigorously implemented continuous improvement process "KVP".

EFQM self-evaluation was selected as the third point of improvement. SCHURTER AG has conducted an annual self-evaluation for the central corporate management model EFQM since 1995. Due to the high points level in the year 2012, which matched the Esprix Award Winner level, it was decided to take part in the Swiss Award for Excellence ESPRIX in the year 2014. In place of the self-evaluation, in the year 2013 the application for the ESPRIX Award was submitted. This application was crowned for SCHURTER AG by the Award for Major Corporations – for the second time since 2002. The improvement areas and strengths arising out of the ESPRIX feedback report were recorded and compared as well as supplemented with in-house data.

As an objective for the coming year, the focus will once again be placed on three areas. On the one hand, the media profile is to be boosted still further. This is to be achieved by placing targeted and tailored specialist articles. In addition, customer complaints are to be processed more quickly, thereby also boosting customer satisfaction. For the third point, it was decided that each employee should submit and implement at least two improvement proposals KVP.

Designation	2012	2013	2014	2014 results
KUZU values	82	78 ¹⁾	87	▪ Customer satisfaction was successfully raised over the defined period
PCN	30	39	33	▪ The process quality OPQ fell short of the target, although remained at a relatively high level.
PCS	21	64	107	▪ The EFQM self-evaluation was continuously improved, and was confirmed in 2014 with the 1st place in the major corporation category
Specialist articles	2	6	2	
Order process quality OPQ in ppm	105	154	124	
KVP, Power innovation figures	264	673	961	
Supplier rating	85 %	85 %	85 %	
Market launches	10	10	14	
EFQM self-evaluation	640	n.a. ²⁾	646	2015 goals
Customer complaints	558	569	521	▪ The media profile is to be further boosted by placing specialist articles
				▪ Customer complaints are to be processed more quickly
				▪ Each employee should implement 2 improvement proposals per annum

¹⁾ New evaluation method

²⁾ Application Esprix 2014 > 1st place for major corporations



2.3 SCHURTER AG as a manufacturer and service provider

2.3.1 Partners

The partners of SCHURTER include its customers, suppliers as well as organisations, for example in the field of education. The focus of the cooperation is that greater added value is generated for everyone involved than would be the case with a conventional market performance. In this conjunction, the partnerships also pursue strategic goals, such as exclusive production or innovation cooperation. The cooperation also enables both parties to benefit from the continuous improvement in performance, extended market know-how and a refined focus on the future in terms of corporate development. For this reason, SCHURTER AG also cooperates with its competitors. The form of this cooperation ranges from "Private Label Agreements" to cooperation in the field of product development, using synergies and facilitating optimum market positioning. On account of the ongoing change to which the electrical and electronic industry is subjected, partnerships in the development field are of particular relevance for SCHURTER. The product MGA-S shows that jointly developed projects of this nature produce good results: SCHURTER aeronautic fuses are based upon an already-existing fuse type, the MGA from SCHURTER. In conjunction with the European Space Agency ESA, the fuse was developed further, in a process lasting several years, to meet exacting aeronautic standards. The result of this cooperation is called MGA-S, is correspondingly ESCC-certified by the European Cooperation for Space Standardisation, and is today deployed in satellites and space probes of all kinds.

This means SCHURTER is the only European manufacturer whose fuses meet the exacting standards of the aerospace authorities. This achievement has also been recognised outside the aerospace sector: in December 2013 SCHURTER AG won the IHZ Innovation Prize with its MGA-S. This is awarded by the Chamber of Commerce and Industry of Central Switzerland, and is one of the oldest innovation prizes in Switzerland.

SCHURTER also maintains partnerships with suppliers in the supply chain. These are individually supported using supplier management, and also contribute valuable know-how within the context of new product developments. The close links with individual partners is another key factor when it comes to smoothly executing possible material adjustments. Changes to material quality or material composition are frequently required, in particular for ecological reasons, in order to reduce the environmental burden of the products. At the start of the year 2011, for example, PVC suppliers replaced the plasticiser DEHP with a harmless alternative. For such reasons, SCHURTER chooses its suppliers with great care. Before entering into a cooperation with new suppliers, these are audited on the ground. In addition to commercial criteria, the evaluation also addresses quality, the environment, social aspects such as for example human rights as well as safety-relevant issues. If, following the evaluation, the decision is taken to work together with a supplier, then SCHURTER requires the supplier to adhere to environmental guidelines, such as for example the list of prohibited substances. SCHURTER signs quality assurance agreements with all A-suppliers, accounting for approximately 80 percent of purchase volumes. These also take account of social-ethical aspects, in addition to quality. In addition, SCHURTER regularly audits all suppliers. These arrangements apply not just to all companies in the supply chain, but also to trading partners. SCHURTER has recorded the principles governing the cooperation in the Code of Conduct, which is also applied to the partners.

