

On the company's responsibility for society, the environment and sustainable business management.

produ**Z**ed with responsibility

# With **Pioneering Spirit** for a Sustainable **Future**

The economic landscape is becoming increasingly unsettled. Old businesses are disappearing, and new ones are popping up all over the place. Many will not make it past the first decade. What a lot of them lack are essential concepts, stability and safety. In a nutshell: sustainable economic management – a phrase on everyone's lips nowadays.

Our company is not just a pioneer in the brush industry, we are also pioneers in the world of corporate responsibility, a responsibility we have approached with creativity and ingenuity from day one. Alongside an ever-present feel for society, the environment and sustainable economic development.

Civic and environmental responsibility, the development of essential products and the orientation towards long-term goals, have always been integral elements in our entrepreneurial activities. Traditional values such as security, providence and forward-looking business management have been carefully fostered for 112 years. At the same time, we have continued to successfully confront market challenges with an energy of innovation and a pioneering spirit, and to search out new opportunities for further sustainable development.



“Sustainable  
business manage-  
ment is enshrined  
in our company's  
philosophy.”

Martin Hinz,  
Chairman of the Works Committee



# Social Responsibility for **our Employees**



“All things considered, I’m able to say that my career entry was exactly how I imagined it. Working independently on interesting projects, collaboration with a number of people and departments. I would definitely go down the same road again.”

Mathias Nann, after completing two internships with ZAHORANSKY, made a smooth career transition as a Senior Management assistant

## **58 years of our pension fund**

1,038,103 euros for our employees

## **650 creative employees**

100% proud to be working at “Zaho”

## **112 years of ZAHORANSKY**

1 pioneering company striving towards equity in the workplace

### **Social pioneer**

- A pension fund for our employees since 1955 – at the time an almost unheard-of institution
- The first collective agreement for semi-retirement in Baden-Württemberg
- Profit-sharing since 1970 – at the time still a new concept in long-term employee loyalty

### **Risk manager**

- An extremely low accident ratio thanks to our annual safety competition
- Ready for emergencies thanks to in-house crisis management training

### **Trainer**

- We have been offering apprenticeships to young people since 1906
- Today we provide the highest standard of professional training at all of our production sites as well as work experience placements for BA students from the Baden-Württemberg Cooperative State University in Lörrach

### **Second family**

- Informal corporate culture and staff retention spanning generations
- Anton Zahoransky commemorative medal for long service in bronze for 10 years, in silver for 25 years and in gold for 40 years service to the company
- Family-friendly working hours

1 milestone-birthday marking a decade  
**10,000 euros towards a social facility**

1.25 hours of overtime donated per employee  
**518,625 euros for social projects**

112 years of ZAHORANSKY  
**No. 1 pioneer for social commitment**

#### **Social sponsor**

- 40 years of the company's relief organization with appeal funds originating from voluntary employee overtime of 1.25 hours with the company doubling the amount
- Donations used to fund social projects worldwide
- Support for a training workshop in the SOS Children's Village in Haiti with used machinery and tools, donations and training in Todtnau

#### **Local champion**

- Support for local social institutions
- Championing the social life of the region
- In 1987, the company and its workforce were awarded the citizen's medal from the town of Todtnau, notably for our social commitment to the region

“Our corporate responsibility is also one of social responsibility. It makes our actions more meaningful when we let people less fortunate than ourselves share in our success.”

Ulrich Zahoransky,  
Managing Director, ZAHORANSKY AG

Responsibility for **Social Cooperation**





## Responsibility for our Environment

### 100 % of electricity from hydroelectric power stations in the Black Forest

2.176 tonnes less of CO<sub>2</sub>

### 1,050 energy-saving bulbs

63,200 kWh less electricity consumption

### 112 years of ZAHORANSKY

No. 1 pioneer for environmental commitment

#### Environmental protector

- In-house environmental management and environmental guidelines since 1980
- Accolade for our environmental efforts from the “Familienunternehmer” association, ASU
- Presented with the “ECOfit” award for company environmental protection

#### Conservator of resources

- Machines for processing recycled and renewable resources and materials
- Energy-efficient and resource-saving products
- By 2015, 100 % of the electricity we use at all our German facilities will come from water power
- Our production facilities in Logroño were one of the first businesses in Spain to receive environmental certification and use solar energy

- Our facility in Rothenkirchen was one of the first low-energy factory buildings in Germany, with a 30 % reduction in energy consumption compared with traditional building techniques
- Construction of the first plant in line with the “IGBC Green Building Platinum Standard” in India

