

SUSTAINABLE AND SOCIALLY RESPONSIBLE

Sustainability and social responsibility are core elements of Komax's corporate strategy. They are incorporated not only into the Group's long-term targets, but also into its operating activities. Komax is determined to develop its competencies in questions of sustainability and social responsibility on an ongoing basis – for the benefit of its stakeholders and the environment.

Komax has anchored in its Code of Conduct that it makes the sustainable development of its business a key objective, and rejects any quest for profit at the expense of the environment. In addition, the company is committed to environmentally friendly production methods and the responsible use of natural resources. Far from being empty phrases, these principles have been applied by Komax for decades. Komax is also deeply committed to its employees, offering them a respectful, appreciation-based working atmosphere in which they are given freedom of maneuver and the opportunity to engage in inspiring exchanges. This is reflected in the regular employee surveys carried out by the company, in which a large number of employees always state that they view themselves as ambassadors of Komax, and feel an exceptionally strong tie both with the company and their work (see page 54).

In recent years, Komax has worked continuously on its development in the three ESG dimensions – Environment, Social, and Governance – and made considerable progress. Up until now, however, there has not been any consistent strategic anchoring of ESG at Komax. At the initiative of the Board of Directors, Komax took the first steps to change this situation in the year under review. By starting with a materiality analysis, for example, and initiating collaboration with EcoVadis in order to better evaluate the sustainability of its supply chain and be in a position to take any necessary measures. Furthermore, it established the processes needed within the Komax Group to capture and report relevant environmental data in the future – such as CO₂ emissions. Komax plans to publish comprehensive environmental data for the first time in the second half of 2022, as well as to report on other key ESG themes for the company and produce ESG targets.

Purpose

For decades, Komax has been renowned for its innovative products and leading market position. But what does Komax want to achieve and accomplish with its work? And what contribution is it making to society? Komax's purpose can be summarized in just a few words:

As a driver of innovation and market leader in automated wire processing, we develop and produce intelligent, reliable, and optimally cost-effective wiring solutions for smart mobility and smart city applications. We work closely with our customers to make life simpler, more convenient, and safer.

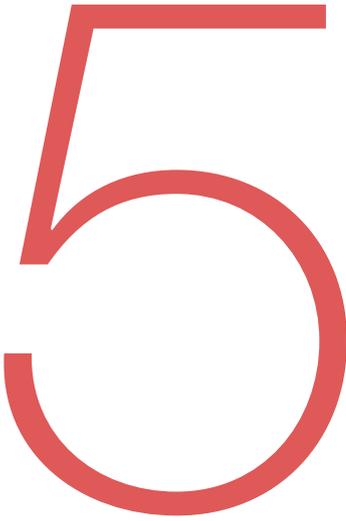
Komax understands smart mobility to mean today's increasingly diverse range of mobility options, which are used in very different ways. Many of these means of transport – from e-bikes to electric cars and trains – are increasingly powered by electricity. Where electricity is used, there are wires, and where there are wires, there are fields of application for Komax. What's more, the optimal usage of these mobility options is supported by smart city solutions, be they traffic management systems or intelligent power usage, distribution, or storage systems. These solutions also need wires, for transmitting either power or data.

Values

Komax has a Code of Conduct in place that is binding for all employees and reviewed on a regular basis. It is available in 16 languages, and builds on the ethical principles Komax has been applying for many years. The Code of Conduct defines general rules of conduct and addresses issues such as equality of opportunity, conflicts of interest, health and safety, and sustainability. In addition, it defines the five core values – innovation, customer focus, success, quality, and responsibility – that constitute a key component of the Komax Group's identity.

All employees are given training on the Code of Conduct when they join the company. In order to sensitize staff to the Code of Conduct, various measures are implemented on a regular basis, including web-based training that employees worldwide are required to complete. Violations of this code are not tolerated, and will have corresponding consequences for the employees concerned. Anyone who becomes aware of a violation may report this to their line manager, to the HR department, or to the independent external whistleblowing service.

In its commercial relationships, Komax sets great store by respect, decency, social responsibility, and consistent adherence to international guidelines. For this reason, Komax has drawn up codes of conduct for both suppliers and business partners, and where possible makes compliance with these codes a contractual obligation.