2.3.2 Resources

As a producer of electrical and electronic components, SCHURTER processes and uses resources of the widest possible range of types. These can be broadly broken down into the categories of production materials, energy, water, emissions and transport. The following passages provide an overview of the extent to which these resources are used by SCHURTER.

2.3.2.1 Production materials

The widest possible variety of materials are used to manufacture SCHURTER products. These range from raw materials such as plastic granulate or metals, through consumables and operating materials (solvents, oils/fats and chemicals) to semi-finished products.

2.3.2.2 Energy

To heat its buildings, SCHURTER AG uses the primary fuel gas. In the year 2012, consumption amounted to 1 033 237 kWh. In 2013, gas production rose 50.9% to 1 559 879 kWh. The reason for this was the long winter in the year 2013. In the year 2014, consumption fell 31.4% to 1 069 592 kWh. In addition, SCHURTER consumed a total of 3 589 715 kWh of electricity in 2012. By comparison, electricity consumption rose in 2013 to 3 798 511 kWh or 5.8%, and increased in the year 2014 by a further 2.2% to reach 3 880 775 kWh.

SCHURTER AG is ISO 50001 certified, and consequently makes a variety of efforts to cut its energy consumption. In 2012, two measures to improve energy efficiency were implemented. On the one hand, this entailed the commissioning of a new drying plant for plastic granulate, and on the other the re-insulation of the flat roof of the structure "Building A" in Lucerne. In 2013, lighting control was installed to improve the use of energy in the high-bay storage facility, and a climate-control oven was deployed that operates without an air conditioning unit. In the year 2014, an investment was made in the air conditioning unit in the Micron Guard field, and the compressed air network was reduced, which led to substantial energy savings.

2.3.2.3 Water

In 2012, in-house and secondary water consumption at SCHURTER AG amounted to 8 598 m³. This fell 6.4% in the year 2013 to 8 047 m³ and again in 2014 by 14.1% to 6 910 m³. In overall terms, around 90% of the water was used at the Lucerne site, while only 10% was used in Mendrisio. The reason for this are the production processes, which also use water. To minimise water consumption, SCHURTER reuses water – that had already been deployed for cooling purposes – in the electroplating field, before disposing of this as waste water.

The Mendrisio site draws its water from the water utility of the Municipality of Mendrisio. SCHURTER AG in Lucerne meets its water requirements from the water utility of the City of Lucerne.

2.3.2.4 Emissions

Due to its energy consumption, SCHURTER AG also produces greenhouse gases. Because the Mendrisio and Lucerne sites are both heated using natural gas, the output of CO₂ thereby generated in the year 2012 totalled 207 tons. In the year 2013 the volume emitted rose to 312 tons, while in the year 2014 the emissions amounted to 214 tons. The volume of CO₂ emitted by electricity generation in the year 2012 amounted to 503 tons, in the year 2013 this was 532 tons, while in the year 2014 it was 543 tons.

In order to reduce the company's greenhouse gas emissions, a number of activities were conducted in 2012, although only on a voluntary basis. The new, more energy-efficient drying plant for plastic granulate and the new roof insulation produced savings in 2012. In addition, the modification of lighting controls in the high-bay storage facility and cooling for the climate-control oven, which were realised in 2013, also produced massive savings. The investments in the air-conditioning plant as well as the reduction of the compressed air network in the Micron Guard field likewise reduced emissions in the year 2014.

SCHURTER places great value on proper waste disposal, and encourages the recycling of materials whenever possible. Numerous paper and cardboard collection points are provided in all offices, to encourage the correct disposal of such waste materials. Despite this, 40.7 tons of standard waste were generated at SCHURTER AG in 2012 within the context of its production and administrative activities. In the year 2013 the figure was 39.1 tons. The defined target of < 35 tons in the year 2014 was almost achieved; the actual volume was 37.89 tons.

