



Sustainability 2015



Stefan Ehrlich-Adám
CEO EVVA Sicherheitstechnologie GmbH

Statement by the CEO

It was a great moment of confirmation for all of us in 2012 when EVVA was awarded the TRIGOS Award for the company's commitments – one of the most important sustainability awards in central Europe. What we demand from ourselves: we demonstrate EVVA's high degree of innovative force not only in terms of security solutions, but also with regard to economic, ecological and social challenges.

But what exactly makes our actions sustainable?

This is a question I am asked frequently. We have made the following experiences at EVVA:

1. Sustainability is a top priority.

Sustainability is an element that must be demonstrated and projected from the top to the basis. I was always aware of this. Personally, I am very passionate about sustainability. We ourselves within the EVVA management team initiated the industry's first sustainability report in 2005.

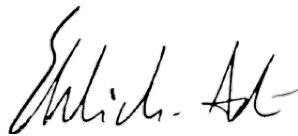
2. Sustainability needs credibility.

Many companies use sustainability as a means to improve their corporate image. But it is more than that for us as a family-owned business and producer in the heart of a big city, we consider sustainability a part of our corporate values. Many thousands of visitors have already experienced this as part of EVVA company tours.

3. Sustainability leads to economic success.

Concentrating on a company's strength, investing in environmentally friendly technologies or introducing measures to boost employees' motivation result in tangible benefits. Sustainability is worthwhile.

Our sustainability report 2015 illustrates EVVA's current position as well as our plans for the future. We are delighted about your interest in this report and hope you find many valuable facts.



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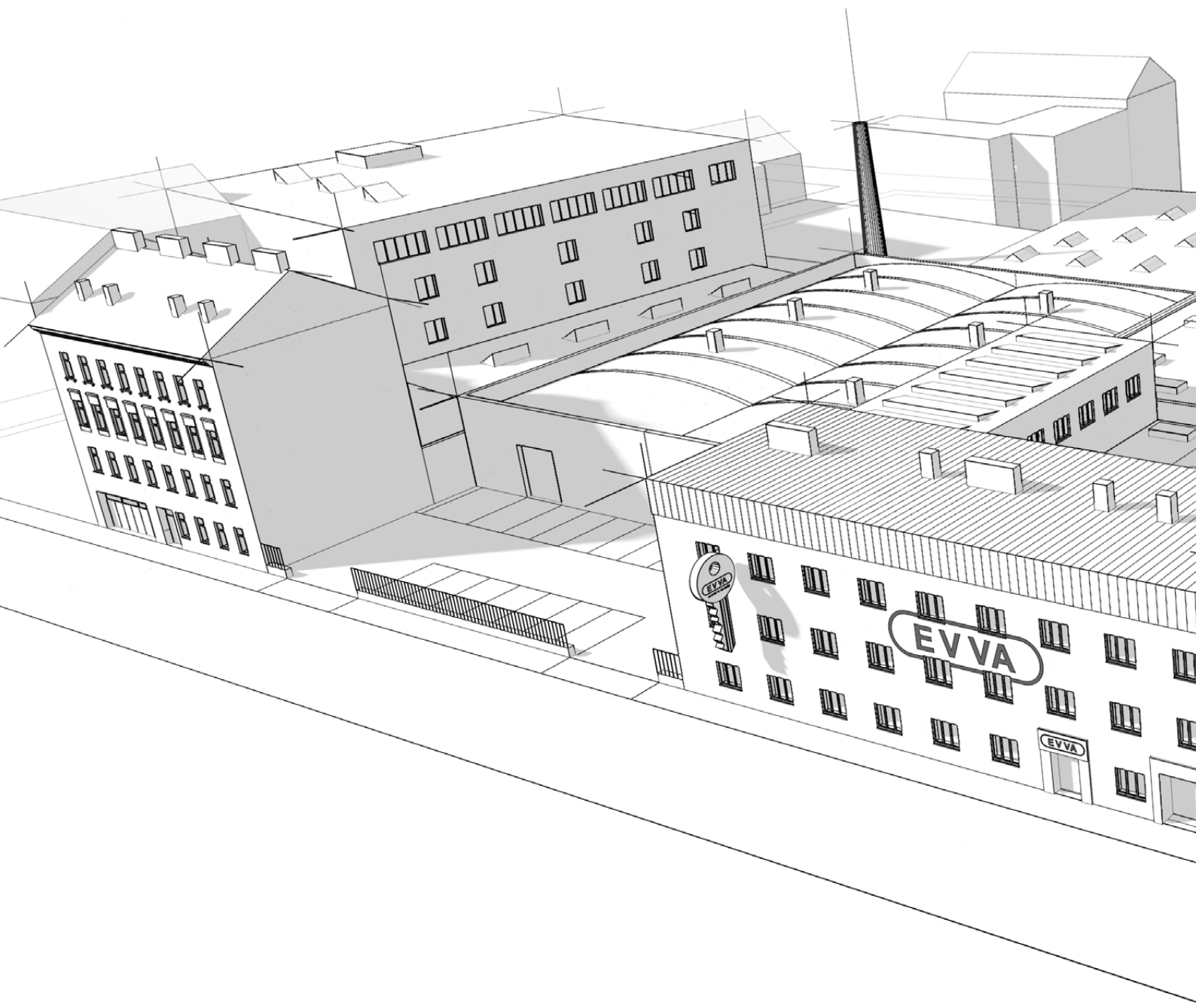
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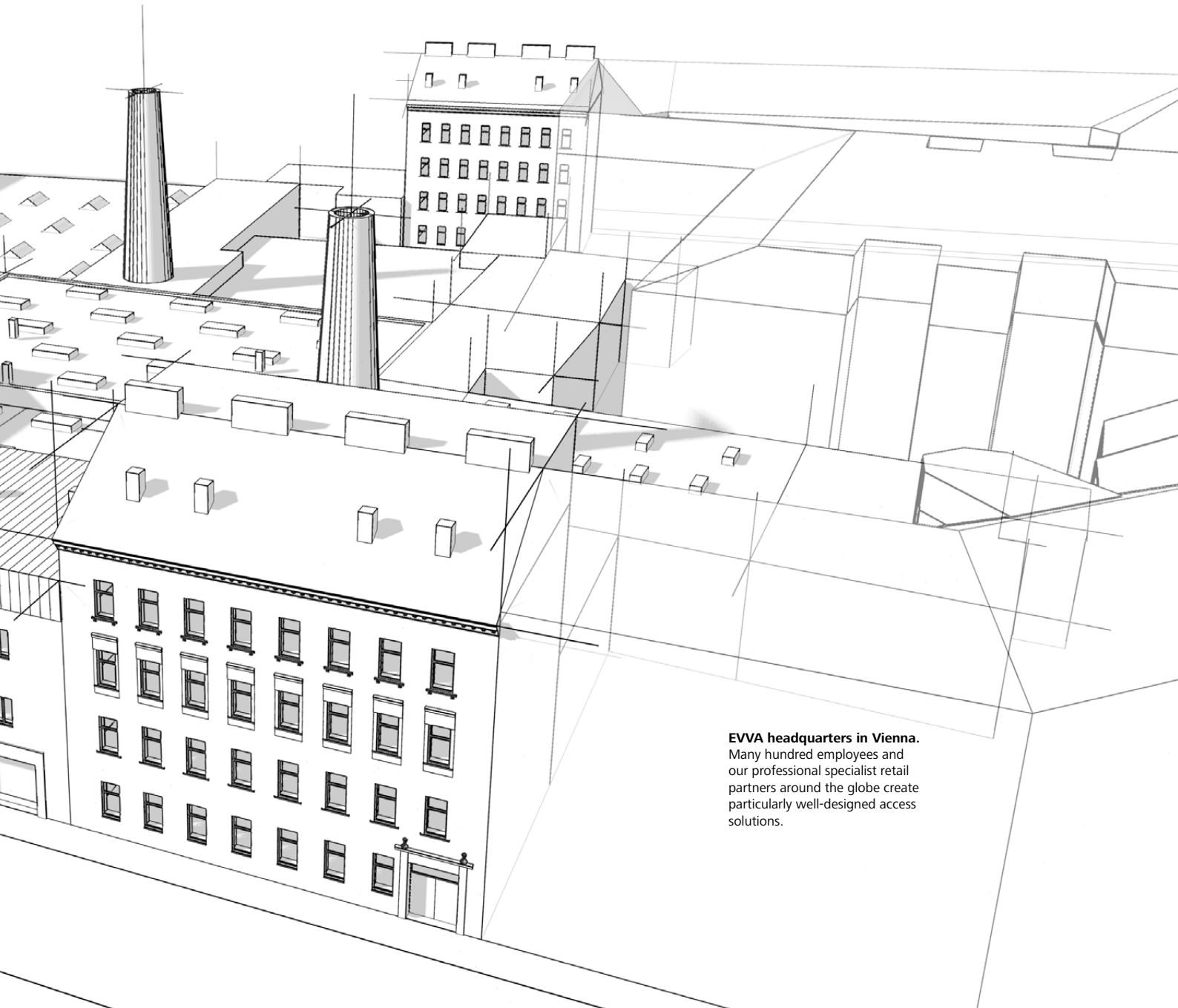
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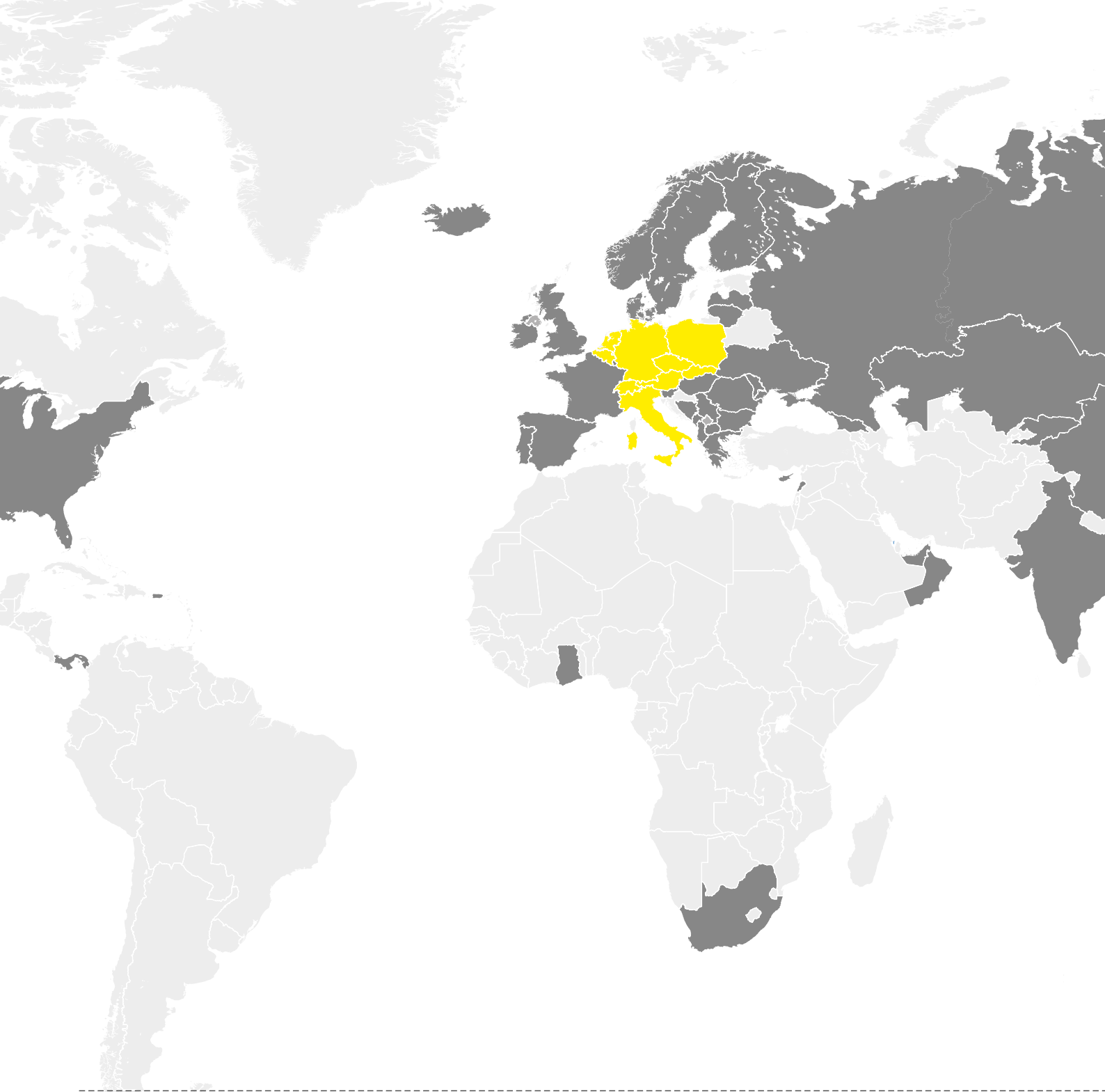
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Welcome to EVVA.



EVVA headquarters in Vienna.
Many hundred employees and
our professional specialist retail
partners around the globe create
particularly well-designed access
solutions.



› EUROPE | Subsidiaries

Austria | Belgium | Germany | Italy
the Netherlands | Poland | Switzerland
Slovakia | Czech Republic

› EUROPE | Distributors

Albania | Bosnia and Herzegovina | Bulgaria | Denmark | Finland
France | Greece | UK | Ireland | Iceland | Latvia | Lithuania
Luxembourg | Moldova | Montenegro | Norway | Portugal | Romania
Russia | Sweden | Serbia | Slovenia | Spain | Ukraine | Hungary | Cyprus

Who we are.

- › EVVA Sicherheitstechnologie GmbH is one of Europe's leading manufacturers of mechanical and electronic access systems.
- › EVVA as a family-owned business employs a workforce of around 750 employees throughout Europe, around 470 in Vienna (headquarters and main production facilities).
- › Seven generations of the family have been working in locking technologies.
- › EVVA was established in Vienna in 1919. It was taken over by the family in 1972 and today the third generation is at the helm of the company.
- › The acronym EVVA stands for "Erfindungs-, Versuchs- und Verwertungs-Anstalt" (institute for inventions, testing and application). We have maintained this claim to innovation to this day thanks to our in-house research and development facilities.

