



German Sustainability  
Award 2020

TOP 3 Most Sustainable  
Medium-sized Company

Schmalz ecoSYSTEM

# Sustainability Report 2020

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The managing shareholder and managing director of J. Schmalz GmbH (from left): Dr. Kurt Schmalz, Andreas Beutel

# Sustainability Compass: Toward Climate Neutrality!

We have been living sustainability here in the Black Forest long before the term became popular. Since the founding of our company in Glatten in 1910, efficient and resource-saving management has been one of the company's basic principles. Sustainability has tradition with us - a tradition that has developed into a success factor in the face of diverse global changes.

Today, we are concerned with different issues than 100 years ago. The guard rails for sustainable action must therefore be adapted again and again and redefined along current issues: How can we take advantage of the opportunities offered by digitization? How can we counteract the shortage of skilled workers? How do we meet the growing demands of international markets?

We are called upon to find answers to these questions - as well as to increased customer requirements and growing global competition. Crucial is the long-term strategic

alignment of our company.

This makes it all the more important for us to achieve our goal of climate neutrality as quickly as possible. We have already achieved this in Scope 1 and 2. By expanding our own renewable energy production and developing more and more new product innovations that are more powerful and energy-efficient than their predecessor models, we are confident that we will soon have a "green zero" in Scope 3 as well.

For 111 years, sustainability has been a compass for us that keeps us on course when it comes to economic, ecological and social issues. We will continue to do so in the future.

We do not pursue sustainability as an end in itself. It creates added value for our customers and partners, for our employees, for society and for the environment. We are happy to be measured by this standard.

Dr. Kurt Schmalz

Andreas Beutel

# Sustainability in All Areas

## A Portrait of Responsibility

Sustainability is a dynamic topic that is influenced by many factors: Schmalz's actions are as much determined by national and international climate protection targets as they are by the United Nation's Sustainable Development Goals or the cooperation with other companies.

### Global Reporting Initiative

Schmalz's sustainability reporting is based on the requirements of the Global Reporting Initiative. The key figures presented in this report refer to J. Schmalz GmbH in Glatten.

### Climate Alliance Baden-Württemberg

Schmalz was one of the first companies to commit to the ambitious climate protection goals of the new Baden-Württemberg Climate Protection Alliance. The intention to become climate neutral, to reduce the total energy consumption and to produce products as free of carbon dioxide as possible is in the foreground.

### Membership in Key Networks

Schmalz is a member of the "Companies for Climate Protection," a group initiated by the Federal Environment Ministry, the Federal Ministry of Economics and the German Chambers of Industry and Commerce.

Schmalz is a member of the **Sustainable Business Initiative** ("Wirtschaftsinitiative Nachhaltigkeit", or "WIN" for short) of the state of Baden-Württemberg. Schmalz was

one of the first companies to sign the **WIN-Charta**, a voluntary commitment to adhere to twelve guiding principles for sustainable management.

### Standards and Specifications

With certified standards, Schmalz guarantees its partners work processes that are sustainable in terms of both quality and the environment.

- **Quality management** according to DIN ISO 9001, certified since 1994
- **Environmental management** according to DIN ISO 14001, certified since 1997
- **Energy management** according to DIN ISO 50001, certified since 2012
- Schmalz India: **quality management** according to ISO 9001, certified since 2018
- Schmalz USA: **quality management** according to ISO 9001, certified since 2018

### Goals for Climate Protection and Sustainability

Schmalz acts in accordance with national and international climate protection goals and the Sustainable Development Goals of the United Nations. For example, Schmalz sees the Paris Agreement (to limit global warming to less than two degrees) as both an incentive and an obligation to make a difference – by using materials and energy in a way that conserves resources as well as through targeted campaigns that raise awareness of sustainable action



# Coordinated and Effective Action

## The Schmalz ecoSYSTEM

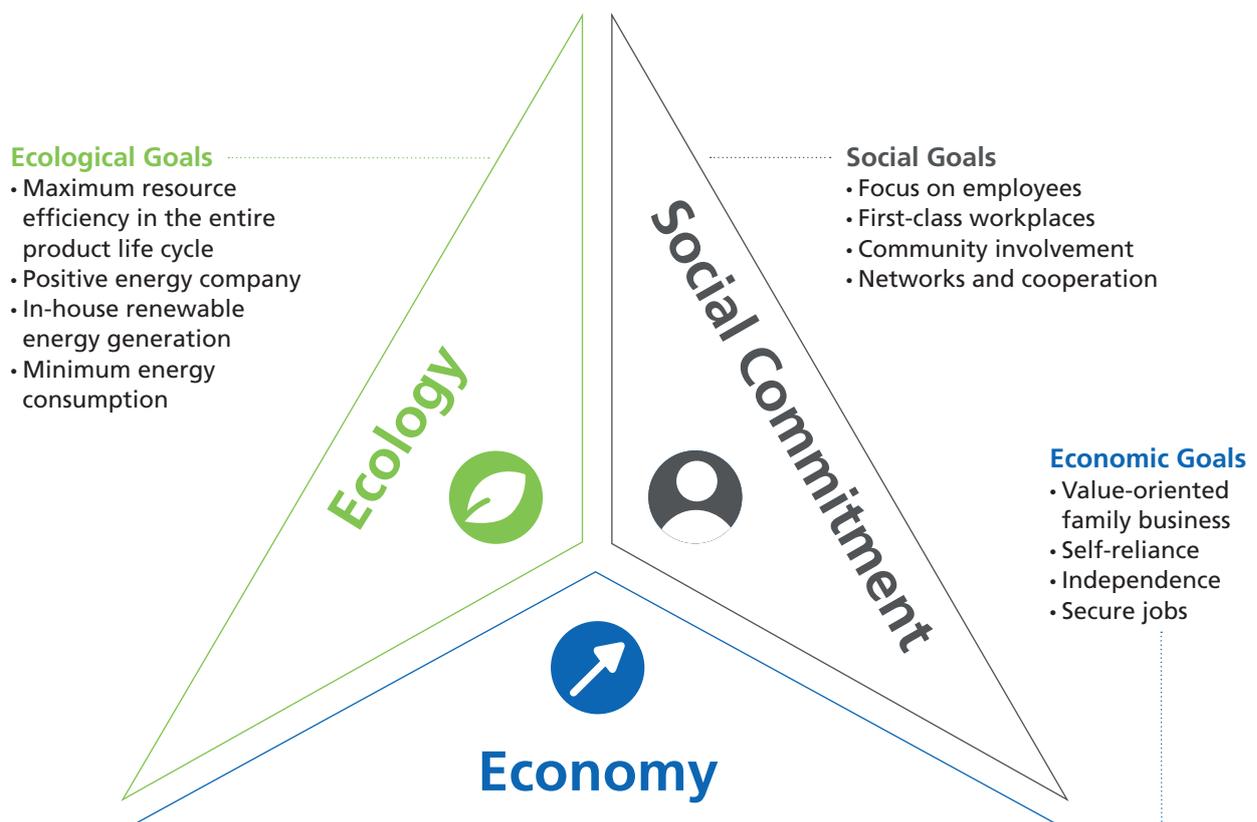
Sustainability has many dimensions. Long-term stability can only be achieved if economic success, ecological responsibility and social commitment function as a whole. The various aspects of this ecosystem are interdependent and require a sensitive touch to keep them in balance.

