

## Sustainability targets

### Area for action: Economy

Targets by 2009 or ongoing	Implementation status/Comment	New target for the period to 2015:
<b>EBIT margin:</b> Sustainable 8 percent	✘ The recession caused a 35 percent slump in sales and a loss of 238 million francs.	Target remains valid and is to be reached by 2012.
<b>Growth:</b> To grow primarily by our own efforts and finance this growth out of free cash flow	✔ Owing to the recession, sales fell from 4.5 bn francs in 2008 to just under 3 bn. At the same time, three companies were established in China (2008) and one in Dubai (2009), two profitable plants were inaugurated in India and China (2009).	Target remains valid
<b>Expansion:</b> Targeted acquisitions support growth strategy	✔ Complete acquisition of Simona Fluoropolymer Products GmbH, Central Plastics, Alfa Plastics and JRG Gunzenhauser AG (all in 2008); all integrated into GF Piping Systems	Target remains valid
<b>Expansion:</b> Expansion of presence in growth markets of Asia, South America and Eastern Europe	✔ All newly established companies in the Asia economic zone	Target remains valid
<b>Financial targets:</b> Sales growth 5–6 percent per annum, EBIT margin 8 percent, return on equity (ROE) 18 percent; return on net operating assets (RONOA) 18 percent	✘ Owing to the recession, the financial targets were not reached (for details see 2009 Annual Report).	Target remains valid

### Area for action: Ecology

Targets by 2009 or ongoing	Implementation status/Comment	New target for the period to 2015:
<b>Environmental management:</b> All production companies certified to ISO 14001. New companies to be certified within three years.	✔ Target reached	Target remains valid
<b>Energy efficiency:</b> Optimising waste heat recovery, applying low-energy standards to new buildings, and energy-saving measures.	✔ Various measures implemented, e.g. expansion of waste heat recovery in Mettmann and Singen, new insulation for a production building in Schaffhausen.	10 percent increase in energy efficiency in production in each Corporate Group
<b>CO<sub>2</sub> reduction:</b> Only defined as a sustainability target in 2010.	New target	Reduction in CO <sub>2</sub> emissions from production of 20 percent (relative to production volume) in each Corporate Group
<b>Suppliers:</b> By end-2009, more than 80 percent of key suppliers will have a certified quality and environmental management system.	✘ Target not reached: 74 percent of key suppliers have a quality management system, 28 percent an environmental management system. Social standards are required in the Supplier Code. Key suppliers confirm compliance with the Code.	Greater focus on sustainability aspects in cooperation with suppliers
<b>Products:</b> Only defined as a sustainability target in 2010.	New target	With its energy-efficient products, GF helps its customers reduce their energy consumption, CO <sub>2</sub> emissions and carbon footprint.
<b>Waste and recycling:</b> Only defined as a sustainability target in 2010.	New target	Increase in material efficiency in production of ten percent in each Corporate Group

## Area for action: Social aspects

Targets by 2009 or ongoing	Implementation status/Comment	New target for the period to 2015:
<b>Attractive employer:</b> Enhancing attractiveness as an employer, for example by creating flexible working conditions and jobs that are aligned with employees' needs	✓ Employer Branding Programme launched and established. Analysis of and improvement in working conditions in the framework of the launch of the occupational health and safety management system (OHSAS 18001).	No new target defined since it has already been reached.
<b>Corporate policies:</b> Implementation of the Corporate policies by 2009 with a focus on the areas of diversity, job satisfaction and motivation, as well as attractiveness as an employer.	✓ Integrated in training, introductions for new employees and further activities.	No new target defined since it has already been reached.
<b>Training and professional development:</b> Development of new, strategically driven training programmes in all three Corporate Groups.	✓ Expansion of GF Academy. Launch of management training programme at GF Piping Systems. 2,600 employees trained at GF Automotive.	Ongoing improvement in employee qualifications and fostering cooperation.
<b>Training and professional development:</b> Reinforcement of expert networks in the Corporation and raising the qualification level of specialists in the areas of environmental protection, occupational safety and human resources/social aspects.	✓ Sustainability newsletter Zoom to underpin internal communication. Environmental conference in Losone, Switzerland, in 2008; HR meetings in all regions; sustainability integrated into courses of the GF Academy.	Annual meetings of specialists in HR, environmental issues and occupational safety.
<b>Occupational health and safety:</b> All production companies are to integrate 'Occupational health and safety protection' into their management system, which is to be certified to OHSAS 18001. By end-2009, 80 percent of production companies are to be certified.	➔ The target was not reached. By end-2009, 15 production companies had been certified, i.e. about 40 percent of the eligible production companies. The target is being reformulated and continued.	By end-2011, all production companies will be certified to OHSAS 18001. Newly acquired or established production companies are to be certified within three years.
<b>Occupational health and safety:</b> Reduction of accident rate in 2008 and 2009 by at least five percent per annum in all three Corporate Groups.	✓ The target was reached. However, the impact of the difficult economic situation in 2009 and the related short-time work must be taken into account. The target is being reformulated and continued.	Reduction in accident rate of at least 15 percent in each Corporate Group.
<b>Occupational health and safety:</b> A reduction in the absence rate by at least five percent per annum in 2008 and 2009 in all three Corporate Groups.	✗ The target was not reached. The absence rate is unchanged at 4.7 percent. The target is being reformulated and continued.	Reduction in absence rate of at least ten percent in each Corporate Group.
<b>Social commitment:</b> Only defined as a sustainability target in 2010.	New target	Social commitment amounting to at least two million francs per annum.