› AFRICA/AMERICA/ASIA/OCEANIA | Distributors

Australia | Bahrain | China | Georgia | Ghana | Hong Kong | India | Israel
Japan | Kazakhstan | Kyrgyzstan | Lebanon | Malaysia | Oman | Panama
the Philippines | Puerto Rico | Singapore | South Africa | Thailand | USA | UAE



Mechanical EVVA access systems offer unrivalled security:
MCS with unique magnet technology, 3KS*plus* featuring curve technology without springs, ICS with concealed, internal encoding, EPS featuring integrated tampering control and FPS for smaller locking systems



Xesar is the location-based, electronic access solution.
It fulfils all requirements to a cutting-edge, user-friendly and flexible security solution.



AirKey is the mobile, electronic access solution.
Unique throughout the world and with a high degree of cryptographic protection. With AirKey the smartphone is the key.

What we are known for.

- › EVVA's strength lies in the development and production of mechanical and electronic access systems.
- › EVVA manages many hundreds of thousands of mechanical and electronic access systems with millions of keys and access media types.
- › Our hardware and software products represent maximum quality and simple operation. Our products are used in companies, public facilities and domestic dwellings around the globe.
- › Find out more about EVVA security solutions and applications at www.evva.com

Mechanical access systems, for instance:

MCS (Magnet Code System), 3KSp/us (3-curve system), ICS (Inner Code System), EPS (Extended Profile System)

Electronic access systems:

Xesar, AirKey, e-primo

Supplementary security devices:

Motorised cylinders, additional security locks, tubular/**key safes, mortise locks, exit controllers**



TRIGOS Award



Mercur Award



ÖKOPROFIT awards



Constantinus award



Austrian of the year



City of Vienna environmental award



klima:aktiv award

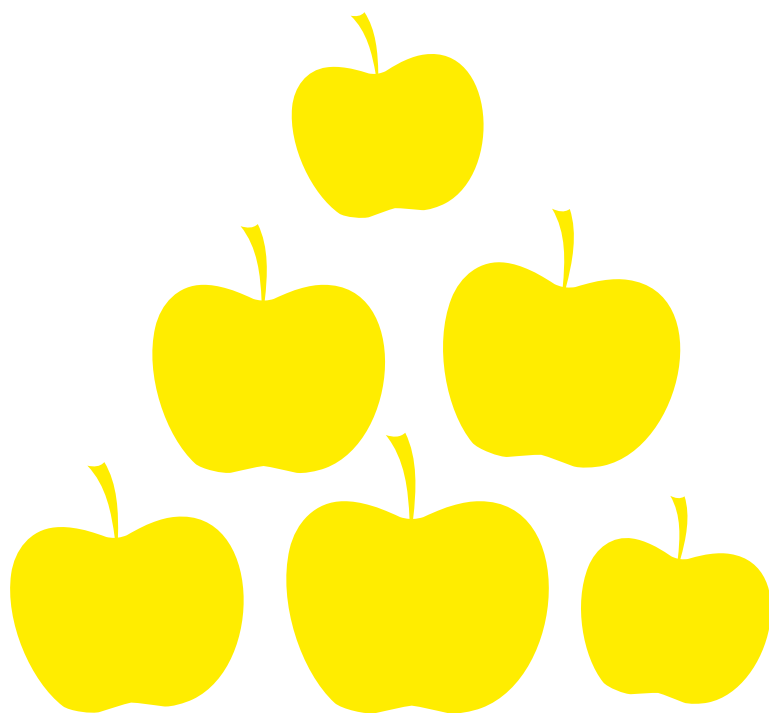


Top employer for training award



Awards we have received since 2011

- › The City of Vienna's ÖKOPROFIT award for top-grade environmental management (award received every year since 1999)
- › The City of Vienna's top employer for training award (seal of approval developed for companies with first-rate training programmes together with the City of Vienna and the Chamber of Commerce, Industriellenvereinigung (Federation of Austrian Industries), trade union associations and Arbeiterkammer (Chamber of Labour))
- › Mercur innovation award 2014 for AirKey (Vienna Chamber of Commerce, information technology, communication and technology category)
- › Austrian of the year 2014 – EVVA CEO Stefan Ehrlich-Adám ("Die Presse" daily newspaper, corporate management category)
- › Austrian Constantinus Award in Gold 2014 for AirKey (together with RISE consultants, information technology category)
- › FG Noviteitenprijs in silver 2014 for AirKey (innovation award for EVVA in the Netherlands)
- › TRIGOS Award 2012 (Austrian sustainability award by the CSR platform respACT, ecology category)
- › Winner of the BSD quality monitor 2012 (federal German association for security technology, product quality and services category)
- › A host of climate protection certificates for EVVA Krefeld (see page 39)
- › 2011 City of Vienna's environmental award for oil-free, clean production
- › 2011 klima:aktiv award by the Austrian Federal Ministry of Agriculture, Forestry, Environment and Water Management for energy-efficient lighting
- › Voted Austria's role model company
- › ISO-9001 certification. EVVA was the industry's first company to obtain ISO 9001 certification in 1993. In 2013, Quality Austria honoured EVVA on the occasion of its 20th anniversary.



Our sustainable success and objectives.

What we are proud of. And the areas
we still need to focus on.



EVVA management approach: there is no sustainability without economic success.

In most of us, the term sustainability triggers images of environmental protection or projects to benefit the wider society. That's not all though. However, we are of the strong opinion that comprehensive, economic success must be a priority.

The reason why is simple: a company will economically struggle if it follows the wrong strategies. The consequences may be that affected companies lack the financial leeway to fund ecological or social projects – as ambitious as they may be – and, what's even more difficult to handle, they are forced to lay off staff. Job security is probably the most positive, sustainable effect there is.

As a result, it is important to establish a stable foundation before being able to provide helpful support to others.

The following pages illustrate EVVA's elementary approaches and their vast effects on the company and its stakeholders. Over the past three years, EVVA has not been making minor changes, but crucial and fundamental decisions to determine our future.

References:

Materiality matrix, pages 68, 69
Economic targets, from page 26
Compliance, pages 77, 78, 79



+ focussing on our own strengths.

This core competence has transformed EVVA into what it represents today: the development and production of high-grade mechanical and electronic access systems. Once again, these roots were the basis for our actions within the recorded period.

In the last sustainability report in 2011 we were still focussing on providing every type of security solution. We were very committed to this goal, even if it was not the perfect strategy because EVVA has never been and will never be a manufacturer of alarm or

CCTV systems. As a result, this drained resources from our actual strength.

It is thanks to this obvious conclusion in terms of what we do and do not represent that EVVA was able to bundle its strengths and concentrate fully on mechanical and electronic access systems. Products that did not match this approach, such as alarm and CCTV systems or products for DIY retailers have been removed from our range.

Thanks to this strategy EVVA was able to develop entirely new, electronic systems within the past three years which are unique on the market as a result of innovative technologies or services. This boosts our reputation as a manufacturer of access systems and creates new jobs, for instance at our headquarters in Vienna where the workforce grew from 428 in 2011 to 474 in November 2014.



> *Focussing on our core competences, on mechanical and electronic access systems, meant we were able to cut a number of activities which did not benefit our corporate success. As a global market player we cannot afford to fritter funds because this draws away resources from other learning curves.* <

Andreas Kupka
 Sales, Marketing and Products Group Division Executive



EVVA specialist retail partners benefit from direct manufacturer know-how transfer as part of elements including workshops, point of sale equipment, partner magazines and universal EVVA training sessions for mechanical and electronic security technologies. It goes without saying that we also provide our employees with comprehensive training.



› Our clear strategy: we strive towards providing our specialist retail partners with optimum support to consequently develop even more opportunities and generate turnover. Trusting partnerships are absolutely vital to us. ◀

Roman Köhler
Head of Sales in Austria

+ focusing on partner distribution.

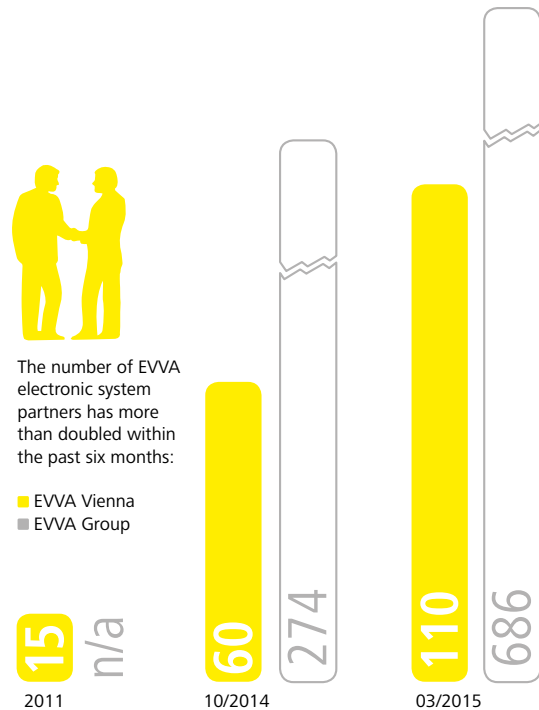
Traditionally EVVA has always maintained very close, long-term partnerships to suppliers, but also specialist retail partners that distribute EVVA products worldwide. The business relationships with our partners often span several decades.

Our 2013 specialist retail partner survey (see page 65) was able to uncover a host of critical aspects. This helped EVVA to re-define the framework for collaborations as partners.

EVVA is very concerned about the worries of its partners and the economic challenges they face. Within the recording period EVVA has focussed even more on its specialist retail partners to create a new level of quality in collaborations. Our project-based partner

distribution model combines the EVVA sales force's proximity to the markets with the local strengths of our specialist retailer partners and their pivotal roles as part of project development.

Our focus on partner-based distribution brings about very sustainable, economic effects for our specialist retail partners as well as our company itself. Both sides benefit and support each other. This combination also has significant benefits to customers submitting orders in terms of proximity, expertise and service.



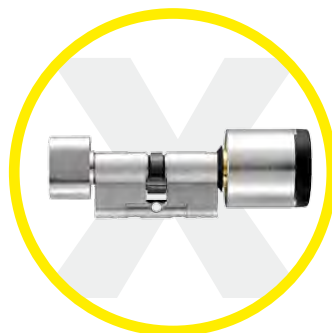
> *EVVA has been our reliable partner for more than 20 years. I can rest assured that the installed mechanical and electronic locking systems are of the highest quality.* <

Jürgen Hirsch
 EVVA specialist retail partner Hirsch, Amstetten/Lower Austria



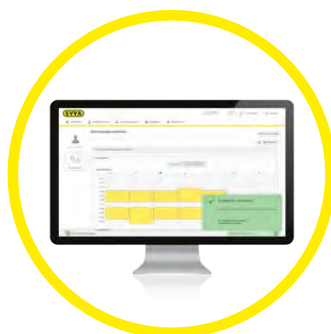
Durability

Mechanical EVVA systems built to last several generations. EVVA still receives repeat orders for locking systems installed more than sixty years ago.



Quality

Mechanical and electronic cylinders featuring plug pulling and drilling protection.



User-friendly

EVVA online administration allows customers to immediately and easily assign access authorisations.



Service

EVVA order forms provide clear information without complicated sub-clauses.



Technology

Just one example: AirKey, the system that grants secure access via smart-phones.



Examples of innovations at EVVA

+ permanent innovation.

Criminals will always find new methods. Access technologies must be able to permanently keep up with new trends and find a way for further developments. Innovation not only means new technologies, but also simpler application, improved quality or – as an approach to counter-act the throw-away society – a longer service life.

Innovation is team work, also between stakeholder groups. For this reason, we consider innovation a particularly crucial element for our company:

- › EVVA's internal Research and Development department permanently creates new and improved security solutions for the international market.
- › EVVA closely works together with research and development facilities, such as the Vienna University of Technology as well as external technology partners, for instance within the context of the AirKey project.
- › Intense discussions as part of our workshops and EVVA specialist retail partner training sessions are a vital method to develop new product functions. The introduction of the AirKey wall reader is such an example and it was triggered by the stakeholder dialogue with partners.
- › The EVVA testing laboratory comprehensively tests every aspect of products before their market launch. We also benefit from valuable feedback from EVVA specialist retail partners as a result of joint test phases.
- › EVVA employees are invited to submit their suggestions on how to continue to improve processes, products, etc. within the company as part of internal, corporate suggestion management (find out more on page 28).
- › EVVA is currently planning a completely new technology and innovation management (find out more on page 28).
- › In general, we are simplifying the process environment at EVVA by introducing new cost calculation procedures (find out more on page 27).



› EVVA can look back at a long tradition of finding and implementing new ideas. This is the path that we are still following today. <

Johann Notbauer
Technology Group Division Executive



Producing the plugs for
high-grade, mechanical
access systems



› The ability to deliver has always been crucial to EVVA. Increasing market demands represent the challenge we face here to be able to continue and expand our market leadership position in terms of our ability to deliver. ‹

Michael Kiel
Operations Group Division Executive

+ improved delivery management.

Depending on the product variants and country, EVVA stocks around 60,000 different items that our Material Management department must provide. Such a variety may cause certain parts supply bottlenecks, which, for instance, may delay custom designs. EVVA has analysed these bottlenecks – and the underlying, internal processes – to introduce suitable countermeasures, such as increased internal capacities, procuring new machines or continuous improvements to our order management.

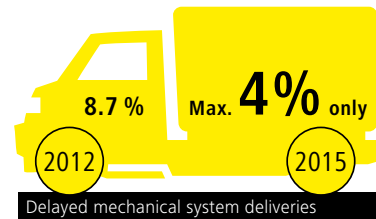
Delivery times: at EVVA we have defined certain standard delivery times depending on the products. The average processing time in 2014 amounted to 6.3 days. We are aiming at a further 15% reduction of this value by 2016. For this purpose, EVVA is relying on tried and tested lean management tools, such as the value flow analysis: The analysis starts at the finished product and works its way back to the beginning of the value chain. This way it is possible to uncover areas where resources are wasted and potential improvements of the delivery times.

Delivery reliability: EVVA was already able to significantly improve the company's delivery reliability in 2014, i.e. we were able to meet the delivery periods we promised. EVVA will continue to work in this area. In 2012, 8.7% of the total mechanical system orders were not delivered on time and in 2013 this figure reduced to 6.8%. In 2015, we are aiming at a maximum of 4%.