That's why Schmalz bundles all sustainability activities into the Schmalz ecoSYSTEM, an interface that ensures efficient solutions, responsibility to future generations, and fair play toward customers, employees, suppliers and society.

## Sustainability Goals from the Schmalz ecoSYSTEM

To avoid getting lost in arbitrary and ineffective sustainability measures, you need clear goals. Schmalz has therefore formulated goals for its three cornerstones of sustainability: economy, ecology and social commitment.

A wide variety of measures are implemented to achieve these goals. Because sustainability doesn't mean doing everything under the sun; it means doing what is feasible and doing it with conviction – like Schmalz.





Focusing on the customer:  
Schmalz always puts the  
benefit for the customer  
first when developing new  
products.

# *Economy*

The word is derived from the ancient Greek terms for *“household”* and *“manage”* and describes the activities of the *“oikonomos,”* a *“good housekeeper”*.

To be commercially successful in the long term, one needs strong economic skills. At Schmalz, our success depends on having a solid financial basis and the courage to consistently focus on innovation.

# Vacuum Offers Limitless Possibilities

Whether vacuum suction cups, tube lifters or crane systems, our family-owned company is the market leader in vacuum automation and ergonomic handling systems, with around 1,500 employees worldwide.

Schmalz products are used wherever individual parts need to be held or moved within a production process. The possible applications for vacuum technology are as diverse as the production landscape itself. They range from medium-sized sawmills to large automotive corporations to international smartphone manufacturers.

With vacuum technology, large goods such as heavy wooden boards, car body parts, cardboard boxes or even wind turbine rotor blades can be moved from A to B just as easily as small goods like cookies or chocolates.

## On the Move in Dynamic Markets – With Innovative Products

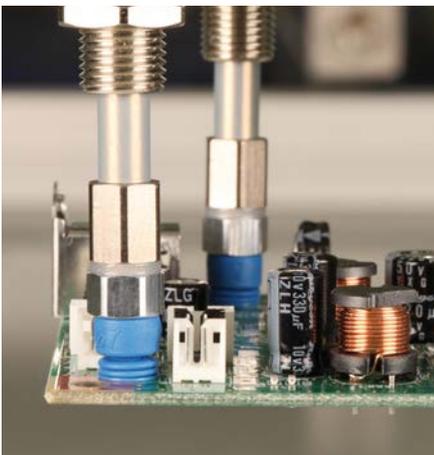
Schmalz's portfolio is correspondingly diversified, containing both vacuum automation products and lifting devices. By providing highly specialized solutions for various industries, including sectors with high growth potential, Schmalz manages to operate independently of economic fluctuations. The company is also taking advantage of the high growth in individual segments to expand its position with innovative products and new business units.



