

SUSTAINABILITY
REPORT 2022





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FOREWORD

CREATING A BETTER FUTURE TOGETHER.

Dear readers

We are very proud to present our first sustainability report. As a family-run company, it is a matter close to our hearts to make a positive contribution to the environment and to society.

Since our foundation almost 90 years ago, we have been committed to the sustainable use of raw materials – by returning used goods to the resource cycle as secondary raw materials. Now, as one of the next steps, we have also anchored sustainability in the strategy of the Thommen Group and adopted our first sustainability strategy. With the six defined essential topics, we take our responsibility as a company seriously. With passion, knowledge and experience, we show dedication to our employees, our planet and our society.

In this sustainability report, we transparently present our progress and goals, but also our challenges. We focus on the topics we have identified as essential: energy and climate, environment, employees, society and innovation, compliance, and value creation and supply chains. We show how we conserve resources, how we nurture our employees and how we work with partners and customers to bring about positive change. In doing so, we are guided by international standards and report our sustainability performance in accordance with the requirements of the Global Reporting Initiative.

We are aware that we are only at the beginning of the journey. Our sustainability report provides an incentive to continue to improve and to bring about sustainable change in our industry and beyond – we can and must do even more. We look forward to continuing our journey together with employees, partners and customers for a better future.

With warm regards

Pouyan Dardashti (CEO)
and Tobias Thommen
(Delegate of the Board of Directors)



ACTIVE WORLDWIDE; AT HOME IN SWITZERLAND.

The Thommen Group is one of the leading European recycling companies and has its roots in Switzerland. Today we have 25 locations in Switzerland, Germany, Belgium, Italy and China and employ almost 700 people. With its three independent brands Thommen, Metallum and Immark, the Thommen Group offers complete recycling services: in commerce, recycling and in the processing of metal, iron and electronic scrap, as well as for professional pollutant cleanup.

THE THREE BRANDS OF THE THOMMEN GROUP



Thommen has developed into one of the leading recycling companies in Switzerland over the last 90 years. With around 460 employees at ten locations in Switzerland, Thommen recycles several tonnes of material every day. The company trades its products and materials nationally and internationally in accordance with customary market practices and classifications in various currencies and is in direct contact with brokers on the metal exchanges.



Metallum is active worldwide in the trade and recycling of non-ferrous metals and their alloys. With branches in Switzerland, Germany, Belgium and a representative office in China, Metallum is globally active. The material is sold internationally and nationally via trading companies to resellers, foundries and smelters. With its almost 140 employees, Metallum is responsible for marketing the flow of non-ferrous metals and their alloys for the Thommen Group location.



Founded in 1986 and part of the Thommen Group since 2010, Immark AG is the market leader in Switzerland in the recycling and disposal of electrical and electronic waste. Many electronic appliances contain valuable materials such as aluminium, alloys of tin, zinc, copper, nickel or precious metals. With modern separation technologies and expertise, Immark ensures that pollutants are removed and materials are correctly separated and sorted. Immark AG employs more than 90 people at its four locations in Switzerland.

Non-ferrous metals are metals or alloys in which iron is not the largest component. Examples are copper, copper alloys, aluminium, stainless steel, tin or zinc.

They are considered scarce raw materials for which the increasing global demand can no longer be met with natural resources. Their recycling therefore plays an increasingly important role.

OUR MISSION STATEMENT

Secondary raw material sources are the key to a sustainable and environmentally friendly economy. It is therefore more important than ever to return them to the production cycle. Thanks to a dedicated and expert team and a first-class infrastructure, the Thommen Group offers sustainable recycling and disposal solutions.

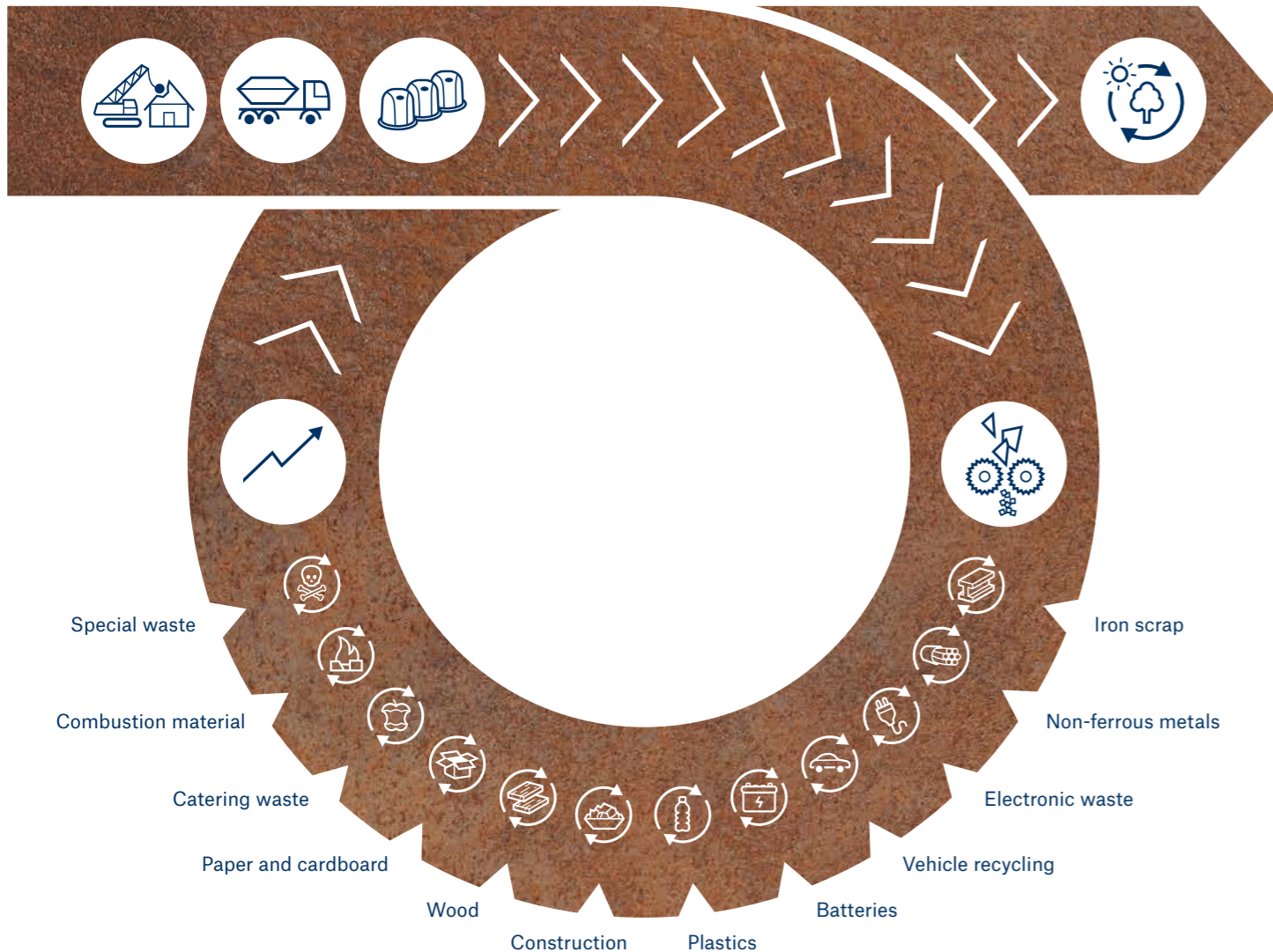
We process a wide variety of recyclable materials according to their type and in an environmentally friendly manner in order to return them to the production cycle as secondary raw materials. We continuously develop recycling with new technologies and optimise the recycling rate together with partners.

Recycling protects the environment.
Recycling is 40 times less energy intensive than primary mining.