The most important new delivery management features at a glance:



- › Faulty parts management to be able to identify bottlenecks at an early stage
- › Priority lists for critical orders
- › Task force to monitor customer orders
- › Shorter processing times
- › Defined standard delivery times
- › Transparent customer information
- › Workplace optimisation
- › Longer machine operating times



Our economic targets between 2011 and 2014. What have we achieved?

Assessing our targets from the last EVVA sustainability report 2011

Universal training concept for EVVA Partners.

☹️ *Target partly met.*

The EVVA Academy, our internal training facilities, not only trains employees, but also our specialist retail partners and distributors around the world.

The training concept for our Xesar and AirKey electrical access systems has been available in a universal format for all subsidiaries since 2014. However, we do not provide comprehensively coordinated training systems for our mechanical access systems in each country. We aim to provide these by 2016.

Improved workflow for partner/customer feedback

☹️ *Target met.*

See Partner survey, page 65

Further enhancing the electronic product portfolio.

☹️ *Target met.*

See Focussing on the own strengths, page 19

Establishment of a customer care centre to centrally record customer enquiries.

○ *Target redefined.*

Since 2014 we have been collecting all technical enquiries or complaints from our customers and partners in our EVVA subsidiaries' technical offices. They go through a support process featuring up to four stages. Our clear objective: qualifying individual levels so that the majority of cases can be handled by as few levels as possible. The advantage is that EVVA can consequently resolve issues very quickly and maintain direct contact to the stakeholder group – before and after the purchase.

We are currently discussing the need for a central customer care centre at EVVA to deal with administrative enquiries. We are very happy with the described technical support structure covering several channels of our company.

Integration of the Bad Fischau subsidiary into the Vienna headquarters.

☹️ *Target obsolete.*

The Bad Fischau subsidiary was split off from EVVA Group in 2013, page 73.



Our new economic targets from 2015. What are we planning?

2015: establishing new controlling and simplifying processes.

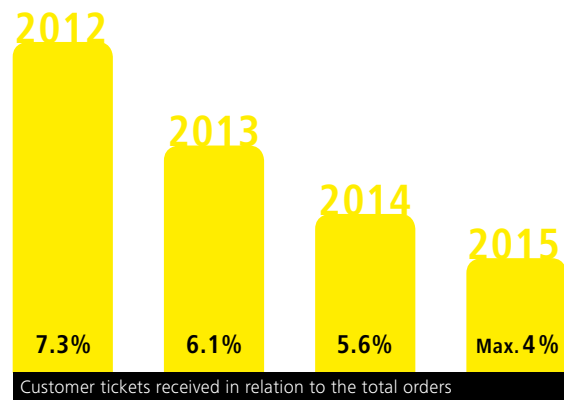
EVVA has been changing its financial processes since 2014 to uncover inefficient processes and continue to boost profitability. Reporting will also be gradually converted to contribution margin accounting. We can optimise profit margins in any area by simplifying our processes or by accelerating them.

2015: establishing a new technology and innovation management at EVVA.

See information box on the following page

2015: reducing customer tickets to a maximum of 4%.

The percentage of customer tickets in relation to all orders amounted to 7.3% in 2012, 6.1% in 2013 and 5.6% in 2014. EVVA strives towards improving this figure even more and cutting the percentage to a maximum of 4% from 2015. Customer tickets may relate to technical or administrative complaints (e.g. incorrect address on invoices). Find out more about the four-stage support process on the previous page.



2015: reducing delivery delays to a maximum of 4%.

Page 25

By 2016: reducing the average delivery time by 15%.

Page 25

By 2016: universal training programme for EVVA mechanical access systems.

Page 26



> Each one of us should ask themselves how we can become even better and more efficient because we want to continue to grow – as a company and also as a person and learning individual. <

Dr. Alexander Knourek
 Finance, IT, Quality and Process Management Group Division Executive

By 2016: introducing optimised delivery times and lean management tools at all EVVA production facilities.

Page 25

EVVA's headquarters are home to the company's main production facilities making a net value added contribution of around 80%. The described improvement measures in our delivery management will be gradually introduced throughout our additional, smaller production facilities in Krefeld, Leipzig, Hengelo and Tišnov.

By 2017: further specialist retail partner survey.

See page 65 for the 2013/2014 survey



How EVVA generates ideas.

At EVVA we give employees the opportunity to be innovative and actively contribute to the company's success. We reward contributions and benefit from our employees' ample expertise.

For many years we have been operating an internal, organisational improvement system as part of which employees can suggest new or improved processes, products, etc. We evaluate, implement and reward each suggestion and if the idea is not developed, we hand out prizes for contributions. In 2015, EVVA will convert this process:

1| Proposals to improve existing processes are collected as part of "WoW! corporate suggestion management".

2| Completely new ideas by employees, e.g. for innovative products, services or processes will be integrated into the new **technology and innovation management** over the course of 2015.

For example: EVVA intends to develop a new, mechanical locking system. All ideas are collected, evaluated and selected. Ideas with a high degree of technical maturity can then be directly integrated into the product road map. If the technical feasibility of the idea remains unclear, we increase the level of maturity in feasibility studies and applied research projects to reduce the implementation risk. As a result, we develop a prototype from an idea which ultimately forms the basis for series production development. As a result, technology and innovation management ensures that the best ideas are brought to life and not lost along the way.



The new corporate suggestion management. We invited all employees to participate and find a name. "WoW!" was the winner.

Accepted suggestions

43

61

20

25

Submitted suggestions

122

155

111

123

2011

2012

2013

2014

EVVA has been running a corporate suggestion management process since 1999 and employees submit between 100–150 suggestions each year.



Ecological sustainability

EVVA management approach: Industry and environmental protection do not contradict each other.

A great responsibility rests on EVVA as an industrial company with its main production facilities in the heart of a big city. For this reason, sustainable, environmentally friendly actions are an absolute necessity for EVVA, not just something to improve the company image. A host of awards underline our major commitments to protecting the environment. Every year EVVA creates an environmental report which serves as the basis for entry in the City of Vienna's ÖKOPROFIT awards. EVVA was able to win this award every year since 1999.

In our company, innovation involves launching technically sophisticated products on the market and making sure products can also be produced efficiently and environmentally friendly. We strive towards continuously reducing our impact on the environment, for example with our clean production approach. In a world of scarce and costly resources, savings in purchasing and waste disposal also bring about significant economic advantages. These may not be evident immediately, but there will definitely be medium to long-term benefits.

Production companies cannot turn a blind eye on trends towards renewable energy – in the past years we have inaugurated two EVVA photovoltaic systems.

Talking about trends, nowadays companies favour multiple recycling, but the trend towards very durable products has lost momentum. EVVA is countering this trend with precision cylinders that will last several decades.

Our experiences have clearly demonstrated that environmental protection and profitability can go hand in hand. This is a crucial factor for us as a company, but also for our stakeholders.

References:

Materiality matrix, pages 68, 69
Environment targets, from page 42
Environmental protection awards, pages 12, 13
Investment in and benefits of environmental protection, page 40
Comparison of environmental figures, page 41
Input/output analysis, from page 80



Since 2013, the solar panels on the roof of the EVVA Italia facilities have been providing environmentally friendly energy.



› We thought that if we are going to convert and enlarge the EVVA Italia facilities, there have to be environmental benefits. We are particularly proud of our photovoltaic system. ‹

Alessandro Spadoni
Managing Director at EVVA Italia

+ in-house energy production.

In summer 2013 EVVA put the finishing touches to a very important project: the company's very own photovoltaic system on the roof of the Vienna headquarters. We use the entire amount of generated solar energy to cover our in-house power demands. The solar modules generate approximately 150,000 kilowatt hours of energy each year. This amounts to the energy generated by around thirty domestic photovoltaic systems.

EVVA took this opportunity and simultaneously renovated the roof by installing new heat insulation (page 41).

Our EVVA subsidiary in the Italian town of Villorba generates its own energy. EVVA Italia installed an in-house photovoltaic system on the facility's roof as part of conversion and extension measures in 2013.



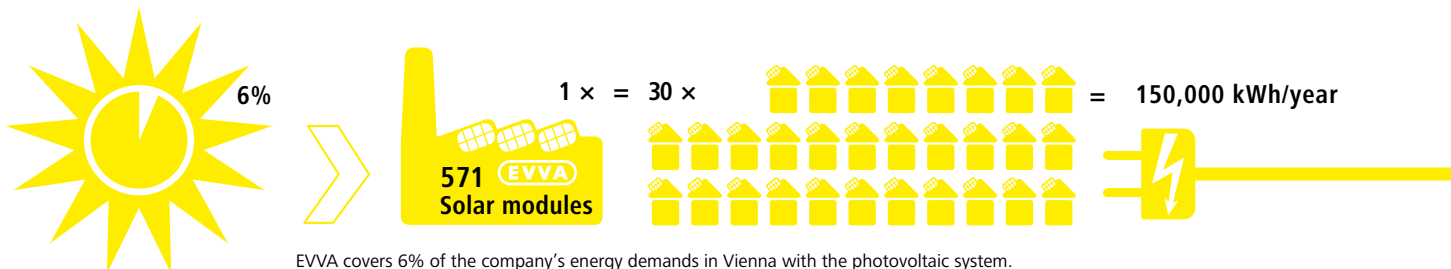
› *Our photovoltaic system means we can produce clean energy ourselves.* ‹

Martin Staudigl
Assistant Mechanical Systems Production Manager;
Operation Planning;
Safety/Environmental Technology Officer

How EVVA catches the sun's rays.



- › The photovoltaic system at the EVVA headquarters is one of the largest of its kind in Vienna used for in-house energy production
- › EVVA uses it to produce around 6% of the energy the company requires
- › State-of-the-art technology modules (nano modules)
- › Around 25% of the roof surface is covered with 571 solar modules
- › Comprehensive wind force calculations for the attachment system were required as a result of strong winds





Our clean production systems have been designed in-house by the EVVA Mechanical Engineering department, such as the machine dubbed "Nike-Valerie" for cylinder plugs.



› If we are in demand of new machines, we focus on clean production characteristics. In many cases, our in-house mechanical engineering experts develop and design these themselves. ◀

Andreas Graf

Electronic System Production and Automation Technology Division Executive;
responsible for apprentices at EVVA in Vienna

+ clean production: continuing to reduce oil and water consumption.

We were unaware of the reactions that would result when EVVA announced its clean production approach for the first time in the last sustainability report. Our oil/water-free production initiative triggered a host of positive reports about EVVA in specialist as well as general media and won many awards – such as the TRIGOS Award 2012 or the City of Vienna's environmental award 2011 – it also attracted a great deal of attention from our stakeholders.

Back then our clean production rate amounted to 25%. In 2015 we will meet our targets defined in the last report: 50% clean production. We are able to achieve this value thanks to a new machine, launched in 2015,

which is able to also process our mechanical cylinders in a dry production process, i.e. without adding oil, lubricant and water. We had previously only relied on dry processing in cylinder plug production.

The remaining, international EVVA production sites are completely oil and emulsion-free (and additionally they do not produce any raw parts). For more detailed information see the input/output analysis in the Appendix.

How EVVA saves resources and cuts costs.



The raw material for EVVA lock cylinders is clamped and then turned, drilled and milled in different parts of the clean production machine. Cylinders are processed as part of a dry process and they are also discharged from the machine as dry components. We can also completely do away with cleaning parts using chlorinated hydrocarbons which means we were able to cut the process by an entire step. Oil/water-free production not only protects the environment, it's also good for employees: skin irritations caused by oil are prevented.

An additional, significant advantage: **now the savings in purchasing and disposal** amount to around €140,000 a year (in 2011, this figure totalled approximately €105,000 based on a lower clean production rate). However, these figures are met by around two million Euros clean production development costs.



Faster processing times and public funding are also taken into account as part of the amortisation calculations (find out more on page 40). Plus: our clean production expertise remains available in-house for any other as well as future production systems.



Rudolf Reidl, Head of Surface Technology and Waste Management

The EVVA galvanising facility is very environmentally friendly. Waste water is treated in our vacuum evaporators...



EVVA saves 6,000 kg of paper/cardboard per year thanks to flexible and reusable pallets.



EVVA reuses 100% of all metal chips. Dry processing saves extensive treatment.



...before it is re-used.

+ promoting recycling.

Waste water:

Even if the EVVA headquarters are in a country blessed by abundant water reserves, we must stop wasting water.

We need water as part of the galvanising process (i.e. surface treatment) for our products. Waste water is not fed into the public sewage system, 100% of EVVA's waste water is treated in a vacuum evaporator before it is returned to the production cycle.

In 2011, the recycling rate in relation to the entire water demand amounted to 75%.

In 2013, this figure was at 60%. This may seem as a step in the wrong direction, but we have sustainable reasons to back this figure: EVVA continues to cut the water demand in its galvanisation processes. However, the water quantities required for personal hygiene (hand hygiene, showers, WC) – which is not recycled – has remained at the same level – see table below. As a result, the overall water recycling rate dropped, but so did the overall water consumption. If you use less water, there is less demand to recycle it.

Packaging:

We strive towards producing less packaging. For this reason, EVVA transports its semi-finished parts (e.g. cylinder housings, cylinder plugs) to subsidiaries on reusable pallets. This completely does away with any additional packaging. EVVA has increased the number of reusable pallets in use during the reporting period and this resulted in savings of over 6,000 kg of packaging a year, around 15% less packaging than in the last reporting period.

Materials:

EVVA not only recycles waste water, but also materials. Chips are produced as a result of processing EVVA lock cylinders (most of all brass chips). These are melted down and 100% of the material is returned to the production process. EVVA's recycling rate in relation to the overall material used is around 66%.