Vacuum suction cup for chocolates



Vacuum tube lifter for heavy wooden boards



Handling of tiny printed-circuit boards



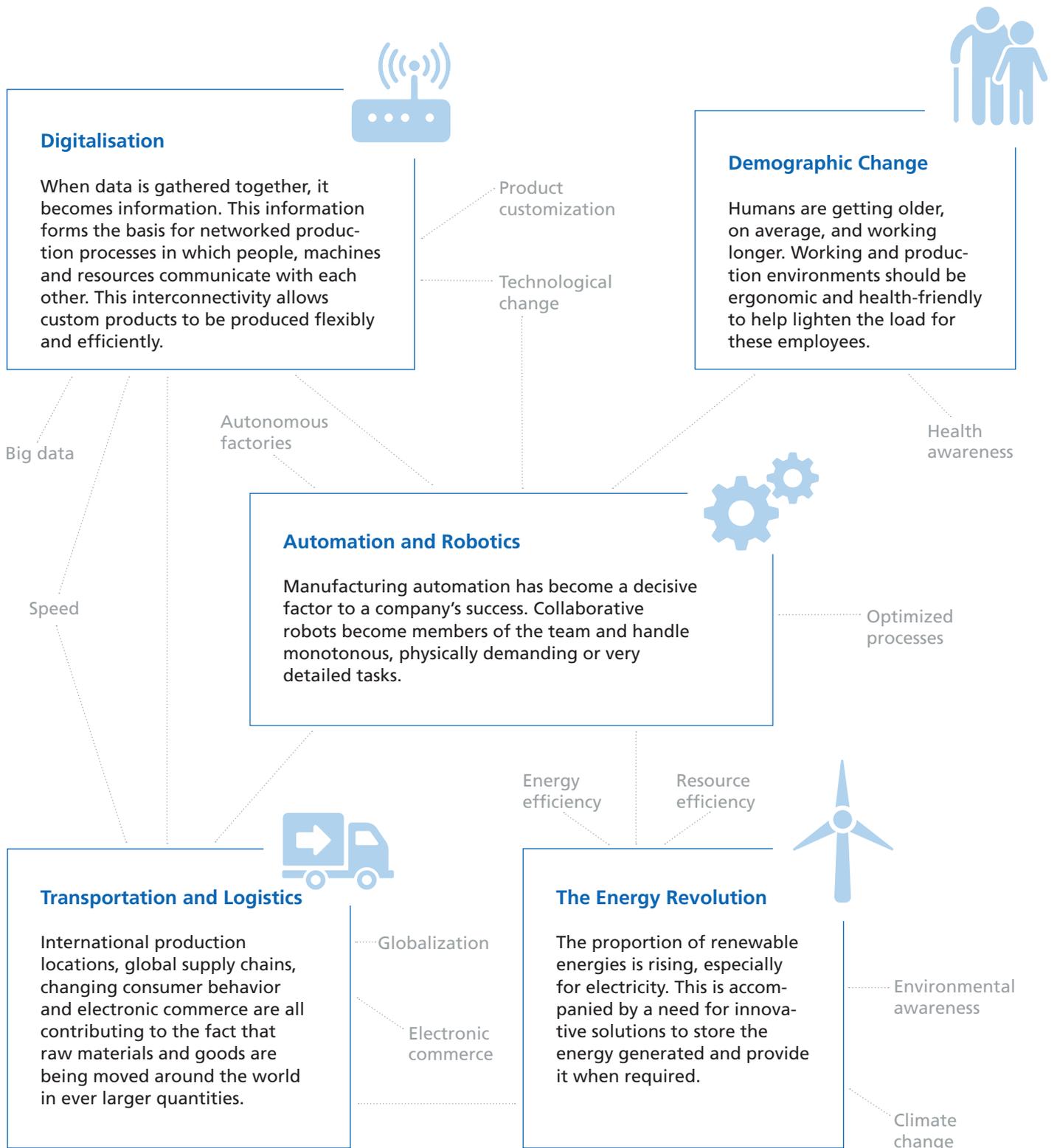
Manual handling of cardboard boxes



Vacuum layer gripper for jars

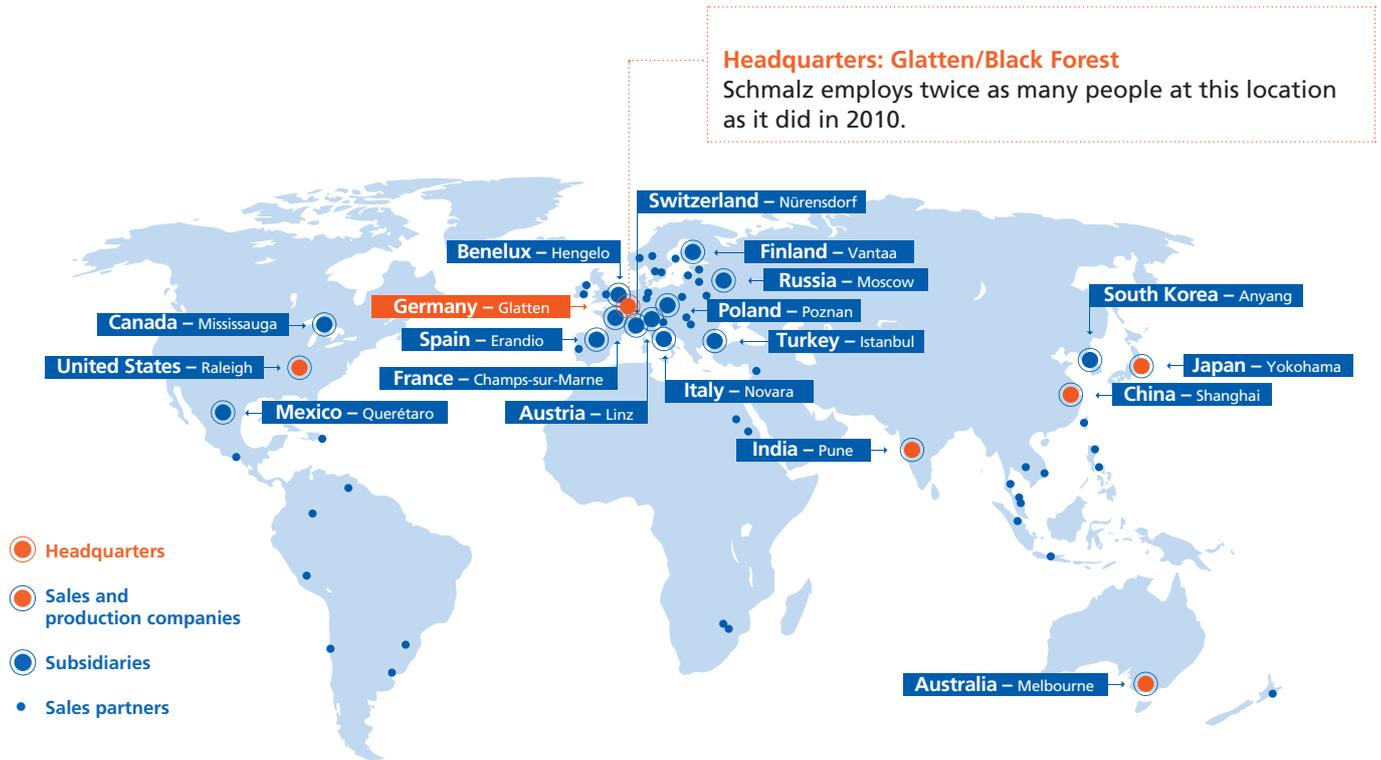
# The Future Is Within Reach

The world is changing. Megatrends such as digitalisation and the energy revolution are causing major changes in our professional and private lives. At Schmalz, we've long been at the forefront of these trends with our innovative solutions.



# A Growing Family Business

Schmalz employs around 1,500 people worldwide, with an increasing tendency.



Since entering the vacuum technology market in 1984, our family company has known only one direction: up. **The youngest member of the international Schmalz Group is Schmalz Austria with headquarters in Linz.** Our rate of trainees is 14 percent in Germany – significantly higher than in comparable companies in Germany.



# A Seventh Sense for New Products

If you want to be innovative, you have to be open to new ideas.

From razor blades to transport devices to vacuum technology, Schmalz has repeatedly succeeded in recognizing new trends, identifying relevant requirements and continuously expanding its product range.

It's no wonder, then, that Schmalz is also playing a leading role in Industry 4.0, automation and robotics – with products such as the lightweight gripping system SLG or the vision & handling sets 3D-R for collaborative robotics.

**9 %** of sales flow into new ideas and products.

**More than 100** employees work in research and development.

**580** industrial property rights demonstrate Schmalz's talent for innovation.

# Stacks for Energy Storage Devices

Schmalz transforms trends into innovations.

A successful switch to renewable energies will crucially depend on solutions that can store electricity and heat. Schmalz is taking advantage of this demand to establish a new business unit.