Example of copper:
One tonne of copper is extracted from 200 tonnes of ore. By comparison, one tonne of copper is also recovered from just 70 tonnes of electrical and electronic waste.



100% RECYCLING POWER



Total disposal: We develop customised concepts for total waste management for commercial, trade and industrial companies as well as municipalities.



Demolition work: Thommen is an equally experienced and reliable general contractor for demolition work of all kinds.



Logistics and containers: We have the right containers and transport solutions for every recycling need – both nationally and internationally.



Pollutant cleanup: Thommen specialises in professional cleanup services, in particular asbestos removal and disposal of pollutants.



Mobile toilet cubicles: For events and construction sites we offer an all-round service with mobile toilet cubicles and urinal stands (only in the region of eastern Switzerland).



Recycling centres: Private individuals can deliver and dispose of their waste and recyclables independently at our five recycling centres.

THE MANAGEMENT OF THE THOMMEN GROUP

To put our mission statement into practice, we define short-, medium- and long-term goals for the Group as a whole as well as for the three brands Thommen, Metallum and Immark. Profitable growth and financial stability are our strategic pillars, strengthened by cost management and innovation.

The board of directors, as the highest governing body, manages the Thommen Group as a whole and entrusts the CEO, as chairman of the executive board, with the management of the company. The position of chairman of the board of directors is filled by an external specialist; the three other members of the board of directors are members of the Thommen family. The CEO also bears responsibility for the sustainability strategy, but delegates operational tasks to appropriate specialist units.

[See also Management of the Essential Issues](#)

continue to achieve the silver medal. We are positive about the near future. Our main focus is on the implementation of strategic measures, the preparation of sustainability activities to achieve our goals, and the continuous development of our employees' know-how. Pouyan Dardashti will take over as CEO from Dr Tobias Thommen in May 2023. Thus, we are well positioned to continue our success in a volatile market.

The AARWANGEN

site is a byword for state-of-the-art recycling of refrigerators, including the commissioning of a photovoltaic system

397_{kWp}

new photovoltaic systems installed (total now 750 kWp)

100%

of our employees in Switzerland have signed our Code of Conduct

24,812,956

tonne-kilometres of recycled materials transported on the Swiss rail network

62 points

achieved in the Ecovadis ranking

For the first time, our ENERGY CONSUMPTION

has been surveyed in detail and CO₂ emissions calculated for 2020, 2021 and 2022

OUR HIGHLIGHTS IN 2022

The year 2022 was a successful business year for the Thommen Group despite some challenges. This was partly caused by reduced production in the industry owing to the effects of the Corona pandemic. At the same time, raw material prices declined, while energy prices rose significantly.

Strategically, the focus for us in the 2022 reporting year was on the revision of our mission statement, our corporate values and leadership principles as well as our Code of Conduct and the development of the sustainability strategy. We are particularly proud of the commissioning of our new site in Aarwangen, which sets new standards in the recycling of refrigerators. In addition, we are pleased that we were able to improve our Ecovadis rating and

OUR APPROACH: AMBITIOUS GOALS, REALISTIC PROMISES.



Pouyan Dardashti has been CEO of the Thommen Group since 2023, succeeding Dr Tobias Thommen. In this interview, he explains what the Thommen Group understands by sustainability, where the company stands today and where it should go in the future.

Pouyan Dardashti, what is the significance of sustainability in the company for you?

Responsible companies give high priority to the issue of sustainability and, if implemented effectively, achieve effective results, both ecologically and economically. If our decisions are sustainable, we increase the opportunity to develop innovative decarbonisation solutions together with our employees, customers and partners along the value chain.

“ Only through sustainable action can we motivate our employees and, together with our customers, develop new innovative solutions for decarbonisation. ”

Pouyan Dardashti, CEO

Where does the Thommen Group stand today in terms of sustainability?

As a recycling company, we already make a significant contribution to the conservation of resources. This is reflected in our new vision, “create resources; conserve resources” . But we are not resting on our laurels. Because like any other company, we naturally have an impact on the environment – just as we do on social issues in our society. As the Thommen Group, however, we want to go one step further here for this reason. That is why we developed and adopted our first sustainability strategy in 2022. The direct connection of the topic to me as CEO underlines our motivation and shows that we approach sustainability as a strategic priority.

What specific goals has the Thommen Group set itself?

We have identified six key issues and set ourselves 13 goals with a time horizon of 2040. We approach these with the greatest motivation. We want to reduce our environmental impact, i.e. reduce our consumption of energy, water and waste, and thus also our emissions. At the same time, we want to make the greatest possible positive contribution, for example by nurturing our employees and driving innovation that benefits the entire industry and society. We do all this together with partners and suppliers, governed by clear guidelines and supported by our corporate values.

What are you planning to do next?

Now it's a matter of backing up the targets with concrete measures, for example by developing a roadmap to reduce our emissions. In addition, we are expanding the framework: We are looking more and more into our value chain. For example, we are starting to balance the CO₂ emissions¹ of our supply chain and are also strengthening the exchange with our external stakeholders. We also include sustainability aspects in contracts with suppliers, for example.

Where do you see the biggest challenges in this?

It is not yet clear for all goals in detail how we can achieve them. On the one hand, this uncertainty is normal, because we are talking about a time horizon until 2040. We take the approach that we need to set ambitious targets, as this is necessary for the environment and for the next generations. However, the goals must be realistic and realisable at the same time. We don't want to promise something we can't deliver afterwards. Step by step, we are now tackling the implementation. The complexity of the issue is another challenge. This requires partnerships and also time. The more stakeholders, the more complicated it is. But I am very optimistic that we will overcome these challenges: with our sustainability strategy as a basis, with existing partnerships and above all with our motivated employees.

How do you plan to involve your employees in sustainability activities?

We need all our employees to bring our sustainability strategy to life. First, we inform all employees about our goals and show what each individual can contribute. This refers both to measures that directly contribute to our goals and to sustainable actions in everyday work. It is important for us to create sustainable awareness throughout the organisation and to involve our employees as ambassadors for sustainability.

Thank you very much for the interview.

¹ We refer to CO₂ equivalents. This means that we take into account all relevant greenhouse gases. However, for better readability we use simplified CO₂ in the text.

OUR SUSTAINABILITY STRATEGY

CREATE RESOURCES; CONSERVE RESOURCES.

With the core business of professionally returning recyclables into the production cycle as secondary raw materials, sustainability and the circular economy is firmly anchored in the Thommen Group's thinking. Recycling is not just a business – it is our DNA.

By recycling materials, we gain valuable secondary raw materials, reduce the need for new production and thus for new resources. This leads to less waste in landfills and incinerators. It also means that fewer greenhouse gases and other pollutants, which can be produced during waste disposal, are released.

