



# SUSTAINABILITY REPORT 2023

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## Introduction

The sustainability of Rollomatic's business model, products and infrastructure and the high regard in which the company holds its employees and their well-being have always been the clear foundation on which Rollomatic is built.

To ensure it remains true to its ethos, Rollomatic takes the most cross-cutting approach possible within the business's organisation, making significant investments in training its employees, continuously optimising the company's environmental footprint and offering innovative working conditions that foster the values that were first instilled by Michel Rollier, the company's founder.

This report addresses topics including social issues, staff, compliance with ethical principles, and the environment. It contains information that is key to understanding the business's growth, its performance, and its current position, as well as the impact its activity has on these topics.



Gilles Frôté  
President & Rollomatic Group CEO



Damien Wunderlin  
Rollomatic CEO

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## Our mission

To further strengthen its commitment to sustainable development, Rollomatic has set up a “Sustainable Development” group made up of members of the management team alongside representatives from certain areas, such as “health and safety”. This group is responsible for constantly seeking the best ways to follow in the footsteps of the company’s decades of effort and finding concrete means of sustaining that effort.

To enable these measures to be implemented, Rollomatic has decided to take a selective approach when choosing what actions it takes in terms of optimising its sustainability. As such, Rollomatic shares the aims of the United Nations’ Sustainable Development Goals. These goals set out a course of action to achieve a better, more sustainable future for all. On this basis, through an impact analysis that takes into account not only the impact on Rollomatic’s business model but also the impact on stakeholders, seven goals (selected from the UN goals) have been identified as priorities for Rollomatic.

1. Decent work and economic growth
2. Quality education
3. Affordable and clean energy
4. Partnerships for the goals
5. Responsible consumption and production
6. No poverty
7. Good health and well-being



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## Priority sustainable development goals



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## About Rollomatic

Rollomatic is a privately owned Swiss company that specialises in designing and manufacturing high-precision CNC machines for sharpening cutting tools, cylindrical grinding, and laser machining of tools made from ultra-hard materials. As a business focused on our clients, we provide comprehensive solutions for producing precision tools, from profiling grinding wheels to measuring the finished tools.

### Rollomatic

- Headquartered in Landeron (Switzerland)
- 15,000 m<sup>2</sup> production site
- 400 employees worldwide, 320 at HQ
- Portfolio of 20 machine models
- 10,000 Rollomatic machines in operation
- 5 subsidiaries (USA, India, China, Hong Kong, Taiwan)
- 9 partner branches
- 200 training courses delivered by the Learning Center

### The Rollomatic DNA

In an effort towards sustainability and transparency, Rollomatic has set out in detail both its ethos and its values, which together serve as a framework for the business's strategy. These elements also act as a common thread that enables Rollomatic's employees to contribute to the company's non-financial goals. This ethos is based on the following main pillars:

- Knowledge of tools
- Our clients are our main priority
- Quality, productivity, precision
- Entrepreneurship
- Sustainability
- Swiss Made

In 2022 and 2023, major work (initiated more than five years ago) was completed that would ensure the long-term future of Rollomatic in terms of its legal structure and governance. The following decisions were taken:

### **The Michel Rollier Foundation**

Rollomatic's long-term future is assured, thanks to Michel Rollier's decision to create a foundation in his name. As a result, the Michel Rollier Foundation now holds the entire share capital of Rollomatic Group SA, which in turn holds a qualified majority of the share capital of all Rollomatic Group companies. The primary aim of this foundation is "to ensure the long-term future and growth of Rollomatic Group SA; to control the governance of Rollomatic Group SA and ensure that its operations are continued in the spirit and values of its founder". The foundation's secondary aim is "to promote and support training in technology and science; to allocate, where available, donations to support young people in the region, in the fields of education and training, sport and prevention".

### **Rollomatic Group**

Alongside Rollomatic SA, a group structure has been set up, involving the integration of various "sister" companies. The Rollomatic Group therefore currently consists of:

- Rollomatic SA and Strausak SA (and their subsidiaries), brought together in functional terms in a "Rollomatic" hub, which comprises the Group's core business,
- Landromatic SA (and its subsidiaries), which is the Group's operations division,
- EngRoTec Solutions GmbH, which specialises in the digitalisation and automation of production (including virtual engineering and consultancy services),
- Smart Industries SA and its subsidiaries Robert Renaud SA and Patric Métal SA, which represent the Group's industrial division and specialised subcontracting division respectively.