CORE VALUES OF THE KOMAX GROUP



INNOVATION

As a pioneering and visionary company, we ensure that our business activity has a long-term focus. We are always open to new ideas and regularly re-examine our approach. This includes looking beyond our immediate concerns. We are willing to take risks – on the basis of knowledge and understanding – in order to reinforce our leadership in terms of innovation. Following new paths can lead to mistakes. We realize and tolerate this because it gives us an opportunity to become even better. We are increasing our lead by continuing to press ahead with innovations proactively, quickly, and determinedly while remaining committed to our usual high quality standards.



CUSTOMER FOCUS

The varying needs of our customers are at the center of our activities. We listen to them carefully and ask the right questions. Understanding their requirements enables us to keep on improving. We strive to ensure that our solutions offer our customers added value, so that they can increase their efficiency and productivity and thus gain a competitive advantage. We are close to our customers, communicate actively, and foster friendly, long-term relationships and partnerships based on respect and esteem.



SUCCESS

We pursue ambitious targets and make an effort to achieve them every day. As a market and technology leader we make high demands of ourselves and strive to find the best solution for our customers. Our long history of success encourages us to continue the success story and create sustainable value. This benefits our customers, employees, and investors. We want all these stakeholders to share equally in our success. We nurture competent, committed employees who enable us to retain loyal, satisfied customers.



QUALITY

Our day-to-day work is driven by quality and a willingness to examine what we do critically. We provide our customers with solutions that fully meet our quality requirements and supply what we have agreed. This commitment lies at the heart of our long-term, trusting customer relationships. Our efforts to keep on getting better include always delivering the agreed quality and actively asking customers how we can improve further. It is clear to us that this creates trust, which is of inestimable value.



RESPONSIBILITY

We take our responsibility towards our customers, employees, and investors seriously and act as a reliable, trustworthy partner. Our integrity and ability to keep to our agreements and meet our deadlines make us stand out from the crowd. We keep our word and ensure that our partners and colleagues do so too. A strong sense of shared responsibility is important to us and we are careful to foster it. We take responsibility for our actions, make decisions, and carry them out. If we pass our responsibility on to others, we do so deliberately and ensure that they assume it in turn.

LONG PRODUCT SERVICE LIFE

Product sustainability

The machines developed by Komax are characterized by their exceptionally high quality and longevity. The Group's own global service network and its collaboration with partners ensure that these machines are professionally maintained. This has a positive impact on their performance, value retention, and life span, and it saves resources generally. Komax also ensures servicing and the availability of upgrades and replacement parts years beyond its contractual obligations. Thanks to their modular construction, the machines can usually be adapted to new technological developments or changing needs. As a result, numerous products have been used by customers for decades.

Reduction in consumption of resources

When developing new machines, Komax goes to great lengths to ensure that the consumption of resources is continuously reduced – both in the production process and during the life cycles of the machines at the factories of its customers. For example, in the past few years, Komax has paid particular attention to electricity consumption in new machine models. Thanks to the optimization of specific elements, such as ventilation for cooling a control cabinet, Komax has been successful in reducing energy consumption of individual machine models. Extrapolated to the level of annual production of these models, this results in a saving of hundreds of megawatt hours of electricity each year.

Declining consumption of fuel and materials

The wire processing solutions delivered by Komax do not contain any environmentally harmful components. In the automotive supply industry, these solutions are used to process wiring for new fuel-saving drives for various types of hybrid vehicle as well as for the fully electric car. Moreover, the innovative technologies mean that ever smaller wire cross-sections and innovative materials such as aluminum can be machine-processed, thereby contributing to a reduction in vehicle weight and, as a result, fuel consumption. In addition, automated taping solutions, for example, help Komax's customers to use less adhesive tape than they would in the case of manual taping.

Komax commissions independent market research companies to carry out customer satisfaction analyses on a regular basis. These evaluate the degree of customer loyalty and the extent to which Komax meets customer expectations, for example. Komax sets particular store by customer feedback on improvement potential.

In 2011, Komax launched its "Oekomax" program in Switzerland with the aim of continually optimizing environmental protection. Ever since, a team comprising employees from various areas of the company has been looking at sustainability issues. The spectrum of themes ranges from campaigns that motivate employees to be sparing in the use of resources through to ideas as to how the energy efficiency of newly developed machinery can be increased.

