

# BACHMANN

## Sustainability Report 2022/2023



Family-led for three generations – made and shaped by and for people. This is BACHMANN.

Founded in Stuttgart in 1948, BACHMANN is now a globally active, owner-managed group of companies that produces on various continents. For the management and the more than 800 employees, values such as quality, innovation and community are still the most important today.

BACHMANN develops, produces and sells innovative electrical components and systems such as intelligent power distribution units, table connection panels and electrical assemblies. BACHMANN also offers intelligent desk booking and real estate analytics platforms, as well as solutions based on the latest AV technologies and services. In addition to production and development centers with a high level of manufacturing expertise in Germany, Romania and China, BACHMANN has numerous international sales and partner companies as well as a partner network in 27 countries.

As part of this report, we invite you on a journey that will never end: This year we also want to give you insights into the progress that BACHMANN Group has made in sustainability over the course of the 2022 and 2023 financial years.



This is waiting for you

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## PREFACE

Dear readers,

we are observing rapid and significant changes in general conditions in society, the economy and politics. Ideal times to seize the opportunities that arise from the necessary adaptation and transformation.

Climate change is an omnipresent change and calls on all of us to rethink and act decisively. We are increasingly feeling the impact of climate change through extreme weather events: heat waves, droughts and floods, to name just a few. These challenge us to find sustainable solutions.

In addition to the ecological aspects, we at BACHMANN also care about the social aspects. Ecological sustainability cannot be thought of without social responsibility. At BACHMANN we call this holistic and circular way of thinking BlueResponsibility.

The aim is to understand events such as pandemics, geopolitical conflicts and scarcity of resources from a holistic perspective. Using the example of the COVID pandemic, we see that digitalization, apart from technological and efficiency-driven solutions, is also driving fundamental changes in the social area. More important than ever: humans must be the starting point and end point of our considerations, in balanced harmony with their multidimensional environment.

It is time for decisive action. Time for courageous exploration and innovation. Time for increased commitment. Time for a future that is sustainable in every respect.

Sustainability is one of the core elements of a sustainable, successful company; we cannot and must not shirk this shared responsibility. With this in mind, we have firmly and irrevocably anchored sustainability in our Strategy 2028. The current challenges are both motivation and inspiration for us to promote and concretely implement sustainable solutions internally and in our service offerings on the market. Every contribution counts for us, even if it may seem “small” in individual cases.

We can only solve the challenges of the future together, and so we cordially invite you to share your thoughts with us. Please write to us at [blue-responsibility@bachmann.com](mailto:blue-responsibility@bachmann.com) – we look forward to a lively exchange with you.

Sustainable greetings,

Peter Bachmann, CEO of the BACHMANN Group



## THE FUTURE STARTS YESTERDAY: SUSTAINABILITY AT BACHMANN

The three-pillar paradigm of sustainability at BACHMANN is built upon ecological, economic, and social dimensions. In addition, we also want to pursue our philosophy in sustainability, which calls for BACHMANN to develop sustainability in an open and proactive manner. As a signatory to the United Nations Global Compact, we continue to explore together new dimensions of sustainability that include increasing our positive impact and minimizing any potential negative impacts on the environment and society. The Sustainable Development Goals (SDGs) serve as our roadmap. Thanks to a materiality analysis, we were able to clearly define four SDGs for BACHMANN. We are guided by this in our efforts:

**8** DECENT WORK AND ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION AND INFRASTRUCTURE



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



Together with our company's own [Compliance Guide](#) and [Code of Conduct](#) from 2023, we would like to commit ourselves even more to sustainable business. With the BACHMANN Compliance Guide, we document our long-standing practice of complying with the respective national social and labor legislation in our business activities. We are gradually requiring our suppliers and service providers worldwide to act in accordance with the BACHMANN Code of Conducts to convey our conviction about sustainability and social responsibility in the supply chain. We bear responsibility as a member of society, as a business partner and in the workplace for our own employees.

## OUR SUSTAINABILITY REVIEW

### Ecological sustainability

As a global company, we see global responsibility. Climate protection measures have been initiated at various BACHMANN locations. Important for us? All employees of the BACHMANN Group should have the same environmental awareness.

#### Lighting & Energy

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



We introduced training on effective energy use to strengthen sustainable thinking. To save energy, 150 monitors with higher energy efficiency were installed in the workplaces in 2022. As a result, we save over 1,000 kWh per year.

Bachmann Romania SRL converted 100% of the lighting to LED, which reduced daily energy consumption by over 46%. In addition, the Romanian BACHMANN location installed solar panels in August 2022 and was therefore able to derive 16% of its total electricity consumption from renewable energy. Both measures lead to permanent electricity savings of over 22%.



BACHMANN Gumpelstadt also converted all of its lights to LED, thereby saving around 20% of electricity annually.

Our production site in China has also switched to 100% LED lighting.

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## Paper & Recycling



13 CLIMATE ACTION



Since November 2022, the employees of Bachmann GmbH have only been printing on recycled paper. By making the change, we achieve annual savings of around 300 kg of CO<sub>2</sub>, 18,000 kWh of energy, 80,000 l of water and 6,000 kg of wood. This corresponds to about six fully grown spruce trees.

At the same time, a digital method of travel expense reporting was introduced that is both more effective and paper-saving.

The Chinese site reduced paper consumption by 30% by appealing for paperless work.

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## Product & Packaging



13 CLIMATE ACTION



In 2023 BACHMANN launched CYCLE, a socket series with a sustainable design. The product carbon footprint (PCF) of the product is 2.386 kg CO<sub>2</sub>e per piece. The aluminum profile and packaging of the power strip are 100% recyclable. 45% of the plastics used are based on a renewable raw material. By using more climate-friendly alternative materials, emissions are avoided, and overall emissions are reduced. The variability of the functions also shows that the idea of sustainability is firmly integrated into product development at BACHMANN. You can find more information about Cycle [here](#).