## Governance

### Smart Industries

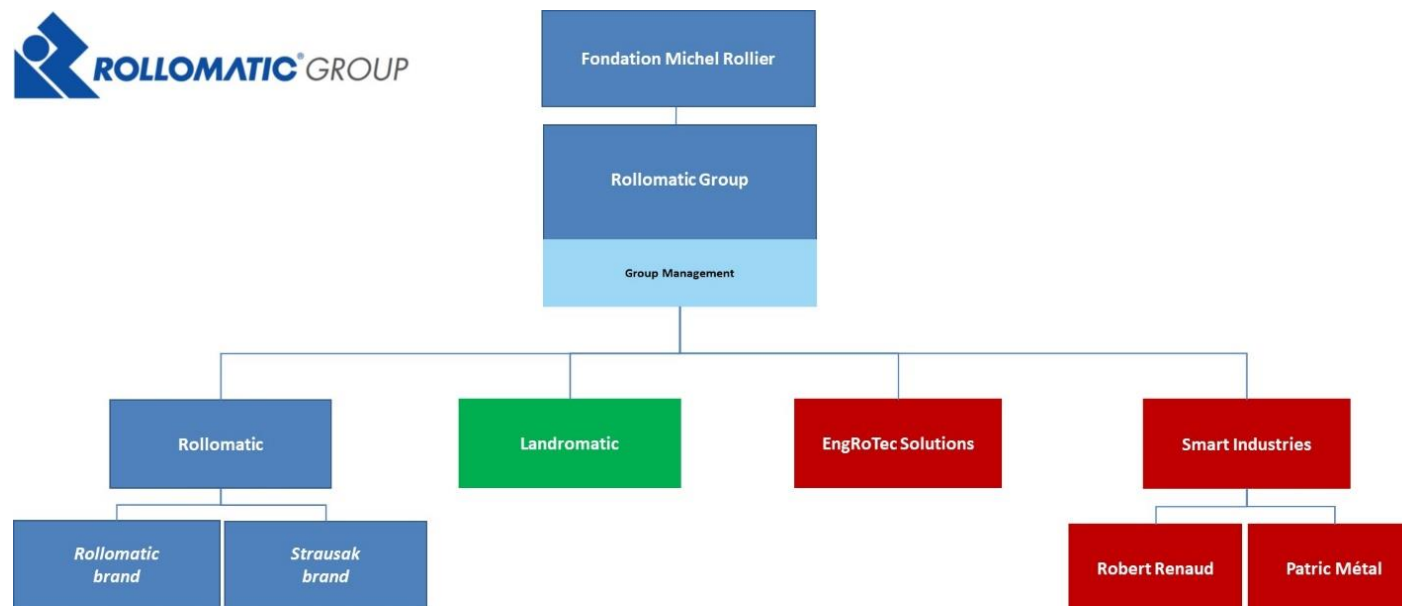
An industrial excellence hub was created in 2022. This hub, of which the Rollomatic group is the sole shareholder, is called “Smart Industries”, and is designed to foster unique expertise in the region around Rollomatic’s headquarters.

This initiative is helping to secure an efficient, sustainable logistics chain. The hub is currently made up of two companies, Patric Métal SA and Robert Renaud SA. The goal behind the hub is for its constituent companies to no longer work solely for Rollomatic. On the contrary, the aim of this strategy is for Rollomatic to account for no more than 50% of the turnover of the hub’s member companies. This approach will allow the companies’ other clients to benefit from the best practices put in place as part of the partnership with Rollomatic.

Ultimately, this strategy will result in sharing of expertise and best practices, similar to the principles of the circular economy.