In addition to standard waste, waste was also generated in the form of toxic waste as well as other materials such as wood, long scrap, cardboard, plastic with metal, electrical waste and glass, which do not count as normal waste and furthermore incurred costs. Wherever possible, SCHURTER recycles this – on the one hand, old paper generated by administrative work, on the other hand, it also recycles plastics, metals and electronic scrap.

SCHURTER also endeavours to reduce waste in conjunction with the distribution of its own products. Individual packaging cannot be taken back, because the product packaging used for all components also defines the delivery unit. SCHURTER takes care to ensure that packaging used for transport can be reused. In addition, reusable packaging is used to deliver semi-finished goods to production sites.

2.3.2.5 Transport

The logistics of the entire SCHURTER Group are settled via the three hubs of Europe, Asia and America. The finished products are correspondingly delivered by air or sea freight to the various sites. The final distribution is performed using road transport. In the case of major production sites, deliveries are also organised directly to customers.

Transportation between the major SCHURTER production sites and SCHURTER AG is arranged using combined services. For example, trucks drive on a weekly basis between Romania, Slovakia and the Czech Republic and Switzerland, transporting raw materials to the sites and finished components to SCHURTER AG. Here SCHURTER makes sure that optimum use is made of the available transport capacities.

In order to minimise overall transportation, SCHURTER also endeavours to source materials for the production sites locally. This means that the sites should obtain materials, whenever possible, from local suppliers. The best example of this is the group company SCHURTER Electronics Shenzhen Ltd. with head offices in Shenzhen (CN). The company buys around 70% of its materials from Chinese suppliers, and only approximately 30% from overseas. Of this 30%, 20% are materials from overseas that are not locally available, and around 10% from SCHURTER AG, whereby these constitute above all metal components made of high-quality raw materials that can also not be procured locally.

Sustainability through the efficient use of resources

In the field of key environmental performance figures, there was a focus on the following topics during the period under report: reducing the consumption of resources through rigorous management, cutting CO₂ emissions and the professional processing of environmental questions.

Since 2013, the consumption of resources at SCHURTER AG is shown not just for the Lucerne site, but also for the Mendrisio site. Water, natural gas and electricity resources were deployed efficiently during the period under report. A number of improvements and adjustments to the production cycle and to the infrastructure enabled electricity costs to be continually reduced. Heating and water costs were also reduced, with the exception of heating costs in the year 2013, which rose on account of the long winter. In the following year, however, these were again below the defined target. Resource-related optimisation in the fields of electricity and natural gas also enabled CO₂ emissions to be cut significantly. In terms of in-house production, resource efficiency was increased from year to year. Here too, fluctuations and possible rises may be brought about by different winter weather patterns.

Over the three years of the reporting cycle, there was a steady rise in the number of environmental questions. In the year 2014, these were almost 50% higher than in the year 2012. This is likely to be attributable to the increased interest of our market partners in the topic of sustainability.

As an objective for the coming year, the focus will be placed on the following three areas. CO₂ emissions in the coming year are set to be below the level for the previous year. We have only been able to achieve this with the rigorous and efficient management of resources. In addition, waste volumes are to be reduced still further through optimum lean management, and cut to below 35 tons. If one compares the respective transport costs of the group's individual sites, substantial potential for improvement is still available. The aim should be to process this data and to identify the key performance parameters. Likewise, the environmental performance parameters of the other production sites also need to be recorded and included in the evaluation.

Designation	2012	2013	2014	2014 results
Electricity consumption kWh/TCHF	66.12	56.27	54.78	<ul style="list-style-type: none"> The consumption of resources can be continuously reduced through rigorous management CO₂ emissions have been permanently reduced by investments in infrastructure Environmental enquiries are of increasing importance, and are professionally processed
Heating costs kWh/m ² /TCHF	15.84	18.35	13.18	
Water consumption l/TCHF	17	11.89	10.35	
CO ₂ emissions kg/TCHF	12.66	11.55	10.3	2015 goals <ul style="list-style-type: none"> CO₂ emissions are to remain or to be reduced below the current figure Waste volumes are to be further reduced to below 35 tons by lean management A new emphasis is to be placed on transport costs within the SCHURTER Group, and key parameters are to be defined
Environmental enquiries	225	311	327	
Volume of waste sent for incineration in t	40	39.19	37.89	
Operating materials and consumables in kg/kg processed raw materials	0.15	0.15	0.16	