At its headquarters in Glatten, our company is developing and producing **redox-flow stacks** for storing energy in stationary large battery systems. These converter units allow electrical energy, for example from wind turbines, to be stored in special tanks in scalable amounts and released as required. The number and size of the stacks and tanks determine the performance of the system. Because of their modular design, different

sizes can be combined to produce storage capacities according to demand.

The stacks also form the heart of a demo system in Glatten: Schmalz uses this system to test the scalable energy storage of redox-flow battery systems and to demonstrate the benefits of such systems to interested customers – giving them a glimpse into the future of “Made in Germany.”

Schmalz has all the knowledge and skills necessary to succeed, with its expertise in modern manufacturing methods, plastics and process engineering as well as the handling of sensitive components. What’s more,

the vacuum technology experts even produce their own energy from renewable sources.



The redox-flow large-battery storage facility at the Fraunhofer ICT in Pfinztal: the pilot system is equipped with Schmalz stacks.

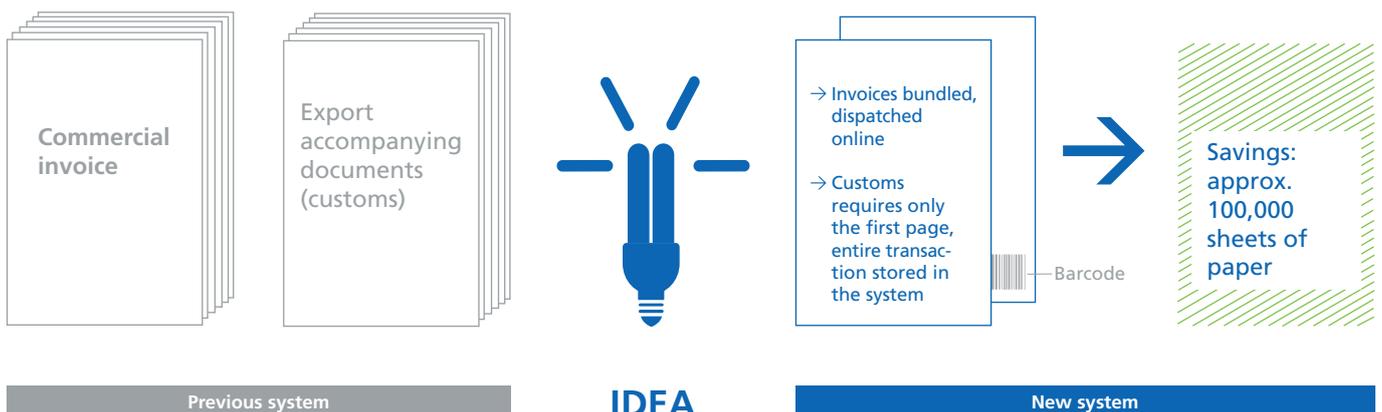
# Making Good Even Better

Efficient processes increase value creation.

The more global a company is, the more complex its processes become. To make operational processes as efficient as possible in all areas of value creation, employees can submit suggestions for improvement, both for the company as a whole and within their own team.

*Approximately*  
**4.477** suggestions  
 were submitted by employees in 2020.

Example: how an employee’s idea significantly reduced paper consumption for customs documents.





## Digitalisation in Vacuum Automation

Schmalz gets its customers ready for networked production, helping them to control their devices and systems and retrieve relevant data on a mobile device.

