

## 01 The Sustainable Development Goals (SDG)

### The Sustainable Development Goals

In 2015, the United Nations (UN) passed the Sustainable Development Goals (SDG). These 17 sustainability goals are addressed to the challenges of sustainable development on our planet.

*"The private sector is an indispensable partner to reach the Sustainable Development Goals. Enterprises can contribute within the context of their core business. We therefore call on companies around the world to survey the impact of their actions, set ambitious targets and communicate their progress transparently."*

Ban Ki-moon,  
former Secretary-General of the United Nations

E-T-A has committed themselves to contribute to reaching these goals through their sustainability management according to the Environment Social Governance (ESG).

## 02 E-T-A supports the Sustainable Development Goals

### The 17 goals overview



## 03 Sustainable Development Goals (SDGs)

E-T-A contributes to securing a sustainable future through all their activities. In the sense of a materiality analysis, we prioritise the following objectives from the Sustainable Development Goals:

- 03: Health and Well-being
- 04: Quality education
- 05: Gender Equality
- 07: Affordable and Clean Energy
- 08: Decent Work and Economic Growth
- 09: Industry, Innovation and Infrastructure
- 12: Responsible Consumption and Production
- 13: Climate Action
- 15: Life on land
- 16: Peace, Justice and Strong Institutions



### 01 – No Poverty: Ending poverty in all its forms and everywhere

As a value-based family business, we contribute to this goal through fair pay - also in threshold countries. For employees in need, we have established a support fund to be able to help quickly and unbureaucratically.

### 02 – Zero Hunger: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture

We protect our employees and their families from hunger by providing safe jobs and a fair pay. We also offer healthy and sustainable food in our staff restaurant.

### 03 – Health & Well-being: Ensure healthy lives and promote well-being for all at all ages

For us as a company, the health and the well-being of our employees has always been a matter close to our hearts. It is and has been the goal of our corporate philosophy for decades, to maintain the perfect balance between customers, employees and capital. The low staff fluctuation rate and our very good scoring in the statistics on employee health are proof for us, that this balance is well given. We have established own “health centres” in the threshold countries, offers like the moving break or financial allowances for local gyms and health courses from our E-T-A Kolleg are widely accepted. Needless to say, our employees are provided with the appropriate personal protection equipment and are offered the necessary preventive occupational health examinations.

4 HOCHWERTIGE  
BILDUNG



**04 - Quality Education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

In our vision, the personal development of each employee is a deeply rooted concern. We promote this development through comprehensive development budgets, an internal E-T-A Kolleg programme, method and leadership curricula, and we plan and accompany this development in the context of annual progress dialogues.

We also promote continuous learning through agile working and increase adaptability to changing environmental / market conditions. For several decades, we have been closely working together with universities both in the research area and through permanently employed students, who are writing their Bachelor's and Master's thesis in our company. They are organised in our "Junior Consulting Team" which is supervised by an employee especially released for this purpose. In addition, we offer apprenticeships and internships far beyond our own needs.

In the metropolitan region, we support managers within the context of the Cross Mentoring Programme in which coordinated mentor-mentee tandems are formed between different companies.

5 GESCHLECHTER-  
GLEICHHEIT



**05 - Gender Equality: Achieve gender equality and empower all women and girls**

E-T-A supports the project "Women in Leadership Positions" by the bayme vbm (Employers' Association of the Metal and Electrical Industry in Bavaria), which has been promoting the careers of women for over a decade.

We have been able to increase the proportion of women in our own leadership positions from 0 % to 33 % over the last decade and are pursuing the goal of achieving parity.

6 SAUBERES WASSER  
UND SANITÄR-  
EINRICHTUNGEN



**06 - Clean Water & Sanitation Ensure availability and sustainable management of water and sanitation for all**

We provide treated and filtered drinking water free of charge for our employees at all locations. As a matter of course, we use water resources sustainably and monitor our own water consumption. In the threshold countries, we provide high-level sanitation facilities within the company. We promote our goal for clean water both on the production and product side. Our plating department e.g. discharges cleaner water than it takes. E-T-A also successfully distributes products, e.g. electronic overcurrent protection devices, in the water-recycling sector, which is becoming increasingly important worldwide.

**7** BEZAHLBARE UND  
SAUBERE ENERGIE



**07 – Affordable and Clean Energy: Ensure access to affordable, reliable, sustainable and modern energy for all**

At our locations in Altdorf and Hohenfels, we are exclusively supplied with green energy and we have our suppliers confirm this. We are already covering 25 % of our power demand through our own photovoltaic systems, which are continuously being expanded. The new logistics building will generate more power than it requires through photovoltaic systems. We also install photovoltaic systems at our locations abroad. Moreover, different circuit breaker types are used in applications for renewable energies, making them safer and more reliable.