2.4 SCHURTER AG as an employer

A high value is placed on employees at SCHURTER AG. The strategic success factor of personnel & society is firmly anchored in the company. In order to check whether the process is effective, and in order to position the business against other companies, SCHURTER AG has taken part in the Swiss Arbeitgeber Award every two years since 2003. This is based upon a detailed employee survey that evaluates the organisational operating conditions in terms of structure, culture, leadership, incentives and the transfer of knowledge from the perspective of employees, as well as the resulting personal attitudes of employees in respect of satisfaction, commitment and attractiveness of the employer. Following its victory the second time it took part in the year 2005, the second place in 2009 and the third place in 2011, SCHURTER AG secured a respectable ninth place in the year 2013. In comparison to previous years, this result might seem disappointing. One reason for the lower performance might be the integration of the financially ailing TICOMEL AG in Mendrisio into SCHURTER AG. The economic situation meant that short-time working had to be introduced there, which unsettled the employees in Mendrisio. Against this backdrop, SCHURTER AG views its ninth place amongst over 80 participating companies as a particularly impressive success.

In cooperation with its employees, SCHURTER AG uses the results of the survey to develop various improvement measures. These are planned and implemented in the respective units. The evaluations together with detailed results are freely available to all SCHURTER AG employees.

2.4.1 Facts

2.4.1.1 Number of employees

Within the SCHURTER Group, SCHURTER AG is the group company with the most employees: 30 % of all employees of the SCHURTER group work for SCHURTER AG. In the year 2012 it employed a total of 434 persons at its two sites in Lucerne and Mendrisio, of whom 318 worked in Lucerne and in 116 in Mendrisio. In the year 2013 the number of employees rose to 438. While the workforce increased by 14 individuals to reach 332 in Lucerne, the number of employees in Mendrisio declined by 10 persons on account of a fall in orders. In the year 2014 SCHURTER AG had 335 employees in Lucerne, and 89 in Mendrisio. This corresponded to a total workforce of 424 individuals. This means the workforce remained relatively constant over the three years.

Of the approximately 440 employees, slightly more than 80 % worked on a full-time basis in all three years, whereby this figure remained constant. The number of employees working on a part-time basis declined marginally. Both changes are therefore within the range of the usual fluctuation.

Employee fluctuation has been kept consistently low in recent years. The most common reason for departure was the completion of a fixed-term contract of employment, whereby this also includes trainees who left SCHURTER AG once they ended their training. In overall terms, around 30 trainees undergo vocational training at SCHURTER AG. The company offers apprenticeships in nine different occupations. Whenever possible, SCHURTER is keen for trainees to continue working for it after completing their vocational training. When it comes to employee fluctuation, the goal pursued by SCHURTER AG is that fluctuation, i.e. the number of employee resignations, is kept very low. Due to the reduction in the workforce in the EMS field, it did not prove possible to achieve the goal of total fluctuation < 6 %.

2.4.1.2 Employment contracts

The employment conditions at SCHURTER AG are based upon the collective employment agreement (Gesamtarbeitsvertrag – “GAV”) of the Mechanical Engineering, Metalworking and Electrical Industry Swissmem. Around 80 % of employees at SCHURTER AG are covered by this collective employment agreement. Excluded from this are executives and specialists as well as trainees. The GAV defines the following aspects:

- Principles
- Employment contract provisions
- Holiday salary and compensation for absences during short-time working
- Involvement of employees in the enterprise
- Measures to preserve jobs
- Training and further training
- Transitional provisions and when these come into force

It is essentially the case that employees in all categories (full-time, part-time or fixed-term employment contracts) benefit from the same conditions. Depending upon their respective journeys to work, all employees receive an individual commute allowance, enabling them to use public transport at a discount. On the basis of the GAV, SCHURTER also offers all employees between 25 and 30 days of holiday per annum. In addition, an extra hour is worked each week at SCHURTER AG, enabling additional free days to be taken at the end of the year. Fixed-term employment contracts of under 3 months as well as employees on standby are not included in the occupational pension foundation and do not receive a team bonus, as this is based on the attainment of annual targets, and is therefore measured over the year as a whole. SCHURTER's in-house occupational pension foundation insures the entire salary of employees, and is consequently higher than the statutory minimum.