Sustainability in procurement

The company believes in long-term partnerships, and selects suppliers that demonstrate an environmentally aware approach and whose products conform to sustainability criteria. This is ascertained with the assistance of a supplier evaluation questionnaire, which evaluates new as well as existing partners on the basis of uniform criteria. These criteria include the status that suppliers attach to sustainability, quality, price, supply chain, delivery reliability, and production technology. Furthermore, in a code of conduct drawn up specially for suppliers, Komax obliges its suppliers to comply with legislation and to act in an environmentally aware and ethical way. Compliance with agreed guidelines and indicators is reviewed in regular supplier audits. If violations are uncovered, a supplier partnership may be immediately terminated as a result.

In addition to the investment volume, key criteria when evaluating and selecting new production systems include energy efficiency, environmental friendliness, and the economical use of resources. Komax also reduces the burden on the environment through efficient supplier management. Thanks to its collaboration with Bossard, a leading logistics company for industrial assembly and connection solutions, Komax is reducing its annual CO₂ emissions in Switzerland in the procurement of Class C items. As Komax is part of the broad network of Bossard customers who share a common supplier base, shipments and transport routes can be consolidated, thereby reducing the consumption of fuel. Overall, Komax's CO₂ emissions have been reduced by around a quarter with the consolidation of deliveries through Bossard.

EFFICIENT SUPPLIER MANAGEMENT

Sustainability in production

A large proportion of Komax Group's value creation consists of engineering services. The majority of components are manufactured and supplied by third parties, which means that actual production at Komax primarily comprises the assembly of components. Accordingly, Komax generates relatively few emissions compared to other industrial companies.

Highly automated, state-of-the-art production systems are used for strategically important components that Komax manufactures in-house. These are based on lean management concepts, the aims of which include the avoidance of errors and minimization of rejects. The careful and efficient use of resources has top priority: wherever possible, waste materials and wastewater are recycled or disposed of appropriately, while the volume of waste is reduced continuously thanks to optimization programs.

Operational excellence

Key factors in Komax's pursuit of operational excellence include safety and the protection of its employees' health. Management attaches high priority to this issue, which is why internal processes are regularly reviewed for safety and health risks. Furthermore, employees are sensitized to possible risks in the workplace at the individual production sites in a targeted way. The low number of occupational accidents over a period of many years is testimony to the success of initiatives in this area. Komax has set itself the target of reducing occupational accidents by 10% (compared with the average for 2016 and 2017, namely 33 work-related accidents) by 2021. In order to achieve this, Komax has implemented a variety of measures over the last few years, and managed to reduce occupational accidents by 36% by 2020. The statistics on occupational accidents in 2021 will be published over the course of 2022, together with the other ESG data.

Certifications and integrated management system

The key production locations of the Komax Group, namely in Brazil, China, Germany, France, Mexico, Switzerland, Tunisia, Turkey, Hungary, and the USA, are all ISO 9001-certified. In addition, Komax AG's sites in Dierikon and Rotkreuz, as well as Komax SLE in Grafenau, TSK in Porta Westfalica, and SC Thonauer Automatic in Bucharest, all have ISO 14001 certification. These five sites employ around 900 people. All have integrated management systems that encompass all company processes, the environment, health protection, and workplace safety.

Country	Company	Certification		
Brazil	TSK do Brasil Ltda.	ISO 9001		
China	Komax Shanghai Co. Ltd.	ISO 9001		
Germany	Komax SLE GmbH & Co. KG	ISO 9001	ISO 14001	DE AEOC 104360
	TSK Prüfsysteme GmbH	ISO 9001	ISO 14001	
France	Komax Laselec SA	ISO 9001		
Mexico	Komax de México S. de R.L. de C.V.	ISO 9001		
	TSK Test Systems Mexico, S. de R.L. de C.V.	ISO 9001		
Austria	Thonauer Gesellschaft m.b.H.	ISO 9001		
Romania	SC Thonauer Automatic s.r.l.	ISO 9001	ISO 14001	ISO 45001
Switzerland	Komax AG	ISO 9001	ISO 14001	ISO 45001
Czech Republic	Thonauer spol. s.r.o.	ISO 9001		
Tunisia	TSK Tunisia s.a.l.	ISO 9001		
Turkey	TSK Test Sistemleri Ltd. Şti.	ISO 9001		
Hungary	Komax Thonauer Kft.	ISO 9001		
USA	Komax Corporation	ISO 9001		