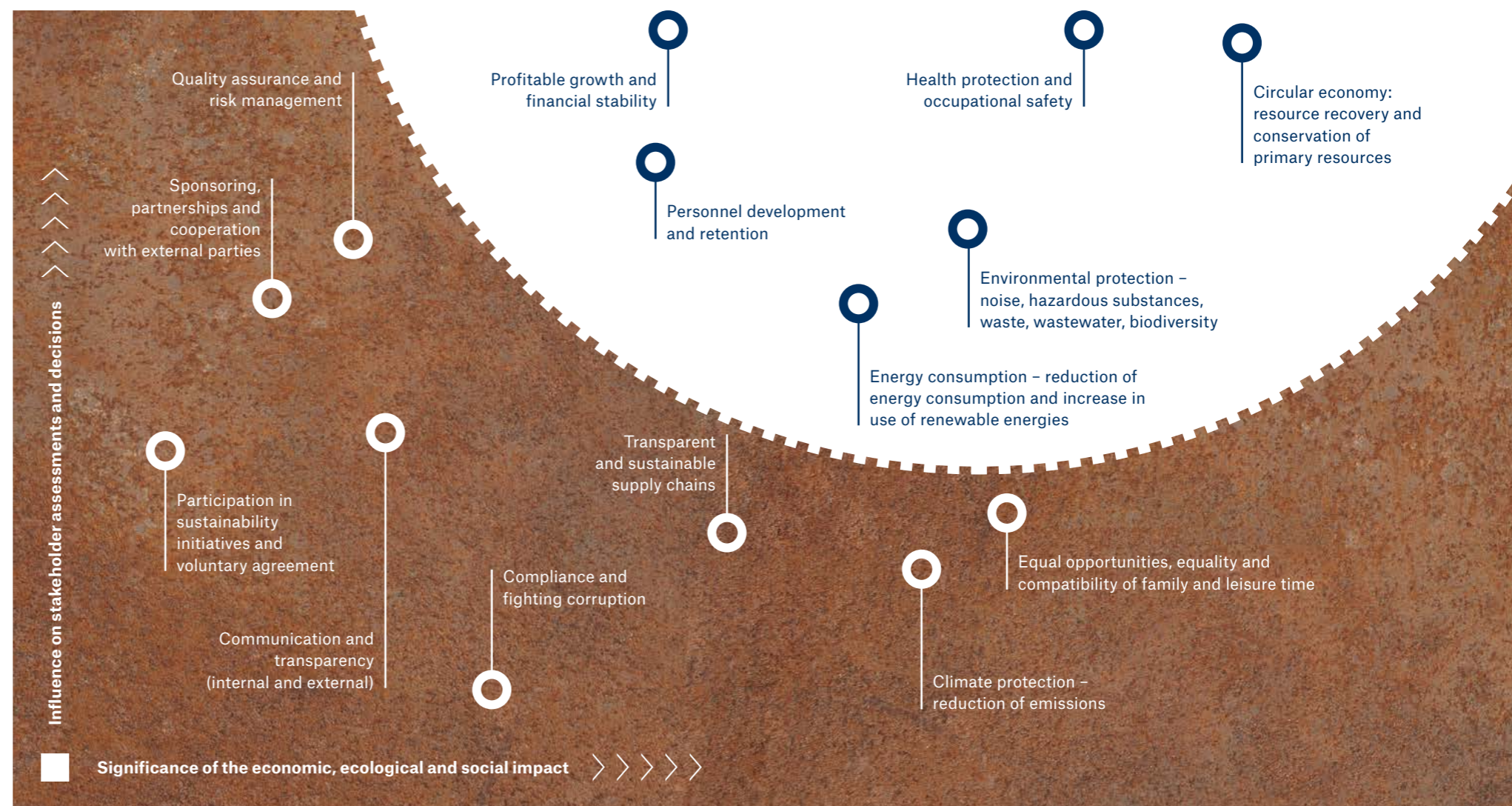
But our sustainability strategy encompasses even more: We want to achieve a sustainable long-term balance between ecological, social and economic aspects. Therefore, our strategy is based on a holistic analysis of the impact of our activities as a company on the environment and society.

ESSENTIAL TOPICS

In order to identify the essential issues, we followed the GRI 3:2021 guideline. First, we drew up a list of actual and potential impacts on the economy, the environment and people. To do this, we used various sources, such as the sustainable development goals, criteria from customer surveys and rankings, as well as industry standards and competitor analysis. In the next step, we grouped the topics and, with the help of experts and internal stakeholders, determined how strong the impact of the respective aspects is.

We then sent out a prioritisation questionnaire to the internal management. For each topic, respondents rated how much influence they thought the topic had on the Thommen Group. From these responses – together with the assessment of the significance of the impacts – six fields of action emerged as priorities. These fields of action and the respective goals were presented to the executive board and the board of directors, and were approved by these bodies. As a next step, we will consult external stakeholders on their perspective regarding the fields of action and the relevant impacts.

Central strategic fields of action



MANAGEMENT OF THE ESSENTIAL ISSUES

Sustainability is one of the direct responsibilities of the CEO at our company. He brings relevant sustainability issues to the attention of the executive board, which makes the decisions. The sustainability strategy is adopted jointly by the executive board and the board of directors. In addition, the board of directors receives an in-depth update at least once a year on the status, achievement of objectives, challenges and any corrective measures with regard to sustainability. Sustainability reporting is reviewed and approved by the executive board.

The responsibility for the main topics lies with the respective departments. Many of the issues lie in the central functional area of quality, environment and safety (QUS), but it is also responsible for environmental management. For other core topics, the QUS team coordinates individual aspects: The persons involved are responsible for occupational safety and quality assurance as well as legal monitoring (compliance) and ESG reporting to customers (value creation and supply chains). They also define and record processes. Energy and climate are currently being handled by an external specialist unit, in close cooperation with the QUS team.

Our Human Resources (HR) department is responsible for the topic of employees together with the Personnel Development (PE = "Personalentwicklung" in German) department. The team develops strategies and implements measures regarding recruitment, training, development and equal opportunities and equality. It also monitors key HR indicators.

Both Strategic Purchasing and Field Service are responsible for the field of action "value creation and supply chains". Both teams implement our Code of Conduct with suppliers.

[See also Compliance](#)

They share the Code and ask customers and suppliers to sign it. Strategic Purchasing also continuously evaluates the most important Group suppliers with the help of a supplier overview that records qualitative and economic indicators as well as certifications.

We use the LCS Pro tool from IPSO ECO to assess the legal compliance of all Swiss locations. Certificates generated there are uploaded at least once a year to our central data management system, which all sites can also access. In this way, they know how to assess changes in the law and can evaluate any effects on their location. In addition, the certificates regarding legal compliance are regularly presented to the executive board.

A central guideline for us, our employees and our partners and suppliers is the Code of Conduct, which was adopted in February 2022.

[See also Compliance](#)

