



Foreword by
Mitja Schulz
CEO

Towards a carbon-neutral Gurit

Gurit has an inspirational story and is strongly positioned to serve our global customers in a responsible way. This was something that immediately became apparent to me when I started as CEO of Gurit in January 2021. *"With passion for a sustainable future"*, our company vision, is not only words to us; it is something we use as a guiding principle in everything we do. Today, well over three-quarters of our business is fully dedicated to renewable energy. Sustainable business is and will remain our strong focus. As a system partner for the global wind energy industry, we can continue to serve

our ethical purpose while contributing to sustainable growth in this market, thereby increasing the renewable energy generation in the world. As experts on high-performance materials and engineering within the lightweighting sector, we facilitate innovative and energy-efficient solutions for rail, marine and aerospace as well as other industries. The concept of sustainable business at Gurit also means a culture of respect, fostering diversity, transparent employee communication and a strong focus on the development of our people. This is our passion!

Safety First – building a strong safety culture

Safety First is one of Gurit's core values and something that we are working on every day. The health and safety of our employees, customers and suppliers always comes first! In 2020, our Safety First initiative was launched and a tremendous amount of work was done to embed safety as an essential part of our company culture. One major initiative was improving the safety of the work environments at all our sites. Employee involvement is a key factor required to reach the ambitious targets we have set for ourselves.

We are proud to announce that Gurit will reach carbon neutrality in 2021

for the emissions we can directly influence and control. As we all know, curbing humanity's greenhouse gas emissions is a pressing environmental challenge that demands swift and efficient actions. During 2020, our teams worked hard to assess our global footprint on greenhouse gas emissions for the first time. We will now use this assessment as a basis to define purposeful measures to drive future action. We want to and must take responsibility for our emissions, and will avoid and reduce greenhouse gas emissions wherever we can. As first steps, in 2021 we will source all our electrical power from 100% renewable sources and will compensate for our direct and part of our indirect emissions by financing a carbon avoidance project: a windfarm in India that replaces a fossil fuel power plant. Reaching climate neutrality is imperative for us in our mission to be a successful sustainable business.

In February 2021, Gurit was included in the SIX Swiss Exchanges' new ESG indexes "SPI ESG" and "SPI ESG Weighted". We are proud of this recognition of our ongoing sustainability efforts and see this as an encouragement to continue our journey.

Support of the Ten Principles of the United Nations Global Compact

I am pleased to confirm that Gurit reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. Our annual communication on progress is part of this 2020 Gurit Sustainability Report in which we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We invite our stakeholders to join us on our sustainability journey and we thank our employees and corporate partners for participating in this effort with us.