Waste water in 2011

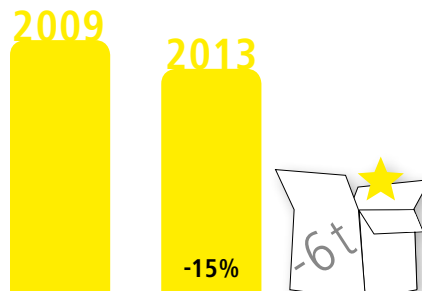
Galvanisation	4,936 m ³
Hygiene and other	1,645 m ³

Waste water in 2012

Galvanisation	2,704 m ³
Hygiene and other	1,802 m ³

Waste water in 2013

Galvanisation	2,650 m ³
Hygiene and other	1,766 m ³

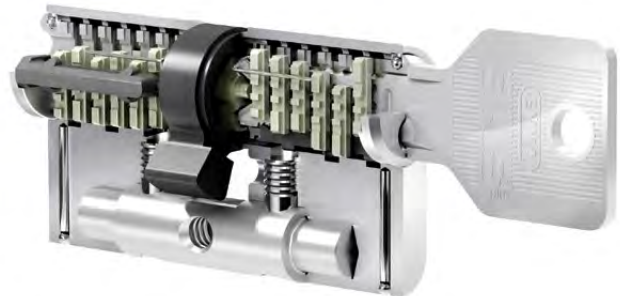
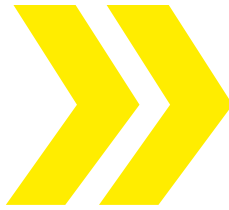


Packaging saved thanks to the reusable system

EVVA aims to introduce the reusable pallets throughout the entire company by 2017 (currently 80%).



Flexible products that
cut distances.
EVVA cylinders in
modular design.



Lighting elements with reflectors
are a simple method to consume
less energy.



Video conferencing makes many
trips obsolete. Less fuel, lower
environmental impact.



Electric vehicles at EVVA in
the Netherlands: in the evenings,
the vehicles are just plugged in.

+ additional measures to save energy and cut emissions.

Video conferencing:

Within the reporting period, EVVA launched the Webex video conferencing system to also be able to exchange information between headquarters and subsidiaries. This saved a number of flights and trips by car.

The benefits in detail:

- > thanks to video conferencing we introduced weekly coordination meetings between subsidiaries and our headquarters. Since then, contact has become more targeted and intense, reporting has become even more transparent.
- > Estimated savings of around €5,000 in travelling expenses and approximately three tons of CO² a year.

New lighting technology:

EVVA was even able to top the successful lighting conversion measures achieved within the last reporting period (energy consumption reduced by 40% by converting to electronic ballast): we have installed further ballast since 2011, hence cutting energy consumption by an

additional 30,000 kWh. Our CO² emissions reduced accordingly by a further 80 tons. In 2011, EVVA received the klima:aktiv award from the Austrian Federal Ministry of Agriculture, Forestry, Environment and Water Management.

The lighting elements in an entire department were converted from two-track to single-track, i.e. there is now merely one light source per lighting element. This may sound like a disadvantage, but it is not because the lighting elements are now equipped with reflectors which make far better use of the luminous intensity and diffusion. Thus, 1 x 42 W are better than 2 x 58 W. A striking example of "less is more".

Within the reporting period, EVVA Belgium also installed new lighting elements to cut the consumption as well as double-glazed windows to boost heat insulation.

Electric vehicles at EVVA in the Netherlands:

In terms of electric vehicles EVVA in the Netherlands

is showing the way. Three employees use their company cars to get to and from their offices and business meetings without the needing fuel or producing harmful emissions. The vehicles are recharged at the in-house charger station or at one of the two electrical chargers at the EVVA facilities in Hengelo.

The subsidiary also replaced its air-conditioning and heating system as part of an additional, sustainable method. Since then the air circulation within the facilities has improved significantly, as have energy usage and consumption: the gas bill dropped by 80%.

Climate protection certificates for EVVA Krefeld

Within the reporting period our German EVVA subsidiary in Krefeld was awarded a host of environmental certificates, for instance by recycling paper and cardboard. This led to annual CO² savings of approximately 7,000 kg. This corresponds to the average CO² emissions of a car over a distance of around 42,000 kilometres. The subsidiary also obtains electricity

generated entirely from renewable energy (ASEW Energie und Umwelt GmbH certificate).

EVVA lock cylinders in modular design:

Thanks to their modular design, installation in doors is particularly flexible, the exact, required lock cylinder length must not be available in advance. This cuts necessary coordination processes between fitter and customer, thus also reducing unnecessary car journeys and emissions. Specialist retail partners can individually assemble cylinders for customers on-site. Warehousing and associated costs for EVVA Partners are also optimised.

This brings about pleasant, additional benefits for customers in terms of service life: the cylinder can simply be taken with you when you move so you can re-install it in your new property. One more reason for EVVA products' ability to last many decades.

Investments in environmental protection 2011–2014

	Investment costs in €	In/up to
Waste:		
Degradable cleaning agents	45,000	2011
Reusable pallet system	50,000	2012
Reusable EPS packaging	15,000	2014
	Total €110,000	
Energy:		
Conversion to electrical ballast for fluorescent lighting	20,000	2011
Comprehensive heat insulation in the mechanical engineering and tool engineering departments	25,000	2012
Two photovoltaic systems (160 kWp)	450,000	2012 + 2013
Use of LEDs in measuring departments	6,000	2012
Optimising lighting in raw part production	10,000	2013
Roof renovation and comprehensive heat insulation as part of the photovoltaic installation in Vienna, Wienerbergstr. 59–65 (excluding the roofs of raw part and small parts production facilities)	107,000	2013
New windows installed in Wienerbergstr. 59–65 + 67	25,000	2013
Installing timers in equipment for beverages and coffee	3,500	2014
	Total €646,500	

Benefits of environmental protection

Savings:

The savings as a result of the aforementioned environmental protection investments amount to between €50,000 to €60,000 per year.

Additionally, we are able to make the following savings as a consequence of our clean production: from 2015 in procurement and waste disposal (oil, lubricants) around €140,000 per year (in 2011 this figure amounted to around €105,000 at a lower clean production rate).

The investment costs for the new clean production machines will only enter into the equation in 2015 and for this reason, they have not been taken into account in the above table.

Amortisation:

On average, these investments will be amortised after between five (e.g. lighting conversion) to ten years (e.g. photovoltaic system, roof renovation).

The costs incurred as a result of clean production investments during the last reporting period (up to 2010) will be amortised in around three years.

Amortisation also takes into account factors, such as faster processing times (clean production machines produce eight times faster).

Subsidies:

The photovoltaic system was granted subsidies of around €200,000 and the lighting conversion project received approximately €5,000. The funding was provided by the City of Vienna and Kommunal-kredit, a financial institute specialising in infrastructure investments.

Costs for roof renovations in 2011 and 2012

EVVA Vienna roof renovation (as part of the photovoltaic system installation)	Costs in €
Roof renovation from the inside	30,000
Roof of the Electronics and Magnet departments	102,000
Roof of the raw parts production facilities	39,900
Rest incurred within the context of small parts production	16,800
	Total €188,700

Comparison of important environmental KPIs from 2010 to 2013

	2010	2011	2012	2013
Electrical energy per product kg, in kWh/kg	3.71	3.65	3.53	3.5
Heating gas energy per product kg, in kWh/kg	1.93	1.53	1.43	1.32
Standardised heating energy consumption, in %*	165	111	114	110
Waste per product kg, in kg/kg **	0.66	0.48	0.56	0.52
Amount of water consumed per man hour, in m ³ /h	0.35	0.31	0.2	0.18
Heating energy consumed per m ² area, in kWh/m ²	113	102	101	97

* excluding heating degree days; ** Waste mainly concerns brass chips which are fully recycled

Figures for the Vienna headquarters (figures for 2014 will only be available at the end of 2015).
See the input/output analysis in the Appendix for a list of all KPIs



> *The water from our waste water treatment plant
is even cleaner than the already
very clean Viennese water.* <

Herbert Reininger MBA
 Production Division Executive

Our environmental targets 2011–2014. What have we achieved?

Assessing our targets from the last EVVA sustainability report 2011:

Increasing the percentage of oil-free production from 25% to 50%.

☑ *Target met.*

Page 35

Environmental communication day with external consultants

☑ *Target met.*

Each year EVVA publishes an environmental report which serves as the basis for the City of Vienna's ÖKOPROFIT certification. For this purpose, EVVA meets external consultants to discuss environmental topics and occupational safety.

Proposals for generating in-house energy with photovoltaics.

☑ *Target met.*

Page 33

Proposals to increase savings for lighting.

☑ *Target met.*

Page 39

New biodegradable cleaning agents for machines, components and floor surfaces.

☑ *Target met.*

All cleaning agents we use are now biodegradable.

Introducing the reusable pallet system throughout the company

⊖ *Target not yet met.*

We are currently only at 80%. EVVA aims to increase this rate to 100% by 2017. Page 37 and 43

Plans to use environmentally friendly and/or reusable packaging.

☑ *Target met.*

Planning has been completed. We have set the target for 2015, see on the right.

Installing hand dryers with air vortex technology to replace paper towels.

⊖ *Target not met.*

The analysis resulted in an unfavourable cost/benefit ratio and for this reason, this measure has not been implemented.

More video conferences.

☑ *Target met.*

Page 39

Continuing to win the ÖKOPROFIT award each year.

☑ *Target met.*

Page 13



EVVA and its four-point environmental policy:

Our management has concisely put together the EVVA environmental policy:

- Economising on raw materials and energy
- Preventing emissions and waste as much as possible
- Considering waste as raw materials
- Environmental awareness by informing employees and initiating a dialogue

Our new environmental targets from 2015. What are we planning?

By 2017: introducing the reusable pallet system throughout the company
Page 37

2015: promoting a new, environmentally friendly packaging concept.
EVVA plans to use new product packaging in sales that fully consists of environmentally friendly, recyclable cardboard to replace plastic/EPS packaging.

2015: preparations for EU energy efficiency legislation.
EU energy efficiency legislation will be mandatory for companies from a certain number of employees. EVVA will run an audit and complete technical inspections to determine consumption. EVVA will list each power consumer with the corresponding values and draw conclusions in terms of potential, additional energy savings.

By 2017: increasing clean production to a rate of 60%.

By 2017: increasing the percentage of LED lighting (currently around 5%) to between 30% and 40%.
This would result in potential energy savings of up to 30%.

By 2017/2018: introducing photovoltaic systems in other subsidiaries.

The photovoltaic system in Vienna has reached its maximum configuration. EVVA Italia is also already using solar energy. Other EVVA subsidiaries may follow in the coming years, e.g. the Krefeld subsidiary, EVVA's second largest site. We could cover 50% of the energy consumption as there are vast roof areas available to install a photovoltaic system.



> *By the end of 2015 we aim to introduce universal packaging made of cardboard throughout EVVA. EPS is harmful to the environment and many no longer consider it as a suitable packaging. <*

Mathias Hacker
Operation Planning team member

A large, solid yellow apple is centered in the upper half of the image. A black banner with white text is draped diagonally across the middle of the apple. Below the apple, three dark grey silhouettes of people are shown from the waist up, reaching their arms up to touch the bottom of the apple.

Employee commitment and social sustainability



EVVA management approach: we are a family-run business with a responsibility.

EVVA has always remained a family-run business ever since it was established in 1919. A family-run business, what does that mean to us? It means that – in addition to the obviously required need for profitability – EVVA always strives towards being a responsible employer to its employees. EVVA aims at securing existing and creating new jobs. The company was also able to live up to this challenge during times of economic hardship.

However, EVVA was still forced to make some changes during the reporting period. We closed our subsidiary in Hungary due to the on-going, economically difficult situation within the country. We also merged the activities of our offices in Berlin with the Krefeld and Leipzig sites to benefit from synergies within Germany. We gave all employees in Berlin the opportunity to move to other sites. Changes to the economic framework conditions and the focus on our core business have also triggered a number of changes at the headquarters to the extent that some activities became obsolete. We tried to relocate affected employees to other EVVA departments or re-train them. However, we were also forced to lay off staff.

But positive aspects dominate as EVVA was able to create new employment opportunities within the reporting period since 2011 (see page 55). The fluctuation rate has remained far below the average (as it was the case in the last report) and the newly introduced information and motivation measures throughout the company (e.g. Info breakfast/ Info café sessions) are showing excellent results.

In terms of social activities EVVA is fully dedicated to protecting the most vulnerable: children. The central aspects described on the following pages illustrate EVVA's social commitments to sustainability.

References:

Materiality matrix, pages 68, 69
Employees and society targets, from page 58
Occupational safety, page 77
Human rights; corruption, page 78
Employee statistics, pages 51, 71 and 72



Living values.
Multi-stage workshop
for EVVA managers



+ EVVA Academy: Training programme further enhanced.

The “EVVA Academy” is our internal, professional training centre for external partners/ customers and employees (internally known as personnel development courses). Specialists divulge their expertise in courses lasting from one hour to seminars of several weeks. The EVVA Academy/personnel development courses cover all relevant areas of expertise – product trainings, IT programs, personnel development, employee management, occupational safety and many other topics.

The EVVA Academy/personnel development courses implemented the following, sustainable measures within the reporting period:

More partner training courses. We already provide training sessions for employees, but also for specialist retail partners, most of all for new security solutions on the market and EVVA solutions.

Since 2014 the number of partner training sessions at the headquarters, but also in subsidiaries, has increased significantly. This comes as a result of EVVA’s focus on partner-based distribution. One focus is on training sessions for electronic access solutions which provide additional sales and revenue potential for partners who had previously mainly focussed exclusively on mechanical systems.

Each EVVA training is evaluated afterwards. What were the benefits to partners? We are delighted about the feedback. In 2014, EVVA partner training sessions scored an overall rating of 1.4!

EVVA launched the largest management training course to date. The management must live corporate values and convey them to employees for them to accept them. Personnel development designed a multi-stage programme for 62 EVVA managers. It was launched in 2014 and will run until the early stages of the summer in 2015. The objective is to establish an EVVA management model which embraces and demonstrates EVVA values and the mission statement (from page 61). In this process, managers stay true to themselves and their strengths.

1.4

Excellent ratings for EVVA training courses from our specialist retail partners in 2014.



> *First-rate management skills and an understanding of management based on EVVA values make a significant contribution to safeguarding our company’s success.* <

Catarina Wolkenstein
 Head of Personnel Development/EVVA Academy



The 7 stages of the EVVA management training:

- › Event launch and introduction of the new EVVA values.
- › Assessing personal learning demands.
- › Individual coaching with external experts: where are my strengths, where do I have potential for development?
- › Module 1 "Managing employees": how do I motivate correctly? How do I handle insecurities and resistance?
- › Practical exercises and get-together with the EVVA CEO.
- › Module 2 "Managing teams": What is the difference between development and decision-making meetings? What boosts motivation?
- › Closing event. What did the training do for participants? What would we like to change or improve in the future?