## Governance



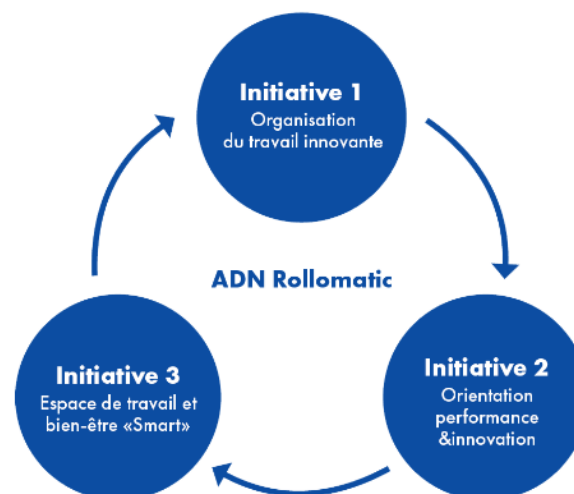
### Rollomatic's governance tools

- Internal communication
- Anti-corruption practices
- Strategy compliance monitoring
- Financial control
- Taxation
- IT security and data protection

## Employer policy

### SmartWork

Rollomatic helps to ensure sustainable employment by promoting well-being at work and developing its employees' skills. The three initiatives rolled out as part of the SmartWork programme are designed to foster innovative working conditions and an attractive work environment that encourages discussions, initiatives, and professional and personal development.



### Great Place to Work

In 2023, the company decided to gather the opinions of all employees on various subjects related to their professional activity, by participating in the "Great Place to Work" survey. The survey measures six factors: mutual trust as the basis for the company culture, lived values, leadership quality, extent to which all employees develop their potential, and the resulting innovation and value creation. With a high participation rate of 83% of employees, 87% of the feedback received confirmed that Rollomatic is a great place to work. The company was awarded "Great Place to Work" international certification. In the second phase of the corporate culture audit carried out by the organisation, Rollomatic was awarded an additional label and joined Switzerland's "Best Workplaces" category. A total of 65 Swiss companies of all sizes earned this distinction following analysis of the employee survey conducted in 2023.



## Employer policy

### Learning

Rollomatic has been a registered training provider for over fifteen years, offering apprenticeships in a variety of fields: polymechanics, industrial design and construction, logistics, automation, IT, media technology, as well as work placements for the Maturité Professionnelle vocational and, to a lesser extent, business administration certificates. The company's aim is to focus training on professions that will help to ensure the long-term survival of a technical skill or expertise. Upon finishing their placements, apprentices have a wealth of opportunities open to them within Rollomatic. To support this strategy, Rollomatic has implemented a new training concept for technical professions, including the creation of a specific post focusing solely on training.

In addition, Rollomatic is rolling out integration plans to enable people who have already trained in one field to retrain in the technical professions offered by Rollomatic.

- promoting technical excellence
- succession planning
- perpetuating our know-how



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## Employer policy

Employing over 24 different nationalities, Rollomatic is a multicultural employer that is open to diversity and boasts an international outlook. Rollomatic's employee numbers have more than doubled in 10 years. Our wage policy is based on the principles of fairness and a competitive position compared to the market. "Equal pay for equal work" is an essential principle in our pay management.



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## Career development

Rollomatic encourages lifelong learning. All employees take part in in-house courses on quality, IT security, the basic principles of cutting tools, the lean system and operational excellence. Other measures are also put in place within the company throughout employees' careers, such as language training. For extensive training programmes, Rollomatic supports employees in their learning by giving them a loan for the costs of their course and drawing up a training agreement with details of fee reimbursements, including a loyalty clause. Rollomatic regularly welcomes interns to the company for student jobs, discovery days and work placements organised as part of higher education programmes (placements for students on higher education technician courses as well as Bachelor's and Master's projects). These placements are developed in depth within Rollomatic's two innovation centres (the Innovation Centre at EPFL de Lausanne and the Innovation Centre at SIPBB in Bienne).