2.4.1.3 Health and safety

The brand claim safe&easy at SCHURTER applies not just to products and customers, but also to its own employees. SCHURTER actively supports the health and safety of its employees, in physical as well as in mental terms. This means in-house safety delegates are responsible for promoting awareness for environmental and safety issues amongst employees in all units. Either independently or in cooperation with the Swiss accident insurance agency SUVA, at least two prevention campaigns are conducted each year. These are designed to draw attention to dangers at work. These are chosen on the basis of accidents and/or patterns of illness recorded in recent years. SCHURTER AG also has an in-house paramedic service. This provides first aid in emergencies, and checks the blood pressure of employees free of charge every two months. The in-house paramedic service receives further training at regular intervals, in order to keep its expertise up to date at all times. Within the context of the SCHURTER training concept, employees also have the opportunity to attend a wide variety of courses to help them cope with the mental burdens at work and to promote the work-life balance. These range from courses on the topic of organisation & time management, through courses on dealing with change, to autogenous training. The in-house staff restaurant provides employees with healthy and varied food during the working day. Numerous water stations throughout the enterprise further encourage healthy living.

One effect of these measures is that absenteeism at SCHURTER AG is traditionally very low. The sharp rise in working days lost to sickness at the Mendrisio site in the year 2013 is a consequence of the job cuts that needed to be implemented on account of the weak economic situation. The dismissals unfortunately led to prolonged sickness: A large proportion of the affected employees stayed away from work after receiving their dismissal notices.

Accident rates at SCHURTER have been massively reduced in recent years. In the event of an industrial accident, this is carefully analysed. Near accidents are also recorded. In order to prevent such events in future, the necessary measures are taken after each accident. For example, following a near accident, a grid stairway leading to a conference room was fitted with metal sheeting, thereby preventing heels getting stuck in future.

2.4.2 Fairness

2.4.2.1 Diversity

Like the entire SCHURTER Code of Conduct, its rules of behaviour concerning equal opportunities are also binding for all SCHURTER Group companies. Fulfilment of the requirements, in particular in terms of child labour, are also demanded of partner companies.

SCHURTER AG values the demographic diversity of its workforce. The average SCHURTER employee is aged 42 and has worked for the company for eleven years. In the years 2012 and 2014 employees at SCHURTER AG were drawn from 20 different nationalities. In the year 2013 the number was reduced to 15, due to resignations and awards of Swiss citizenship. The workforce at SCHURTER AG is disproportionately male: around two thirds of employees are male. This unequal distribution is due to the company's technological focus. Traditionally, technical occupations tend to be exercised by men more frequently than by women.

SCHURTER supports gender equality: women and men doing the same work receive the same salaries. In general terms, wage levels are determined partially by comparing remuneration with that of other enterprises, using the studies drawn up by Landolt & Mächler. Salaries are defined on the basis of function, training & further training, age, experience and performance.

The need to combine family and working life is also becoming increasingly important at SCHURTER AG. As a family-friendly company, SCHURTER offers flexible working hours, promotes part-time working and provides subsidised crèche places.

2.4.2.2 Sickness

Employees who fall seriously ill are provided with the best possible support by SCHURTER AG. Line managers as well as the personnel department maintain close contact and visit absent employees at hospital or at home. In addition, the per diem sickness benefit insurance policy includes active case management, supporting patients upon request as a neutral agency.

2.4.2.3 Business integrity

The in-house Employee Commission (Mitarbeiterkommission – "MIKO") means SCHURTER AG employees have the right to be consulted in the widest possible aspects of SCHURTER's personnel policy. For example, employee delegates contribute actively to the restructuring of the salary system and wage negotiations. In particular in respect of difficult situations, such as for example occur when short-time working is required, the management endeavours to find acceptable solutions in conjunction with the MIKO. In the event of important changes to the enterprise, the consultation period for the Employee Commission is three weeks. In addition, notification periods are defined on the basis of the GAV.