Employee training sessions	2011	2012	2013	2014
Training hours in Austria	3522	3657	7249	3711
Employee training participants	939	866	1559	996
Number of hours per employee	10.61	15.24	20.89	11.71
Number of employee trainings	84	118	112	135
Training hours in Germany	1588	1890	3667	1842
Employee training participants	282	441	494	231
Number of hours per employee	9.01	15.40	26.10	19.73

Employees' total training hours have slightly dropped since 2009/2010. This comes as a result of having held a large number of trainings as part of new employee orientation meetings. The former subsidiary in Bad Fischau also no longer forms part of the EVVA Group and hence it is no longer taken into account in the training statistics.

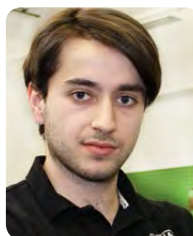
In 2013 employees were comprehensively trained for the market launch of the new, electronic EVVA product portfolio which explains the high number of training sessions during this time.



EVVA trainers are mentors and advisers for any specialist, but also social matters. EVVA provides intensive support to apprentices throughout the apprenticeship which creates a close bond with the company.



A seal of approval that comes as a result of hard work. Within the reporting period, EVVA has been named as one of the City of Vienna's official "Top employers for training".



› Apprentices are immediately integrated into interesting projects at EVVA. I have already learnt a lot. ◀

Jürgen Kalser
Tool engineering apprentice

+ EVVA has been named top employer for training.

We discovered many years ago that it is becoming increasingly harder to find well-trained, specialist employees. For this reason, EVVA decided in 1984 to train apprentices in house. Each year, new apprentices join the company in the tool engineering technology, mechanical engineering, mechatronics and operative electronics departments. They are fully integrated into EVVA projects.

We have been awarded for our commitment to apprentices: since 2014, EVVA has officially been amongst the City of Vienna's "Top employers for training". Yes, we are consequently taking social responsibilities, but EVVA also greatly benefits from employees that develop their skills on a profound basis to help build up the company over many years to come. EVVA has every reason to be proud of its apprentices' achievements. Today many former apprentices work at EVVA in positions with a high degree of responsibility.



> *My family is very important to me. EVVA offers flexible working hours so I can plan time with my children more easily.* <

Marina Hauft
 Production team member

Women and technology? A perfect match!

EVVA works together with institutions that promote better professional opportunities for women. "We always look forward to receiving applications for apprenticeships from women", Herbert Haslinger, Head of Mechanical System Production, emphasises. Almost half of EVVA's employees are women. EVVA offers a host of different models for working hours so that both men and women are able to bring together professional and family life more easily.

Employees by gender (EVVA Vienna, end of 2014)

Female	213 (45%)
Male	261 (55%)
Total	474

Managers by gender (EVVA Vienna, 2014)

Female	17 (27 %)
Male	45 (73 %)
Total	62

At the top management level (6 persons) we have one female manager who is also simultaneously the owner of the company.



EVVA assumes the costs to participate in several public running events.



› Exercise, healthy eating and up-to-date provisions help to change your life. Our company continues to provide excellent input in this respect. ◀

Dr Nadja Negedly
Company doctor

+ new well-being initiatives launched.



People who feel healthy and physically fit gain more from life and tend to be more satisfied. EVVA would like to contribute to this and thus the company has been offering well-being programmes for employees since 2012:



› Our well-being day in Krefeld centred around “Check your senses”. Employees were given advice as part of special hearing and sight tests. ◀

Anke Nielsen

Human Resources team member in Krefeld

- › Healthcare presentations by specialist medical staff directly on company pre-mises – previous presentations included subjects, such as skin, digestive organs, healthy eating and eyesight.
- › At the end of 2013, the EVVA subsidiary in Krefeld organised an independent well-being day with specialist medical staff.
- › Delicious and healthy meals each day (in addition to additional meals) in the canteen at the Vienna plant. Prices are subsidised and EVVA assumes around half of the costs of the meals.
- › The company actively encourages employees to take part in running events. EVVA assumes the participating costs of around four events each year.

- › Dedicated company doctor section in the employee newsletter

Additional offers and discounts within the reporting period:

- › Endurance and weight training with different focal points (back, abdomen, cardiovascular system). EVVA assumes parts of the course costs.
- › Different vaccinations throughout the year (e.g. flu, TBE). EVVA assumes the costs for treatment and vaccines.
- › Company doctor surgery open during working hours
- › For many internal events: basket with apples and other types of fruit – and not just the all-too-common sweets.
- › In-house EVVA library with specialist literature and entertaining books to borrow. Once a year, we hold “Library day” with a big book exchange.
- › EVVA Family Day at the Krefeld subsidiary in 2012
- › Subsidies for travel expenses of commuters from other federal states
- › Each year as a present from management: sacks of apples in autumn, vouchers at Christmas, organic eggs at Easter and donuts at carnival
- › Discounts at local companies



A real hit at the well-being day in Krefeld: an age simulation suit with additional weights. A good exercise to experience with your own body how strength reduces as your age increases. “Age simulations helped to practically experience the behaviour of older colleagues. This was very important to us with regard to the demographic changes”, Anke Nielsen from EVVA Krefeld explains.



Info breakfast
Info café



› The Info breakfast has become
a well-established event in only two years.
We must strive towards integrating
all employees into this dialogue. ‹

Stefan Ehrlich-Adám
CEO of the EVVA Group

+ Info breakfast. Your direct way of approaching the highest management level.

Each company is faced with rumours at risk of demotivating or at least unsettling employees. What is true about these rumours? What is not? Who can provide reliable information? The answer: the top management level, the decision-makers. But can I just ask them?

Yes you can. In February 2013, EVVA devised the "Info breakfast" sessions particularly for this purpose (the event is also known as Info café in subsidiaries because they are not only held in the mornings). On average, this new dialogue between employees and stakeholders takes place every one to two months at EVVA. Employees are given the opportunity to ask questions and obtain clear answers in a relaxed environment with coffee and cakes. EVVA CEO Stefan Ehrlich-Adám and Group Division Executives take part to immediately answer any of your questions.

Stefan Ehrlich-Adám also informs about EVVA's current strategies and challenges.

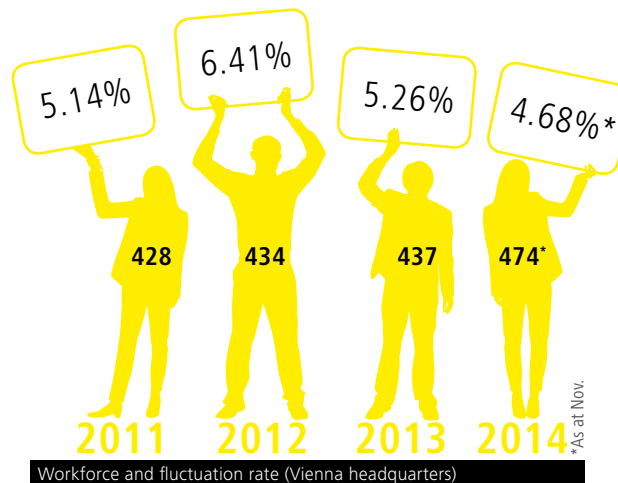
Every employee can register for Info breakfast/Info café events. They are held in each EVVA subsidiary. There is a dedicated speaker per table to collect and present all questions. Consequently, shy employees also have an opportunity to participate. The event is very popular amongst the employees.

Stakeholder dialogue "Info breakfast/Info café"



- + First-hand information from the top management level
- + Personal integration of each employee, answers to individual questions
- + More transparency, "managers that are close to you"
- + Immediately eradicate rumors and fears to tackle them head-on

= Valued, sincere communication and successful stakeholder dialogue



The average fluctuation rate within companies is at 9% (according to the Hernstein Institute for Management and Leadership, valid for Austria, 2014). EVVA values are far below this rate.



Consulting contents

Psychosocial issues 39%

Includes different psychosocial issues, both legal and any other issues within the environment

Psychological issues 14%

Psychological issues ranging from fears and traumatic experiences to suicidal tendencies (ICD10 diagnoses)

Physical and psychological violence/neglect 16%



Sexual violence 16%

Includes all types of sexual violence, from suspicions to severe sexual abuse

Separation/divorce 6%

Separation, divorce and custody as well as visiting rights, single parent and foster care issues

Problematic behaviour 9%

Problematic behaviour in families (education) and schools

+ child protection is close to our heart.

Children are a part of families and child protection forms part of a family-run business. That's our philosophy. EVVA focuses its social commitments on the most vulnerable in our society. Each year the company and its employees donate large sums to "die möwe" child protection centres. The association provides abused children with support and free therapy.

It has profound negative effects if children who are wholly reliant on the responsibility of adults are threatened, beaten or abused by these persons. External support can provide hope and have a lasting effect on children's lives. It is an investment into the future of our society. EVVA has donated a total of around €40,000 to "die möwe" since the start of the partnership.



› You can dedicate your time to many valuable challenges. We decided for ourselves that we would help those who are too young to help themselves – children. ◀

Nicole Ehrlich-Adám
Human Resources and
Organisation Development Group Division Executive

How employees and the management pool together to provide support.



For instance, in 2014 a host of different EVVA events were able to generate a donation of €10,000:

- › Around €220 from the "die möwe" donation box to which every employee can contribute
- › €1,291 collected at the annual IT jumble sale
- › €5,000 prize money from the Mercur price, donated by our management
- › The remaining amount was generated by the sales of a recipe book designed by our employees as well as donations collected at the Christmas party and donations directly from our management.



EVVA is in permanent dialogue with children and young adults: we invite school classes to company tours each year. EVVA is also a partner of the schülerInnen.gestalten.wandel sustainability initiative. Find out more on page 67.

Our employees and society targets 2011–2014. What have we achieved?

Assessing our targets from the last EVVA sustainability report 2011:

Creating a Code of Conduct.

☑ **Target met.**

The EVVA Code of Conduct has been revised. Download it at www.evva.com/csr

Rolling out the EVVA “Heureka” idea management to all subsidiaries and all employees.

☑ **Target redefined.**

In 2015, Eureka was split up into two separate processes as part of improvement and innovation management and

☹ **Target not yet met.**

We aim to meet this target in 2015, page 28.

Optimising employee information in terms of CSR.

☑ **Target met.**

Employees are provided with comprehensive inductions about new values, the new mission statement and the EVVA Code of Conduct – these are the foundations of our sustainable actions. Ever

Fostering young managers and older employees.

☑ **Target met.**

Thanks to the EVVA Academy and our personnel development the company permanently provides seminars, workshops and even management seminars or courses to train new skills. At EVVA we focus on qualifications and expertise with regard to the corresponding activity. We do not take into account age, gender or any other criteria during our assessments. We host individual employee orientation sessions twice a year. Employee orientation sessions analyse strengths, interests and potentials and discuss any potential professional training measures.

In 2015, this system will be officially introduced throughout the company as “EVVA Wiki”. It is intended to intensify the links between employees even further, document expertise and trigger more efficient processing.

Improved data processing programs.

☹ **Target not met.**

We were partly forced to tediously collect data manually as part of the last sustainability report. Unfortunately, this also applies to this report as not all figures have been recorded electronically. For this reason, we are moving this target into the upcoming reporting period.

Introducing employee orientation sessions in subsidiaries.

☑ **Target met.**

Employee orientation sessions will be introduced throughout all sites. The last subsidiary to be integrated into the employee orientation session process is EVVA Italia.

Establishing a knowledge management system.

☑ ☹ **Target partly met.**

Employees (predominantly from technical departments) have already been using a network platform to facilitate the exchange and sharing of expertise for their projects.



► *I have been working for EVVA for 29 years and I will soon retire. It was nice to experience how our employees were always at the core as the most important element.* ◀

Herbert Haslinger

Mechanical Locking Systems Production Division Executive

this is consequently applicable throughout all subsidiaries. Find out more on page 28.

Initiating the “Innovation management” workshop.

since 2012, the employee newsletter (published several times a year) features a dedicated CSR section with up-to-date, sustainable activities within the EVVA Group.

Our new employees and society targets from 2015. What are we planning?

2015: completing and evaluating the multi-stage management training.

Pages 47 and 48

2015: revising the application process.

There have recently been isolated cases in which EVVA has reacted to applications too late or not at all. This does not match the demands of a sustainably operating business and affected applicants had every reason to feel disappointed. Consequently we will once again revise the application process in detail to prevent this from re-occurring.

2015: rolling out the knowledge management system (EVVA Wiki) throughout the company.

Page 58

2015/2016: Clearly defined job descriptions.

Tasks, responsibilities and competences are not always clearly described and lack detailed information. We aim at changing this by 2016 so that our management can use these job descriptions as orientation.

By 2016: initiating a large-scale employee survey.

What is on employees' minds? What do they enjoy? What do they dislike? The survey is intended to provide the company with information about employees' satisfaction and complement Info breakfast sessions.

2016/2017: Organising a Family Day.

The last, big Family Day at the headquarters took place a few years ago. We would like to once again invite our employees' families to visit our company and have a big celebration together. We will offer company tours, information stands and a host of children's games.

By 2017/2018: improving programs for data processing.

Page 58

Maintaining a dialogue with children and young adults about sustainable actions.

Page 67

Continuing to provide support for "die möwe" child protection centres each year.

Pages 56 and 57



> EVVA is an economically successful, highly innovative, family-run business managed with an eye on our society. Satisfied, long-term employees are proof of the excellent professional environment and outstanding working conditions. <

Claudia Schödl

Works council member at EVVA Vienna



How we identified significant topics.

This EVVA sustainability report is based on the GRI 4 directives (global reporting initiative). As per GRI 4 significant aspects are defined as “aspects which reflect a company’s important economic, environmental and social effects or aspects which significantly influence the assessments and decisions by stakeholders”. The following modules form the foundation to define aspects significant to EVVA.

1 Values, mission statement and actions

What has made us strong? What do we do better than everyone else? Where are we heading? Every company should continuously discuss these questions. The EVVA management discussed said issues particularly intensively between 2013 and 2014. As a result, EVVA has re-assessed and developed its values and mission statement. They demonstrate what characterises EVVA and what is most important to the company. They form the basis for our corporate strategy and our sustainable actions.