# Schmalz 4.0

Schmalz develops and manufactures efficient and intelligent automation solutions for the digitally networked factory.

Smart glasses, smart watches, smart homes – the digital transformation is already underway in our everyday lives. While at home an app might control both your coffee machine and your lights, manufacturing companies are transforming themselves into smart factories. Automation, robotics and artificial intelligence are the buzzwords of this trend, which no company can ignore. At the same time, many forget that there is more behind the term digitalisation than the development and use of smart objects. Digital transformation is changing the way we work and communicate, how we think and learn, how we produce, cooperate, consume and transport.

A company like Schmalz, which is active in the field of vacuum automation and whose customers include manufacturers of automobiles, smartphones and wind turbines, must adapt to the high dynamics of these markets. But it's even better to be one step ahead. That means no more long development phases, but rather extremely short innovation cycles. Not standard products off the rack, but rather custom solutions tailored to customer requirements. It is not enough to make small adjustments in our operational processes. With a transformation of this magnitude, all processes must be rethought from a digital perspective – from brainstorming to production and sales.

## New Products and Business Models

Schmalz has already taken several key steps in this regard: Agile project teams work on customer-specific solutions across disciplines and countries. We use digital tools and learning platforms and modern creativity techniques to support our design and development processes.

***“We use only the materials that the customer actually ordered.”***

Andreas Beutel, Managing Director

In addition, Schmalz has acquired the startup company GPS Gesellschaft für Produktionssysteme and has joined the Siemens MindSphere – an association of users that work together on cloud-based services and IoT.

Such measures drive the digitalization process within the company further, creating innovative solutions for customers. Not only are products becoming smarter and smarter, Schmalz is also offering more and more digitally networked functions

for research and ordering. For example, customers can individually configure the Schmalz lightweight gripper SLG via the website. Using the online configurator, they can create their gripper with just a few clicks – flexibly adapted to the workpiece. Selection and changes of the components are immediately displayed in a 3D preview. Thanks to additive manufacturing, the grippers are particularly light, robust, printed quickly and delivered even faster.

## Short Data Paths – From Configuration Directly to Production

Schmalz also relies on digitalization in the production of large-area grippers: Each vacuum gripper ordered by our customer receives a digital code. This product code contains all information relevant for production. It is carried out in a one-piece flow process. Only the material that has been ordered is used. For example, one machine cuts the right foam mat for each gripper. The aluminum profiles are also milled individually.

The resource-saving process in figures: 2,600 kilograms less foam and 200 kilograms less aluminum profiles per year – that saves more than 17,000 kg of CO<sub>2</sub>. Production and delivery times are also shortened.



The new walkway with photovoltaic collectors connects the production and office buildings to the communications center, reduces travel times, and even produces energy.

# *Ecology*

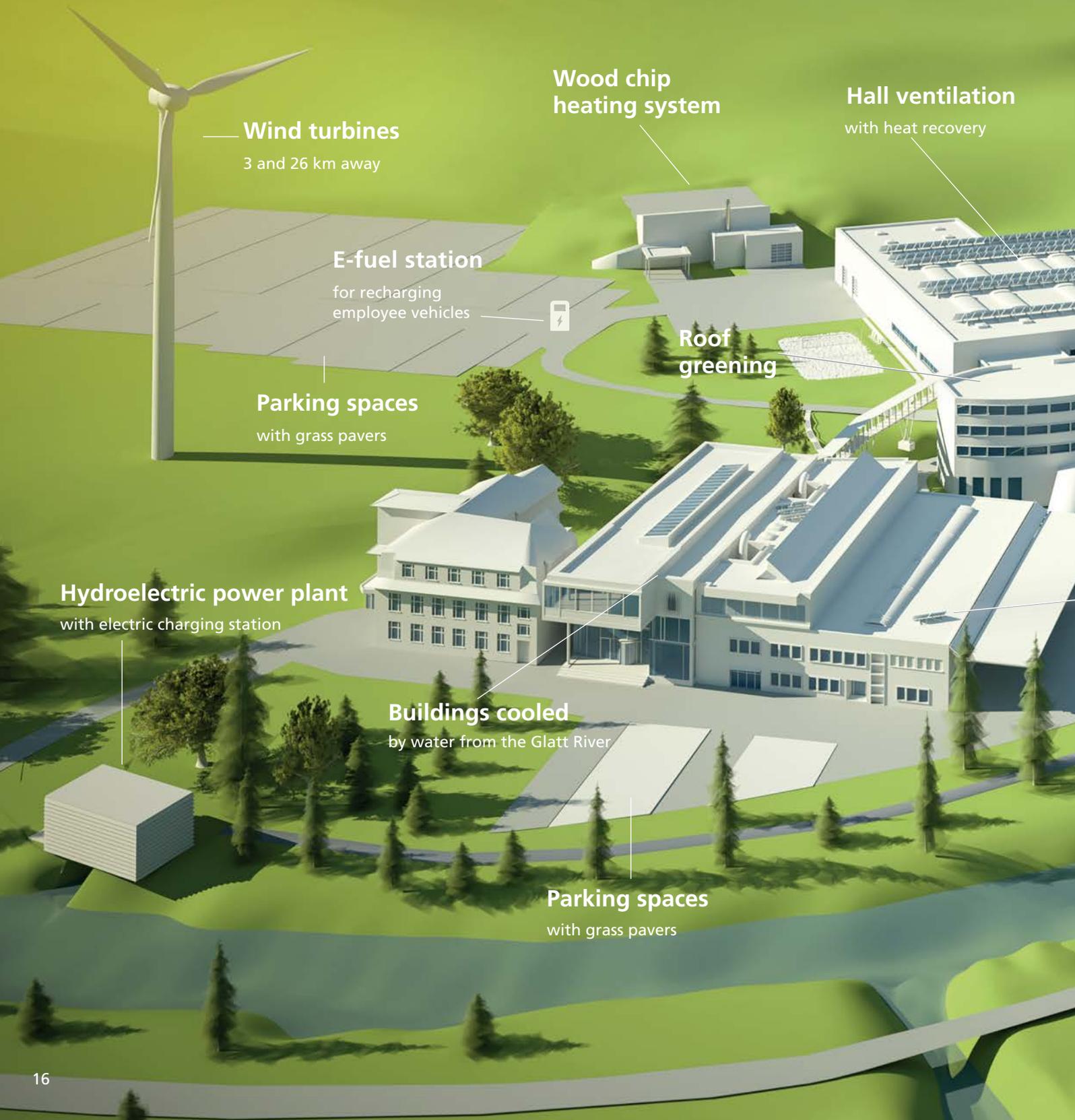
The term ecology describes the science of *“interactions between living beings and their environment.”* It posits an ideal of peaceful coexistence in our *“shared natural economy.”*

