

Sustainability Report 2023





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Publication details

Layout: inch, Natalie Schnetzler, Wetzikon

Text: damm.com, www.damm.com.de

Printed by: Druckerei Sieber AG, Hinwil
www.druckerei-sieber.ch

Publisher

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Binzstrasse 32, CHE-8620 Wetzikon, Switzerland
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Sustainability: The New Way of Doing Business

R&M is entering a new phase in its sustainability strategy. With «Connecting the Planet», the view is widening. Sustainability is becoming decisive in terms of competitiveness.



Michel Riva, CEO

«For R&M, sustainability means incorporating the entire ecosystem and reconciling economic activity with societal responsibility.»



R&M Vision and Mission

When Hans Reichle and Renato De-Massari founded their company in 1964, they were interested in the evolution of the telephone connection. Back then, a connector and simplified installation ensured progress. Sixty years later, it is still all about connectivity – with holistic infrastructure solutions for local area networks, data centers, and public networks.

Connectivity for data and communications networks is our contribution to ensuring stable and future-proof communication systems for our global society. This is what we mean by our vision «We provide the network infrastructure for unlimited communication» and our mission «Connectivity that matters», which we refined in the year under review.

Global player

As a global player in the Information and Communication Technology (ICT) sector, R&M shares responsibility for the environment, resources, social welfare, and integrity in business life. This holistic sense of responsibility is the result of our corporate culture and history. Since 2010, we have regularly made our continuous progress in sustainability transparent through a Sustainability Report.

Quality, reliability, passion, and respect have shaped our self-image as an independent, Swiss family-run company since its inception. We have always striven to maintain a balance between economic growth and ethical, social, and environmental responsibilities.

Corporate responsibility can no longer be limited to the direct sphere of influence of business activities. In the globalized econo-

my, every entrepreneurial activity has far-reaching consequences. Against this backdrop, we are pushing ahead with the operational and transparent implementation of sustainability goals.

Substantial objectives

A major step was the newly defined sustainability strategy at the start of 2021. We are committed to achieving substantial goals and optimizing them on an ongoing basis. The 17 UN Sustainable Development Goals offer orientation and inspiration.

We believe that climate protection is one of the greatest and most urgent social challenges of our time. For R&M, this means among others at least halving operational greenhouse gas emissions by 2030. We want to be CO₂ neutral by 2050 at the latest. We also focus on resource management, workforce health, occupational health and safety legislation, as well as cybersecurity.

Strategy reassessed

In the reporting year, the responsible project team reflected on the ambitious sustainability strategy that is increasingly being implemented globally. The focus was on the questions: «What does sustainability mean for R&M as a whole? How is the strategy being developed further?» The answer is «Connecting the Planet».

R&M is extending its approach to value-oriented sustainability. The perspective has been expanded to cover the entire planet, every stage of the value creation process, and the entire supply chain. Concurrently, the sustainability strategy is closely connected to the corporate mission «Connectivity that matters».

Stakeholders involved

For the first time, a double materiality assessment was conducted. It helps to better identify and assess influences, impacts, opportunities and risks for the company, society, and the environment. Numerous internal and external stakeholders were consulted.

Long-term learning task

Implementing business processes for regular, standardized data collection remains a challenge. Managing sustainability takes time and must be learned. The key is to identify and minimize the environmental and social impacts of business activities.

Accounting for emissions is a challenge in itself, as current metrics are based on complex estimates. Following the establishment of a data base for Scope 1 and 2, a data base for Scope 3 was established in the year under review – an important milestone on the road to decarbonization.

Awarded Silver

The rating agency EcoVadis once again awarded R&M Silver in 2023. They confirmed that our sustainability strategy is credible and viable. The annual assessment helps us to further develop activities and processes, and to follow developments in the industry.

The area of social affairs, labor and human rights was significant with an increase of ten points. R&M's employee friendliness is above average. Procurement is also rated very positively, as partners are involved in the sustainability goals.



People make the difference

Ultimately, sustainability is defined by people. It depends on those who are convinced and committed to the topic and the tasks it entails. People who learn, decide and act together. The R&M employees make «Connecting the Planet» possible and implement the sustainability goals in their everyday work.

A handwritten signature in black ink, appearing to read "M. Riva".

Michel Riva, CEO

Facts & Figures 2023

Sales	CHF 257.8 million
Number of employees	1,522 (incl. temporary employees) 55 % women, 45 % men 40 % women in leading roles
Ownership	100 % private business
Foundation	1964
R&D rate	3.5 % of sales
Innovation strength	19 % of revenue was generated with products less than three years old

Reichle & De-Massari AG (R&M), Wetzikon, is an independent Swiss family business with 60 years of experience in the information and communications technology market. R&M offers all-in-one solutions for communications and data networks and is active all over the world.

With a vision of unlimited communication for people and companies, R&M integrates all product levels, from copper and fiber-based connectivity to software for infrastructure management. Areas of application for infrastructure solutions include LAN and smart buildings, telecommunications, Fiber to the Home, Fiber to the Antenna/5G, data centers, transport, and green energy.

R&M is represented on all continents with its own market organizations. The global supply chain comprises numerous in-house manufacturing facilities, dedicated competence centers and more than 20 regional warehouse locations around the world.

R&M consistently pursues the goal of decarbonizing its operating activities and makes a substantial contribution to the 17 UN Sustainable Development Goals. For R&M, a sustainable corporate strategy means incorporating the entire ecosystem and harmonizing economic activity with social responsibility.

The company was founded in 1964 and is wholly owned by brothers Martin and Peter Reichle. The Executive Board consists of Michel Riva, CEO; Martina Dimmler, CFO; Robert Merki, CTO; Andreas Rüsseler, CMO; and Markus Stieger-Bircher, COO.

Mission statement: UN Agenda 2030

Reporting: Voluntary, based on the Global Reporting Initiative (GRI)

Rating: EcoVadis assessment; Silver certification in 2023
Carbon Disclosure Project (CDP)



-  R&M Headquarters
-  R&M Manufacturing
-  R&M Sales Offices

 North America



Elkridge, MD, USA



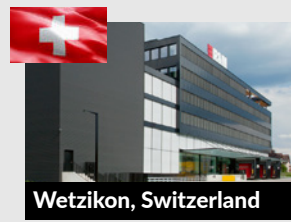
Milpitas, CA, USA

 South America

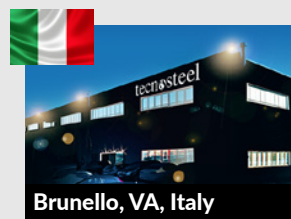


Santa Rita do Sapucaí,
Minas Gerais, Brazil

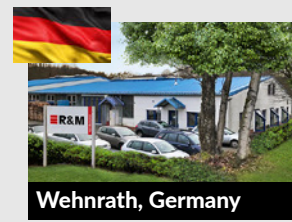
 Europe



Wetzikon, Switzerland



Brunello, VA, Italy



Wehrath, Germany



Děčín, Czech Republic

Globally committed



Middle East

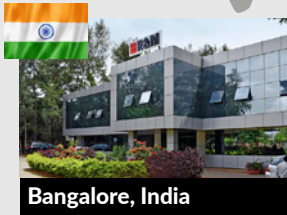
Asia



Warsaw, Poland



Riyadh, KSA



Bangalore, India



Pinghu, Zhejiang, China



Sofia, Bulgaria



Dubai, UAE



Jinshan, Shanghai, China



Double Materiality Expanded Perspective

Is R&M focusing on the most relevant sustainability tasks? Companies like R&M need to ask themselves this question on a regular basis to further develop the strategy and focus on the most important and relevant aspects. A «Double Materiality Assessment» provides clarity and orientation.

For the first time, R&M is presenting a double materiality assessment. It helps to plan sustainability activities more objectively. Analytical processes and reporting were continuously refined during the reporting year to identify material issues and risks in more detail.

The double materiality assessment indicates which environmental, social and governance (ESG) issues are considered urgent or material. It discloses which aspects could have a significant impact on the company and which may have received insufficient attention so far.

