

# **SUSTAINABILITY AND** **SOCIAL RESPONSIBILITY**

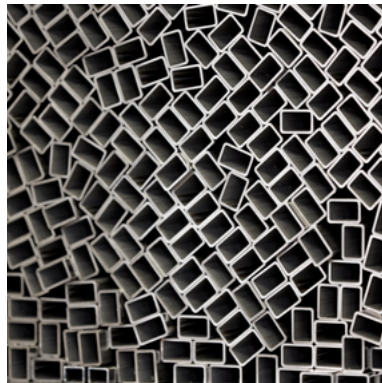
## Environmental management

### Products designed to be environmentally friendly

Longevity and sustainability are absolutely central to the development of peka products.

We understand that the longer our products can be used, the less harm they do to the environment. That is why we use only high-quality and durable materials manufactured using the latest, environmentally friendly processes, and guaranteeing a long service life for our products.

The sustainability of our products and processes is continuously optimised: from production to space- and energy-efficient packaging through to practical use.



### Making optimal use of environmentally friendly energy and reducing CO2

peka only buys electricity generated from Swiss hydropower. And thanks to the photovoltaic system on top of our production halls, we even produce electricity ourselves. A peak power of 270 kilowatts is generated on a roof area of 2,000 m<sup>2</sup>. This allows us to meet around 30% of our electricity needs. We use the surplus power generated at weekends to produce nitrogen, which we need for our production facilities. This saves around 10,000 kilometres in truck journeys for gas transport each year.

Energy for heating is obtained via a heat pump system with 36 boreholes dug to a depth of more than 240 metres. We also use the waste heat from the coating and compressor systems to heat the production hall.

peka has been part of a CO<sub>2</sub> reduction programme since 2014, aimed at analysing and systematically reducing sources of CO<sub>2</sub>.

## Recycling

peka manufactures waste sorting systems and has been consistently separating its own recyclables for years. In fact, 16 different recyclable materials are collected, sorted and put back into circulation.

The majority of peka products are made of sheet steel, making them easy to recycle after a long life. Wherever possible, we avoid combining different materials using adhesives.

## Environmentally friendly building

The production hall built in 2020 is a wooden structure with a timber façade, whose materials have an extremely positive impact in terms of both climate and energy.

peka's premises are located in a magnificent natural setting between two lakes and adjoining a nature reserve. It also makes full use of its own space to enhance biodiversity: the roof is partially covered with greenery, the grass areas are managed as natural meadows, and opposite the nature reserve, a hedge with biodiversity-friendly native shrubs has been planted over a length of 150 metres. In addition, the rainwater retention basin has been designed as a natural habitat.



## Machinery and equipment

As a matter of principle, we strive to use ecologically sound raw materials and consumables.

When purchasing production equipment, we pay close attention to energy consumption. For this reason, all newly acquired equipment is fitted with servomotors or energy-saving motors.

We are also using the opportunities offered by digitalisation to move towards paperless manufacturing.

## Coating system

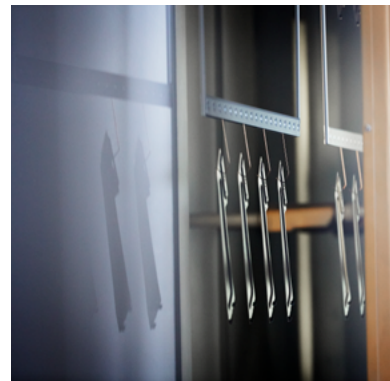
Our low-temperature pretreatment system allows parts to be degreased at a temperature of just 30°C, which is highly energy-efficient. All rinsing water is treated by our vacuum evaporation plant and fed back into the process. Each year, just under 400,000 litres of water are treated in this way. This saves on disposal costs and minimises the need for fresh water.

Our powder coating booths, each equipped with a mono-cyclone unit, capture and filter excess powder, meaning that over 95% is returned to the process.

Raised curing ovens with openings on the underside reduce heat loss and increase energy efficiency. The waste heat from the coating system is used to heat the production halls in the colder months of the year.

All of our powder coatings are REACH and RoHS compliant and therefore do not require special labelling.

We source all of our powders in Switzerland, Germany or Austria, meaning that they do not have to travel unnecessarily long distances.



## Partnerships and suppliers

Whenever possible, we work with partners and suppliers from the local area, thus avoiding long logistics routes. Partly for this reason, the bulky containers for our waste sorting systems come from a Swiss manufacturer.

peka has co-initiated a project on the sharing economy among SMEs, in conjunction with higher education institutions. Its aim is to boost efficiency by sharing resources and equipment with other companies.

## **Social responsibility**

### **Training and development**

Many of our employees have been with us for decades. We promote training and development, because the know-how, satisfaction and motivation of our staff are integral to our success.

### **Apprentices**

As a company with high quality standards, we rely on skilled workers. Our responsibility to train the skilled workers of the future is something we take very seriously. As such, we train ten apprentices in six types of job.



### **Inclusivity**

peka promotes professional, social and cultural inclusion and employs a number of individuals who need additional support to integrate into the workplace. We have been integrating people with disabilities into the work process for many years.

Since 1998, we have been working with social organisations to outsource suitable work, and fresh, healthy food is prepared for our employees in the kitchen of one such organisation.

### **Social interaction and workplace recreation**

The physical and mental well-being of our employees is very important to us, and we have taken a number of steps to enhance it.

We have a break room complete with terrace, where employees can get together and chat over lunch. It has a vending machine in which peka offers a range of fresh food each day at a reduced price, as well as crockery, microwaves and an oven for those who wish to prepare their own meal. Daily newspapers are provided for communal use.

In addition to the surrounding landscape, we also have a relaxation room, a garden with deck-

chairs and a habitat area where employees can unwind. Moreover, we ensure that staff take regular breaks.

To foster a sense of belonging in the workplace, staff at all levels are on first-name terms and we operate an open-door policy. At various times of the year, we organise a company outing, a 'bean-feast' in the neighbouring farmer's field, and a Christmas party.



## Community involvement

We have been involved in the local community for many years, supporting youth organisations, cultural institutions and associations around the area.

In addition, we have supported the Swiss non-profit organisation ClimbAID since it was founded in 2016. It aims to bring joy, self-confidence and determination through climbing to people affected by war and poverty.