Our values = Roots

The EVVA DNA – what has made us unique since day one.



Our mission statement, Code of Conduct = Trunk and branches

The EVVA promise and our experience of almost 100 years. Lived and passed on by everyone at EVVA.



Strategic goals = Fruit

Goals EVVA and each employee must achieve. They allow us to reap the benefits of our work and success.

The EVVA values.



Dynamically into the future

Inspiration, innovation, creativity, courage and freedom of thought

Significant, sustainable impact:

Innovative technologies and new ideas are the key to EVVA's success and we foster these within the company. For example with our corporate suggestion management or the planned technology and innovation management. Find out more on pages 22, 23 and 28



Professionalism

Diligence, planning and transparency, competent and independent, focussed on targets and results, customer benefits are at the core

Significant, sustainable impact:

Sustainable actions also mean identifying whether we have veered off our ideal course. A profound strategy with clearly defined targets protects jobs and makes the company stronger. Page 19



EVVA as a family-run business

Sustainability, long-term planning, economic success

Significant, sustainable impact:

EVVA has been a family-run company ever since it was established in 1919. When we talk about sustainable actions with effects on future generations, we are serious about our commitments. Find out more in the "Success and objectives" section from page 15



People

Appreciation, respect, fairness, sincerity, honest communication

Significant, sustainable impact:

At EVVA everyone must be able to speak their mind. The Info breakfast sessions which were newly introduced within the reporting period are a prime example (page 55). This value has great sustainable effects also on external stakeholders. The new EVVA Code of Conduct analyses elements including fair competition.

The EVVA mission statement.



1 | We are a **leading, innovative manufacturer** of mechanical and electronic access control systems.

2 | Our products are characterized by fulfilling **the highest quality standards and security requirements**. We offer attractive design, comfortable handling and easy installation.

3 | We are committed to a **long-term and reliable business partnership**, based on mutual trust, operative excellence and economic success.

4 | Our **longtime experience** as well as our mechanical and electronic expertise represent the solid basis for reliable access control systems.

Significant, sustainable impact:

EVVA focuses on its core competencies and strengths.
What do we do better than everyone else?
Page 19

Significant, sustainable impact:

Permanent improvements to maintain our high level and be able to enhance our lead.
Pages 22, 23 and 28

Significant, sustainable impact:

EVVA now focuses on the specialist retail partner stakeholder group. The company implements projects together with partners.
Page 21

Significant, sustainable impact:

EVVA has always represented maximum mechanical excellence. This is complemented by the development of new, electronic access systems.
Pages 10 and 19



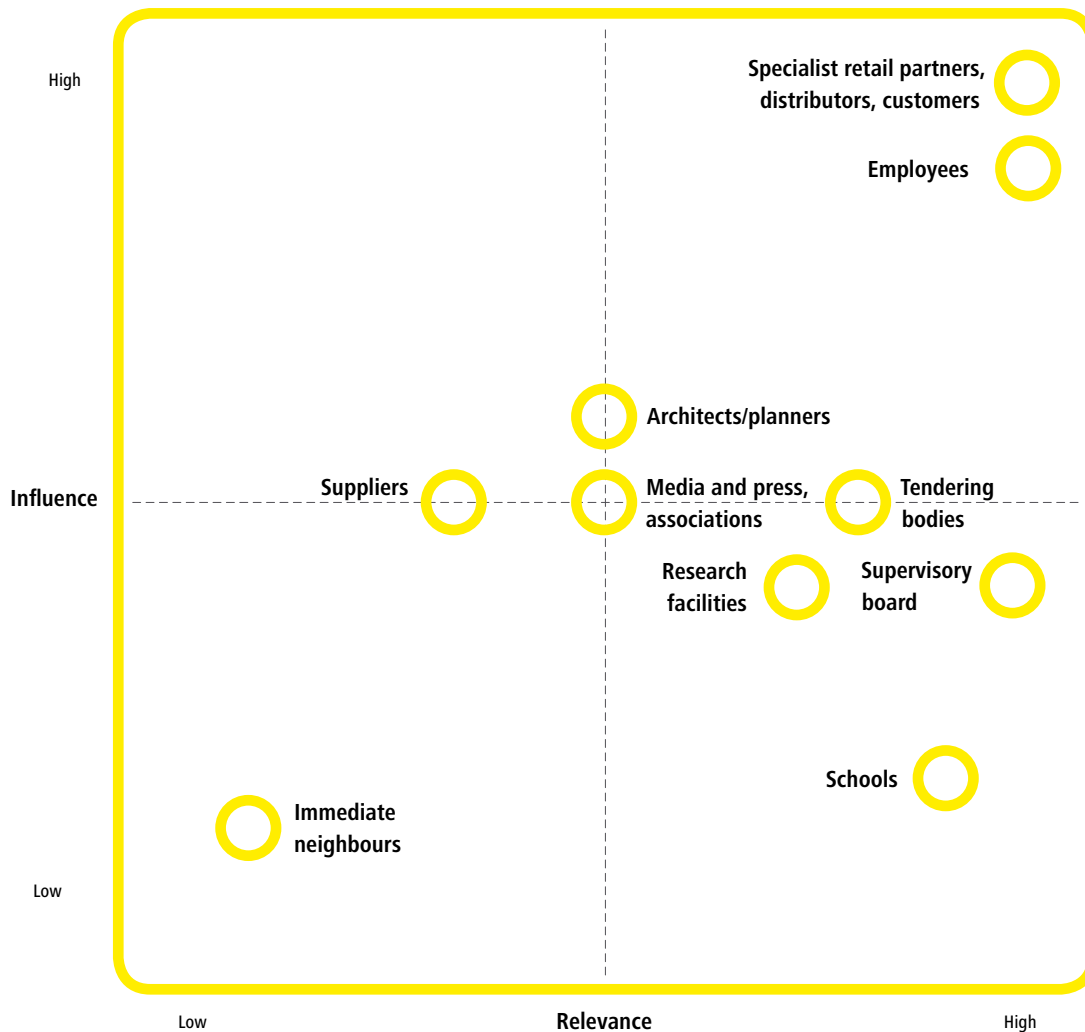
The Code of Conduct.

EVVA revised the Code of Conduct in 2014/2015. It corresponds to our corporate values and is available to download at www.evva.com/csr. The Code of Conduct is mandatory for all employees and it describes our behaviour internally and externally.

The Code of Conduct features rules aimed to nip any occurrence of risks in the bud, such as corruption, unfair business practises, human rights violations or a lack of respect.

2 Stakeholder input.

Our stakeholders:



Source of the influence/relevance matrix: "6 steps to create a sustainability report" respACT directive, p. 17, based on AccountAbility (AA1000); www.respect.at

Results of stakeholder dialogues.

a | Partner survey

In 2013/2014, the EVVA Sales and Marketing departments conducted a large-scale partner survey. Within the reporting period EVVA focussed on the specialist retail partner stakeholder group and was keen to analyse how satisfied they are with EVVA and what their dominant topics are.

The survey was implemented in two stages:

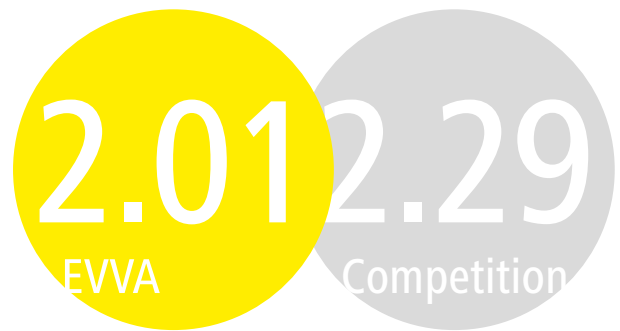
1 | 15 exploratory, personal interviews with selected partners to determine partnership criteria and strategic factors for success.

2 | This data was used to develop a questionnaire which was sent to 638 partners.

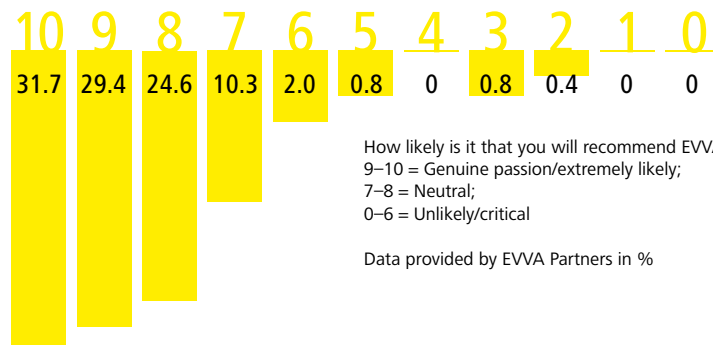
We analysed a total of 259 completed questionnaires (41%).

The results:

- > The partner survey provided many positive results for EVVA. EVVA scored an overall rating of 2.01 (competitors: 2.29) and a high degree of recommendations.
- > Specialist retail partners demand that we handle their time and resources responsibly. This relates to processes, services and products. In terms of comparable product portfolios it is the art of collaboration that makes EVVA the right provider.
- > Partners demand long-term relationships with manufacturers to develop the market in a joint effort and not as competitors.
- > Partners particularly value the following manufacturer characteristics: product quality/durability, comprehensive range, price/performance ratio, technical standard/degree of innovation, high degree of delivery reliability and fast reactions in the event of technical issues.



Overall survey score
(1=excellent, 4=insufficient)



b | Partner training sessions, roadshows and projects

EVVA receives important feedback from regular partner training sessions within the context of the EVVA Academy (page 23). However, the company also receives feedback from the roadshows across Europe which were launched in 2014 as part of which EVVA provides existing and new partners with on-site support to answer questions or demonstrate products. What did specialist retail partners particularly enjoy? What other product functions would you like to see? Has everything been described clearly and transpar-

ently in terms of products as such, assembly manuals or customer documents? For EVVA this is an important channel to obtain feedback on partners' and also market demands.

Feedback which is directly forwarded to EVVA's Research and Development department.

For instance, the development of the AirKey wall reader or the new workflow for technical support are all based on partner input. This underlines the close link between EVVA and its specialist retail partners.



› Our products are thoroughly tested in our test laboratories before their market launch. We run comprehensive field tests with our pilot partners which help us obtain valuable results. ‹

Johann Huber
Head of Laboratory

c | Employee Info breakfast sessions



Info breakfast
Info café

The Info breakfast sessions are probably the most important stakeholder dialogue for employees. They were initiated in 2013 to meet employees' demands for closer contact to the management. Find out more on page 55. Many of the questions and answers have been published in the

"What I always wanted to know..." section of the EVVA employee newsletter for everyone to read. The section most of all concerns corporate strategies, product information and employee motivation.

d | End customers and suppliers

We maintain close relationships with our suppliers, some of which go back several decades. We benefit from this, for example if we just need a small batch of a certain part. There have been frequent technology transfers between EVVA and its suppliers and consequently elements, such as the pins for our mechanical 3KS^{plus} system are now coated with a new type of lubricant which also brings about cost reductions. Find out more about our suppliers on pages 72 and 73.



> *We supply EVVA with vital precision parts, such as locking sliders or rotors. The collaboration between our companies is outstanding and has been going on since the 1970s.* <

Johannes Cech

Managing Director at the EVVA supplier "Andres & Dworsky"

Private end customers are supported by EVVA specialist retail partners. We initiate a direct, shared dialogue between large

commercial accounts and general contractors to provide solutions for their extremely complex security demands.

e | Schools

The schülerInnen.gestalten.wandel (www.schueler-gestaltenwandel.at) initiative is dedicated to revitalise values and takes sustainability to the classroom. The initiative coordinates CSR dialogues between schools and companies. EVVA has been a partner of this initiative since 2014 and the company was already able to welcome a number of participating school classes to the headquarters. The ear-

lier sustainable thinking and actions are triggered, the better. For this reason, we greatly value this dialogue with young people.

Our experience from the previous dialogues was that there was a great deal of interest in what sustainable actions can actually mean. The often very vague term "sustainability" becomes tangible to many as part of company tours.



A school class from VBS Schönborngasse Vienna visits EVVA as part of the schülerInnen.gestalten.wandel initiative

3 Materiality matrix



What does the company aim to represent in an economic, environmental and social sense? How do stakeholders interpret the company's core activities? The materiality matrix now transparently illustrates the areas EVVA has focussed on in terms of sustainability since 2011.

Sources of the materiality matrix:

EVVA values and mission statement, results of the partner survey 2013/2014, feedback from workshops, training sessions and face-to-face meetings with specialist retail partners, employees, suppliers and commercial customers; Info breakfast sessions/Info café sessions with employees; EVVA top management decisions. The materiality matrix has been developed in close collaboration with the management and owners of EVVA.

The previous section describes pivotal EVVA sustainability topics in detail.

It goes without saying that this does not mean other topics are less important – we have described these in the GRI index from page 70.

Significant, sustainable topics at EVVA



	Effects (very effective, effective, moderately effective, largely ineffective) on			Particularly stressed in the stakeholder dialogues by*:	Find out more on the following page:
	Economy	Environment	Society/employees		
Focus on specialist retail partner distribution	very effective	largely ineffective	very effective	Specialist retail partners	21
Focus on the own strengths, adapted range	very effective	largely ineffective	very effective		19
Degree of innovation (technology, quality, processes, etc.)	very effective	effective	effective	Specialist retail partners, End customers, research facilities	23
Supplier management	very effective	largely ineffective	effective	Specialist retail partners, End customers	25
Compliance	moderately effective	moderately effective	moderately effective		77–79 and Code of Conduct at www.evva.com/csr
Professional training	very effective	largely ineffective	very effective	Employees, Specialist retail partners	47–49, 78 (employees), 20, 21, 49, 66 (partners)
Employee satisfaction and motivation	very effective	largely ineffective	very effective	Employees	from 44
Occupational health and safety	effective	largely ineffective	very effective		77
In-house energy production	effective	very effective	moderately effective		33, 43
Clean production – cutting energy and water consumption	effective	very effective	effective		35
Recycling (materials, waste water)	effective	very effective	moderately effective		37
Human rights	largely ineffective	largely ineffective	very effective		63, 78
Corruption	effective	largely ineffective	very effective		63, 78
Child protection	moderately effective	largely ineffective	very effective		57

* If no data has been provided, this aspect has mainly been prioritised by the EVVA management

GRI index*

The following items have been specified by GRI* and they have been sorted as per the GRI index, starting with G4-1. This sustainability report has been created as per G4 and complies with the “In compliance – core” specification. As a result, any GRI index items omitted from the report are not required for “core” reporting. The reporting period dates from 2011 to 2014.