Ecologically sustainable

At its various sites, Komax uses renewable energies such as solar or hydroelectric power wherever possible. For example, in Switzerland – the country in which Komax has the highest production volume – the company obtains natural energy from Central Switzerland's RegioMix scheme. Komax also operates its own photovoltaic power plants on the roofs of its new building in Dierikon, which it moved into in 2020, and its production building in Rotkreuz. The plant in Dierikon will cover the electricity required for the new building for around one month.

In order to save on resources, Komax opted for a climate-friendly low-tech approach that entails using technical solutions such as artificial ventilation, illumination, and motorized shading in the new building. The internal courtyard plays a key role here, as it brings plenty of light to the inner zone. In addition, as a vertical flue it dissipates warm air and thereby stimulates natural ventilation via the external facade. This low-tech approach and corresponding emphasis on sustainability also impressed the jury of the "Prixforix," resulting in Komax winning the Prixforix – which has been awarded five times since 2010 – in 2021. This prize is awarded in recognition of the most attractive and future-oriented façade in Switzerland. The strengths of the façade of the new Komax building include the way the louvers prevent excessive sunlight during the summer months, while still allowing in sufficient daylight at all times. The jury was also impressed by the fact that the natural ventilation and lighting, thermal insulation, and night cooling were implemented by means of a two-layer building envelope without an excessive amount of technology. The glass façade behind the envelope likewise impressed the jury with its simplicity, efficiency, and economy.

Komax uses district heating in Dierikon. Both the new building and the existing buildings have been heated in a carbon neutral way since 2020. The move to the new production and development building in Dierikon in 2020 allowed Komax to reduce its sites in Switzerland from three to two. This significantly cut the number of trips between the individual sites, which in turn not only simplified logistics, but also had a positive effect on the carbon footprint.



For its new headquarters building in Dierikon, which was occupied in 2020, Komax opted for a low-tech, climate-friendly approach.

Consumption of electricity in Switzerland

In collaboration with the Energy Agency of the Swiss Private Sector (EnAW), Komax has established resource and energy savings targets for its two Swiss sites. For example, by the end of 2021, per capita electricity consumption is to be reduced by 3% versus the 2018 level (2 923 MWh or 4.7 MWh per capita). This follows a reduction in per capita electricity consumption of approximately 20% between 2014 and 2018. In 2021, a total of 3 662 MWh of electricity (2020: 2 787 MWh) was used, which is equivalent to per capita consumption of 5.7 MWh or an increase of some 22% compared to 2018. As Komax brought a new building into operation in 2020 in the form of its new building in Dierikon, it is inevitable that electricity consumption will have risen considerably from 2018 levels.

Even if this additionally increases electricity consumption, Komax is promoting e-mobility at its sites in Dierikon and Rotkreuz. Since February 2019, a total of six charging stations at the two locations have been available for use by employees and customers for electric vehicles. Flexible working from home arrangements and the mobility bonus (introduced in 2017) contributed to a reduction in CO₂ emissions. All employees in Switzerland who forego motorized private transport on their journey to and from work receive CHF 100 a month.

Contribution to regional development

Komax has been firmly rooted in the Canton of Lucerne, Switzerland, since 1975, where it is one of the region's biggest employers. The Group is committed to Switzerland as a business location because it offers a good environment, facilitates very high productivity, and has a large pool of highly qualified labor. As well as being an important employer in the region, Komax is also committed to advancing young people in a number of different areas (including education, sports, the arts, and social involvement).

The production and distribution sites established worldwide since 1975 remain in their original locations, which generates a strong sense of identification with local areas. Among other things, this manifests itself in the fact that a large number of employees can be recruited regionally, and preference can be given to local suppliers wherever this is feasible and makes commercial sense.