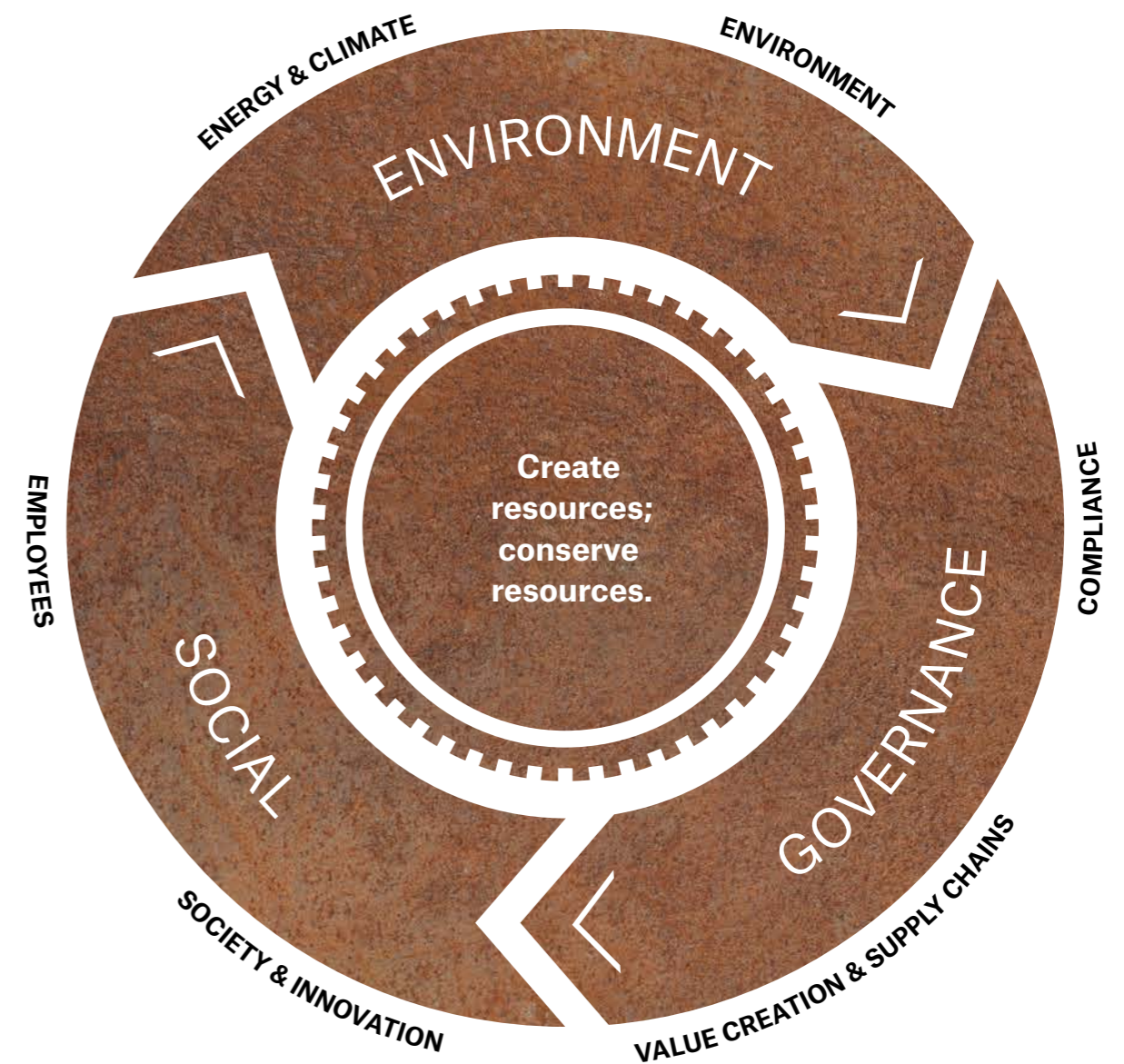
This regulates obligations and expectations regarding safety and health regulations, working conditions, human rights, equal treatment and equal opportunities, prohibition of discrimination, elimination of forced labour, prohibition of child labour, corruption and bribery, money laundering, fair competition, conflicts of interest, environmental protection, export and import, data protection and security, and intellectual property.

OUTLOOK

We are also certified annually by independent third parties to the ISO standards ISO 9001:2015 Quality Management System, ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Safety and Health Management System. In addition, we complete Ecovadis annually and publish the result on our website.

Our economic performance is regularly assessed internally by the executive board. This includes various areas and indicators at the level of individual brands as well as the Group as a whole.

The development and adoption of the sustainability strategy has been a big step for us and now forms the solid foundation for our activities in the coming years. But we are also aware of the challenges. Fundamentally, the economic viability of some new sustainable technologies is still difficult. With highly fluctuating prices in the metal trade, planning is sometimes challenging. In Switzerland, we are concerned – just like other companies – with the uncertainty surrounding the CO₂ law. Relevant laws are also changing in the EU. We closely follow these developments and regularly analyse the impact on our business and sustainability activities.



IMPROVE, DEVELOP, INVEST FOR THE ENVIRONMENT.

We want to minimise our environmental impact and continuously improve environmental protection. Environmentally friendly technologies are a matter of course for us, as are energy efficiency and the reduction of our emissions.

We will be reducing our energy consumption by 2040 by

15%
compared to 2020

We are increasing our percentage of renewable energies by 2040 to

80%
compared to 2020

We are reducing our CO₂ emissions by 2040 by

80%
compared to 2020
scope 1 & 2

ENERGY AND CLIMATE

For a more climate-friendly economy, energy must be used as efficiently as possible. To this end, we continuously monitor consumption and greenhouse gas emissions at all production sites. At the Swiss sites and at Metallum Metal Trading S.r.l. (Italy) and Metallum Metal Trading GmbH (Germany), we also operate an environmental management system in accordance with ISO 14001. In Switzerland, we have also carried out various energy analyses on energy efficiency.

We want to reduce our energy consumption by 15% from 40,235 MWh in 2020 to 34,200 MWh by 2040. In 2022, our consumption was 42,130 MWh. This increase is due to the increased energy consumption caused by the commissioning of the new Immark AG site in Aarwangen. We want to increasingly source our energy consumption from renewable energies and produce it ourselves wherever possible. This means that we will increase the share of renewable energy to 80% by 2040, compared to 4% in 2020.

MWh	2020	2021	2022
Electricity	14,237	15,116	14,805
Heat	1,697	1,943	1,917
Fuel	24,301	24,212	25,408

We want to reduce our CO₂ emissions in scope 1 and 2 by 80% by 2040 compared to 2020². In concrete terms, this means that we will reduce our emissions from around 9,500 t in 2020 to 1,900 t by 2040. In 2022, however, we have a slight increase of 205 t CO₂ emissions compared to 2021 and stand at an emission rate of 9,760 t CO₂.

² We balance our CO₂ emissions according to the guidelines of the Greenhouse Gas Protocol.

This is mainly due to the increased energy demand described above. Two thirds of our CO₂ emissions are also caused by the high diesel requirements of our transport services.

Tonnes of CO ₂ -eq	2020	2021	2022
Scope 1	7,907	7,943	8,293
Scope 2	1,519	1,613	1,468

The 2022 energy and CO₂ consumption figures for the last three years form the basis for our sustainability strategy. Now we can focus on developing an action plan in 2023.

We have recognised through the detailed analysis of energy consumption and CO₂ emissions that we need to implement more targeted measures in the future. The detailed preparation of a roadmap with measures for energy and emission reduction is currently being developed and will be widely implemented from 2024. We will include measures such as the replacement of oil and gas heating systems as well as electricity from renewable energies. In the long term, we are also planning to develop an electric vehicle fleet and to use LEDs throughout our production halls. Another important topic will be the expansion of photovoltaics (PV). We have already started with this in 2022: The Thommen Group's second PV system was installed on the roof of the new recycling plant in Aarwangen. This plant has 400 kWp, which produce 370 MWh of electricity. In total, we have installed 750 kWp of photovoltaic systems. Another focus in the coming year is the first-time accounting of our scope 3 emissions, which we intend to publish in 2024.

AARWANGEN RECYCLING PLANT

Environment: state-of-the-art recycling for refrigerators in Aarwangen

In October 2022, Immark AG in Aarwangen commissioned one of Europe’s most modern recycling plants for refrigerators – after only one year of construction. The plant is characterised by a high processing quality and recycling rate. In this way, particularly pure material can be fed back into the cycle. A total of 200 units per hour can be processed on two lines. Patrick Ganz, team leader at Immark AG Aarwangen: “We can recycle plastics, metals such as aluminium, copper and iron. We process the insulation into pellets that can be used as energy in cement plants. Our recycling rate is 87% and our recovery rate is 98%”. This means that resources are saved and CO₂ emissions avoided with every recycled refrigerator.

Sustainability also means that the pollutants contained are treated properly. Gas and the pollutants are removed in the compressor. The next step is to process the insulation, which also contains pollutants. With the plant, we can capture over 90% of the refrigerants and render them harmless. The pollutants are treated according to legal requirements and thermally incinerated.

The new location is rounded off by a photovoltaic system. The surface area of 2,400 m² produces approximately 370,000 kWh of electricity annually. A large part of the electricity produced in this way can be used directly in the plant. During daytime operations, 100% is used directly on site; outside operating hours, the electricity is fed into the grid.



Putting transport on the rails

Whenever possible, Thommen transports the recycling material by rail instead of by truck. In 2022, we were thus able to transport 24,812,956 tonne-kilometres of recycled materials on the Swiss rail network. The positive effect: Transporting goods by rail is not only environmentally friendly, but also efficient. This is because more material can be transported in one trip than by truck.