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## Employer policy

### Well-being at work

The company offers a number of measures designed to help promote health and well-being, such as:

- Free gym and fitness classes for employees and their families
- Financing of internal sports projects
- Weekly deliveries of fresh fruit to the workplace
- Balanced, sustainable catering solution with self-service fridges
- Regular studies on workstation ergonomics
- Monthly after-work events organised
- Staff events organised
- Flexible working around core hours
- 5 weeks of holiday, 6 weeks for employees aged 50+
- Fully paid maternity and paternity leave
- Improved social benefits

### Health and safety audits, hazard monitoring and inspections

Rollomatic's approach to health and safety is in line with directive 6508 of the Swiss Federal Coordination Commission for Occupational Safety under the Federal law on Accident Insurance and includes the 10 points of the MSST directive on occupational health professionals:

- Set out guidelines and safety targets
- Establish a safety management approach
- Provide training, instruction and information to employees
- Establish safety rules
- Identify hazards and assess the risks
- Plan and implement measures
- Establish a system in case of emergency
- Ensure employee involvement
- Protect and maintain health and carry out checks and audits

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## Community

Rollomatic's impact on local and regional communities plays a central role in the company's long-term positioning. As such, the UN goal to build business models by forging local partnerships is one of the top priorities of Rollomatic's sustainability policy. Wherever solutions that are sustainable in both technical and quality terms exist, Rollomatic works with local suppliers, sub-contractors and partners. Rollomatic has long had a policy of maintaining long-term relationships and transparent partnerships based on stakeholders' financial and non-financial success.

### Civic engagement & charitable giving

Rollomatic supports a number of organisations and events in the region, and prioritises support for young people through sporting, cultural and prevention-based initiatives. Since 2023, Rollomatic has supported Paralympic athlete Robin Cuhe in his career as a professional skier and will continue to do so until the next Olympic Games in 2026.



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## Environmental management



### Supply chain optimisation

#### Smart Industries

Smart Industries aims to perpetuate unique industrial skills and expertise (and thus jobs) in the region near Rollomatic's headquarters. Moreover, this initiative will ensure that Rollomatic continues to benefit from an efficient and sustainable supply chain. The hub is currently made up of two companies, Patric Métal SA and Robert Renaud SA.

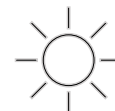
#### Significant suppliers and length of relationships

The relationship with Rollomatic's network of suppliers is based on trust and is geared to the long term. Rollomatic seeks above all to build a relationship of trust enabling both parties to meet their challenges. It is a balancing act between expertise, proximity, service costs, quality and deadlines. Short-term gain is not an objective. The aim is to find common solutions that allow suppliers to remain competitive in terms of price. Rollomatic favours its historical suppliers in the allocation of parts, but routinely puts them in competition to challenge them and help them position themselves in the market. For specific Rollomatic products (based on drawings or technical files), the network of suppliers is mainly located in Switzerland. About ten suppliers are located in Europe (Italy, Germany, Czech Republic, France, etc.). For standard products on the market, Rollomatic prefers to work with companies that are recognised as leaders in their field.

#### Environmental purchasing policy

Rollomatic purchases locally wherever possible and takes a rational approach to transport (by boat and in bulk). The Company pays attention to its suppliers' environmental credentials and, all else being equal, chooses companies with the best social and environmental ethics. Rollomatic carries out an audit on each new supplier to assess the alignment of its policies as a whole. Particular attention is paid to areas linked to the supplier's environmental policy and their recycling strategy.

## Environmental management



### Site improvements

For almost 20 years, energy meters have been installed on the main pieces of equipment in Rollomatic's premises. In 2006, a solar power plant that generates an average of 40,000 kWh/year was installed on the main building's infrastructure. Additional solar panels were installed when the building was expanded in 2012. Altogether, the company's solar power facilities cover a total of 4,300 m<sup>2</sup>.

All heating, cooling and ventilation systems have been optimised in all buildings and lighting has been converted to LED. A geothermal heat pump has been installed along with a building automation system.

Rollomatic has teamed up with ACT (Agence Cleantech Suisse) and the engineering firm PPlus Sàrl in Neuchâtel, accredited by ACT. The aim of this collaboration is to achieve cost-effective energy efficiency targets. Together, we are working to implement measures to optimise energy use while meeting sustainability and efficiency standards. Thanks to this cooperation, Rollomatic is actively contributing to the transition towards more environmentally-friendly solutions.



## Environmental management



### Business trips & commuting

Rollomatic encourages car-sharing and operates an in-house system through which employees can make arrangements. Its aim is to connect drivers and passengers with a common destination who would like to share a vehicle.