**8** MENSCHENWÜRDIGE  
ARBEIT UND WIRT-  
SCHAFTSWACHSTUM



**08 – Decent Work & Economic Growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

This is one of the main goals of our vision and strategic orientation. An organic and steady growth ensures the company's continuity and guarantees living wages at all locations, today and in the future. We support and ensure the first five principles of the UN Global Compact for the protection of internationally proclaimed human rights, no complicity in human rights abuses, freedom of association, elimination of all forms of forced and compulsory labour and the effective abolition of child labour. Derived from the social market economy, we have established the term of a "Social performance culture" at E-T-A. In our employee surveys, carried out by the Great Place to Work, our employees regularly reflect this to us. So, E-T-A is once again among the top 100 companies in Germany in terms of employee satisfaction.

**9** INDUSTRIE, INNOVATION  
UND INFRASTRUKTUR



**09 – Industry, Innovation & Infrastructure: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation**

Our products serve to protect lives and assets - we protect against harmful consequences of overcurrent. The scope ranges from industrial applications to incubators for newborns or the electrical protection of production facilities for Corona vaccines. With a F&E budget of about 8 % of our turnover, we achieve sustainable innovations, collaborate with universities and are a member of public funding and research projects. Our high standards are reflected through different awards, such as the "Top 100 innovative companies" or E-T-A's repeated No. 1 listing as world market leader champion in the "Circuit breaker for equipment protection & circuit protectors" area.



**10 - Reduced Inequalities Reduce income inequality within and among countries**

Regardless of the cultural and regional differences - we shape the values and orientations of the company at all locations through our vision and strategy. By means of a so-called Company Retreat, we promote cultural work at E-T-A with globally networking participants and ensure a common understanding of our values and orientation through our leadership principles. Our plants specialise in the sense of a Centre of Excellence and work based on their respective strengths. By joining the BME Code of Conduct, we also follow the principles of the UN Global Compact to eliminate discrimination of any kind.



**11 – Sustainable Cities and Communities: Make cities and human settlements inclusive, safe, resilient, and sustainable**

We support our local communities through the release of employees in the context of voluntary activities e.g. for the fire brigade, the Red Cross or the Federal Agency for Technical Relief. Our fund raising committee decides on the use of the donation budget for local funding every year. Our electrical charging stations are available to the public to promote electric mobility beyond the boundaries of E-T-A. In the site planning, we pursue an extensive greening of the areas and the preservation of natural flower meadows.



**12 - Responsible Consumption and Production: Ensure sustainable consumption and production patterns**

Since 2014, our environmental management system has been certified according to the ISO 14001 standard, in 2015, our energy management was certified according to the ISO 50001 standard. In the course of this, we have gradually reduced the number of hazardous substances and removed harmful chemicals from our production processes and products. Scrap and waste are constantly being reduced through continuous optimisation. When constructing and renovating buildings, we pay great attention to the use of sustainable materials and energy efficiency. To promote sustainable consumption habits among our employees, we always offer attractive vegetarian dishes in our staff restaurant and we are cooperating with bike leasing partners.

**13** MASSNAHMEN ZUM  
KLIMASCHUTZ



**13 - Climate Action: Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy**

We have set ourselves the goal of becoming a climate-neutral company. We pursue this goal primarily through real process and behavioural changes and not only on the basis of climate certificates. For example, we rely entirely on electric mobility for our vehicle fleet and provide charging stations for the vehicles in our parking areas. We use environmentally and climate-friendly technology such as LED lighting and replace fossil fuels for heating where possible.

**14** LEBEN  
UNTER WASSER



**14 – Life below water: Conserve and sustainably use the oceans, seas and marine resources for sustainable development**

We use packaging made of sustainable materials as far as technically possible and avoid using plastic packing. In the procurement of office supplies, we give preference to sustainable and recycled materials.

**15** LEBEN  
AN LAND



**15 – Life on land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**

We actively pursue environmental protection based on the precautionary principle, promote environmental awareness and rely on the use of environmentally friendly technologies. We actively design attractive locations via greening concepts.

**16** FRIEDEN,  
GERECHTIGKEIT UND  
STARKE INSTITUTIONEN



**16 – Peace, Justice and Strong Institutions: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels**

Our mission is the protection of lives and assets. This is the intended purpose of our products and services. This is why we do not want to supply products or solutions for military customer applications, which are intended for combat operations.



**17 - Partnerships for the Goals: Strengthen the means of implementation and revitalize the global partnership for sustainable development**

We support our customers in their efforts to develop their own supply chains towards sustainability. We also work together with our suppliers on the further development and orientation towards sustainability goals. This is reflected, among other things, in contracts as well as in the annual supplier assessments.

## 04 Sources of information

**More detailed information**



The content herein is based on the SDG Compass, which forms a very good basis for orientation. The foundation for these goals is formed by the principles of the UN Global Compact, which E-T-A documents and makes publicly available by [joining](#) the [BME Code of Conduct](#).

For further general information on the SDGs follow this link [www.sdgcompass.org](http://www.sdgcompass.org) and for E-T-A specific information on ESG click here: [www.e-t-a.de/compliance](http://www.e-t-a.de/compliance).