One of Thommen’s largest transshipment points for rail transport is the Regensdorf site. Marcel Bopp, Operations team leader, explains: “Among other things, we transport steel scrap by rail to the steelworks. We transport light iron material by rail to the Kaiseraugst site. There is a corresponding shredding plant there for the light iron. Furthermore, non-ferrous metals such as chrome nickel waste are transported to our customers by train to Germany.” On Thommen’s sites, rail transport is ensured by its own internal shunting teams. They ensure the smooth running on site: They take care of acceptance, weigh the wagons and make them available for collection.

ENVIRONMENT



In addition to CO₂ emissions, we also want to reduce our nitrogen oxide and particulate matter emissions, which are caused by the combustion of diesel. However, due to our increased diesel consumption, we recorded higher nitrogen emissions in 2022 than in the previous year. As a countermeasure, we are continuously converting our trucks to EURO 6 and are increasingly using electrically powered forklifts. We currently have 59 trucks, of which 43 are EURO 6. We have also looked into the use of an e-truck. The results were fundamentally positive, and we are currently checking the economic viability.

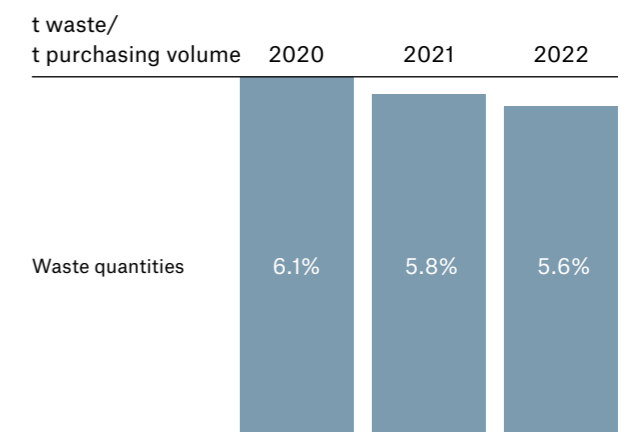
Nitrogen oxide and particulate matter emissions of the Thommen Group, 2021 and 2022

kg	2021	2022
Nitric oxide (NO _x)	14,820	16,260
Particulate matter (PM)	1,197	1,198

With regard to waste, a distinction must be made between operational and process waste. Only very small amounts of waste are generated in our administration. Everything is separated, disposed of correctly together with the process waste (e.g. PET collection) and included in our total waste quantities. In terms of content, our focus is on waste that arises from the recycling process (ASR) and cannot be fed back into the material cycle. These quantities of waste go to waste incineration plants (KVA), where energy is generated from it in the form of electricity or heat. We want to reduce this waste by 10% by 2040, in relation to Thommen’s purchasing volume. Starting from a rate of 6.1% in 2020, we have already made great progress to 5.6% by 2022. The measures to achieve a higher recycling rate are increasingly challenging. In some cases, entire recycling processes need to be changed, which means major investments. We accept the challenge. One example is the new Immark AG plant in Aarwangen.

[See also Highlight: Environment](#)

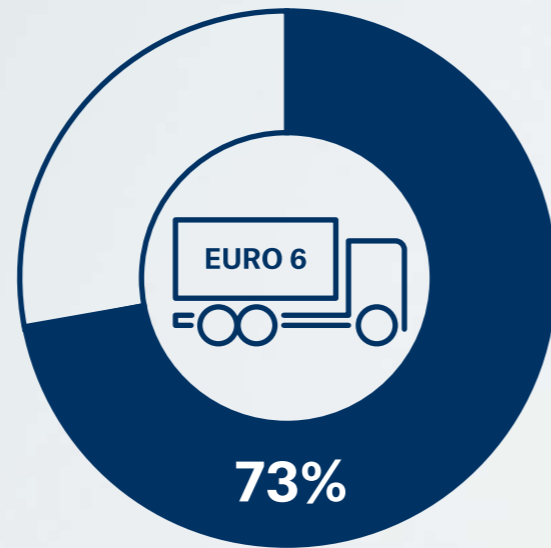
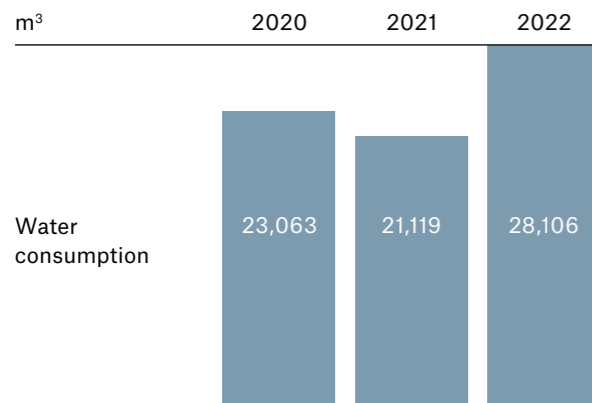
Waste volumes of the Thommen Group, from 2020 to 2022, in relation to the purchase volume



As one of the largest recycling companies in Switzerland, Thommen plays an important role in the professional disposal of hazardous waste and hazardous materials brought to us by our customers. In this way, we protect people, animals and the environment. Thommen takes care of everything, from requesting the necessary documents and providing the right hazardous waste containers to transport and safe disposal. Thanks to the latest equipment and plants, we are able to dispose of hazardous waste of all kinds professionally and in compliance with the highest safety standards. We also monitor the amount of hazardous waste, including exports.

To prevent water pollution, we have oil separators at all sites. These remove oily residues from the wastewater before it enters the sewage system or bodies of water. The purified water is discharged, while the oil is collected and disposed of separately. We continuously test the quality of the wastewater to guarantee compliance with laws and regulations. In addition, we have been monitoring our water consumption for years, and since 2022 we have also been doing so in detail. This more detailed recording explains the increase in the consumption figures to 28,106 m³. The indicators from 2023 onwards will continue to follow the detailed methodology and will therefore be more meaningful. Based on this, we will implement water reduction measures.

Water consumption of the Thommen Group, from 2020 to 2022



Share of trucks with EURO 6 emission standard



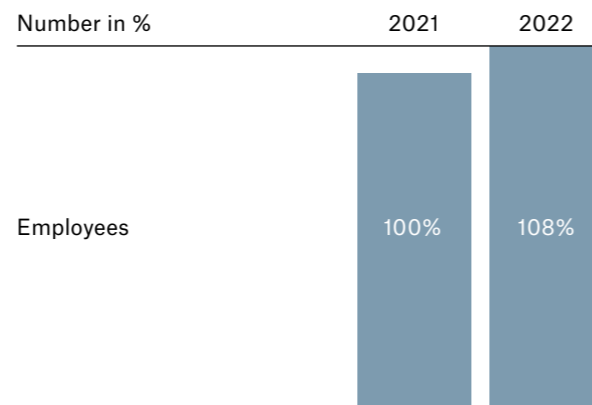
EMPLOYEES

AN ATTRACTIVE EMPLOYER.

We create a healthy working environment and a circular society.

The health and safety of our employees are important to us. In addition, we want to offer development opportunities and ensure equal opportunities, equality and compatibility of family and career.

Employees of the Thommen Group, 2021 and 2022



As a family-owned company in the recycling industry, the Thommen Group offers many of the things that employees want in an attractive employer. We live our corporate values and offer a family-like corporate culture. And this in an area where you can do something for the environment and create new value every day. Our employees appreciate that. In 2022, our employee survey revealed a satisfaction rate of just under 80%. This means a small improvement compared to 2021. There is still room for improvement, especially with regard to communication and information. We will work on this to further increase the satisfaction of our employees.

Our passion for recycling is our motivation. Following our mission statement "create resources; conserve resources", we see recycling as an investment in the future. In addition to economic and ecological value, we also want to generate social value – for our employees as well as in customer and supplier relationships. Therefore, we revised our values and leadership principles in 2022, which were approved by the executive board at the end of 2022. In 2023, we will roll these out via training and workshops at the sites.