The analysis is an ongoing process and will be repeated every three years to identify changes and new issues at an early stage. In this way, internal stakeholders and risk management are supported with conclusions for the continuation of the strategy, objectives, and measures. The steering team monitors and refines the targets and ongoing individual measures annually and defines the degree of target achievement using defined key figures.

Two perspectives

The importance of topics, opportunities and risks can be considered both internally and externally according to the principle of double materiality.

- Environmental and social materiality implies an inside-out perspective in which companies examine the external effects of their activities, including the effects on society and the environment.
- The outside-in perspective shows how relevant the external influence (environment, society, and compliance) is for R&M. This involves aspects that could influence or endanger the future profitability and operational capability of the company.

The analytical process was based on the latest recommendations from, among others, the Boston Consulting Group (BCG). Standardized frameworks from the following institutions served as additional orientation: EU CSRD Directive, European Financial Reporting Advisory Group AISBL (EFRAG), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), MSCI Inc., Global Reporting Initiative (GRI).

Four steps

The double materiality assessment is based on four steps:

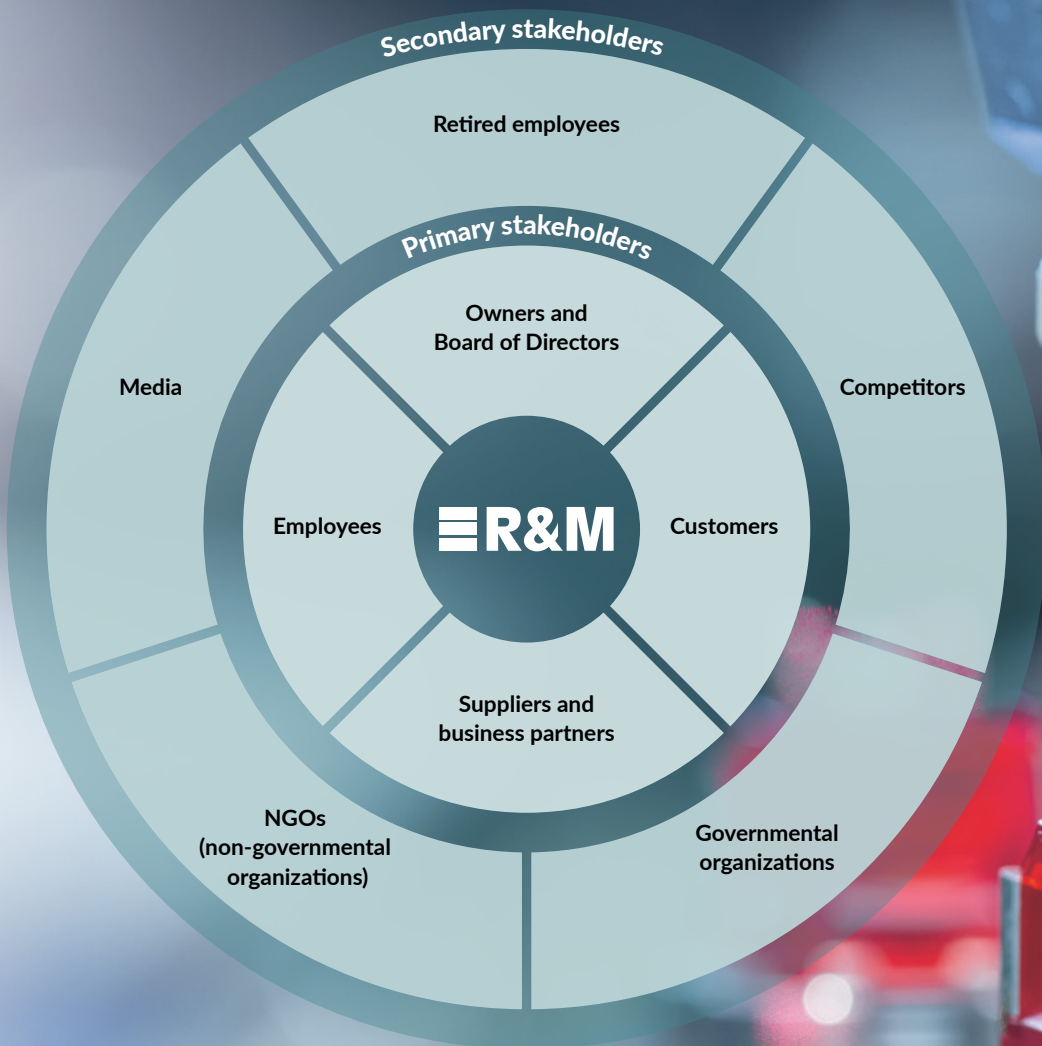
Step 1, Exploration: The steering team drew up a shortlist of 19 topic categories (the three highest rated topics are described in the text; all other topics are listed in the table on page 30) and asked stakeholders

for feedback (step 3). The categories were determined through internal interviews and benchmarking. The above-mentioned frameworks were used for this purpose. In addition, ten internal and external stakeholder groups were identified to be involved in step 2.

Step 2, Preparation: Individuals who are important or representative for R&M were selected for each stakeholder group. The distribution corresponds to the geographical and business importance of R&M. In addition, the stakeholders were weighted based on their relevance for R&M.

«More than 100 people participated in the anonymous online survey.»

Step 3, Execution: The individuals identified in step 2 were invited to take part in an anonymous online survey. A total of more than 100 people participated. The evaluation by the steering team is presented in the matrix on page 11. The results were analyzed and discussed internally in additional in-depth interviews to better assess risks and identify opportunities at an early stage.



Step 4, Consolidation: The sustainability issues identified as material can be grouped into three clusters based on their positioning in the matrix. R&M calls them differentiators, enablers and areas to monitor, as defined in the BCG recommendations.

- Distinctive features or differentiators are ESG issues that R&M wants to focus on more. They are in line with the company's mission and strategy.
- Enablers are ESG issues that are seen as a second priority for future business development.
- Areas to monitor are ESG topics that need to be pursued further as their potential external impact is considered high.

The results

Product Quality and Safety, Cybersecurity, and Employee Health and Safety are the three most highly rated categories. They confirm R&M's positioning in the field of sustainability and simultaneously point to the primary expectations of the stakeholders.

Product Quality & Safety: R&M has always stood for high product quality, reliability, and durability. Company-wide standards ensure that this quality is maintained. Thanks to its decentralized organizational structure, R&M can respond globally, flexibly, quickly and specifically to market requirements while maintaining high R&M quality standards. Product quality remains of the utmost importance for the sustainability and success of the company and is ensured accordingly.

Cybersecurity: Internal cybersecurity training sessions are mandatory. Employees with PC access must regularly take part in phishing tests. There is an IT security program and scenario training in place. AI guidelines were published in the reporting year. The analysis underscores the fact that R&M rightly attaches great importance to the topic of cybersecurity.

Employee Health & Safety: The employees are the heart of R&M. The company's success is based on their commitment and dedication. It is R&M's responsibility to provide safe workplaces, and to make a consistently high contribution to the demand for the health of everyone involved. The evaluation confirms R&M's qualities as an employer and highlights potential. There is already an extensive health program (see «Connecting People»), which the R&M locations are driving forward independently with local focuses.

Enablers include sustainability issues in which R&M's impact on society and the environment is deemed relevant. The focus is on social issues such as labor law, corporate culture, diversity, and equality. R&M has set numerous guidelines for the aforementioned areas and maintains a value-oriented corporate culture. Compliance with standards is ensured across the Group. The topics of energy and climate change also offer potential for corporate transformation. R&M is aware of its shared responsibility for planet Earth and is working intensively to minimize the company's ecological footprint.

The cluster «Areas to monitor» mainly contains issues that could influence the future profitability and operational capability of R&M. Political influences, due diligence obligations and supply chain management are topics that are influenced by new laws and market developments, among other things. It is important to observe changes and react accordingly.