The company also supports employees who always travel to work by public transport by funding half the cost of their annual season ticket in the form of Reka Rail vouchers (up to an annual limit of CHF 500).

As part of the “Science Bases Target” decarbonisation initiative launched in 2024, which aims to reduce greenhouse gases by 42% by 2030, Rollomatic is studying specific measures to reduce fuel consumption.

The Rollomatic car park is equipped with charging points for electric vehicles.

# Environmental management



## Waste management

In 2023, Rollomatic produced 93 tonnes of waste were produced by Rollomatic. Thanks to strict monitoring and a rigorous policy, 43.5% of it was recycled.

### Hazardous waste

With regard to hazardous waste, clear procedures have been drawn up to ensure that 100% of it is disposed of properly by specialist companies. In 2023, 9,113 kilos of hazardous waste were disposed of (Thommen-Furler report). Primarily used oil and hydrocarbons. Carbide waste is dealt with by MB Hartmetall Recycling Blezinger in Thurgau, which sorts and prepares it before exporting it to carbide foundries.

### recycling

Selective waste sorting points are available in company departments (PET waste, scrap metal, batteries, cardboard & paper, and waste for incineration). Water fountains that are plumbed directly into the mains are provided to employees to reduce the use of PET bottles as far as possible.

# Environmental management



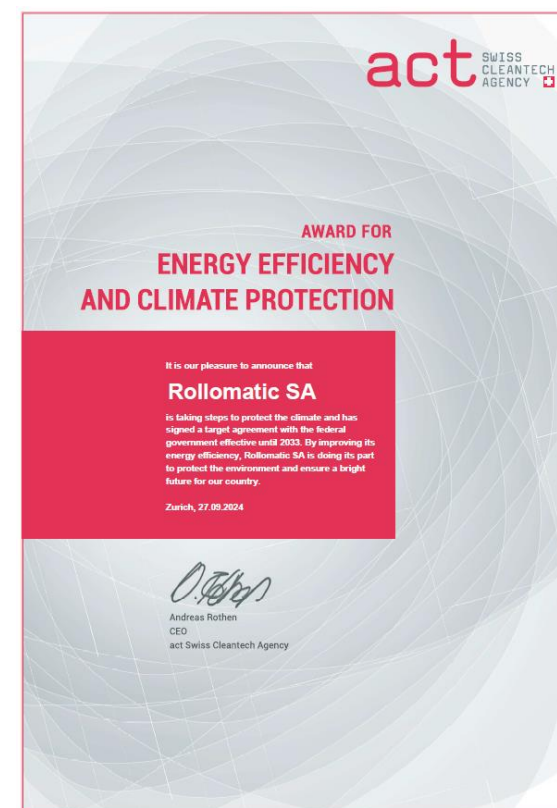
## Energy efficiency and climate protection

Rollomatic has put in place measures to optimise its energy consumption through a target agreement with Swiss Cleantech Agency, ACT.

## Origin of electricity production

Rollomatic uses 100% European hydroelectric power (SEIC certification).

4. QUALITE DE L'ENERGIE (AGIOS) – VALABLE POUR LA DUREE DU CONTRAT	
La SEIC garanti l'origine de la production électrique et fournit une électricité d'origine 100% certifiée.	
Les Agios, dépendant du produit choisi par le client pour ses sites, selon l'Annexe 2, est le suivant :	
<input type="checkbox"/> 100% Nucléaire CH :	Energie 100% nucléaire suisse
<input type="checkbox"/> 100% Hydraulique Alpine :	Energie 100% hydraulique alpine
<input checked="" type="checkbox"/> 100% Hydraulique EU :	Energie 100% hydraulique européen
<input type="checkbox"/> 100% Hydraulique CH :	Energie 100% hydraulique suisse



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## Machine sustainability

Rollomatic develops and produces machines with the aim of fully satisfying the customer over a very long time period. As few natural resources as possible are used when constructing our machines and during their use.

Recyclability is also taken into consideration during the design process and recoverable materials are used wherever possible. Rollomatic chooses high-quality, long-lasting components in order to ensure all of its machines are as reliable as possible for as long as possible.



## Sustainable design

### Minimising the footprint

Our engineers strive to keep axes as short as possible and select spindles and motors that are calculated to provide optimal performance without any surplus. All of these characteristics result in highly compact machines with the most optimised possible footprint.