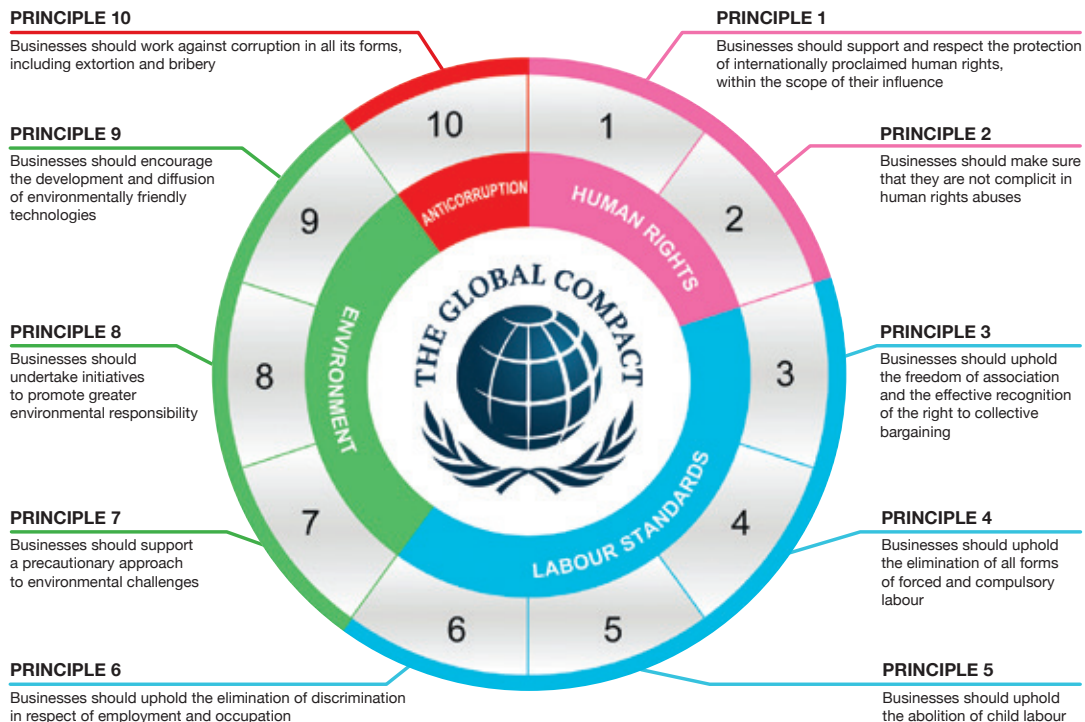
Yours sincerely,



Mitja Schulz,
CEO

Zurich, February 2021

UN Global Compact: communication on progress



Gurit's communication on progress 2020		Gurit's objectives for 2021
HUMAN RIGHTS		
1 Support and respect the protection of internationally proclaimed human rights	<ul style="list-style-type: none"> Inclusion in terms & conditions, contractual agreements Mandatory online trainings as part of Code of Conduct 	<p>A safety initiative was rolled out at all sites in 2020, implementing a safety culture, providing workers with a safe and healthy workplace. "Safety First" was adopted as a company core value. Read more in the Gurit Sustainability Report 2020, p. 68-79. The initiative further improved the working facilities and raised awareness for all aspects of health and safety. Gurit undertakes to protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.</p> <p>In December 2020, Gurit adopted a Sustainability Policy, comprising a social policy statement emphasizing our continuous efforts towards the UNGC principles.</p> <ul style="list-style-type: none"> Procurement Standards & Training Internal Audit Checklist Internal Awareness Training for Senior Managers
2 No complicity in human rights abuses	<ul style="list-style-type: none"> Awareness raising and monitoring by Global Procurement Team 	

	Gurit's communication on progress 2020		Gurit's objectives for 2021
LABOUR STANDARDS			
3 Uphold the freedom of association and the effective recognition of the right to collective bargaining	<ul style="list-style-type: none"> Monitoring for potential complaints 	Gurit Management members ensure to the best of their knowledge that the company does not participate in any form of forced or bonded labour. Gurit has a zero-tolerance approach to modern slavery and human trafficking. All Management levels, as well as the Human Resources and Procurement departments monitor the situation, communicate these principles, and uphold a safe and fair working environment. Dedicated Human Resources staff at Corporate, Business Unit and Site level benchmark open positions against a competitive labour market and comply with minimum wage standards. The Human Resources organisation within Gurit ensures that employment-related decisions are made transparent and are based on relevant and objective criteria.	<ul style="list-style-type: none"> Procurement Standards & Training Internal Audit Checklist Internal Awareness Training for Senior Managers
4 Elimination of all forms of forced and compulsory labour	<ul style="list-style-type: none"> Public commitment Consideration during due diligence processes 		
5 Effective abolition of child labour	<ul style="list-style-type: none"> Inclusion in terms & conditions, contractual agreements Monitoring by Global Procurement 		
6 Elimination of discrimination in respect of employment and occupation	<ul style="list-style-type: none"> HR Benchmarking study on Equality and Diversity 		<ul style="list-style-type: none"> Monitoring & Benchmarking
ENVIRONMENT			
7 Precautionary approach to environmental challenges	<ul style="list-style-type: none"> Public commitment to UNGC Voluntary commitment to becoming climate neutral Assessment of carbon footprint 	In 2020, Gurit assessed its greenhouse gas footprint, with the objective of achieving carbon neutrality and reducing environmental impacts to a minimum. As a first step, Gurit has decided to source its entire electricity consumption from renewable power generation sources and will offset its scope 1, 2 and part of scope 3 emissions by financing a carbon avoidance project, a wind farm in India.	<ul style="list-style-type: none"> Climate neutrality in 2021 for GHG scope 1, 2 and partial scope 3
8 Undertake initiatives to promote greater environmental responsibility	<ul style="list-style-type: none"> Initial GHG accounting Climate neutrality strategy Green chemistry: progress on reducing/eliminating REACH and CVHC chemicals Sustainable product panel Co-location and sustainable core materials strategy 	As part of its new Sustainability Policy, in 2021 Gurit will set up workstreams that analyse our operations and draft action plans. Further strategic initiatives have been set up regarding the use of recycled materials for the structural PET foam product range, including a co-location strategy that allows the reduction of transportation and further increases the use of recycled PET waste from kitting operations by locating them adjacent to PET extruder operations and in proximity to regional wind production clusters. Gurit is committed to using safer chemicals, and has embarked upon a conversion to bio-based chemicals.	<ul style="list-style-type: none"> Greenhouse Gas (GHG) footprint monitoring & improvement Use of recycled raw material and further implement co-location strategy to prevent and recycle waste Green chemistry targets Dedicated workstreams
9 Encourage the development and diffusion of environmentally friendly technologies	<ul style="list-style-type: none"> Innovation in new extruders; Thermoset replaced by recyclable thermoplastics. Efficient tooling automation Optimisation of kitting production process 		<ul style="list-style-type: none"> Continue to replace CVHC with safer alternatives and achieve REACH targets Use of bio-based chemistry
ANTI-CORRUPTION			
10 Businesses should work against corruption in all its forms, including extortion and bribery	<ul style="list-style-type: none"> Code of Conduct Whistleblowing: no reports 2020 	Gurit assesses the risk of corruption and avoids entering business relationships where the risk of corruption is high. Where applicable, Gurit notes its commitment to "anti-corruption" in contracts with business partners by referring to the Gurit Code of Conduct. Periodic Internal Audit checks also monitor suspicious transactions.	<ul style="list-style-type: none"> Internal Audit Checklist Procurement Standards