Reporting Principles

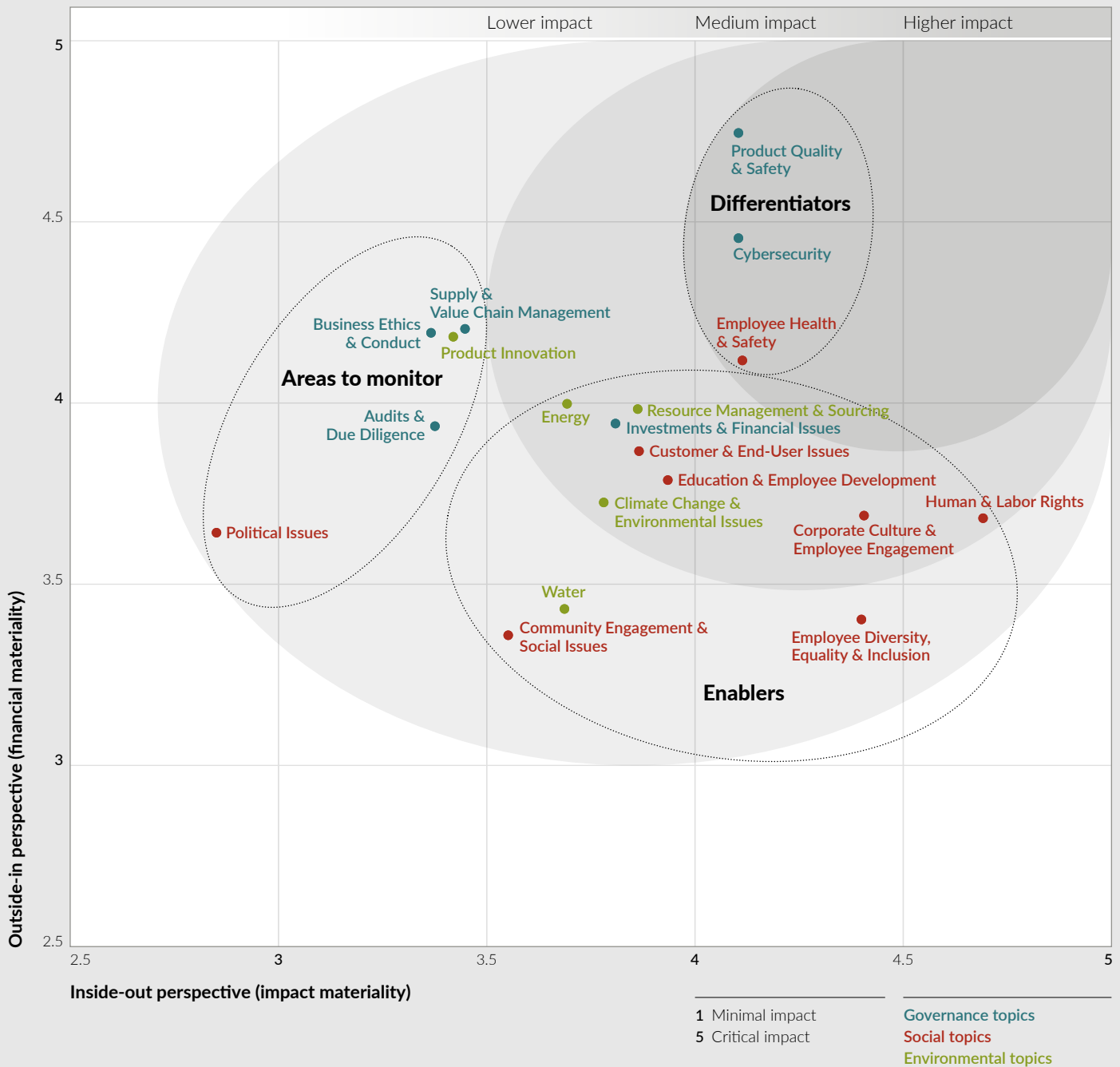
R&M prepares and publishes the annual Sustainability Report in spring. Reporting is part of the «Connecting the Planet» sustainability strategy with its four main pillars. Targets, measures, processes, and key figures were defined for each of the four main focus areas.

The strategy is based on the 17 Sustainable Development Goals of the UN 2030 Agenda. R&M has been a member of the UN Global Compact since 2022 and is committed to the associated 10 principles for sustainable companies. Reporting is based on the standards of the Global Reporting Initiative (without validation) and the annual EcoVadis assessment. It is also based on a double materiality and stakeholder analysis.

Organization

In 2021, R&M formed a cross-divisional sustainability team to implement the strategy. It consists of executives from the Human Resources, Purchasing, Quality Management, Legal, Corporate Communications, Product Development and Management departments. Chief Operating Officer (COO) Markus Stieger heads the steering committee. He reports directly to the Chief Executive Officer (CEO), Michel Riva, and the Board of Directors. The team meets monthly to check strategy, action plans and operating figures, and to coordinate decisions on next steps. Working groups take care of the individual measures. The members of the global Sustainability Ambassador network meet quarterly to present best practices, learn from each other, and implement initiatives in the regions.

Results of the double materiality assessment presented in a matrix:
 Product quality, cybersecurity and social aspects are considered particularly important for R&M.



The analysis was carried out in-house.

Sustainability at R&M

«Connecting the Planet»

What does sustainability mean for R&M? How do 60 years of company history, the refined vision of «unlimited communication», the global sustainability strategy and shared responsibility for the planet’s resources all fit together?

The answer is «Connecting the Planet».

The aforementioned questions shaped the work on R&M’s progress in sustainability in the reporting year. The strategy pursued since 2021 was further developed across all divisions and anchored more deeply throughout the Group. The Steering Committee continued to expand data collection, key figures, processes, guidelines, and measures, and did a great deal of groundwork to explain the strategy. In addition to the established project teams, Sustainability Ambassadors in the R&M organizations are to develop local initiatives in the future and help anchor the strategy more firmly in the regional teams.

In this way, R&M took major steps forward in the reporting year. After all, the task was to complete the integration of the sustainability strategy into the corporate strategy.

«Connecting the Planet» is an ambitious program. It contains everything that sustainability means to R&M. It links the roots of the company, the R&M vision «We provide network infrastructure for unlimited communication» with the mission «Connectivity that matters», and with what R&M focuses on every day: connecting people and organizations in a responsible and resource-saving manner.

In essence, it deals with the offering and service portfolio: infrastructure solutions for data and communication networks for unlimited communication. But from a holistic perspective, there’s more to it. With its business activities, R&M contributes to the greater impact of, among other things, the 17 Sustainable Development Goals of the UN (see the chart: The four pillars of «Connecting the Planet»).

Four pillars

«Connecting the Planet» has been integrated into the four existing sustainability areas of action in which the greatest degree of effectiveness can be achieved through R&M’s business activities:

«Connecting Nature»: Low Environmental and Climate Impact

The environment is influenced by R&M’s business activities and vice versa. Adapting to climate change and the transition to a low carbon economy are high on the global agenda. On the one hand, climate-related measures drive operational efficiency, innovation, and competitiveness. On the other, companies must be prepared for climate-related risks that could lead to business interruptions or higher costs due to climate hazards or radical systematic changes in society. R&M’s greatest levers are in the areas of packaging, product development and transport.

«Connecting People»: Social Engagement, Diversity and Equality

R&M influences people and people influence R&M. High standards apply to the employment, equality, and diversity of the workforce. R&M’s success is inextricably connected with its 1,522 employees all over the world. The global community brings together a high level of expertise and contributes to the realization of the corporate vision. This vision, together with the R&M corporate values, is a strong source of commitment, meaning and belonging.

«Connecting Ethics»: Strong Business Ethics

All over the world, R&M operates in accordance with strict ethical, legal and compliance principles. These shape R&M and form a

Commitments

- UN Global Compact (member)
- OECD Guidelines for Multinational Enterprises
- Science Based Targets initiative (SBTi)
- International Labour Organization (ILO)
- European Code of Conduct for Energy Efficiency in Data Centers
- R&M Code of Conduct and own policies
- Modern Slavery and Human Trafficking Statement
- European General Data Protection Regulation (GDPR)
- EU Whistleblower Directive, Swiss Data Protection Act
- Ecodesign, REACH, RoHS, WEEE

Relevant standards

Relevant standards for our sustainability processes and measures

- ISO 9001: Quality management
- ISO 14001: Environmental management systems
- ISO 26000: Social responsibility
- ISO 27000: Information security management systems
- ISO 45001: Occupational health and safety management systems
- ISO 50001: Energy management systems

The four pillars of «Connecting the Planet»



UN Sustainable Development Goals

strong foundation for all business activities. They apply to all business relationships and form a solid foundation for trust and honest collaboration. After all, engaging in an appropriate dialog with stakeholders around the world and initiating standards together with business partners is part of the company's success.