To prevent corruption and nepotism even before they could develop, general rules of behaviour were set out in the Code of Conduct. For example, all employees must refrain from actions that could undermine the confidence of SCHURTER's business partners or could damage the public image of SCHURTER. Corrupt and immoral actions are therefore prohibited. It is also not permitted to promise improper benefits or to pay bribes to public officials or third parties (customers, suppliers or other business partners) in order to secure business or deals.

2.4.3 Support

SCHURTER takes the view that specialist expertise, independent responsibility and personality development of employees are the key to securing the future of an enterprise. For this reason, the specialist and personal skills of the employees are promoted in various ways.

2.4.3.1 Knowledge management

SCHURTER places great value on the induction of new employees, and draws up a tailored induction programme for each new worker. In addition, a mentor is allocated to each new worker, to help ease them into the organisation. Networking within the company and the exchange of knowledge are supported on the one hand by internal function switches and project work, and on the other through the support of the three company clubs (football, bowling, cycling).

The company clubs receive financial support and have a communications platform within the employee magazine.

In addition, SCHURTER offers all employees the opportunity to take part free of charge in local running events – such as the Lucerne Marathon or the Lucerne City Run – as part of the SCHURTER team. Such activities support the emotional attachment of employees to the company and their identification with the employer.

5.4.3.2 Training and further training

Great emphasis is also placed on the training and further training of employees. On the basis of current needs, an annual training programme is defined. This aims to develop the skills and know-how of the employees, and consequently of the organisation as a whole. The training focuses on six fields:

- Management training
- Cultural development
- Employee development
- Business excellence
- Language training
- IT skills

The company also contributes financially to the external training and further training of the employees. This mostly concerns specialist or management training that also offer added value for the business as a whole.

The planning of the external training and further training is based on the annual employee appraisal, during which the employee and the employer conduct a performance analysis. This appraisal is conducted with all employees. Such occasions are used to discuss future prospects and to define any possible support measures. Goals are defined in corresponding training agreements, and participation as well as obligations are set out.

2.4.3.3 Preparations

Before employees retire, SCHURTER AG offers courses to prepare for retirement. These can be attended by the respective employee together with their life partner. The Personnel Service moreover provides information about pension fund benefits in good time, and advises employees before they go into retirement.

Sustainability through consistency and training

In respect of key employee parameters, there was a focus on 3 main objectives: Number of trainees should amount to approx. 10% of the workforce, a consistently low fluctuation rate, and targeted skills and know-how development through the support of training (individual and general).

In overall terms, approximately 30 trainees undergo training at SCHURTER AG in nine different occupations. This number remained steady during the period under report, and amounts to approx. 10% of the workforce at the Lucerne site. While they are at the company site, a large proportion of their time is devoted towards productive work. Second-year and third-year trainees realise a business task in a project, which is then presented to the management. In addition, this is designed to promote interdisciplinary cooperation. Many of these projects are subsequently developed further, and constitute an important part of the continuous improvement measures.

The targeted fluctuation rate of < 6% was achieved. Nevertheless, the overall fluctuation rate was relatively high. This was attributable above all to the difficult situation at EMS, where redundancies had to be made in the years 2012 and 2013 due to a lack of orders.

Training and further training is an important part of the personnel concept at SCHURTER AG. The wide-ranging training programme includes courses focusing on leadership, personality development, cultural development, business excellence, IT as well as language training. Internal as well as external training courses are supported in order to achieve the set objectives. On average, SCHURTER AG trains employees on approx. 3.5 days per annum.

In the coming year, human resources at SCHURTER AG will focus on the following four aspects: The number of industrial accidents is to remain below 25 per 1 000 employees. In addition, the fluctuation rate is to be kept low with a target figure of < 6%. And finally, absences are to be kept below 1.8%. Employee satisfaction, measured in terms of the Swiss Arbeitgeber Award, should be > 80%.