Contribution to cleantech

In a few years' time, over 30% of new cars around the world will be powered by electricity (see page 11). Units such as air conditioning, power-assisted steering, brake boosters, and heating are also being integrated into the high-voltage electrical system. With its innovative solutions for the processing of high-voltage cables, Komax is making an important contribution to this transformation towards e-mobility. Komax's e-mobility center of competence in Hungary is clearly feeling a substantial increase in demand for automation solutions for the processing of high-voltage cables in the fast-growing market for electric and hybrid vehicles. Up until now, many manufacturers have been producing complex high-voltage cables largely by hand. Manual serial production of the required unit quantities is barely feasible any more – and certainly not to the degree of precision demanded and within the specified time frame. In order to be able to ensure efficient and economic processing, it is becoming increasingly crucial to automate processes.

The modular concept allows Komax to provide its customers with different levels of automation, such as the Lambda 240 SP (left) and the Lambda 440 (right).



Komax is supporting the transformation towards e-mobility

In 2018, Komax already boasted a portfolio of solutions covering the entire value chain from processing high-voltage cables to testing harnesses. Plug manufacturing called for multiple machines from the Lambda 2 series. These are semi-automatic, with every machine needing an operator. Optimum productivity therefore requires a team of several people to process the high-voltage cables in parallel on multiple machines.

Komax took the next innovative step forward in 2019 and presented the Lambda 440, the first machine for the automated production of high-voltage cables. The Lambda 440 is a modular platform made up of processing modules from the Lambda 2 series. The various modules can be used as required. Options range up to full automation, where the system manufactures the cable from the preparation stage to housing assembly. Under this process, stations connected in parallel can process different cables simultaneously. When a cable has gone through the first steps and is being prepared for crimping, the first tool is already removing the jacket and foil of the next cable. This saves time and increases productivity. Quality solutions integrated into the system are a guarantee that the stringent quality requirements placed on high-voltage cables are met.

Komax does more than just offer solutions for processing individual high-voltage cables. Its portfolio also includes the Omega 750 MEB, a machine capable of automatically producing complete wire harnesses for electric vehicles. This is a further development of the Omega 750 fully automatic block loader machine. The Omega 750 MEB is used, for example, to manufacture the wire harness for the auxiliary unit for Volkswagen's new modular electric drive matrix (MEB) in an automated process. This wire harness connects the battery with various systems such as air conditioning, battery heat management, and the direct current converter.



The panels of the Solar Butterfly make it possible to produce up to 170 kWh of solar energy a day, which will allow it to travel up to 300 km daily.

Partnering the visionary Solar Butterfly project

Solar Butterfly is a project that combines a number of themes that are crucial to Komax – such as the promotion of e-mobility, sustainability, environmental protection, and the responsible use of natural resources. Komax is therefore proud to be a partner to this future-oriented project. Solar Butterfly is the latest project of Louis Palmer, who has been advocating for a sustainable way of living for decades. The Solar Butterfly will be the first-ever solar-powered mobile home to travel around the world. It is a self-sufficient tiny house, designed to sensitize people all around the world to climate change while at the same time showing them that solutions do actually exist.

Komax is not only supporting the project financially, it is also playing a decisive part in the assembly of the Solar Butterfly. For the majority of the assembly work, apprentices from the areas of automation and mechanics are taking on tasks of all kinds: the wiring of solar panels, working in the areas of pneumatics and drive technology, and configuring and programming control panels.

Around the world – with solar energy

Ten meters long and weighing in at 2.8 tons, the Solar Butterfly moves with the assistance of an electric car. The total power required for this tiny house and its towing vehicle is produced by solar panels. At the touch of a button, these unfold to cover an area of a 120 m², which gives the vehicle the appearance of a butterfly. The mobile home contains a kitchen, toilet, shower, and large interior room of 30 m² that can be used multifunctionally as a TV studio, exhibition center, living room, or sleeping area with up to six beds.

The adventure will kick off on the Bundesplatz in Bern on 23 May 2022. Then the global voyage – covering some 200 000 kilometers across 90 countries – will get under way. Hundreds of events are planned at which the Solar Butterfly will promote sustainability projects. The World Tour will end on 12 December 2025 in Paris to mark the tenth anniversary of the Paris Agreement on climate change.

Who is Louis Palmer?