**«Connecting Circularity»:
Sustainable Supply and Value Chain**

Involving stakeholders along the entire supply and value chain in the climate and sustainability efforts is a goal for the coming years. R&M wants to redefine the limits of what is possible – from product design and the development of new business models to the introduction of new (recycled and recy-

clable) materials in production processes. In the future, sustainability, products, and services should go hand in hand as early as the development phase. R&M's aim is to think beyond conventional linear supply chains and continuously integrate circular economy into business processes.

Each pillar has a clear commitment and is divided into a number of core activities that are reflected in the business model and offering. The objectives were confirmed by the double materiality assessment conducted in 2023. As a result, the focus shifts to the issues that were deemed particularly important by the stakeholders polled. Medium-term targets (up to 2030) and long-term targets (up to 2050) are set above the annual targets.

The Steering Committee reviews and refines the targets annually and measures the degree of target achievement using predefined key figures that apply throughout the group. In this way, sustainability becomes an integrated, significant component of corporate processes and day-to-day work.



Connecting Nature

Focus on Emissions, Resources, Energy

Inevitably, companies have an impact on the biosphere, the atmosphere, and the planet. R&M is concerned with the question of how much influence a company can and should have. After all, companies also have a responsibility to give back, to create a balance and to ensure that living conditions are maintained and remain worth living in.

Like everyone else on this planet, a company like R&M leaves its traces. An industrial company is always in interaction with people and nature. It can manage and control the impact of its own production and the impact of the supply and value chain on the environment. In addition, it must protect itself against environmental and climate-related risks to minimize business interruptions and higher operating expenses.

The relationship between corporate activity and the environment is addressed under «Connecting Nature». The R&M mission «Connectivity that matters» is combined with the responsibility to take the best possible care of our planet's resources.

«Connecting Nature» contains key goals and measures in line with the UN Sustainable Development Goals. Overall, R&M aims to reduce the environmental footprint of its operations. The ultimate goal is to leave more positive than negative traces on this planet.

«The double materiality assessment indicates that the disclosure of CO₂ emissions and targets is relevant to remaining competitive and is a criterion for awarding contracts.»

Targets focus on areas where business activities have the greatest impact and where the greatest positive impact on the environment can be achieved. Most of the premises already have an environmental management system with fixed targets in place. The coverage rate of ISO 14001 certification was 98% in the reporting year. The aim is to reach 100% by 2030.

Priority 1: Emissions

The three most serious factors in a company's environmental footprint are: the emission of greenhouse gases (GHG) such as CO₂, the use of the planet's resources and the consumption of energy.

Companies are responsible for reducing, compensating, and neutralizing operational GHG emissions wherever possible. This is a top priority for R&M. The double materiality assessment indicates that the disclosure of GHG values and targets is relevant to remaining competitive and is a criterion for the awarding of contracts.

R&M aims to reduce GHG emissions by 50% by 2030 – based on the data determined in 2023 for Scope 1, 2, and 3 (CCF).

The long-term goal remains the carbon neutrality of the company's own operations by 2050. At present, the most important measures are aimed at reducing the controllable effects of business operations on the climate. However, reduction alone will not achieve neutrality. This is why R&M teams focus on compensation options. The sites in

Ecovadis' positive remarks

In its latest assessment, EcoVadis confirmed that R&M meets a large proportion of the requirements in the environmental area. Among other things, the auditors emphasized that R&M calculates CO₂ emissions in accordance with the recognized standard of the Greenhouse Gas Protocol. The clear targets, the use of company-wide key figures, the energy-saving measures and the training for employees were also some of the aspects rated positively. However, R&M must document progress in an even more detailed and verifiable manner. EcoVadis once again rated the environmental practices with 60 out of 100 points. This puts R&M slightly above the EcoVadis benchmark.

India and Germany have started tree-planting campaigns to contribute to CO₂ compensation. The team in Western Europe will soon start another reforestation program.

Database created

First, a database had to be created to be able to draw up a CO₂ balance. R&M completed the data collection and calculation processes for Scope 1 and 2 in the year under review. The acquisition of TecnoSteel in 2022 and the completion of the data led to an adjustment of the previous figures, including the target. Also energy consumption and the amount of generated waste



Connecting Nature

Greenhouse gas emissions Scope 1 and 2

t CO₂e

Target 2023:
< 3,000¹

Result 2023:

3,145

Greenhouse gas emissions Scope 3

t CO₂e

Target 2023:
Determine
base value

Result 2023:

54,140

ISO 14001 coverage

Target 2023:
> 80%

Result 2023:

98%

Amount of waste generated

kg / CHF 1 million net sales

Target 2023:
< 1,500¹

Result 2023:

1,600

Energy usage

kWh / CHF 1 million net sales

Target 2023:
< 16,500¹

Result 2023:

17,077

¹ Adjusted based on business development

have been adjusted based on the mentioned business development. However, the discrepancy between target and actual metrics is smaller. It should also be noted that the CO₂ offsetting measures mentioned above were not included in the emissions figures. R&M intends to consider this in the upcoming reporting year.

For the first time, Scope 3 emission values were determined at company level in accordance with the Greenhouse Gas Protocol Standard. Thus, 2023 provides the basis for developing CO₂-reduction targets in the future.

Overall, it has become evident that targets and measures for CO₂ reduction in production and transportation need to be pursued. CO₂-intensive air freight can be reduced by selecting other modes of transportation like sea shipments. In the supply chain, there is an even greater scope for replacing fossil fuels with biofuels. Further options are being explored.

«R&M is committed to using resources respectfully and consciously, and, if possible, returning them or using them repeatedly.»

installed on the entire roof of the company's headquarters. By 2030, the energy intensity of business operations should be reduced to 15,000 kWh / CHF 1 million net sales. The target for 2023 was adjusted to 16,500 kWh / CHF 1 million net sales based on the previously mentioned business development.

Measures in 2024

- Implementation of measures to reduce CO₂ emissions in Scopes 1, 2 and 3
- Increasing the share of renewable energy sources in the energy mix
- Group-wide activities to reduce energy consumption
- Group-wide data collection on types of waste, recyclable waste, and hazardous waste
- Minimize waste quantities at all sites or return waste to the material cycle

Power consumption recorded

The next emphasis is on methods to measure and reduce energy and resource consumption. All facilities have an energy management system. Low-energy equipment is gradually being introduced wherever possible.

The sites are committed to using power from renewable sources. Some already receive electricity from solar panels installed on the roofs of buildings used for operational purposes. During the year, solar panels were

Focus on water and waste

R&M is committed to using resources respectfully and consciously, and, if possible, returning them or using them repeatedly. The approach goes far beyond the materials used for R&M products.

It also focuses on aspects of basic supply, such as the daily use of fresh water. Individual measures can limit the consumption of fresh water. For example, rainwater is collected at headquarters and fed into the