Statement from the most senior decision-maker of the organization in terms of sustainability (G4-1)

Statement of the EVVA CEO on page 3 and the corresponding management approaches on pages 17, 31 and 45.

Describing the most key impacts, risks, opportunities, trends (G4-2)

For this purpose, refer to the CEO statement on page 3, the corresponding management approaches on pages 17, 31, 45 and the “Our sustainable foundation” section from page 60.

Organisational profile

All data up to December 2014, if not stated otherwise.

Name (G4-3):

EVVA Sicherheitstechnologie GmbH. Established in 1919.

The primary brands, products and services (G4-4):

Page 10. Visit www.evva.com for more information on the EVVA product portfolio

Location of the organisation’s headquarters (G4-5):

Headquarters in Austria: A-1120 Vienna, Wienerbergstrasse 59–65

Subsidiaries/sites (G4-6):

Map on page 8. Company-owned EVVA subsidiaries in: Germany (Krefeld and Leipzig), Switzerland (Rotkreuz), Italy (Villorba), the Netherlands (Hengelo), Belgium (Halle), Poland (Warsaw), Czech Republic (Prague and Tišnov) and Slovakia (Nitra and Bratislava).

Nature of ownership and legal form (G4-7):

GmbH (private limited company). 99% Nicole Ehrlich-Adám, 1% Stefan Ehrlich-Adám

Markets served (G4-8):

In Austria and the previously mentioned countries with subsidiaries as well as worldwide via distributors. Visit www.evva.com/kontakt for a concise list of EVVA subsidiaries and EVVA distributors.

Equity stakes. Companies in which EVVA holds a stake: d-line as (in Denmark, 30% stake), EVVA Salto Access AB (in Sweden, 50% stake)

EVVA holds a minimum stake of 20% of all shares in the following companies, as at the end of 2013.

* “Global Reporting Initiative”, a worldwide initiative with the objective of making sustainability reports comparable. GRI has established itself as the standard for sustainability reports.

Shared ownership (at minimum 20% of all shares)

	Equity share in %	equity in thousand €
1. EVVA spol.s.r.o., Prague, Czech Republic	100.0	1,269
2. EVVA Verwaltung spol.s.r.o., Prague, Czech Republic	100.0	489
3. EVVA Sicherheitstechnik Verwaltungs GmbH, Leipzig, Germany	100.0	50
4. EVVA BVBA, Halle, Belgium	99.9	601
5. EVVA POLSKA S.z.o.o., Warsaw, Poland	100.0	-241
6. EVVA Sicherheitstechnik GmbH & Co. KG, Leipzig, Germany (limited liability stake)	100.0	1,786
7. EVVA Nederland B.V., Hengelo, the Netherlands	100.0	10,402
8. Guard-Mudroch spol s.r.o., Tišnov, Czech Republic	100.0	913
9. EVVA Budapest Kft., Budapest, Hungary	100.0	0
10. EVVA Sicherheitsschlösser GmbH, Velbert, Germany	100.0	-4,864
11. EVVA Sicherheitstechnologie AG, Rotkreuz, Switzerland	100.0	5,679
12. EVVA Italia S.r.L, Villorba, Italy	51.0	976
13. EVVA s.r.o., Nitra, Slovakia	100.0	641
14. d line as, Albertslund, Denmark	30.0	4,067
15. EVVA Salto Access AB, Hägersten, Sweden	50.0	844
16. EVVA Sicherheitstechnik GmbH, Krefeld, Germany (held by EVVA Sicherheitstechnik GmbH & Co KG, Leipzig)	100.0	17,040

Scale of the organisation (G4-9):

Workforce and fluctuation rate (Vienna headquarters).

Year	Employees	Fluctuation rate
2011	428	5.14%
2012	434	6.41%
2013	437	5.26%
2014 (as at Nov.)	474	4.68 %

The average fluctuation rate within companies is at 9% (according to the Hernstein Institute for Management and Leadership, valid for Austria, 2014). EVVA values are nowhere near this value.

Workforce in subsidiaries (as at November 2014):

Germany: 135 (Krefeld: 114, Leipzig: 21), Belgium: 8, the Netherlands: 26, Poland: 7, Czech Republic: 46 (Prague: 25, Tišnov: 21), Slovakia (Nitra and Bratislava): 12, Italy: 17, Switzerland: 7

Financial figures for the Vienna headquarters:

Revenue in 2013: €49,471,433.01

Equity in 2013: €46,893,317.22

Loaned equity in 2013: €64,485,894.91

**Employee data, valid for Vienna headquarters,
as at November 2014 (G4-10, G4-11):**

Employees by gender:

Female	Male	Total
213 (45%)	261 (55%)	474

Managers by gender:

Female	Male	Total
17 (27%)	45 (73%)	62

Employees by nationality:

Austrian	Other nationalities
435 (92%)	39 (8%)

Employees by age:

up to 30	30–50	over 51
85 (18%)	300 (63%)	89 (19%)

Employees by type of profession:

Office staff	Workers
294 (62%)	180 (38%)

	Full time	Part time
Total	407 (85.86 %)	67 (14.14 %)
Office staff	238	56
Workers	169	11

Collective agreements apply to 100% of the workforce.

Number of employees with a disability level over 50%: 5

Re-employment rate following a cooling off period: 100%

**Organisation's supply chain, valid for the Vienna head-
quarters, main production facilities (G4-12):**

Commissioned suppliers in total: 957

Percentage of suppliers in the region (Vienna and its surroundings
up to a distance of 50 km), rounded: 44%

Percentage of suppliers at a distance between 50 and 200 km: 16%

Suppliers at a distance of over 200 km: 40%

Individual, purchased parts (approximately 2%) are supplied
from China. Regardless of where parts are from: all our suppliers
must meet strict testing criteria and comply with our high quality
standards. Each supplier is also made aware of the EVVA Code of
Conduct (www.evva.com/csr).

Number of suppliers (in percent) for:

Raw materials	6%
Production materials	50%
Xesar, AirKey escutcheon parts	5%
Electronic systems	5%
Auxiliary materials	3%
Packaging and labels	3%
Surface treatment	3%
Tools/machines	18%
IT	3%
Trade goods	4%



- › *Many suppliers consider topics, such as clean production, as more important and others as less important. The sensitivity towards the issue increases with the size of the supplier. We hope we can act as role models.* ‹

Peter Halper
Head of Material Management

- › We purchase high-end technology for our electronic access systems, such as flexible PCBs. This requires a certain level of supplier quality. EVVA works together with market leaders to maintain our high standards in terms of operation and security.
- › EVVA is determined to avoid hazardous materials where possible. Thanks to our clean production facilities we avoid the use of oil and lubricants. Lead-free soldering is another example, even if we do not ensure this ourselves, but outsource the responsibility via our supply chain.
- › Refer to the input/output analysis in the Appendix for more detailed information, e.g. on materials used. Find out more about clean production on page 35.
- › Sale of the EVVA Sicherheitsschlösser GmbH business operations in Velbert as a result of the focus on the core business
- › Incorrect designation in the last sustainability report: EVVA holds an equity stake in the Swedish company and does not run a subsidiary there.

Commitments to external initiatives (G4-14):

As per GRI this section focuses most of all on the "Rio Declaration on Environment and Development" by the United Nations (UN). EVVA follows this precautionary approach to prevent any type of environmental damage. Examples are our oil-free, clean production, our waste water treatment plant or our double-base washing systems with integrated protective mechanism in the event of cracks (we have never had to trigger this mechanism because our systems are serviced regularly).

Significant changes during the reporting period (G4-13):

- › Changes to the product portfolio, page 19
- › Changes to the sales strategy, pages 21, 45 and 73
- › New or changes to equity stakes: none
- › Changes to equity stake ratios: none
- › Closing down the subsidiary in Hungary (as a result of the challenging economic situation within the country) and the Berlin site (activities have been relocated to Krefeld and Leipzig sites), page 45
- › Outsourcing the Austrian subsidiary in Bad Fischau; has been trading as ESSECCA GmbH as an independent distributor since 2013.



We also procure special parts from our suppliers, such as flexible PCBs for our electronic access systems.

Externally developed economic, environmental and social charters, principles, or other initiatives which EVVA regularly supports (G4-15):

- › EVVA is a member of respACT, the most important Austrian platform for sustainability. www.respect.at
- › “die möwe” child protection centres, page 56 www.die-moewe.at
- › Each year EVVA takes part in the City of Vienna’s ÖKOPROFIT initiative which rewards contributions by corporate environmental protection. For this purpose, we create an annual EVVA environmental report. www.oekoprofit.com
- › [schülerInnen.gestalten.wandel](http://schuelerInnen.gestalten.wandel), more on page 67 and at www.schuelergestaltenwandel.at

Memberships in organisations and and national or international advocacy organisations (G4-16):

For instance: Austrian Chamber of Commerce – since December 2010 EVVA CEO Stefan Ehrlich-Adám has been the “Industry” sector representative of the Vienna Chamber of Commerce, Association MACHINERY & METALWARE Industry, ÖVQ (Austrian quality assurance association), ÖQA (Austrian task force to foster quality), ÖKOPROFIT initiative, VSÖ – association of Austria security companies, industrial associations, respACT – corporate CSR platform, City of Vienna’s top employer for training, etc.

Defining significant aspects

List of all entities included in the organisation’s consolidated financial statements or equivalent documents (G4-17):

Table on page 71

Report contents (G4-18):

Report contents:

We have compiled the contents of this report as per these principles:

- › Significance. Possibly the most important aspect of GR4. Find all details on EVVA’s method to define significant report contents from page 60.
- › Completeness. The report illustrates many positive aspects of EVVA’s sustainability, yet it does not ignore negative factors, see the corresponding targets in the practical section from page 15. All GRI specifications as per “In compliance — core” have been met and in many cases more than one indicator per significant aspect has been addressed. All data has been completely developed by the responsible entity using the underlying statistical tools to the best of our knowledge.
- › Sustainability context. The analysed aspects determined by EVVA as significant have once again been documented as per the classic CSR categories “Economy”, “Environment” and “Employees/society”. We are of the opinion that these categories have been established and they are also transparent for non-professionals.
- › Stakeholder integration. This applies in particular to the specialist retail partner and employees stakeholder groups. Find out more from page 65.

We have integrated all subsidiaries during the creation of this sustainability report and taken into account their input. During the creation of the report the focus was and is on the Vienna headquarters as they include facilities, such as the EVVA main production facilities with around 80% of the net value added contribution. The sustainable expertise is also applied at EVVA subsidiaries if this is necessary due to local circumstances.

Report quality:

We equally took into account the principles of balance, comparability, accuracy, up-to-date data, transparency and reliability. We also greatly value clear, comprehensible communication in the report.

Identified material aspects and boundaries (G4-19 to G4-21):

“Our sustainable foundation” section from page 60 and “Success and targets” from page 15

Changes compared with the 2011 EVVA sustainability report (G4-22 and G4-23):

The report has been compiled as per GR4 (2011 report as per GR3).

- › An external audit has not been completed as this was not required as per reporting “In compliance”. Hauska & Partner (www.hauska.at) provided EVVA with support during the creation of the sustainability report.

Stakeholder integration

(G4-24 to G4-27): from page 65

Report profile

Reporting period (G4-28):

The reporting period dates from 2011 to 2014.
(a host of data for 2010 which was unavailable for the previous sustainability report has now been included in the tables).

Date of most recent, previous report (G4-29):

2011 (for the reporting period between 2005 and 2010), as per GRI for the first time

Reporting cycle (G4-30):

Scheduled every two to three years

Contacts, CSR contacts (G4-31):

- › Martin Mayrhofer (Head of Internal Communications; creating the sustainability report) for general CSR communication, m.mayrhofer@evva.com
- › Martin Staudigl (Assistant to the Head of Mechanical Systems Production) for environmental topics, clean production and occupational safety, m.staudigl@evva.com
- › Nicole Ehrlich-Adám (Human Resources and Organisation Development Group Division Executive) for employees/society, n.ehrlich@evva.com

GRI index and external audits (G4-32 and G4-33):

- › This sustainability report has been created as per G4 and complies with the “In compliance – core” specification.

Corporate management, responsibilities, roles

(G4-34 to G4-36 and G4-42 as well as G4-49):

The top decision-making entity within the EVVA Group consists of CEO Stefan Ehrlich-Adám and five Group Division Executives (areas: “Operations”, “Sales, Marketing and Products”, “Technology”, “Finances, IT, Quality and Process Management”, “Human Resources and Organisational Development”). All corporate strategies and decisions are discussed with European sites’ EVVA managers and transferred to subsidiaries.

The CSR is directly developed as part of monthly group division meetings in which the CEO also always participates. The CSR forms part of EVVA’s strategic objectives with profound links to the top management and corporate values (page 62). In the previous sustainability reporting period up to 2011 the CSR was still part of the so-called “organisational round table” which did not feature all top decision-making entities. To this end, the CSR has been further enhanced at EVVA over the past years.

In group division executive meetings the top decision-making entities discuss CSR proposals or initiate sustainable strategies and measures themselves. CSR communication has also been assigned to internal communication as an independent task (part of the permanent exchange with the Human Resources and Organisational Development Group Division Executive). CEO and group division executives are linked to employees through dialogues (e.g. Info breakfast – page 55). This demonstrates the importance of sustainability within the company.

The terms CSR (corporate social responsibility) and sustainability



Both terms may historically have different roots – “CSR” tends to focus more on social components, “sustainability” more on environmental protection aspects – but nowadays they are widely used as synonyms. Consequently, this report uses both terms as equivalents.

Ethics and integrity (G4-56):

Find information on values, the EVVA mission statement Code of Conduct from page 61. Available to download at any time at www.evva.com/csr.