Between July 2007 and December 2008, Lucerne native Louis Palmer became the first person to circumnavigate the globe in a solar-powered vehicle – his “solar taxi.” He has been designated a UNEP Champion of the Earth by the UN Environment Programme, and has also been awarded the European Solar Prize. Louis Palmer is the initiator and organizer of the World Advanced Vehicle Expedition (WAVE), a race for e-vehicles that circumnavigates the earth in 80 days, and Switchbus, the world’s first-ever 100% electric-powered touring bus.

Attractive employer

At the end of 2021, Komax employed 2 121 staff worldwide (2020: 2 095 staff). After two very challenging years in which headcount had to be reduced across the whole Komax Group, the company was then able to recruit additional personnel in 2021 against the backdrop of an improving market environment.

Personnel expenses in the year under review amounted to CHF 158.0 million, corresponding to an 20.6% increase versus 2020 (CHF 131.0 million). The pronounced increase in costs is above all attributable to the fact that numerous employees in various Group companies were put on short-time working for a significant period of time in the prior year. Short-time working was much less widely practiced in 2021.

2021

	CH ¹	Europe ¹	Americas ¹	Asia ¹	Africa ¹	Total
Production	233	302	86	73	80	774
Research and development	134	57	5	26	0	222
Engineering	40	116	33	16	15	220
Marketing and sales	134	138	59	58	21	410
Service	30	74	63	61	17	245
Administration ²	70	98	41	29	12	250
Total headcount as at 31 December 2021	641	785	287	263	145	2 121

2020

	CH	Europe	Americas	Asia	Africa	Total
Production	212	303	70	71	78	734
Research and development	166	66	6	26	0	264
Engineering	26	107	15	15	15	178
Marketing and sales	170	135	56	53	18	432
Service	20	76	62	61	17	236
Administration ²	71	99	40	29	12	251
Total headcount as at 31 December 2020	665	786	249	255	140	2 095

¹ The individual companies and their locations are listed on page 112.

² Including management and IT.

The companies of the Komax Group ensure that their employees enjoy equal opportunities, equal treatment, and fair employment conditions and receive pay that is in line with the market and benefits that are in line with national and industry standards. In 2020, Komax conducted a pay comparison analysis in Switzerland and had it reviewed and certified by an independent body. The analysis confirmed that Komax pays women and men an equal wage for equal work. It also corroborated that employees with equal functions are receiving the same pay. Fair pay is crucial to Komax, so it will continue to ensure that its pay system is underpinned by equality.

The proportion of women in the Group's global workforce was 18.5% in 2021 (2020: 18.7%). Komax is not alone within the industry in having a relatively low proportion of women in its workforce. The main reason for this phenomenon is the large number of technical positions within the company, for which the recruitment potential among women is limited.

The Komax Group's staff turnover rate has been gratifyingly low for many years. As a result of the coronavirus pandemic, it rose to 10.3% in 2021 (2020: 6.1%), which is an extraordinarily high figure for Komax.

Major investment in tomorrow's workforce

Komax is committed to the training of tomorrow's professional specialists as a way of safeguarding its global market and technology leadership. In 2021, 55 apprentices were undergoing training in 10 professions at the sites in Switzerland (2020: 58 apprentices), while 46 apprentices (2020: 53 apprentices) were being trained in Germany. Komax has significantly increased the number of apprenticeships offered since 2016 – from 74 to 101.

Komax offers its apprentices a wide-ranging training experience. The young professionals are right at the heart of the action, actively following every step of a machine's development from inception through to production readiness. During their training, they get an insight into the various departments' activities and thus gain an understanding of the numerous processes that take place in a company. Komax has state-of-the-art workstations and well-equipped mechanical workshops and assembly areas for specific apprenticeship subjects. The budding professionals are supervised by a motivated team of trainers who not only possess strong technical and teaching skills, but also sensitivity to the social needs of the young people in their charge.

In addition to professional training, Komax also offers apprentices a number of interesting benefits such as language courses, cultural events, preventive health measures, and its own teambuilding events. Once apprentices have completed their training, Komax helps them make the transition to full professional life, either at the site where they were trained or at one of the company's locations abroad. Moreover, the company supports the people it has trained in their professional development and further vocational training.