### Selection of materials, components and lubricants

Rollomatic machines are manufactured with mechanical and electronic components that limit energy consumption as far as possible and primarily use recyclable materials.

Using the same lubricant for cooling the linear motors and the spindles as well as during grinding makes it possible to deliver high-performance production at a constant temperature, which means that no additional cooling peripheral is required and in turn results in no additional energy consumption.

In addition, the Rollomatic converter installed on lubricant pumps adjusts the quantity of oil required when the machine is in production mode.



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## Sustainable design

### Economical operating methods

Rollomatic machines are designed to produce tools in a way that maximises energy efficiency during production periods. Measures are also taken to reduce unnecessary energy consumption during configuration periods with the doors open. Standby mode is activated when the machine is awaiting input, cutting off power to the axes and peripherals such as the hydrostatic cooling pump and the oil mist extractor, reducing the consumption of both electricity and compressed air. When the production cycle is complete, the machine can also be programmed to enter standby mode. The restart process is optimised with a programmable heating cycle, which can take place on a day and time set in advance so that the startup process can be launched before operators begin work. Finally, a shut-off mode cuts off power to the machine when production is complete.

### Case study

Electricity consumption readings in standby and normal mode for a Rollomatic GrindSmart® 660XW machine over a four-hour period.

Standby mode reduces electricity consumption by 90%

Electricity consumption when not in standby mode: 2,73 kWh

Electricity consumption in standby mode: 0,25 kWh

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## Voluntary transparency

Given the company's international activity, and the fact that in some of the countries in which Rollomatic operates, sustainability laws are not as rigorous as in Switzerland, Rollomatic would like to voluntarily declare that it:

- Does not practise tax evasion or optimisation through shell companies
- Does not carry out business in conflict zones
- Does not sell data
- Does not have any infrastructure near sensitive ecosystems
- Does not use child labour and is not aware of any children under the age of 15 working at any of its suppliers or clients
- Pays all additional hours in compliance with applicable legislation

### Other statements regarding 2023:

- No site accidents resulting in a fatality occurred
- No legal proceedings (or arbitration proceedings) were filed against Rollomatic (except employment and labour law conciliation proceedings related to details of the termination of an employment contract)
- No recovery proceedings or other debt collection or bankruptcy proceedings were filed against Rollomatic
- No cases of bribery, fraud or corruption involving the company or its employees were identified
- No cases of anti-competitive behaviour were identified
- No loss of confidential information was detected
- No collective redundancies were announced
- No harmful discharge of pollution into the air, onto land or into water was identified (in 2023 or in the five previous years)

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## Ongoing initiatives

In 2024, Rollomatic continues, of course, to strive to make the company even more sustainable in both environment and social terms. Rollomatic is focusing on the following projects:

- Renewal of the **Universal Objectives Agreement** as part of our drive to optimise our energy consumption.
- Launch of the **decarbonisation initiative**, with targets based on the recognised “Science Based Target” methodology. Rollomatic aims to reduce its greenhouse gas emissions by 42% by 2030. As part of this project, specific measures intended to reduce fuel consumption are under investigation.
- Registration on the **EcoVadis** platform.
- The measures introduced in 2023 to **optimise energy consumption** (ventilation, cooling, heating) will be maintained or renewed.
- **Replacement of PB1’s heat production system** (oil-fired boiler) with an air/water heat pump, including the installation of heat pump water heaters to produce domestic hot water.
- **Replacement of old equipment** with energy efficient equipment (server room air conditioning and PB1 main heating circulator)
- **Optimisation of the machine cooling system** (replacement of the Transor network with centralised cold production).
- **Replacement of standard light sources** with LED systems (PB1)
- **Elimination of single-use plastic cups** at water fountains (30,000 pieces/year).
- **New building project (Rollomatic Solution Center)** to provide complete energy autonomy, or possibly more, by optimising photovoltaic solar production.
- **Deployment of the SmartWork strategy**, which aims to create innovative working conditions and an attractive work environment that encourages discussions, initiative-taking and professional and personal development.



The data and figures presented in this report refer to the year 2023.

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