Management approaches (G4-DMA):

Pages 17, 31 and 45

Economy

Financial assistance received from governments (G4-EC4):

Page 40

Services funded by EVVA (G4-EC7):

“die möwe” child protection centres, page 56

Significant, indirect economic impacts (G4-EC8):

Focus on project-based partner sales with the potential to increase EVVA Partner’s productivity, page 21;
Changes within EVVA sites, page 73

Environment

Materials and raw materials (G4-EN1 and G4-EN2):

Input/output analysis in the Appendix, supplier data, page 72

Energy consumption within the organisation (G4-EN3):

“Environmental key performance indicators” table on page 41, input/output analysis in the Appendix

Reduction of the energy consumption (G4-EN6):

Photovoltaic system on page 33, clean production on page 35, additional measures on page 39, environmental targets from page 42



› The costs for our electric vehicles are still equal to those for conventional petrol and diesel powered vehicles. However, the environment is always a winner. ◀

Charèl Nijhuis

Managing Director at EVVA Netherlands

Water sources significantly affected by withdrawal of water (G4-EN9):

"Environmental key performance indicators" table on page 41, waste water recycling including data in m³ on page 37, clean production page 35, input/output analysis in the Appendix

Biodiversity (G4-EN11):

The Vienna headquarters are situated within a water protection area. Find out more in the management approach and on page 31 as well as in section G4-14 on page 73.

Reduction of greenhouse gas (GHG) emissions (G4-EN19):

EVVA measures, such as electric vehicles at EVVA in the Netherlands, on page 39

Total water discharge by quality and destination (G4-EN22):

Waste water recycling including data in m³ on page 37, comparison of "Environmental key performance indicators" table on page 41, input/output analysis in the Appendix

Waste (G4-EN23 and G4-EN25):

Less packaging and material recycling on page 37, comparison of "Environmental key performance indicators" table on page 41, input/output analysis in the Appendix

Extent of impact mitigation of environmental impacts of products and services (G4-EN27):

Complete Environment section from page 30, investments in and benefits of environmental protection on page 40, environmental targets from page 42

Environmental compliance (G4-EN29):

No penalties as a result of non-compliance with environmental stipulations

Transport (G4-EN30):

Benefits as a result of modular design and video conferencing on page 39

Total environmental protection expenditure and investments by type (G4-EN31):

Investments in and benefits of environmental protection on page 40

Society/social aspects/employees

Workforce and fluctuation (G4-LA1):

Pages 71 and 72

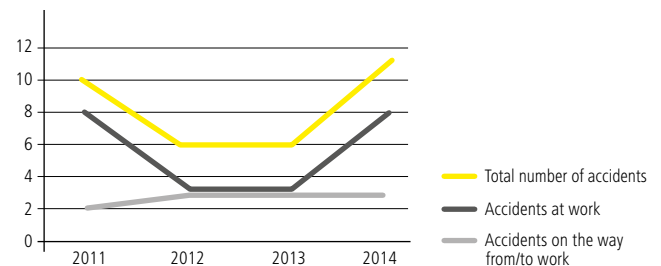
Benefits provided to employees (G4-LA2):

Page 53

Minimum notice periods (G4-LA4):

Collective agreements do not include minimum notice periods. However, employees will be notified of any corporate changes in due time (via the Intranet, notice boards and information screens, Info breakfast sessions/Info café sessions, etc.).

Occupational health and safety, accidents at work (G4-LA5 and G4-LA6):



Occupational health and safety is paramount within a production company. EVVA and ASA (occupational health and safety committee) discuss current topics and occupational health and safety legislation as well as how to ideally implement these within the company twice a year. This is also a reason for why there are practically no severe accidents at work and cuts are the most common type of injury. Two safety officers are available at the

headquarters (who also provide internal training session on this subject), four safety representatives and six fire safety officers provide all employees with support.

Health and safety topics (G4-LA8):

Pages 53 and 77. These are not officially discussed with trade unions.

Data on professional training (G4-LA9):

From page 47

Programs for skills management and lifelong learning (G4-LA10):

Pages 20, 21 and from page 47

Regular performance and career development reviews (GA-LA11):

Managers and employees hold employee orientation sessions twice a year to discuss the respective annual targets and development steps as well as career options. Employee orientation sessions have been rolled out to all subsidiaries and participation is mandatory for office staff and voluntary for workers.

Composition of employees (G4-LA12):

Page 72

Total number of incidents of discrimination (G4-HR3):

No incidents.

EVVA complies with legal requirements. Equal treatment corresponds to our values and EVVA pays employees according to their qualifications.

Violations of the right to exercise freedom of association and collective bargaining (G4-HR4):

None

Risk of incidents of child labour and forced labour (G4-HR5 and G4-HR6):

As we produce all our products ourselves and strictly comply with all legal stipulations, child labour and forced labour does not represent a significant topic at EVVA sites. As a rule, we commission local suppliers who are required to adhere to legal stipulations. We additionally make them aware of our Code of Conduct which explicitly mentions the obligation to respect human rights. Only around 2% of our purchased parts are sourced from China and we procure said parts from German suppliers. In this case, we are not able to completely exclude such a risk.

Grievances about human rights impacts filed at EVVA (G4-HR12):

None

Operations with implemented local community engagement (G4-SO1):

“die möwe” child protection centres, page 56

Anti-corruption policies and procedures (G4-SO4):

The EVVA Code of Conduct explicitly highlights this aspect – page 63 and download at www.evva.com/csr. It is also brought to the attention of all our business partners.

Confirmed incidents of corruption (G4-SO5):

None

Legal actions for anti-competitive behaviour (G4-SO7):

None

Compliance association (G4-SO8 and G4-SO11):

No penalties or proceedings as a result of non-compliance with legal stipulations. See also the Code of Conduct at www.evva.com/csr

Significant product and service categories for which health and safety impacts are assessed for improvement (G4-PR1):

EVVA does everything it can to safeguard customer satisfaction –



› *Compliance, i.e. adherence to principles for responsible actions in line with regulations, in particular legal stipulations is a matter of course at EVVA. The company has been running an internal legal office since 2013.* ‹

Karin Frank
Legal Office

for instance electrical safety to prevent batteries from exploding or preventing water ingress into cylinders. We conduct the corresponding tests in EVVA's internal test laboratories. Products that EVVA develops in-house are subject to an FMEA analysis (failure mode effects analysis) as per international directives. All tests confirm the very high product and machine quality and reliability at EVVA. Customer safety of our products is confirmed by national and international certificates and external testing institutes.

Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services (G4-PR2):

None

Results of surveys measuring customer satisfaction (G4-PR5):

- › Partner survey on page 65
- › In 2012, Bundesverband für Sicherungstechnik Deutschland e.V. conducted a survey amongst its around 100 member companies. EVVA emerged in 1st position – with the best ratings for product quality and services.
- › A few employer assessments are available on the platform at www.kununu.com. Values are generally good, but there is still room for improvement.

Sale of prohibited products or products under surveillance (G4-PR7):

None

Incidents of non-compliance with marketing communications (G4-PR7):

None

Breaches of customer privacy and losses of customer data (G4-PR8):

None

Compliance products (G4-PR9):

No penalties as a result of non-compliance with product provision and usage stipulations

Input/output analysis

2010 to 2013*

Input

Raw materials/materials in kg	2010	2011	2012	2013
Brass	1,160,844	1,262,008	1,388,209	1,429,855
Nickel silver	75,165	71,291	78,420	80,381
Aluminium	982	1,031	928	835
Steel	13,118	19,405	21,346	22,093
Sintered parts	1,611	1,692	1,861	1,926
Zinc pressure parts	12,071	12,675	13,943	14,431
Stamped parts	5,232	5,494	6,043	6,255
Key blanks	146,472	166,865	183,552	185,388
Magnets	105	103	99	97
Electronic components	2,905	3,050	9,150	22,875
Screws, nuts, etc.	37,387	39,256	43,182	44,693
Plastic materials incl. security cards	16,429	17,250	21,563	32,345
Paper	54,310	53,224	58,546	55,619
Brochures, price lists, etc.	16,528	17,354	19,089	28,634
Labels	819	778	973	1,216
Cardboard packaging	40,531	38,504	42,354	46,589
Plastic packaging material	5,606	5,886	6,475	6,702
Cardboard	92,002	90,162	81,146	79,523
EPS	1,046	1,025	923	951
Plastics	6,422	6,550	5,895	5,777
Wood (pallets, crates, etc.)	27,047	27,588	24,829	25,698
Auxiliary materials in kg				
Adhesive agent	53	48	43	45
Tin solder	330	347	382	478
Toners	153	161	201	208

* The figures for 2014 will only be available at the end of 2015.

Input

Consumables in kg	2010	2011	2012	2013
Dowper (perchloroethylene)	655	0	60	60
AR8407 waste water purifier	59	60	66	68
ZF11 lubricating milling compound	367	625	688	712
Grinding wheel fleece	60	84	92	97
100 abrasive belts	45	825	908	953
ACT 65 additive	133	126	139	136
P900 additive	0	0	15	14
350/60 filter paper	376	395	435	450
Fleece disc wheels	168	165	182	188
Pickling salt	272	245	270	257
Acetic acid	81	73	80	78
Emulsifier	60	54	59	61
Radical degreasing agent	470	376	414	406
Ethanol 96%	1	1	2	2
Brightening agent	137	144	158	166
Caustic soda	282	660	726	711
Nickel anodes	672	706	777	761
Cobalt chloride	-	75	83	81
Nickel chloride	17	700	770	755
Nickel monosulphate	269	200	220	216
Nickel salt	68	71	78	76
Paste 300	219	183	201	211
Phosphoric acid 85%, technically pure	100	105	116	122
K4 pearlescent brightening agent	100	108	119	125
F pearlescent brightening additive	100	100	110	116
Hydrochloric acid, technically pure	564	592	651	638

Input

Consumables in kg	2010	2011	2012	2013
Sulphuric acid	141	148	163	160
E11 stripping additive	27	28	31	33
E12 stripping additive	85	89	98	103
E13 stripping additive	37	39	43	45
Distil anti-foaming agent	23	24	26	25
Activated carbon	34	150	165	162
Boric acid	17	100	110	116
Elpelyt GS6 48100 brightening additive	34	36	40	42
Oil (coolant and lubricant)	14,913	13,687	13,003	12,743
Emulsions	7,826	11,199	11,759	12,347
Water-based cleaning agents	657	644	676	662
NaOH (sodium hydroxide)	135	142	156	164
Other equipment				
Fluorescent tubes/lights	1,200	500	75	90
Batteries	42	44	50	65
Cleaning cloths	707	693	705	740
PC, printers, etc.	3,131	3,444	2,830	2,689
Total in kg	1,751,453	1,879,388	2,046,496	2,130,258
Water in m³	7,153	6,581	4,506	4,416
Energy sources in kWh				
Electricity	3,463,264	3,885,348	4,119,628	4,257,317 *
Gas	1,804,430	1,624,233	1,666,604	1,600,440

* The increased electricity demands are caused by the increased demand for particularly high-grade, secure and flexible EVVA products. This also makes production more complex. For instance, the mechanical EVVA ICS system with its internal encodings increases security and features approximately 50% more parts than conventional pin systems. Our in-house photovoltaic system is intended to compensate for increased energy demands.

Output

Products in kg	2010	2011	2012	2013
Cylinders	932,966	1,064,836	1,167,704	1,214,412
Keys	120,823	126,864	139,550	145,132
Security cards	6,185	6,494	6,819	7,092
Packaging	32,729	32,074	35,281	34,575
Locking charts, invoices, etc.	7,743	8,130	8,943	9,301
Brochures and catalogues	12,282	12,896	16,120	19,344
Paper in stock	13,652	14,335	15,769	49,462
Brochures in stock	4,246	4,458	5,573	11,453

Waste (waste producer no. 00019319)

Hazardous waste in kg

Waste oil	1,862	1,860	1,200	1,130
Oil/water mixture	24,900	33,270	33,876	32,182*
Electroplating sludge containing nickel	1,159	1,080	972	1,021
Perchloroethylene (contact water)	300	-	50	45
Concentrate containing metallic salts	1,501	-	75	79
Acid mixture	100	-	-	10
Swarf	25	-	-	-
Waste oil container materials	1,094	1,465	1,656	1,573
Laboratory waste	5	-	-	2
Contaminated plastic containers	15	-	-	5
Contaminated paper	10	-	-	5
Fluorescent tubes	1,162	450	280	50
Activated carbon containing CHCs	950	740	245	257
Batteries	46	-	50	65
Electronic scrap	3,131	1,250	980	1,029

* This value also includes cleaning water and cleaning agents. The oil/water mixture quantity in 2004 – i.e. before our clean production measures – totalled 63,660 kg. By 2009 we had already cut this figure to 26,210 kg. In the past years the total has slightly increased again as production has also become more complex as a result of the high demand for high-grade security products. Meanwhile, our 50% share of clean production facilities is able to counteract the issue very well and the required quantities of oil and water are comparably low.

Output

Hazardous waste in kg	2010	2011	2012	2013
Waste water containing nickel	-	7,300	2,140	2,033
Toners	113	-	-	-
Cleaning cloths for suppliers	551	634	705	740
Non-hazardous waste (potential recyclables) in kg				
Disposed wood	16,200	17,160	20,400	21,420
Wood for suppliers	10,847	10,428	4,429	4,278
Plastics	174	209	1,450	1,523
Brass chips and solid waste	459,876	405,992	446,591	431,413
Nickel silver chips and solid waste	31,727	42,902	47,192	49,552
Brass and nickel silver chips	5,940	8,325	9,158	9,479
Brass and iron chips	5,654	4,140	4,554	4,713
Iron chips and solid waste	11,480	26,415	29,057	30,074
Aluminium chips	195	293	322	306
Copper waste	220	-	-	5
Paper	5,440	5,331	5,864	6,157
EPS	48	58	64	67
Cardboard	1,022	1,226	2,244	2,356
Bulky waste	3,798	3,300	3,606	3,786
Swarf	-	2,320	1,300	1,365
Toners	-	130	195	208

Output

Non-hazardous waste (general waste) in kg	2010	2011	2012	2013
General waste	30,888	30,425	29,817	30,562

Inventory in kg

Fluorescent tubes/lights	38	50	75	40
PC, printers, etc.	-	2,194	1,850	1,943

Other items in kg

Dowper in circulation	355	355	340	15
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Total in kg	1,751,453	1,879,388	2,046,495	2,130,258
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Waste water in m³

Galvanisation	5,365	4,936	2,704	2,650
Personal hygiene and miscellaneous	1,788	1,645	1,802	1,766

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