Scope to create change

Room for ideas

We give our employees the room to maneuver to pursue their tasks and develop as individuals. Everyone counts.

We facilitate development.

Togetherness

Inspiration through community

We maintain a valued working atmosphere with international character and sense of togetherness. Everyone is part of the whole.

We maintain an inspiring togetherness.

Responsibility

Commitment builds trust

Room to maneuver requires commitment and shared responsibility. We challenge our employees. Everyone takes responsibility.

We take and delegate responsibility, which forms commitment between us.

Active employee development

Komax has a very good reputation as an attractive employer, which is partly explained by its corporate culture. This is characterized by mutual respect, trust, and awareness of the paramount importance of quality. In addition, the needs of employees themselves are not neglected, despite ambitious targets. As part of an active staff development policy, Komax organizes regular management seminars and training for its employees, as well as providing financial support for individual training activities. Each year, Komax spends around 1% of its personnel budget on training. Moreover, Komax also encourages international exchanges to allow its staff to gain new experiences and expand their career perspectives.

As the world's leading company in automated wire processing, Komax gives its employees the opportunity to shape the industry and take control of their careers. Here Komax relies on three principles: the scope to create change, responsibility, and togetherness.

Young Community@Komax: a platform for young employees

In order to better understand the needs of our younger employees (those under 30) and thereby provide them with more targeted support, Komax founded the Young Community in Switzerland in 2018. Organized in the same way as an association, the Young Community is a cross-functional, informal network comprising around 50 employees under 30. It offers its members a platform on which they can communicate their needs relating to their employer and working environment, and develop any necessary measures and solutions. Once a year, the Young Community's steering committee discusses with the CEO the themes that it has addressed; it is also responsible for maintaining a direct line of communication between younger employees and their employer throughout the year.

A multifaceted program involving workshops, specialist talks, and events to strengthen the Community is spread across the year. A further core component is the promotion of knowledge exchange and an understanding of the different activities pursued at Komax. This is achieved, for example, by two members of the Young Community exchanging roles for half a day. Komax is convinced that the valuable ideas and suggestions coming from the Young Community can help it to develop further as an employer and spark potential new approaches. This is vital, not least in terms of remaining attractive to young, talented employees in an increasingly digitalized work world.

**YOUNG
COMMUNITY**

Highly motivated employees

Komax systematically measures employee satisfaction in the course of annual performance review meetings. Staggered over three-year periods, it also carries out employee surveys at its over 30 locations across the globe. Since anonymity and discretion are the top priority with surveys, Komax commissions an independent, neutral firm to conduct them.

The survey was carried out at seven primarily smaller companies in 2021. 165 employees participated, corresponding to a response rate of more than 96%. A particularly positive takeaway from the findings is the degree of employee motivation. This indicator is at 76 out of a possible 100 points, a good result even in comparison with other internationally active companies. It is even more significant given the immense strain that Komax and its workforce were under with the coronavirus pandemic. The employees of the companies that took part in the survey feel motivated by a number of factors, including the friendly and respect-based cooperation with colleagues, a clear sense of direction from local management and the responsible decisions taken by it, and the fact that Komax is well equipped for the future. It is also very pleasing to note that 64% of employees see themselves as ambassadors for Komax and feel an exceptionally strong tie both with the company and their work.

The per-company results varied. They are to be discussed in workshops, and line managers and employees will work together to draw up measures for improvement to ensure that motivating factors continue to be encouraged and demotivating factors are eliminated. The survey will be carried out at the other companies in the coming year, while it will be the turn of companies polled in 2021 again in three years' time. By then at the latest, it will be possible to see if the jointly defined measures are having an impact and whether employee satisfaction at Komax has witnessed a renewed increase.

Targeted health promotion

It goes without saying that Komax satisfies all legal requirements with respect to working conditions in the countries in which it operates. Furthermore, it actively promotes the health of its staff at the various locations by means of different measures. In Switzerland, for example, staff benefit from the occupational health management scheme fit@work. The focal points of the fit@work initiative are movement, nutrition, and relaxation. Komax helps its employees to improve their physical and mental fitness with a multifaceted offering that encompasses free sports offers, fruit initiatives, workshops, and specialist talks. Another key element of fit@work is the employee health survey, which is conducted every three years.

fit@work