OUR GOALS FOR OUR EMPLOYEES

- The health and safety of our employees is our top priority.
- We will reduce the number of workplace accidents to 0%.
- Over 5% of our jobs are trainee positions.
- We will increase employee satisfaction to 90%.
- We will increase the percentage of women in our company to 25%.

With their commitment and knowledge, our almost 700 dedicated employees are our key success factor. At the end of 2022, 21% women worked in our company. We want to increase the proportion of women to 25%. For us, it is a matter of course to treat women and men equally and to pay them the same wages. To this end, we are audited on a regular basis. In 2022 we passed the audit without any objections.



Proportion of women in the company:

21%

Increase in the proportion of women:

25%

OUR VALUES AND LEADERSHIP PRINCIPLES



WE PUT THE PEOPLE AT THE CENTRE OF OUR ACTIVITIES.

Our customers, employees and partners are at the main focus of our attention.



WE SET TRENDS.

We are far-sighted and innovative. We invest in the future and help shape our industry as a benchmark leader.



WE RESPECT AND TRUST EACH OTHER.

We treat each other respectfully and fairly and can rely on each other.



WE LIVE SWISS VALUES.

We reflect Swiss values such as quality, being down to earth, reliability and we are true to our word.



WE ARE COMMITTED.

What we do, we do with joy and passion for our customers and ourselves. With this attitude, we go the extra mile together.



WE ARE INFORMAL.

We allow different opinions, stand up for each other and value a family atmosphere. Long-termism determines our thinking and actions.



WE ARE ROLE MODELS.

We are aware of the role model effect and reflect our values and leadership principles in our attitude and our behaviour.



WE CREATE SUBSTANCE.

We work economically and with strategic vision. We create substance for the future by thinking and acting for the long term.



WE WORK AS A TEAM.

We share knowledge, pass on important information and help each other. In this way, we promote team development and live the team spirit.



WE FOCUS ON EMPOWERMENT.

We give our employees responsibility and trust them with challenging tasks.



WE CREATE AND IMPLEMENT CLARITY.

We set clear goals and make clear decisions, communicate them and ensure that they are implemented.



WE NURTURE OUR EMPLOYEES.

We create framework conditions for our employees so that they can give their best. We strengthen them and actively promote their development.



A SAFE WORKING ENVIRONMENT

Occupational safety is a central concern for us. In principle, the laws and regulations are the supreme basis for our safety and health management. Our safety programme is aligned with ISO 45001 and includes internal and external audits, such as fire safety audits. For systematic implementation, we follow the elements of the ASA concept for occupational health and safety as well as workplace health promotion. In our locations abroad, the sites implement the applicable regulations of the respective country. We also conduct regular training for internal employees, for example on personal protective equipment, emergency organisation, vital rules for industry and commerce, and road transport. We also offer our employees a free flu vaccination every year.

Since January 2022, we have been collecting and analysing data on occupational accidents, non-occupational accidents and illnesses across the entire Group, presenting these figures to the

executive board on a monthly basis and sending the results to all locations. If necessary, the executive board adopts measures. Already at the beginning of 2022, we noticed that these figures were deteriorating slightly. Therefore, we have created a new position that is 100% dedicated to the issues. Under the new post of "Occupational Safety Specialist", a system was introduced whereby one employee at each site is responsible for radiation protection as well as someone for dangerous goods coordination. In addition, the specialist visits each Swiss site on a monthly basis to conduct internal audits and develop corresponding recommendations for improvements – in consultation with the employees and site management. Each site also has a crisis manual and all employees have access to emergency organisation documents. For 2023 we assume that the measures adopted will take effect and that the figures will improve.

TRAINING THE RECYCLING PROFESSIONALS OF TOMORROW; NURTURING EMPLOYEES.



“For me, it is very fulfilling to help young people professionally and personally and motivate them in their daily work.”

Christina Kimmig,
Head of Personnel Development

We are committed to vocational training and offer apprenticeships in four professions: EFZ recycler, EFZ construction machinery mechanic, EFZ commercial clerk and EFZ road transport specialist. EFZ = “eidgenössisches Fähigkeitszeugnis”, Swiss Vocational Education Diploma. A win-win situation: We can draw on good, skilled personnel for the future, while apprentices with training in the recycling industry have very good future prospects for the future. Raw materials are scarce and the recycling of valuable materials will be increasingly important in the future. We are aiming for an apprenticeship rate of at least 5%; at the end of 2022 the rate was 2%.

At Thommen Group, apprentices are part of an internationally active company in the recycling business. You will find modern workplaces and an excellently equipped machine park with us. Apprentices are allowed to actively participate in complex and exciting tasks. And at the same time they contribute to the environment, because they work for highly professional recycling solutions – a great motivating factor for many of them. The young environmental professionals are part of the Thommen families from

day one. We interact on an equal footing and equip our apprentices with solid tools for their professional future. Vocational trainers accompany them on their way to successful graduation and are on hand to offer advice and support. We offer our apprentices platforms, know-how transfer beyond the locations, as well as attractive additional benefits in the area of mobility or electronics (GA, laptop) and of course further training options. Wherever possible, we offer our apprenticeship leavers follow-on jobs in the company.

The occupational profile of an EFZ recycler

Recyclers make an active contribution to environmental protection, because thanks to them, fewer new raw materials have to be extracted from the ground. They collect valuable and reusable raw materials and prepare them for recycling. This involves cleaning, sorting and crushing the materials. Even as apprentices, they ensure that existing recyclable materials are returned to the recycling loop.



“I was well received at Thommen and the atmosphere is very informal. I enjoy supporting the customers when they unload waste disposal material at our site. We sort and try to recover as many recyclables as possible every day. Recycling is important and a form of respect for the environment. Raw materials are not infinitely available.”

Jorge, EFZ recycler apprentice
at Thommen's Biel site

Because, in addition to training, lifelong learning and professional development are part of a sustainable corporate culture, we have launched the Thommen Academy. Since mid-2022, we have been offering a wide range of training courses specifically tailored to the needs of our teams via the new training platform. In this way, we want to support and develop our employees in what they need for their direct function. In addition, we want to give everyone the opportunity to continuously develop their knowledge and skills in order to be successful in an ever-changing work environment.

Our training courses at the Thommen Academy cover many topics, including the basics of e-recycling, materials science, process engineering, electrical process engineering, sales training, negotiation as well as leadership, occupational safety and IT content. We hire external lecturers for this, but also make use of internal lecturers. In this way, employees can pass on their knowledge and learn new skills. We also offer seminars on our new corporate values and correspondingly sought-after expertise. We are constantly developing the platform.

[See also Our values](#)

Together, making the world a little better every day

All our employees pursue the same goal, namely to create something new from something old. Our employees really appreciate seeing what they are working for at the end of the day. Because we are manufacturing companies with services “at your fingertips”. Appreciative interaction with each other, open communication on an equal footing and the constant development of skills and personalities to achieve this goal is what makes our team culture so special. We attach great importance to a good mix of different age groups in the teams. The different experiences of the team members help us to move forward together.

“The advantages of the generation mix lie in the combination of experience values, curiosity and new ideas. This is how good solutions are created for projects that help us to move forward ourselves.”

Thomas Schibli (technician) and
Nicolas Huber (process engineer)
from Immark AG



A STRONG PARTNER FOR THE CIRCULAR ECONOMY.



We want to make a difference and actively shape the future of recycling. To do this, we reach out to stakeholders and become involved in developing and implementing innovative technologies and new business ideas. On the one hand, this concerns the recycling plants directly: In a team of developers, we are constantly working on improvements to our processes and innovative solutions. Immark AG's new plant in Aarwangen shows the results.

[See also Highlight: Environment](#)

As an indicator of our progress, we continuously monitor the recycling rate.