Designation	2012	2013	2014	2014 results
Number of employees (incl. trainees)	434	438	424	<ul style="list-style-type: none"> The number of trainees was maintained at approx. 10% of the workforce
Proportion of women (in %)	41.5	39.5	36.6	<ul style="list-style-type: none"> The targeted fluctuation was not achieved, on account of the difficult circumstances relating to EMS
Proportion of part-time positions (in %)	17.7	16.9	17.5	<ul style="list-style-type: none"> The number of training days per employee were kept at a very high level
Number of employees with collective agreement GAV (in %)	78.6	79.0	76.5	
Number of trainees	32	30	29	
Number of FTE	386	394	379	
Training days per FTE	2.7	3.5	3	
Training costs (in TCHF)	328	332	447	
Absences in days due to accidents	334	213	331	
Absences in days due to illness	2 052	2 808	2 275	
Occupational accidents	13	4	7	
Non-occupational accidents	45	55	45	
Average age	41.4	42.3	42.3	
Average years of service	10.6	10.6	10.8	
Number of different nationalities	20	15	20	
Annual fluctuation rate (in %)	6.3	7.9	10.2	

2015 goals

- Industrial accidents are to be fewer than 25 per 1 000 employees
- The fluctuation rate is to be kept low at 6%
- Absences are to be lower than 1.8%



3 | Self-declaration

Version G3 of the GRI Guidelines sets out a graduated system, detailing the criteria that enable the company to move step-by-step towards greater transparency. The application levels range from C-level to A-level, in which all required elements need to be reported. The following table summarises the requirements of the various application levels.

Report Application Level	C	C+	B	B+	A	A+
Standard Disclosures	G3 Profile Disclosures	Report on: 1.1 2.1 - 2.10 3.1 - 3.8, 3.10 - 3.12 4.1 - 4.4, 4.14 - 4.15	Report on all criteria listed for Level C plus: 1.2 3.9, 3.13 4.5 - 4.13, 4.16 - 4.17	Same as requirement for Level B		
	G3 Management Approach Disclosures	Not Required	Management Approach Disclosures for each Indicator Category	Management Approach Disclosures for each Indicator Category		
	G3 Performance Indicators & Sector Supplement Performance Indicators	Report on a minimum of 10 Performance Indicators, including at least one from each of: Economic, Social and Environmental.	Report on a minimum of 20 Performance Indicators, at least one from each of Economic, Environmental, Human rights, Labor, Society, Product Responsibility.	Report on each core G3 and Sector Supplement* Indicator with due regard to the Materiality Principle by either: a) reporting on the Indicator or b) explaining the reason for its omission.		

*Sector supplement in final version

The sustainability reporting of SCHURTER AG comprises the 2015 Sustainability Report as well as this supplementary, detailed GRI Index. With this reporting we are comprehensively implementing the Guidelines of the Global Reporting Initiative (GRI) in the G3.1 version. GRI has set itself the goal of making corporate reporting more transparent and comparable around the world (see www.globalreporting.org). We have decided to apply the GRI Guidelines, because we want to inform our target groups comprehensively and transparently about our company's focus on sustainability. The reporting of SCHURTER AG fulfils the advanced application level C.

Application of level C of the GRI Guidelines requires information on all "profile details" of the G3.1 Guidelines, as well as information about at least 10 GRI performance indicators, whereby economic, ecological as well as social information from the fields of employment, human rights, society and product responsibility must be included. The GRI content index shows the location of the profile details and performance indicators in the fields of economics (EC), environment (EN), product responsibility (PR), working practices (LA), human rights (HR) and society (SO) in SCHURTER AG's Sustainability Report.

In respect of performance indicators, SCHURTER AG reports not just on the stipulated 10 indicators from the various fields, but also on a variety of additional indicators.

(The content index can be accessed on the internet under www.schurter.com/sustainability-report).

4 | Glossary/abbreviations

CCC	China Compulsory Certification
CEO	Chief Executive Officer
CSA	Canadian Standards Association
EFQM	European Foundation for Quality Management
EMS	Electronic Manufacturing Services
EMV	Electromagnetic compatibility
ENEC	European Norms Electrical Certification
ESCC	European Space Components Coordination
FMEA	Failure Mode and Effects Analysis
GAV	Collective Employment Agreement
GRI	Global Reporting Initiative
IEC	International Electrotechnical Commission
ISO	International Organization for Standardization
KTL	Korea Testing Laboratory
METI	Ministry of Economy, Trade and Industry
MIKO	Employee Commission
OHSAS	Occupational Health & Safety Advisory
PPM	parts per million
REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
RoHS	Restriction of Hazardous Substances Directive
SAG	SCHURTER AG
SHAG	SCHURTER Holding AG, SCHURTER Group
UL	Underwriters Laboratories
VDE	Association for Electrical, Electronic & Information Technologies

5 | Legal Information

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