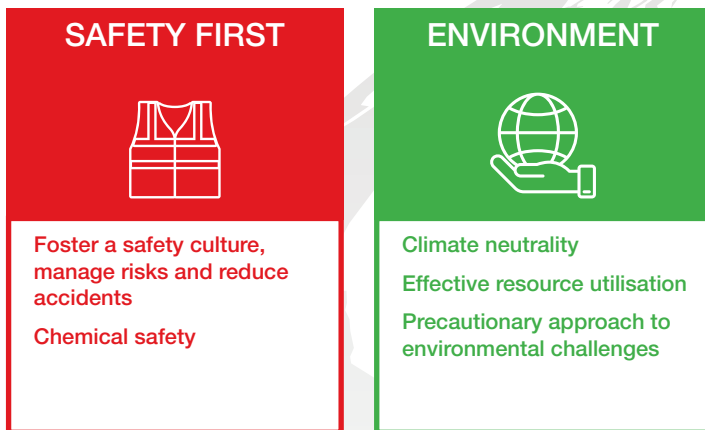
Our sustainability target

We want to achieve climate neutrality in 2021 primarily through operative measures and resourceful support of compensation projects.



Sustainable Gurit: five pillars

In December 2020, Gurit adopted a new Sustainability Policy that will be rolled out during 2021. It has assigned responsibilities within the organisation and defined five pillars and related workstreams. For more details, see our webpage www.gurit.com/sustainability



Workstreams (Responsible)

Safety
(CHRO)

Climate neutrality
(CEO)

Resource utilisation
Recycling, Waste, Water,
Effluents, Green chemistry,
Energy consumption
(BU GM)

End of Life
Recyclability
(BU GM)

VISION, MISSION AND VALUES

SOCIAL RESPONSIBILITY



Equality & Diversity

Human Rights,
No child labour,
No forced labour

Be a good corporate citizen
in our local communities

GOOD GOVERNANCE



Code of Conduct

Best practice Corporate
Governance

Strictly apply anti-corruption
& bribery policies

ECONOMIC PERFORMANCE



Sustainable economic
performance

Risk Management

Quality

Innovation

Equality & Diversity
(CHRO)

Responsible supply chain
(BU GM)

Local community
(Site Manager)

Code of Conduct
(Chairman AC)

Corporate Governance
(BoD)

Anti-corruption & bribery
(CEO / Chairman AC)

Financial performance
Risk Management
(CEO/CFO)

Quality
(BU GM)

Innovation
(BU GM / CTO)

AC: Audit Committee; BoD: Board of Directors; CEO: Chief Executive Officer; CFO: Chief Financial Officer ;
CHRO: Chief Human Resources Officer; BU GM: Business Unit General Manager; CTO: Chief Technology Officer

Guiding principles

Our vision

With passion for a sustainable future

Our target

We want to achieve climate neutrality in 2021 primarily through operative measures and resourceful support of compensation projects.



Further commitments

- Compliance: We comply with laws and regulations and are committed to the principles of the UN Global Compact.
- Safety first: We want to reduce accidents in the workplace by 50% in the 2020 – 2023 period.
- Innovation: We foster the use of clean technologies.
- We apply a precautionary approach to environmental challenges.
- Effective resource utilisation: We minimise waste, increase recycling; we also minimise the use of natural resources and reduce emissions.
- Accountability: We set clear targets and report achievements in our annual Sustainability Report.