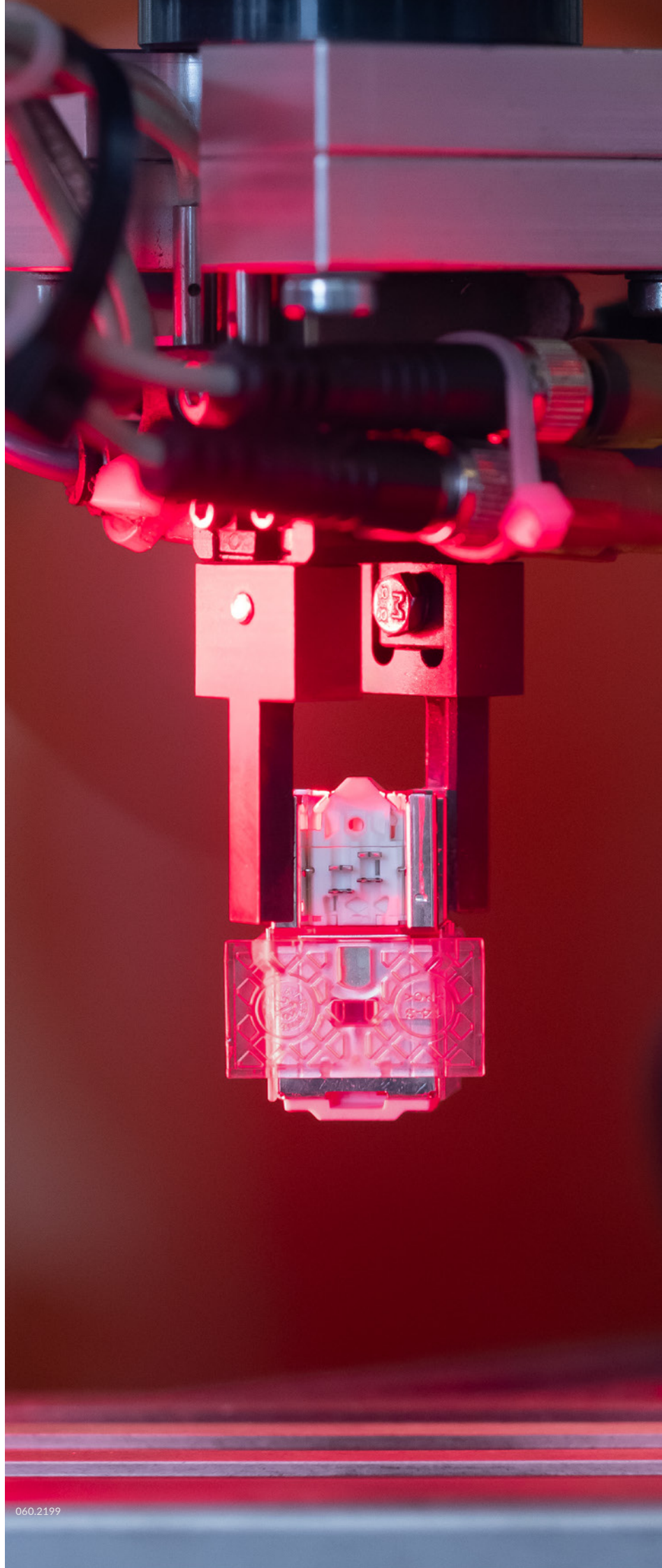
toilet flushes. Overall, rainwater accounts for 34% of the water used at headquarters.

Another important factor is waste management. R&M has identified a number of opportunities to reduce waste. The main objectives: minimizing packaging, amounts of plastic, packaging waste and packaging-related emissions. Due to the business development, the target for 2023 has been adjusted, also for the upcoming reporting year. Opportunities to reduce waste more effectively are being explored at all sites. Recyclable materials will be sent for recycling or upcycling. For example, cardboard is shredded in the production plants and re-used as filling material in packaging.

Waste management and recording the material cycles are being further professionalized. The plan is to determine additional operating figures. This includes the proportion of recyclable waste and hazardous waste.

Other measures include:

- Collaboration with specialized waste disposal service providers
- Packaging and waste regulations for key suppliers
- Return of packaging material



Connecting People

Consistent Global Standards

R&M connects people. R&M infrastructure solutions for communication and data networks connect people and organizations. Human Resources (HR) management sets high standards to ensure that employees can perform their jobs in a healthy, safe, and sustainable manner.

The success of the R&M Group is inextricably connected with its 1,522 employees in 43 countries. This global community embodies deep expertise, competent service, and works every day to make the company's vision a reality: «We provide network infrastructure for unlimited communication.»

This vision – together with the values of R&M – is a strong source of commitment, meaning and belonging. R&M's business activities, values, community, social responsibility and the entire context of sustainability are combined in the «Connecting People» area of action.

«To us, the Engineer Academy Internship Program is an opportunity to support young people who are on the threshold of their careers, and to give them a fair chance for professional development.»

Radoslav Radev, Managing Director for Production Site Bulgaria

This is used to derive goals and measures for HR management. The priority is to implement HR standards recognized as essential with regard to labor and human rights in a uniform manner worldwide. R&M pursues a uniform global approach to HR processes, regular audits, and exemplary employer standards. International HR managers regularly receive specific training in this area. The sites must demonstrate how they comply with social and ethical standards. Globally defined key figures record progress in the areas of gender equality, occupational safety, training, and qualifications.

R&M is guided by the standards of the International Labour Organization (ILO), among others. By 2030, 95 percent of its plants are to be certified to ISO 45001 for occupational safety; 85 percent have already achieved this.

Competition for skilled workers

A key objective is to keep workplaces safe and attractive so that they can continue to be «a great place to work» in the future. Among other things, the focus is on flexibility in terms of working hours and location as well as attractive company and social benefits. A high-performing, diverse and highly motivated workforce is developed in a spirit of partnership and cooperation. This is based on performance- and qualification-related recruitment.

One current focus is the promotion of (young) talents. R&M supports committed employees in their professional and skill development.

Overall, it should be made possible for all employees to fully realize their potential. Different regional approaches are being taken to achieve this objective. For example, dual vocational training has been implemented successfully in Switzerland and Bulgaria for many years (see quote from Radoslav Radev).

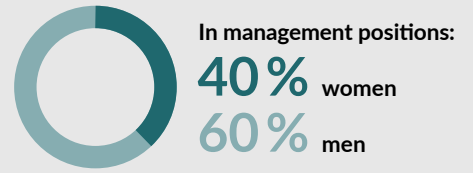
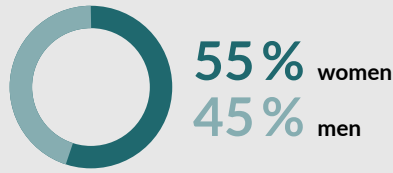
Since 2023, R&M Brazil has been offering the Youth Apprenticeship Program in partnership with the educational institution SENAI. Students are given the opportunity to apply their theoretical knowledge in a practical environment at R&M. This approach enhances their academic education and contributes to the development of a solid foundation for their future careers.

Ten points better

In the year under review, EcoVadis confirmed that R&M has taken a clear stance on the issues of discrimination, child labor, forced labor and human trafficking. Comprehensive, binding and globally applicable guidelines have been issued. EcoVadis also confirmed that important aspects of health, safety, labor, human rights, and compensation are clearly regulated at R&M.

1,522

employees worldwide, from 43 countries



060.2200

R&M Values for Success

Excite

We inspire our customers with passion and innovative solutions.

Perform

We achieve our challenging aims through dedication and perseverance.

Lead

We make brave and definitive decisions and assume corporate responsibility for them.

Cooperate

We work in international teams and respect different cultures.

Care

We promote the individual professional and personal development of our employees.



060.2201

Social commitment

The teams at the R&M sites are continuously developing new ideas to promote health, well-being, and human connectivity. They not only focus on the workforce and conventional sponsoring: R&M teams support educational institutions, society, sports, and non-profit organizations through their own efforts. A hands-on approach is pursued on a voluntary basis – in line with the R&M values. Some activities from the 2023 reporting year:

Brazil

Yellow September

The team initiates a campaign for suicide prevention with presentations and the distribution of sunflowers, which symbolize hope and vitality. The most important lesson for

R&M employees was the importance of open communication to clarify issues and avoid stigmatizing the topic of mental health. The campaign promoted a better understanding of mental illnesses.



060.2202

Pink October

In October, R&M again participated in the nationwide cancer prevention campaigns. In 2023, 70 women from the R&M workforce received information on preventive measures, early detection, and risk factors. They were encouraged to attend regular check-ups.

Blue November

The aim of the Blue November campaign and the presentation at R&M was to sensitize men to the importance of prevention and the early detection of prostate cancer. Most R&M employees took part and learned how to recognize symptoms. They were encouraged to attend regular check-ups.

Christmas is a time for giving

The team surprised the residents of a retirement home in Santa Rita do Sapucaí with a Christmas solidarity campaign in December. Around 30 R&M volunteers donated 900 hygiene products. The items were handed over to the 80 residents during a Christmas meal at the facility. With this initiative, R&M employees underscored their commitment to contributing to the well-being of local communities.

«We are convinced that investing in young talents will contribute to the long-term stabilization of the R&M community.»