Schmalz works toward this goal with consistency and conviction.

That means: Generating more electricity and heat than we consume ourselves. Being efficient with materials and other valuable resources. Reducing CO<sub>2</sub> emissions. Being respectful in the broadest sense of the word.

# We Are Our Own Power Plant

At its headquarters in Glatten, Schmalz is carrying out its own energy revolution. The goal: to consume no more electricity and heat than the company produces from renewable sources.



**Wind turbines**  
3 and 26 km away

**Wood chip heating system**

**Hall ventilation**  
with heat recovery

**E-fuel station**  
for recharging  
employee vehicles



**Roof greening**

**Parking spaces**  
with grass pavers

**Hydroelectric power plant**  
with electric charging station

**Buildings cooled**  
by water from the Glatt River

**Parking spaces**  
with grass pavers



**Photovoltaic systems**  
on numerous roofs

**North-facing shed roofs**  
to reduce thermal load

**Automatic small parts warehouse**  
with recovery of braking energy

**Geothermal system**  
for heating of Schmalz buildings

**Rainwater retention basin**

**Cisterns**

**Geothermal cooling**

**IT server room**  
with sprinkler cooling

**Solar plant**

**Battery demonstrator**

**Ecological trail loop**

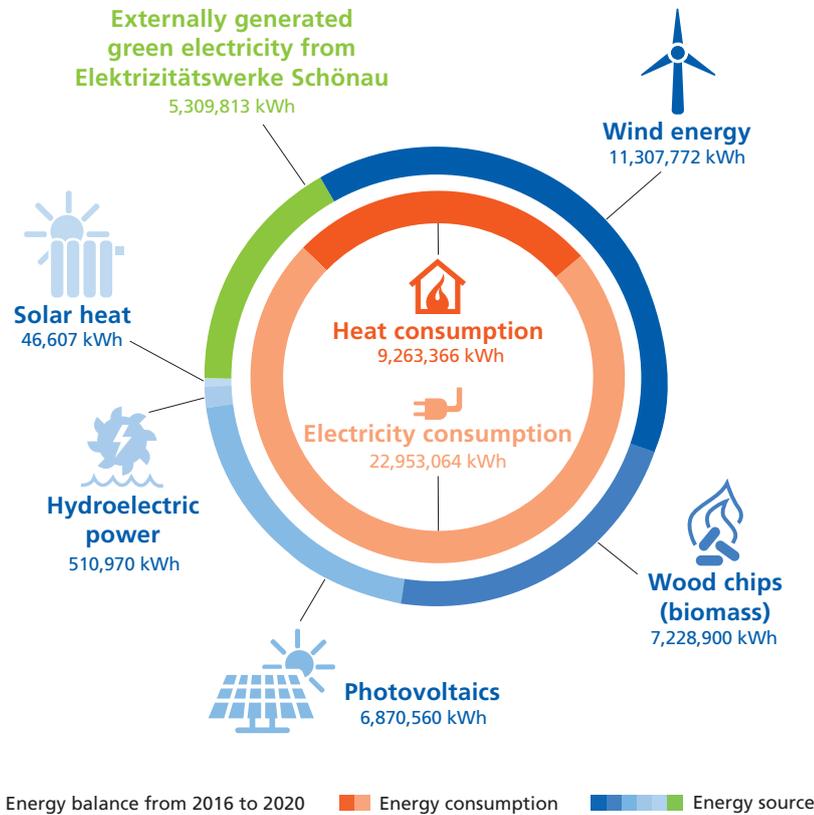
**Biotope facility**

**6,193,032 kWh**

were generated by Schmalz in 2020 from renewable sources.

# Full Steam Ahead for a Positive Energy Balance

Schmalz covers a large portion of its energy requirements from its own renewable sources.

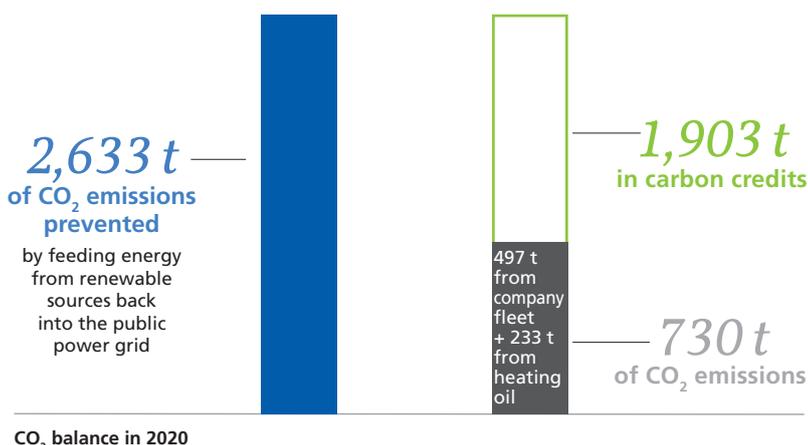


Schmalz's goal is to be a positive energy company. In the period from 2016 to 2020, the company produced 79 percent of the energy it consumed from its own sources. It did so with power plants such as wind turbines and photovoltaic collectors, which are expanded permanently.