The factory in Gumpelstadt optimized product packaging by eliminating the adhesive tape that was used in hundreds of meters every day. As a result, the product produced less plastic trash.

The production sites also reduced the amount of plastic in the packaging of five product groups and components. Packaging optimization will be carried out continuously.

All BACHMANN products conform to the RoHS/REACH/PAH guidelines.

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## Logistics



13 CLIMATE ACTION



Since 2022, parcel shipments have been sent emission-free throughout Europe with our logistics partner, which means we have offset over 83,000 kg of CO<sub>2</sub>e in the past two years.

In 2023, electric vehicles were added to the BACHMANN fleet and enrich the fleet policy alongside the hybrid vehicles. BACHMANN wants to gradually make its fleet more sustainable.

Furthermore, the Romanian location provides free bus transportation for employees, which helps to lessen traffic.

Bachmann Elektrotechnik GmbH in Gumpelstadt has been offering employees e-bike leasing since 2022 and is setting up wallboxes for e-bikes and electric cars. On the one hand, this promotes the reduction of CO<sub>2</sub> on the roads and, on the other hand, the health of employees.

BACHMANN China also motivated employees to use electric cars through a newly installed charging infrastructure.

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## Sponsoring

13 CLIMATE ACTION



BACHMANN supported the “Back to the Green Island of Madagascar” project across company boundaries with a donation to protect the forest landscape there.

## Social sustainability

### All about the well-being of employees

8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION



A milestone in the history of BACHMANN: During the pandemic, management adopted the Hybrid Work working model, which will continue to be practiced at BACHMANN. This means that employees can choose the place of work and working hours in coordination with their teams. With this model, BACHMANN wants to increase the life quality of its employees and make the culture of trust a central focus.

To sustainably support the development of employees, a talent review takes place annually between the employee and the manager. The skills, strengths and perspectives of the employees are assessed, and further developments are discussed. This strengthens trust and cooperation.

To increase employee loyalty and their satisfaction, BACHMANN offers a childcare subsidy on a voluntary basis to full-time and part-time employees (from 16h/w) with small children. BACHMANN also subsidizes the Deutschland-JobTicket so that employees can travel cheaply and conveniently by bus and train all year round, both professionally and privately. And the health of the employees is also taken care of: whether fruit baskets in the winter months, meditation courses or running events, all of this is intended to strengthen the soul and body of the employees. The Community Network Learning is a platform where specific BACHMANN know-how can be imparted, from colleagues to colleagues. Individual further training needs are also identified and processed.

Bachmann Romania SRL ran a campaign entitled “Your heart is here”. This was an employee retention campaign in which the employees' children received scholarships for excellent academic performance.

The day shift was implemented at Bachmann Elektrotechnik GmbH to enable employees with children to better combine work and family.

Bachmann Electronic Co. Ltd. hired a new employee with a disability to emphasize equal opportunities. To protect the health of employees, chemical agents in the production process are monitored and replaced with more health-friendly agents at increased cost.

## Sponsoring & Help

8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION



Beyond the company's boundaries, BACHMANN supported Ukrainian citizens with a variety of donations in kind. In addition, numerous employees took part in the "Snowflakes Campaign" campaign, in which children from financially weaker families were delighted with gifts from BACHMANN employees during the Christmas season. BACHMANN also supported the Blooming Landscape Network to protect (local) habitats for insects.

One of the year's highlights was when the Bachmann family and the BACHMANN Community offered handmade Christmas decorations in the lead-up to Christmas 2023. The proceeds were donated to a regional non-profit organization for the homeless in Stuttgart.

BACHMANN Romania also took socially sustainable measures: Many sponsorship campaigns resulted in the Romanian location being present in the community. For example, the site supported the "Give life" campaign, through which the first pediatric oncology hospital was built. The local hospital received funding to equip it with new medical equipment. The Red Cross received funding as part of the "Humanity knows no borders" campaign, which provided help to Ukrainians affected by the war. The "Nation through education" project also received financial participation from BACHMANN Romania. The project offered support to Romania's robotics team.

## OUR GOAL IS CLEAR

The vision that drives us every day is: At the BACHMANN Group, we promote Life Quality every day for people across the globe. Sustainability has become an inseparable part of the Bachmann DNA. We plan to implement additional climate protection initiatives and prioritize the health and welfare of our workforce in the upcoming years. We'll keep raising awareness of sustainability among workers everywhere. We believe that our employees are the most valuable resource in our business. Everyone has contributed to our success and laid the foundation for our BACHMANN community, in which the values of sustainability, authenticity, respect, passion and trust are of inestimable value to us. We are highly motivated to improve the quality of life for all people through our sustainable actions.

If you have any suggestions or questions about sustainability @ BACHMANN, please contact Yinyin Li or Robert Gleim:

[blue-responsibility@bachmann.com](mailto:blue-responsibility@bachmann.com)



Sustainable greetings,  
Your BACHMANN Community



## ATTACHMENT – document list

(Please contact your contact person at BACHMANN or [blue-Responsibility@bachmann.com](mailto:blue-Responsibility@bachmann.com) to receive the documents.)

BACHMANN Compliance Guide

BACHMANN Code of Conduct

Global Compact Business commitment letter (EN)

Declaration of Conformity ISO 14001 (DE + EN)

Energy Audit DIN EN 16247-1 (DE)

Recycling-Zertifikat (DE)

Declaration of Conformity WEEE (EN)

BACHMANN Declaration Material Compliance (DE)

BACHMANN Declaration Material Compliance (EN)