Oliver Nievergelt, Head Corporate HR

 **Connecting People**

ISO 45001 coverage

Target 2023: 65% | **Result 2023:**

85 %

Apprenticeship rate

Target 2023: >1.0% | **Result 2023:**

1.3 %

Telefónica Vivo Volunteer Day

The R&M team took part in the Telefónica Vivo Foundation Volunteer Day 2023. The campaign day aims to highlight the importance of social sustainability in modern day-to-day operations under the motto: «Educate to transform, digitize to approach». Among other things, the event helped to inform students about the world of work and prepare them for their first job.

India

«Sparkling Futures – Illuminating Lives through Child Education» is the name of an R&M project in India. The aim is to promote school education for children from socially disadvantaged families. R&M launched the initiative in Bangalore in July 2023 and sup-

ported children with basic school equipment, including school bags, books, water bottles and pens.

Switzerland

The R&M headquarters continues its established «Fit@R&M» program. It includes presentations by external experts and activities on the topics of exercise, nutrition and resilience. In the year under review, the offer was again taken up by numerous participants and received extremely positive feedback.

USA

In the reporting year, R&M USA participated in the Momentum engagement campaign, an employee assistance program (EAP) offered by Magellan Healthcare, Inc. R&M employees receive exclusive access to helpful physical, mental, and financial tips. Themed communications include a monthly newsletter and webinars. Magellan provides participants with proven tips for daily living, stress reduction and emotion management.



Focal points in 2023

- Continuation of the global implementation of HR standards
- Introduction of new guidelines including training at the main sites: Corporate Equality, Diversity, and Inclusion Policy; Corporate Child Labor Policy; Modern Slavery Statement
- Implementation of models for talent development and succession planning
- Standardization of recruitment and onboarding processes
- Reinforcement of occupational safety in accordance with ISO 45001
- Health management and prevention campaigns
- Expansion of workplace digitalization

Measures in 2024

- Standardize HR processes at a global level
- Train HR managers on processes, policies, and standards
- Strengthen talent development and succession planning
- Continue to promote social engagement activities

Connecting Ethics

Effective Compliance Program

R&M is committed to the ethical, legal, and business integrity of all its employees. This is a key objective in the «Connecting Ethics» pillar. The corresponding compliance program was further intensified in the reporting year.

The ethically accepted business activities of R&M are underpinned by the R&M «Values for Success» and with reference to established compliance approaches. The owners, the Board of Directors and the entire R&M workforce shape the corporate culture.

The basic principles of effective compliance management as described by SwissHoldings and economiesuisse determine R&M’s compliance approaches. These principles are based on internationally recognized best practices.

A well-developed and purposeful compliance program is implemented based on these principles as well as proven risk management methods. It consists of measures to prevent, detect, and respond to compliance violations.

The intent of the compliance program is communicated in the R&M Code of Conduct (CoC) and policies. These are publicly available on the R&M website. The CoC describes the ethical values and rules of conduct for dealing with all stakeholders and for day-to-day interaction with colleagues.

Objective: 100% shared values

The aim of the compliance program is to ensure 100% compliant conduct around the world. Alongside this, there is a zero-tolerance policy in place for any violations of the compliance program. The General Counsel works with the Managing Directors and financial managers of the group companies to ensure uniform global implementation.

All employees worldwide are required to take part in annual risk-based training courses on the Code of Conduct and core compliance topics. In the year under review, the participation rate was 91.8%¹. Thus, the goal of a 90% participation rate was accomplished. A rate of more than 90% remains the target in the upcoming years. In addition, the training courses will be kept attractive and engaging with updated content and lessons-learned case studies.

In 2023, the General Counsel set up a helpdesk to answer questions and advise employees. A uniform compliance due diligence process has been implemented for sales representatives worldwide. It serves to prevent corruption.

Speak-up culture

R&M promotes its speak-up culture and treats it as a low-threshold detection measure. In CoC training sessions and through additional information (flyers, employee magazine), employees are encouraged to use the anonymous «SpeakUp» whistleblower tool introduced in 2021.

This provides an opportunity to report complaints, ethical dilemmas and possible violations of law, policy or the CoC. In cases of suspicion, fair and objective investigations are carried out. By doing so, R&M fulfills the requirements of the EU Whistleblower Directive.

Compliance controls are audited globally on an annual basis. Group companies that are not audited are required to submit a self-assessment.

Enhanced monitoring

The effectiveness of the entire compliance program has been monitored more intensively since 2023. The key figures are as follows: «Tone from the Top», CoC training sessions, whistleblower reports and investigations, help desk requests, due diligence checks for sales representatives. The implementation status and key figures are determined annu-

Mastering cybersecurity

Cybersecurity is a key issue on the global agenda, not just for R&M. Internal company data as well as data belonging to partners must be protected to the maximum extent possible. Data security has been enhanced by an end-point-detection-and-response solution. In addition, all employees with computer access received cybersecurity training sessions in the reporting year again. New employees are required to complete introductory cybersecurity training sessions. Furthermore, unannounced internal phishing tests have become standard practice. With the AI Policy introduced in 2023, R&M defines the rules for the use of artificial intelligence (AI).

¹ Number of trained employees divided by total number of full-time employees (FTE) at year-end

Connecting Ethics

Employee compliance training rate¹

Target 2023: >90% | **Result 2023: 91.8%**

Measures in 2024

- CoC training sessions aiming to train more than 90% of employees
- Continuation of data protection processes and the entire compliance program
- Implementation of the global internal control system by means of audits and self-assessments to check whether compliance controls are being adhered to
- Strengthening of the understanding of the compliance due diligence process and binding contract clauses for sales representatives

ally and reported to the Executive Board and the Audit Committee by the General Counsel.

In the period under review, there were no violations of laws or regulations by R&M or R&M employees in the area of anti-corruption or antitrust law. All measures planned for 2023 were implemented and continued.

Continuous development

The ongoing measures include the continuous development of the entire compliance

program. Annual audits of the internal control system, dialogs with experts and stakeholders, and benchmarking help to achieve this. Compliance risks and possible countermeasures are identified on an ongoing basis through the company's general risk management and dedicated assessments. Continuous development can also help to eliminate deficiencies that have been identified, for example, in assessments by EcoVadis. R&M is committed to setting a good example. Part of corporate success is to enter an appro-

priate dialog with interest groups all over the world and to stand up for the R&M corporate values together with business partners.

R&M Code of Conduct and policies



Governance structure

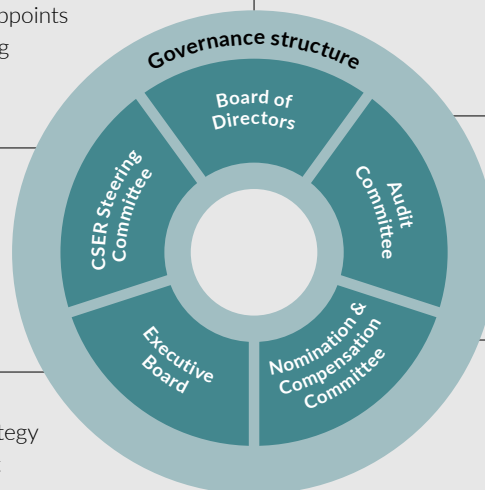
In accordance with the GRI, R&M discloses the governance structure. The top management is composed of the Board of Directors and the Executive Board. The members are presented in the annual report. The shareholders appoint the members of the Board of Directors. The Board of Directors appoints the members of the Executive Board. The governing bodies and functions:

CSER Steering Committee:

Implementation of the CSER strategy and measures

Executive Board:

Responsibility for operational strategy implementation, risk management



Board of Directors:

Ultimate responsibility for strategy development, business monitoring, risk management, Audit Committee and Nomination & Compensation Committee topics

Audit Committee:

Monitoring of compliance, internal control system and audits

Nomination & Compensation Committee:

Monitoring of management and HR topics



Connecting Circularity

Circular Economy Transformation

Circularity instead of consumption. This approach can make a significant contribution to achieving climate and environmental goals. It also opens opportunities for economic development. R&M wants to explore these opportunities together with suppliers.