Renewable energy production is one way to balance our energy budget. Another is to reduce our energy consumption over the long term. A third is choosing the right energy providers, because as long as storage technologies are still developing, external energy sources will always be needed to cover spikes in demand. That's why Schmalz works with the Elektrizitätswerke Schönau utility company, which has received many awards as a provider of green energy.

## Schmalz is in the Green

In 2020, the company earned 1,903 tons in carbon credits.

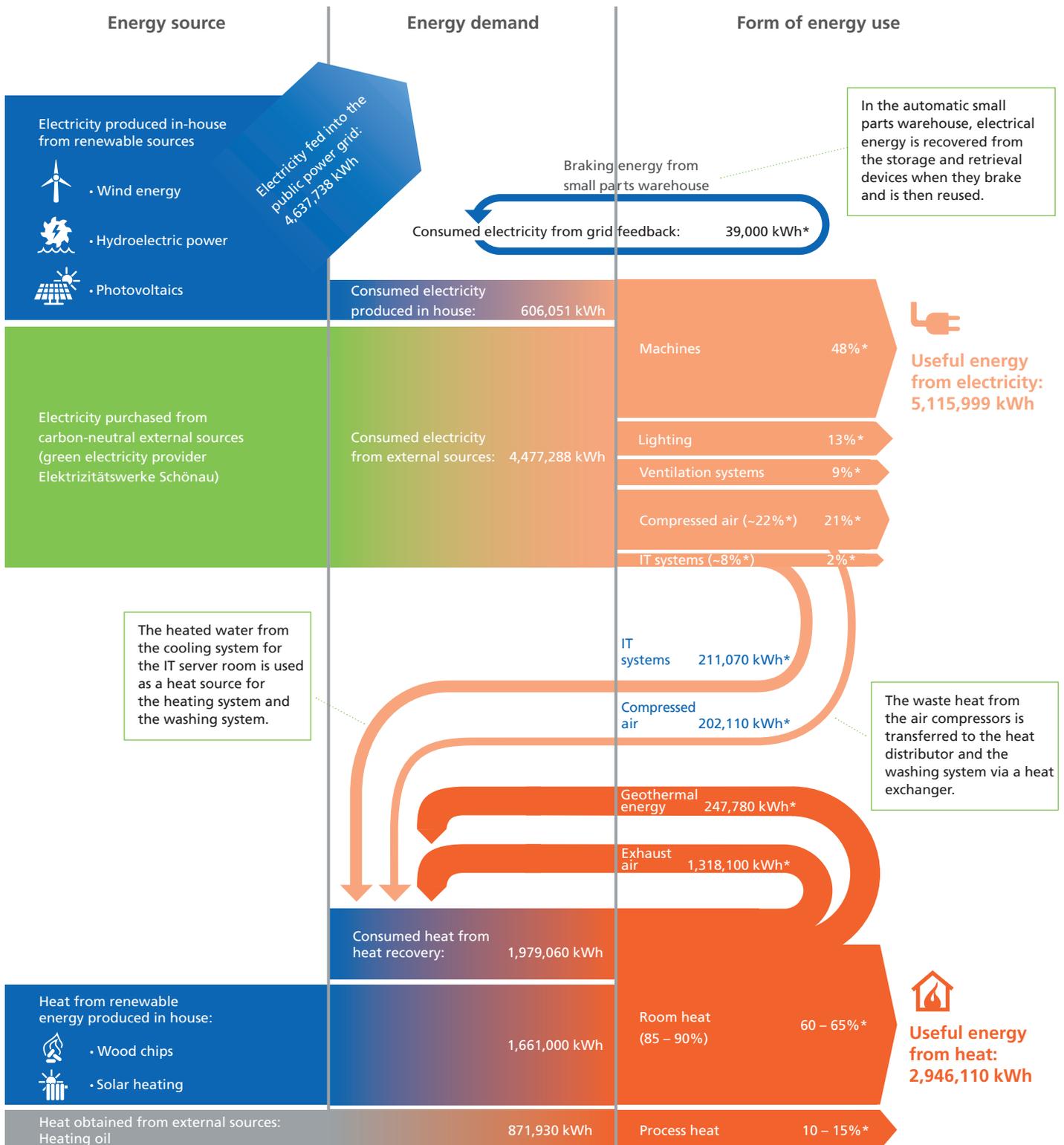


The energy that the company does not use itself is fed back into the public power grid. This allows Schmalz to avoid CO<sub>2</sub> emissions that would otherwise result from conventional power generation.

The result: a big plus for the environment and a perfect example for the manufacturing industry.

# Everything in Flow

The three components of a flexible energy system: in-house energy sources, carbon-neutral electricity providers and a range of energy recovery measures.



Energy flow diagram 2020

\*Approximate value

# Less CO<sub>2</sub> Baggage

Schmalz products have a significantly lower product carbon footprint than comparable products on the market.