#### Friend to the environment in the region

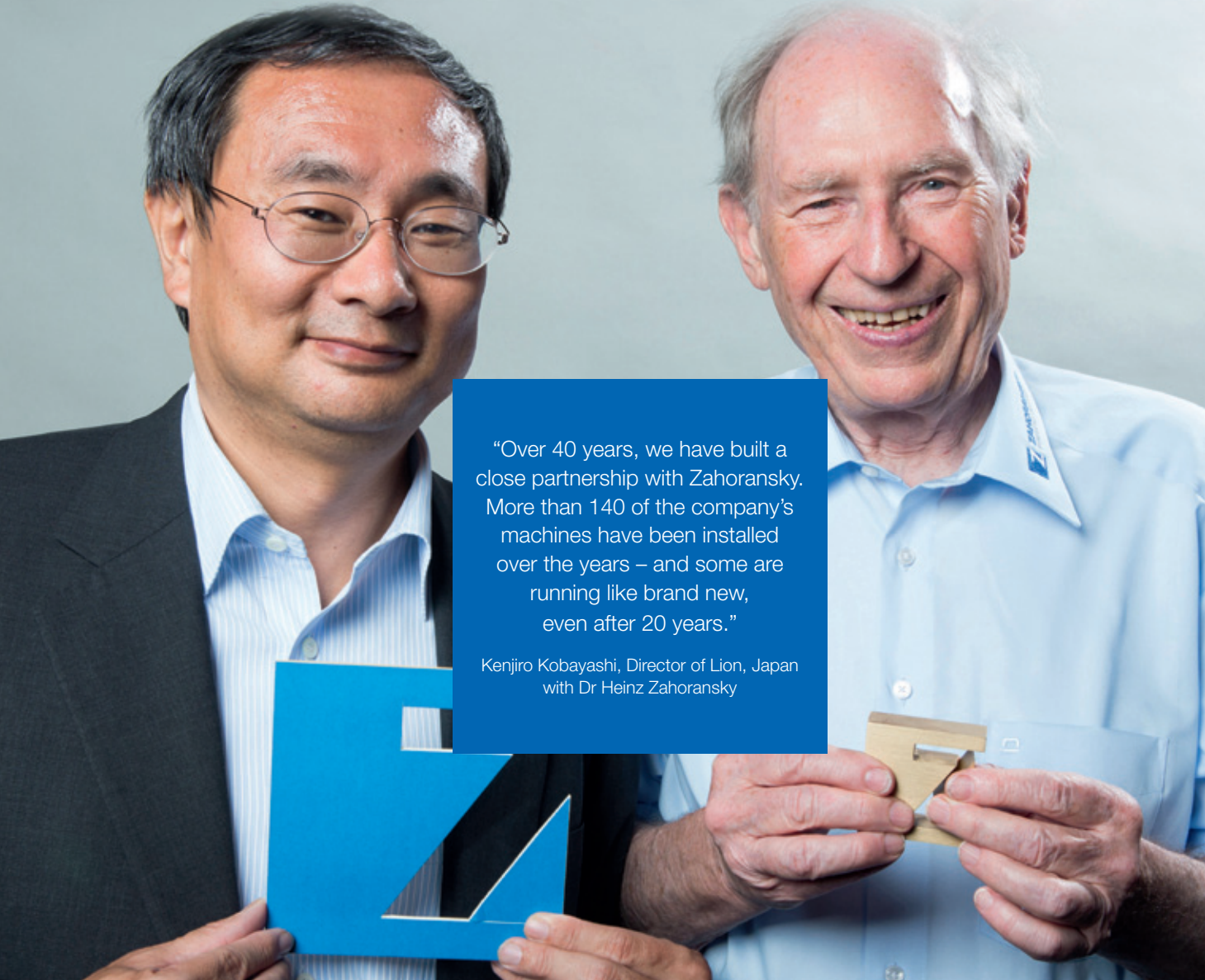
- Environmental suggestions from employees to help promote environmentally-friendly behavior on a daily basis
- Support for the climate protection concept in Todtnau
- Commitment to the environmental efforts of neighboring town, Schöna

“We are compelled by our heritage and the location of our headquarters in Todtnau-Geschwend, in the heart of the Black Forest, to act responsibly when it comes to our environment.”

Gerhard Enders,  
Chairman of the Supervisory Board



# Responsibility for **our Economy**



“Over 40 years, we have built a close partnership with Zahoransky. More than 140 of the company's machines have been installed over the years – and some are running like brand new, even after 20 years.”

Kenjiro Kobayashi, Director of Lion, Japan  
with Dr Heinz Zahoransky

## **No. 1 for financial stability and creditworthiness**

100 % security for customers, employees, partners and communities

## **65 motivated young people**

10 % apprenticeship quota

## **112 years of ZAHORANSKY**

No. 1 pioneer for sustainable economic management

### **Economic backbone**

- Forward-thinking economic management and healthy growth
- Faithful to our local roots and a proud supporter of the regional economy
- Job security and a 10 % apprenticeship quota
- In 2012, we were awarded the Baden-Württemberg Business Medal and the first entrepreneurial award from the city of Freiburg for actively promoting the region's economy

### **A driver of success**

- Engine for the growth and competitiveness of our customers
- Strategic partner for technological advancements

- Pioneering products for more efficient processes
- High dependability and durability of our machines
- Twice named Procter & Gamble “Business Partner of the Year” (out of 75,000 suppliers and agencies)

### **Long-term partner**

- Friendly, almost informal customer relations built over generations
- Solid relationship with our suppliers
- Recognized three times with the Procter & Gamble “Excellence” Award for our close collaboration

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**USA** – ZAHORANSKY USA Inc., Chicago **SPAIN** – ZAHORANSKY S.A. Unipersonal, Logroño **GERMANY** – ZAHORANSKY AG (Systems Technology), Freiburg **GERMANY** – ZAHORANSKY AG (Group headquarters), Todtnau **GERMANY** – ZAHORANSKY FORMENBAU GmbH (Mold making headquarters), Freiburg **GERMANY** – ZAHORANSKY GmbH – Mold and tool making, Rothenkirchen **INDIA** – ZAHORANSKY Molds & Machines Pvt. Ltd., Coimbatore **CHINA** – ZAHORANSKY Asia Ltd., Hong Kong **CHINA** – ZAHORANSKY Machine Technology Ltd., Shanghai **JAPAN** – ZAHORANSKY Ltd., Kobe