Anyone who supplies R&M must be committed to sustainability in all environmental, social, and ethical dimensions. The company has had comprehensive supply chain regulations in place for several years to achieve sustainability goals together with suppliers. Understanding the circular economy as a comprehensive model for transforming industrial value creation is essential. Under the title «Connecting Circularity», the R&M mission «Connectivity that matters» is connected to the joint path to sustainability in the supply and value chain.

R&M thinks beyond conventional linear supply chains and is already integrating the circular economy approach into several business processes. In the upcoming years, additional processes and relationships along the supply chain will need to be optimized to successfully transition to a circular economy. Circular business models require adapted innovation processes. A recyclable flow of goods requires tailored logistics. Product design and material selection, packaging, working conditions and customer service must all be coordinated with one another.

«Connecting Circularity is the area with the greatest progress.»

Common goals

R&M would like to intensify and expand business cooperation and networks along its supply chain. This transformation requires more transparency, flexibility, innovation, as well as common objectives and standards.

R&M traditionally maintains close, fair, and transparent business relationships. The supply chain is a strong component of the value creation and growth strategy. This is the starting point for integrating stakeholders along the entire chain into the comprehensive corporate sustainability strategy. R&M wants to work with partners who share the same values.

In addition, documented sustainability in the supply chain is increasingly becoming a criterion for awarding contracts.

Rapid progress

«Connecting Circularity» is the area with the fastest progress. In previous years, a global compliance standard was successfully established at R&M. The steering team defined and refined nine indicators. They range from proven ISO 9001 certification and the handling of conflict minerals and hazardous substances to ethical aspects.

The R&M Code of Conduct and regular audits are firmly anchored in the business relationships and are enforced globally. It is to be ensured that partners comply with the sustainability criteria as well as corresponding standards.

Targets achieved

In the year under review, almost all targets in this area were met or exceeded. For strategic business relationships, the goal is to achieve 100% compliance with the Code of Conduct, as this is where the greatest leverage can be achieved. All other suppliers will be included step by step. Overall, a rate of 96% was achieved in the year under review. This is well above the target of 70%.

The most important progress in the 2023 reporting year:

- Integration of organic-based materials, recyclates, and materials from renewable sources as an alternative to fossil-based materials in packaging
- Launch of a recurring training program on sustainability issues for strategic purchasers
- Review of alternative means of transport and routes

Confirmation from EcoVadis

In its 2023 assessment, EcoVadis confirmed that R&M meets an above-average number of criteria in supply chain management. As in the previous year, R&M scored 60 points, more than ten points above the benchmark.

Connecting Circularity

ISO 14001 compliance rate considering all suppliers

Target 2023: 40% | **Result 2023: 67%**

Suppliers with whistleblower procedure

Target 2023: 20% | **Result 2023: 84%**

Suppliers with formal Code of Conduct confirmation

Target 2023: 70% | **Result 2023: 96%**

Suppliers with formal confirmation of Conflict Minerals Compliance CMRT

Target 2023: 80% | **Result 2023: 78%**

Amount of packaging

kg / CHF 1 million net sales

Target 2023: < 900 | **Result 2023: 918**

Measures in 2024

- Supporting strategic business partners in the certification process of standards important to R&M
- Training strategic purchasers on sustainability issues
- Global roll-out of supplier questionnaire process
- Investigating the integration of organic-based materials, recyclates, and materials from renewable sources into product development, packaging, and disposable products, such as protective caps

Win-win business partnerships

The supplier base was examined separately in the reporting year. R&M has over 1,000 partners around the world, including over 200 strategically important partners with whom the company works very closely. They are mainly active in the areas of plastics processing, surface and metal processing, wire manufacturing, packaging, assembly, warehousing, and transportation.

The panel of R&M supplier relationships ranges from global corporations to micro-enterprises. Large companies have generally been following the path of sustainability in accordance with the 17 UN Sustainable Development Goals and ISO standards for years. Like R&M, they have implemented objectives, measures, and processes. Even small companies are joining in, but many do not have the resources to implement global standards.

If suppliers are unable to prove ISO certifications in accordance with R&M's specifications, they will be certified by R&M itself and supported with know-how starting from 2024 onwards. The result is a win-win situation: R&M is able to maintain long-term, trust-based business relationships and fulfill its duty of due diligence; suppliers continue to develop in terms of sustainability.

Annual audits and ratings

Strategic key partnerships must demonstrate and report annually that they ensure occupational safety, data protection, whistleblower procedures, Code of Conduct, and risk management. They must comply with the European waste management and hazardous substances directives (WEEE, RoHS).

Other conditions are that they complete the R&M Sustainability Questionnaire for Suppliers annually, complete the TQRDCE assessment and take part in the R&M Supplier Rating (RSR). The RSR is used to check whether the agreed targets have been accomplished.

The ethics program throughout the supply chain was further expanded in the reporting year. The focus was on the application of ISO 14001 (environmental management systems) and ISO 45001 (occupational health and safety management systems). The audit system and supplier rating were adapted and expanded to include sustainability aspects. The aspects environment, people and management of the upstream suppliers have now been completely integrated.

New packaging concepts

The material, volume and disposal of packaging have significant climate and environmental impacts. Cardboard boxes, fillers and films cause high volumes in transportation and generate large quantities of waste. Installers must put a lot of effort into recycling and disposal.

R&M wants to improve the situation to the advantage of its customers as well as in the interest of sustainability. To this purpose, the first packaging projects were launched in the year under review. The main objectives: minimizing packaging overall, amounts of plastic, packaging waste and packaging-related emissions. In addition to internal production packaging, this also applies to packaging from upstream partners.

«Thanks to the minimalist packaging, the volume of the shipping boxes can be optimally utilized.»

Matthias Gerber,
Market Manager LAN Cabling

By 2030, packaging intensity should be below 800 kg / CHF 1 million net sales. In the year under review, the 900 kg / CHF 1 million net sales mark was missed by only a few kilograms.

Starting with the RJ45 connector (FM45)

One of the biggest internal challenges is finding alternatives to plastic. For example, R&M would like to use more recycled plastic or paper. Different material properties make the switch difficult. Depending on the product, important packaging properties, such as protection against impact, dust, and moisture, must be maintained.

Following a series of tests, an initial success was achieved in the reporting year. As Matthias Gerber, Market Manager LAN Cabling, explains: «We launched the new FM45 Cat. 6A EL with paper packaging. The paper is recycled and can be recycled again. Thanks to the printing, we don't need adhesive labels. Due to the minimalist packaging, the volume of the shipping boxes can be optimally utilized.»

Customized packaging

In 2023, R&M launched the «Customized Assembled Packaging as a Service» (CAPaaS) offering. Customers can assemble and order project-specific planned platforms such as Netscale patch panels online. The patch panels are completely assembled and ready for installation, and all parts are delivered in one package. With CAPaaS, project-specific CO₂ emissions can be reduced by up to 25%. Installation time is reduced by up to 30% and waste by up to 25%.

Product development follows an end-of-life approach

In the future, sustainable product development will play a more important role at R&M. On the one hand, this involves testing and using more sustainable materials in product development. On the other hand, it also involves assessing the extent to which raw materials can be used for a second life. Once installed, R&M products usually remain in place for decades. They often contain valuable resources that should be returned to the cycle. To this end, suppliers and customers should also be consulted to develop and implement holistic solutions together.

Technologies and products from R&M are generally configured for consistently high quality. They are reliable and durable. This is underscored, among other things, by the 25-year system warranty and life-long application warranty for the R&Mfreenet system. The modular design approach makes it easy to add, compact or replace network units. The passive infrastructure does not have to be completely replaced when a new IT generation is introduced. This saves material in the long run, especially metal and plastic.

Nevertheless, even greater leverage can be achieved. R&M already applies an «end-of-life» analysis to identify the long-term ecological effects of products. Eco-design and packaging design are also important. In 2024, R&M will be addressing the issue of being able to determine the ecological footprint of key products over their life cycle.



«Consistency is our Key to Success»

R&M is consistently continuing to embed its sustainability strategy throughout the company. At the same time, it is increasingly being communicated to external stakeholders. COO and Sustainability Officer Markus Stieger explains current challenges.



060.2205

Markus Stieger, COO

Markus Stieger, in which areas has R&M made the biggest progress in terms of sustainability in the reporting year, and what issues will be coming up in 2024?