[See also Waste quantities table](#)

We are working on developing further indicators for the circular economy, as well as a catalogue of measures. This includes the work of our own team of plant developers as well as cooperation with universities.

The path of a fraction using the example of iron

Recycling iron scrap is our core competence. Iron is an enormously important raw material and the most widely used metal in the world. The production of iron is harmful to the environment. This makes it all the more important to secure the supply of raw materials through recycling. How exactly does the recycling of iron work? At Thommen Group, we first collect, sort and dismantle the scrap iron so that it can be industrially recycled and fed into the smelting process. Among the disposal material are stripped vehicles, which we process after they have been emptied and depolluted. A passenger car consists of about 10,000 parts. Approximately 80% of the material in a car can be recycled. The highest proportion is iron.

The shredder pre-material is weighed on delivery and then sorted; any heavy iron present is separated. The iron scrap is crushed and separated from impurities or composite materials. The shredding process is followed by air separation: A fan removes materials that we cannot return to the recycling loop. In the case of the car, these are plastics and textiles, for example. We collect this shredder light fraction and transport it to waste incineration plants, where it is recycled for energy together with household waste. A large magnetic drum sorts the recyclable material. This creates two streams with the crushed iron and the non-ferrous metals. Employees inspect the shredded scrap produced on a conveyor belt and ensure permanent quality assurance. The processed iron is prepared in a stockpile for transport to the steelworks.

In this way, Thommen obtains high-quality scrap iron and metal fractions that are recycled in industry. Thanks to the processing and subsequent recycling of the iron scrap, we also save on emissions: In 2022 this was 757,216 tonnes of CO₂, in 2021 slightly more with 803,223 tonnes of CO₂.

A strong circular economy needs the cooperation of the industry's stakeholders. Therefore, we contribute our knowledge to the professional discourse, strengthen the industry with our involvement in various associations and benefit from the exchange. In Switzerland these stakeholders include the Aluminium Association Switzerland, the trade association VREG disposal Switzerland (FVG) or the trade association for the ICT and online industries (SWICO). Internationally, we are committed to sustainable waste disposal at association level, among others with: Bundesvereinigung Deutscher Stahlrecycling- und Entsorgungsunternehmen e.V. (BDSV), Bureau of International Recycling (BIR), Verband Deutscher Metallhändler e.V. (VDM) and Entsorgungsgemeinschaft der Deutschen Stahl- und NE-Recycling-Wirtschaft e.V. (ESN).

However, to be able to take further steps towards a circular economy and a more sustainable society in general, we need to go beyond our direct scope. Therefore, we work together with other stakeholders and also include social aspects. Examples are the cooperation with Kompotoi and the cooperation in cutting plants.

Social engagement

Together with SWICO, the trade association for digital Switzerland, we work with 38 cutting plants throughout Switzerland. These companies carry out upstream recycling steps for Immark. This includes, above all, the manual cutting of the delivered goods.

Here you can watch the video about the work with cutting plants: <https://vimeo.com/595292128>



The cooperation is coordinated by regional organisations to which we report our needs and vacancies. They then refer interested candidates to us, who first come for a trial session. If it suits both sides, the candidate is offered employment. It is important for us to provide such jobs. The employees thank us with their loyalty and motivation. We are proud that we can support people and create jobs in the second labour market.



COOPERATION THOMMEN GROUP AND KOMPOTOI

We are committed to improved recycling solutions and sustainable waste services – also beyond our own company. This motivation led to the cooperation with the start-up Kompotoi. The young Zurich-based company Kompotoi rents out, plans and sells environmentally friendly composting toilets made of wood, primarily for municipalities, tourism and events. The toilets are environmentally friendly because they do not require the use of water or chemicals and are absolutely odourless. The “human output” is converted into stable humus soil for better soil fertility through a combined process technology of fermentation and composting. This innovative approach closes natural cycles and saves costs

and energy for the reprocessing of wastewater. It is an idea we believe in and wanted to promote – which is why we invested in the start-up. Generating something valuable from waste is our motivation in recycling, too. Kompotoi is all about regionality: The toilets are handmade in Switzerland and the company works closely with regional partners. This is how, in addition to the investment, a partnership with Thommen in eastern Switzerland came into being. Since 2022, we have been delivering the Kompotoi toilets as a regional partner, collecting them, as well as cleaning and storing them at our Staad site. This brings together two companies that want to close loops.

RESPONSIBLE MANAGEMENT FOR SUSTAINABLE SUCCESS.

We manage our risks correctly and sustainably.

Responsible management is the basis of our actions. In our business activities, we not only want to respect the law, but are also committed to complying with more far-reaching ethical standards relating to safety, health, society and environmental protection. We also expect this from our employees, partners and suppliers.

RISK AND QUALITY MANAGEMENT AND LEGAL COMPLIANCE



We regularly analyse our contractual partners with regard to risks. Risky contractual partners are organisations and persons who are included in the list of sanction addressees by the State Secretariat for Economic Affairs (SECO). In addition, we review the corporate risks annually. The risk matrix in the Thommen Group management review is updated annually and presented to the executive board, which derives actions as required. There were no unacceptable risks in 2022.

In addition, we have successfully completed the audit of all Swiss locations with regard to legal compliance. Only at the Biel site are detailed clarifications still underway in the chemicals area. With regard to materials from conflict areas, we always report transparently and openly. As a recycling company, we extract metals exclusively from scrap or "waste". Our fabrics are therefore neither original raw materials nor raw materials from conflict areas.

OUR CODE OF CONDUCT



We take our duty of care regarding the prohibition of child labour very seriously and communicate our expectations in contracts as well as in the Code of Conduct. We also use our influence to continuously enforce the prevention of child labour within our business relationships.

We introduced a Code of Conduct in 2022, based on our corporate values.

[See also Our values](#)

It regulates the obligations and expectations of our employees, partners and suppliers with regard to their responsibility towards people and the environment. Among other things, the Code of Conduct clearly states that the Thommen Group rejects all forms of corruption. Employees also agree to comply with our anti-corruption policy through their terms of employment.

Likewise, we do not tolerate money laundering and fulfil all due diligence obligations in the fight against money laundering and terrorist financing. In addition, we are expressly committed to the dignity of the individual and respect for human rights within our sphere of influence. Forced labour and child labour are also clearly prohibited as part of the Code of Conduct. Thommen is committed to the prohibition of all forms of child labour in accordance with ILO Conventions 138 and 182. We are also committed to ensuring that our employees are employed under fair working conditions. All employees in Switzerland have already signed the Code. Our suppliers and partners must also sign the Code of Conduct – this process has begun and is being continued.

Employees can anonymously report concerns about possible breaches of the Code of Conduct as well as other misconduct or ethics violations to an internal whistleblowing email address.

THOMMEN GROUP IN FACTS AND FIGURES.

