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# Corporate Sustainability

Annual Report



# Areas of Intervention

Companies operating in the electronic manufacturing services sector, where Hemargroup belongs, are trying to solve various environmental challenges by implementing innovative strategies and actions. Here the major goals that need to be set in the corporate development strategy and toward which Hemargroup intends to head:



**1** Reducing the use of raw materials by repairing and regenerating finished products and components

Monitoring the disposal of waste

**2**



**3** Reducing energy consumption through an efficient manufacturing strategy

Replacing fossil fuels with renewable ones

**4**



**5** Reducing water consumption during the production cycle, etc.



# ESG

As an international Electronic Manufacturing Services company, Hemargroup is fully committed to innovation as its core business in the technology industry. **INNOVATION** means looking at the future, and **SUSTAINABILITY** is certainly part of it. Hemargroup is thriving to advance its corporate responsibility following the ESG framework.

The framework is the basis for formulating innovative business models and to implement the **BEST PRACTICES** in key areas such as Smart Factories, Pandemic Preparedness, Energy Resources Recycling and Information Security Management. Hemargroup is taking care in improving its monitoring processes to respond proactively to industry trends and stay prepared of social changes.



# Certification & External Audit

## YEAR 2024



ENVIRONMENTAL  
MANAGEMENT

Hemargroup obtained the certification ISO 14001, which attests corporate behaviour to be in line with environmental responsibilities.

### RESULTS

GOOD BALANCE between the actions taken and the knowledge acquired about environmental sustainability, and the most sustainable stage of our supply chain is the PRODUCTION PROCESS, which is indeed our biggest and most developed department.



### OPPORTUNITY TO IMPROVE

Our position concerning the adoption of new sustainable solutions is cautious and this allows us to recognize and adopt only effective sustainable strategies already well-established in the industry, avoiding inefficient experimentations. However, an early adoption of sustainable practices could make us an INNOVATOR IN SUSTAINABILITY and to be prepared ahead for the challenges of the XXI century.

Hemargroup took part in 2021 SKKIP research to conduct a specific assessment of our current sustainability performances.

# Our SDGs

The 2030 Agenda for a Sustainable Development adopted by all United Nations Member States in 2015 with the 17 Sustainable Development Goals. Hemargroup contributes with some of them:





# Our SDGs

## SDG 5

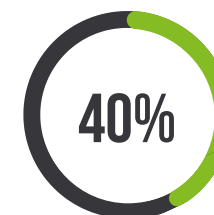
### GENDER EQUALITY



Fairness and non-discrimination are some of the main points of our Code of Ethics. Hemargroup is committed to providing equal opportunities for the development of its employees regardless of their gender identification, as well as in the hiring process.



OF EMPLOYEES  
ARE WOMEN



OF MANAGERIAL ROLES  
ARE HELD BY WOMEN

## SDG 6

### CLEAN WATER AND SANITATION



Safe and affordable drinking water for all requires investments in adequate infrastructure, providing sanitation facilities, and encouraging hygiene. Protecting and restoring water-related ecosystems is essential. Hemargroup develop and support startups and innovations in the field of water purification.

One of our partner in  
the field of clean water:



Discover more about  
Daxtro in our Portfolio:





# Our SDGs

## SDG 7

### AFFORDABLE AND CLEAN ENERGY



An economy reliant on fossil fuels is creating drastic changes to our climate. Investing in solar, wind and thermal power, improving energy productivity, and ensuring energy for all is vital. Hemargroup develop and support tech innovations to provide clean and more efficient energy, in the field of Green Tech and renewables.

One of our partner in  
the field of Green Tech:

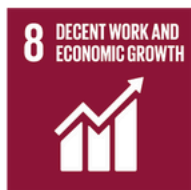


Discover more about  
Clemap in our Portfolio:



## SDG 8

### DECENT WORK AND ECONOMIC GROWTH



Hemargroup contributes to economic growth with value creation, by enhancing tech innovations and supporting startups at 360°, always along with corporate ethics. Including principles such transparency, respect, equality and workers' rights, Hemargroup guarantees a positive work environment and the well-being of employees. Safety in the factory is guaranteed by designated rules.



# Our SDGs

## SDG 9

### INDUSTRY, INNOVATION AND INFRASTRUCTURE



Technological progress is also key to finding lasting solutions to both economic and environmental challenges. The core business of Hemargroup is technology, developing and manufacturing innovations as well as supporting startups in sustainable industries.

## SDG 12

### RESPONSIBLE CONSUMPTION AND PRODUCTION



As a manufacturing company we know we have an environmental impact, and for this reason we are always thriving to improve our energy efficiency and to reduce our carbon footprint. Swiss quality and safety are at the center of our company and all our production processes are certified ISO 14001 for the environmental management.







# Our SDGs

## SDG 15

### LIFE ON LAND



Plant life provides 80 percent of the human diet, and we rely on agriculture as an important economic resources. Hemargroup has developed its expertise in the Agritech industry, creating new solutions for more efficiency in agriculture.

One of our partner in  
the field of clean water:



Discover more about  
xFarm in our Portfolio:



# Toward sustainability

We take care about sustainability and we think that integrating such values in the core businesses is fundamental to stay competitive and to play a role in shaping a sustainable future, for the planet, for the economy and for all of us.

Despite the many challenges, we believe that we can always improve and we would like to strengthen our approach to sustainability, step by step.

For this reason we think it is important to constantly monitor our performances in order to achieve greater goals by addressing and enhancing change and innovation.

The Hemargroup logo features a stylized green circular icon with a white dot inside, followed by the word "Hemargroup" in a bold, sans-serif font. The "Hema" part is green and the "rgroup" part is dark blue.

**Hemargroup**

*Electronic is our world. Manufacturing our passion.*