In terms of supplier management, some of the targets we set ourselves for 2030 have already been accomplished. The objectives were sharpened accordingly to further optimize the results. EcoVadis rates R&M as exemplary when it comes to social issues such as education and training or health promotion. Our ambition is to maintain and improve this score. Almost all R&M plants are certified in accordance with the ISO 14001 and ISO 45001 standards.

One milestone was the successful compilation of all factors required to calculate Scope 1, 2 and 3 GHG emissions in accordance with the Greenhouse Gas Protocol standard. This sets the course for strategic

reductions in the coming years. One of our key goals remains to halve greenhouse gas emissions by 2030. With Scope 3, we are increasingly looking beyond our own factory walls and identifying further opportunities to reduce CO₂ in the supply chain. We will begin evaluating these opportunities in the current year.

Equally important are the energy, packaging, and waste intensity metrics. We can now collect data in a standardized manner and quantify our successes.

The global network of Sustainability Ambassadors, launched in 2023, needs to be further established as a cross-functional institution in 2024. Only then will the ambassadors be able to fully take on their key role in the local implementation of the global strategy.

It is not an easy task for a globally operating company like R&M to collect all data on CO₂ emissions or waste volumes. How does R&M do it?

With patience. One of the biggest challenges is implementing business processes for regular, standardized data collection on sustainability issues at various locations. This takes time and affects all areas of the company. The standards, best practices and measurement methods are well known already today. Step by step, we are establishing R&M as a company that integrates sustainability metrics in its strategic corporate management. This change is necessary to ensure that climate and sustainability goals can be achieved in the long run. The mindset change within the teams is well on track.

A flood of regulations and standards, a constant stream of new ESG requirements, and limited resources make the job difficult. What are the main risks?





Sustainability management can quickly become an expense. It is a challenge to keep up with all new regulations and directives. One risk is getting lost in the jungle of regulations and frameworks. If we fail to prioritize, set priorities incorrectly or do not use our resources efficiently, we might end up paying twice.

Costs and benefits must be weighed and constantly reevaluated as changes occur. At the end the result must be positive for us. This is a balancing act. We are prepared to take this path because we take our societal responsibilities seriously.

What will the focus be in 2024?

Everyone is in an intensive learning phase. Our priorities and objectives are clear (see table on page 29). Overall, we want to actively participate in societal change and focus on goals that benefit the environment, society and R&M. True to our vision, we want to help connect people and organizations with our solutions in a sustainable manner.

Interview conducted by Isabel Stark,
Senior Manager Corporate Communications

Topics	Unit	Targets	Result	Targets		
		2023	2023	2024	2030	2050
 <h2>Connecting Nature</h2> <h3>Low Environmental and Climate Impact</h3>						
Greenhouse gas emissions Scope 1 and 2	t CO ₂ e	< 3,000 ¹	3,145	3,000	Value 2023 -50%	CO ₂ neutral
Greenhouse gas emissions Scope 3	t CO ₂ e	Determine base value	54,140	54,000	Value 2023 -50%	CO ₂ neutral
Energy usage	kWh / CHF 1 million net sales	< 16,500 ¹	17,077	< 16,500	< 15,000	< 11,000
Amount of waste generated	kg / CHF 1 million net sales	< 1,500 ¹	1,600	< 1,400	< 1,300	< 1,300
Water usage	m ³	19,000	18,972	18,000	16,000	12,000
ISO 14001 coverage	%	> 80	98	98	100	100
Number of environmental incidents	Number	0	0	0	0	0
 <h2>Connecting People</h2> <h3>Social Engagement, Diversity and Equality</h3>						
ISO 45001 coverage	%	65	85	88	> 95	100
Number of accident-free days	Number	365	345	365	365	365
Apprenticeship rate	%	> 1.0	1.3	> 1.0	> 1.0	> 1.0
On-the-job training hours, non-desk workers	Training hours / headcount	40	40	> 40	> 40	> 40
On-the-job training hours, desk workers	Training hours / headcount	4	4	> 4	> 6	> 10
 <h2>Connecting Ethics</h2> <h3>Strong Business Ethics</h3>						
Employee compliance training rate ²	%	> 90	91.8	> 90	> 90	> 90
 <h2>Connecting Circularity</h2> <h3>Sustainable Supply and Value Chain</h3>						
ISO 14001 compliance rate considering all suppliers	%	40	67	70	> 80	> 90
Suppliers with formal Code of Conduct confirmation	%	70	96	> 95	> 95	> 95
Suppliers with whistleblower procedure	%	20	84	> 85	> 90	> 90
Suppliers with formal confirmation of Conflict Minerals Compliance CMRT	%	80	78	80	> 90	> 95
Amount of packaging	kg / CHF 1 million net sales	< 900	918	< 850	< 800	< 700

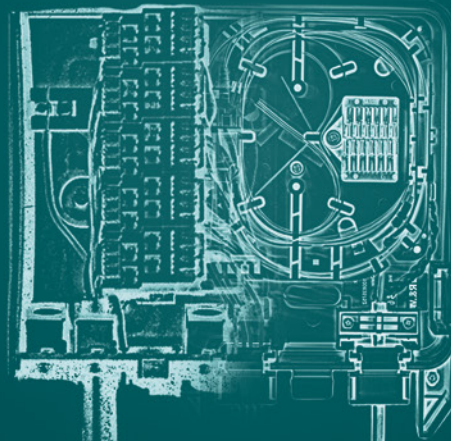
¹ Adjusted based on business development

² Number of trained employees divided by total number of full-time employees (FTE) at year-end

R&M measures and standards for the 16 remaining topic categories

	Topic category	Measures and standards at R&M
Environment	Product Innovation	Embedding sustainability considerations in process, equipment, product design and product development; Sustainable product development policy; Activities to reduce environmental impacts (e.g. CO ₂ emissions) and using resources efficiently; Corporate sustainability and ESG policy
	Climate Change & Environmental Issues	Corporate emission-optimized transport and travel policy; Emissions reporting (Scopes 1, 2 and 3); Greenhouse gas emission reduction targets, CO ₂ compensation (e.g. reforestation)
	Resource Management & Sourcing	Waste handling and recycling policy; Responsible minerals sourcing; Initiatives to increase rate of recycled or recyclable materials in production and packaging processes; Waste and packaging reduction targets
	Water	Water reduction initiatives in place (e.g. usage of rainwater at HQ)
	Energy	Corporate energy consumption policy; Increasing share of renewable energy sources (e.g. solar power panels on office buildings); Possibility to charge electric cars at offices
Social	Education & Employee Development	Development & training program to enhance skills (e.g. global talent program); Employee satisfaction survey; Support in individual training sessions
	Human & Labor Rights	R&M Code of Conduct & Supplier Code of Conduct; Modern slavery and human trafficking statement; Child labor policy
	Community Engagement & Social Issues	Sponsorships of local sports clubs (e.g. as done at headquarters for many years); Donations and support of local initiatives (e.g. volunteering in India or Brazil)
	Customer & End-User Issues	R&M Code of Conduct & Supplier Code of Conduct
	Political Issues	R&M Code of Conduct & Supplier Code of Conduct
	Corporate Culture & Employee Engagement	Business purpose statement (values, mission, vision); R&M Code of Conduct & Supplier Code of Conduct
	Employee Diversity, Equality & Inclusion	Guidelines for equality, diversity and inclusion; R&M Code of Conduct & Supplier Code of Conduct
Governance	Business Ethics & Conduct	Ethics program and Code of Conduct; Anti-corruption policies; Whistleblower program SpeakUp; Reporting mechanisms and incident monitoring; Anti-bribery policies and training on anti-corruption and anti-bribery behavior; Responsible marketing practices; Corporate sustainability and ESG policy
	Audits & Due Diligence	EcoVadis; CDP; ISO; Yearly external and internal audits
	Investments & Financial Issues	Payment policies; Independent Swiss family-run business
	Supply & Value Chain Management	Supplier Code of Conduct; Supplier screening and questionnaire; Supplier audits; Support suppliers in receiving certifications and standards

60 years
connectivity that matters



1964

2024

1
9 2
60 Years
4 2 **R&M**
4

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