Quantities and fractions

Volumes processed by the Thommen Group	2021	2022	Delta
Iron	61.7%	61.7%	0.0%
Non-ferrous	26.7%	26.9%	+0.2%
Electronics	11.6%	11.4%	-0.2%
Hazardous waste	0.3%	0.7%	+0.4%
Cardboard and paper	1.4%	2.6%	+1.2%
Old timber	0.9%	1.8%	+0.9%

Environment

Volumes processed by the Thommen Group	2021	2022	Delta
Energy consumption [MWh]	41,271	42,130	+2.08%
Share of renewable energies in energy consumption [%]	3.4%	3.7%	+0.3%

Energy in tonnes CO ₂ -eq	2021	2022	Delta
Direct greenhouse gas emissions (scope 1)	7,943	8,293	+4.4%
Indirect energy-related greenhouse gas emissions (scope 2)	1,613	1,468	-9%
Total greenhouse gas emissions (scope 1 + 2)	9,556	9,761	+2.1%

	2021	2022	Delta
NO _x [kg]	14,820	16,260	+9.7%
PM [kg]	1,197	1,198	+0.1%

Water	2021	2022	Delta
Water consumption [m ³]	22,340	28,106	+25.81%

Employees & workplace

Information about employees by gender, region and type of employment in 2022	Female	Male	CH	Non-CH
Employees	20.6%	79.4%	85.7%	14.3%
Employees with permanent employment	20.6%	79.4%	85.5%	14.5%
Employees with temporary employment	21.1%	73.7%	89.5%	10.5%
Full-time employees	14.6%	85.3%	85.6%	14.4%
Part-time employees	68.9%	32.4%	89.2%	10.8%
Apprentices, interns, trainees	38.5%	61.5%	92.3%	7.7%
External employees	20.6%	79.4%	85.7%	14.3%

Employment	2021	2022	Delta
Rate of newly recruited employees	22%	27%	+5%
Employee fluctuation	16%	17%	+1%

Employees who have received a regular appraisal of their performance and career development*	2021	2022	Delta
* Only Swiss locations considered			
Percentage of all employees who receive an evaluation	92%	86%	-6%

Work-related injuries	2021	2022	Delta
Rate of fatalities due to work-related injuries	0	0	0
Rate of work-related injuries with serious consequences*	3.6	4.7	+1.1
* Reporting includes all injuries with a lost worktime of more than 4 working days			
Total number of work-related injuries (incl. injuries with serious consequences)	50	69	+19

Work-related diseases	2021	2022	Delta
Number of deaths due to work-related diseases	0	0	0
Number of work-related illnesses	1,000	1,542	+541

WITH GRI STANDARDS FOR TRANSPARENCY AND COMPARABILITY.

Quantities and fractions

GRI 2:	Volumes processed by the Thommen Group	Links
2-1	Organisation	3 Thommen Group
2-2	Consolidated companies	3 Thommen Group
2-3	Reporting period, cycle and contact point	11 About this report
2-4	Reprints	11 About this report
2-5	External audit	No external audit was carried out.
2-6	Activities, value chain and other business relationships	3 Thommen Group
2-7	Employees	6 Employees 10 Facts & figures
2-8	Other employees	10 Facts & figures
2-9	Management structure	3 Thommen Group
2-11	Chairperson of the highest supervisory body	3 Thommen Group
2-12	Role of the highest supervisory body in overseeing the management of impacts	4 Strategy
2-13	Delegation of responsibility for the management of impacts	4 Strategy
2-14	Review and approval of sustainability reporting	4 Strategy
2-15	Conflicts of interest	4 Strategy 9 Compliance
2-16	Forwarding of critical concerns	9 Compliance
2-17	Accumulated knowledge of the highest supervisory body	4 Strategy
2-18	Assessment of the performance of the highest supervisory body	4 Strategy
2-22	CEO Statement on Sustainability	2 CEO interview
2-23	Declaration of commitment to principles and courses of action	9 Compliance
2-24	Inclusion of political commitments	9 Compliance
2-25	Procedure for the elimination of negative impacts	9 Compliance
2-26	Procedure for seeking advice and reporting concerns	9 Compliance
2-27	Compliance with laws and regulations	9 Compliance
2-28	Membership in associations and interest groups	9 Compliance
2-29	Approach to stakeholder engagement	8 Society

GRI 3:	Essential topics 2021	
3-1	Procedure for determining essential topics	4 Strategy
3-2	List of essential topics	4 Strategy
3-3	Management of key issues	4 Strategy

GRI 205:	Anti-corruption 2016	
205-1	Operating sites audited for corruption risks	9 Compliance
205-2	Communication and training on anti-corruption policies and procedures	9 Compliance
205-3	Confirmed incidents of corruption and measures taken	There were no cases of corruption in the reporting year.

GRI 206:	Anti-competitive behaviour 2016	
206-1	Legal proceedings based on anti-competitive behaviour, cartel and monopoly formation	There were no legal proceedings in the reporting year.

GRI 301:	Materials 2016	
301-1	Materials used by weight or volume	10 Facts & figures

GRI 302:	Energy 2016	
302-1	Energy consumption within the organisation	5 Environment – energy
302-4	Reduction of energy consumption	5 Environment – energy

GRI 303:	Water and wastewater 2018	
303-3	Water abstraction	5 Environment – climate
303-5	Water consumption	5 Environment – climate

GRI 305:	Emissions 2016	
305-1	Direct greenhouse gas (GHG) emissions (scope 1)	5 Environment – climate
305-2	Indirect energy-related GHG emissions (scope 2)	5 Environment – climate
305-3	Other indirect GHG emissions (scope 3)	Scope 3 survey planned for 2023.
305-5	Reduction of GHG emissions	5 Environment – climate
305-6	Emissions of ozone-depleting substances (ODS)	Not relevant in the recycling process.
305-7	Nitrogen oxides (NO _x), sulphur oxides (SO _x) and other significant air emissions	10 Facts & figures – air emissions

GRI 306:	Waste 2020	
306-1	Waste generated and significant waste-related impacts	5 Environment – waste
306-2	Management of significant waste-related impacts	5 Environment – waste
306-3	Generated waste	5 Environment – waste
306-4	Waste diverted from disposal	5 Environment – waste
306-5	Waste forwarded for disposal	5 Environment – waste

GRI 401:	Employment 2016	
401-1	Employee fluctuation	10 Facts & figures – fluctuation
GRI 403:	Occupational health & safety 2018	
403-1	Management system for occupational health & safety protection	6 Employees
403-2	Hazard identification, risk assessment and incident investigation	6 Employees
403-3	Occupational health services	6 Employees
403-4	Employee participation and communication on occupational health & safety	6 Employees
403-5	Training of employees on occupational health & safety protection	6 Employees
403-6	Promoting the health of employees	6 Employees
403-7	Hazard prevention and minimisation with business partners	6 Employees
403-8	Degree of coverage of the management system for occupational health & safety	100% of employees are covered.
403-9	Work-related injuries	10 Facts & figures – injuries
403-10	Work-related diseases	10 Facts & figures – injuries
GRI 404:	Training and further education 2016	
404-2	Programmes for knowledge management and lifelong learning	6 Employees – Thommen Academy
GRI 405:	Diversity and equal opportunities 2016	
405-1	Diversity in supervisory bodies and among employees	6 Employees
GRI 406:	Non-discrimination 2016	
406-1	Incidents of discrimination and remedial action taken	No cases of discrimination were registered in the reporting year.
GRI 408:	Child labour 2016	
408-1	Operating sites and suppliers with significant risk for incidents of child labour	Thommen Group is not aware of any operating sites or suppliers with a risk for incidents of child labour.

GRI 409:	Forced or compulsory labour 2016	
409-1	Operating sites and suppliers with significant risk for incidents of forced or compulsory labour	Thommen Group is not aware of any operating sites or suppliers with a risk of incidents of forced or compulsory labour.
GRI 416:	Customer health and safety 2016	
416-2	Breaches of health and safety regulations	No violations were registered in the reporting year.
GRI 417:	Marketing and labelling 2016	
417-2	Violations of information and labelling obligations	No violations were registered in the reporting year.
417-3	Infringements against marketing regulations	No violations were registered in the reporting year.
GRI 418:	Customer data protection 2016	
418-1	Complaints regarding the violation of customer data protection	No violations were registered in the reporting year.

ABOUT THIS REPORT

Thommen Group has reported the information mentioned in this GRI content index for the period 1.1.2022 to 31.12.2022 with reference to the GRI standards (GRI 101:2021). The information has been carefully checked. This is the first sustainability report of the Thommen Group. It will be published annually in future.

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This sustainability report is published digitally only, in German, English and French. Authoritative is the original German-language version.

© Thommen Services AG,
 Kaiseraugst,
 September 2023

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