The “CO<sub>2</sub> baggage” of a Schmalz product is significantly less than that of comparable products on the market. Schmalz achieves carbon-neutral production by using its own renewable energy sources and through numerous

energy-saving measures. The company also designs its upstream and downstream processes to be as resource-efficient as possible – from development all the way to recycling.

## A Resource-Efficient Product Life Cycle



Design-related factors have the largest impact on a product’s carbon footprint. Schmalz reduces energy-intensive materials and manufacturing processes as early as the development phase.

**Example:**

The new area gripper FXCB is now **30 percent lighter** – which saves both material and energy.



Area gripper FXCB for cobots

According to the German Environment Agency, absolute carbon dioxide emissions from land transport are now 20 percent higher than in 1995. Schmalz seeks out short transport distances to keep CO<sub>2</sub> emissions as low as possible.

**Example:**

Nearly 80 percent of its suppliers come from Germany, of which **50 percent come from Schmalz’s federal state.**

*Around*  
**50**  
*percent*  
of our German suppliers come from Baden-Württemberg.

The product carbon footprint captures all greenhouse gas emissions that occur in the life cycle of a product. Because Schmalz’s production processes are carbon neutral, our ecological footprint does not increase during the manufacturing process.

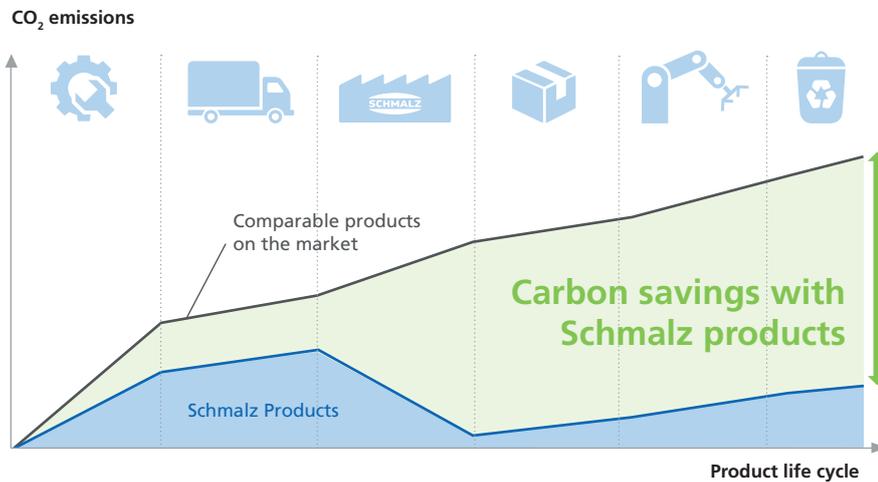
**Example:**

The **CO<sub>2</sub> balance** of all goods produced by Schmalz is significantly reduced in the manufacturing process.



A view into the production hall

# Development of CO<sub>2</sub> Emissions during the Product Life Cycle



## Principles for carbon accounting

Schmalz's carbon accounting is based on the greenhouse gas (GHG) protocol of the World Resource Institute and the standards of the World Economic Council for Sustainable Development.

- The following influencing factors are currently taken into account:
- Scope 1: All direct GHG emissions
  - Scope 2: Indirect GHG emissions from consumption of purchased electricity, heat or steam



Sales



Use



Recycling

Global production chains and flows of goods pose major ecological challenges. Because Schmalz is represented in 20 locations worldwide, it depends on a sustainable distribution system.

### Example:

Schmalz bundles deliveries to its subsidiaries abroad and uses **carbon-optimized shipping methods**.

A large portion of greenhouse gas emissions result from the customer's use of the product. That's why Schmalz develops products that reduce energy consumption on the customer's end as well.

### Example:

Despite its higher suction rate, the basic ejector SBPL requires **eleven percent less compressed air** than its predecessor.

The best waste is waste that is never produced in the first place. Starting in the development stage, Schmalz makes sure that wearing parts can be replaced and that different materials can be easily separated and recycled.

### Example:

Wearing parts **can be replaced** without having to replace the entire suction cup.



Basic ejector SBPL



Suction cup consisting of four single components



Franz Untersteller (left), Minister for the Environment, Climate and Energy Management in Baden-Württemberg, presents the certificate to Andreas Beutel

## Schmalz joins climate alliance

J. Schmalz GmbH was one of the first companies to commit to the ambitious climate protection goals of the new Baden-Württemberg Climate Alliance. The companies are taking a pioneering role because they see climate protection as a key success factor.

Along with Schmalz, 16 other companies from the state have joined the new Baden-Württemberg Climate Alliance as its first members. During the ninth Resource Efficiency and Circular Economy Congress, Franz Untersteller, Minister for the Environ-

ment, Climate and Energy Management in Baden-Württemberg, presented these companies with a certificate of membership. "A highly industrialized state like Baden-Württemberg has a special role in climate protection as a role model and

pacesetter. The state government is aware of this role, and so are the state's companies. Together with the companies, we want to make a contribution to the necessary change towards an increasingly sustainable economy" said Franz Untersteller at

the opening of the event. By joining the Climate Alliance, these companies are setting ambitious goals and publicly declaring their intention to become climate neutral, to reduce their overall energy consumption and to manufacture their products as free of carbon dioxide as possible.

Schmalz has been involved in the Sustainable Business Initiative ("Wirtschaftsinitiative Nachhaltigkeit", or "WIN" for short) Baden-Württemberg for years and is one of the founding members of the Klimaschutz-companies that are committed to climate protection on the basis of their own corporate responsibility in the public sphere. "The topic of sustainability has a very high priority at Schmalz - and has since our company was founded 110 years ago. Today, the topic is more topical than ever: the finite nature of raw materials, climate change, increasing global competition and

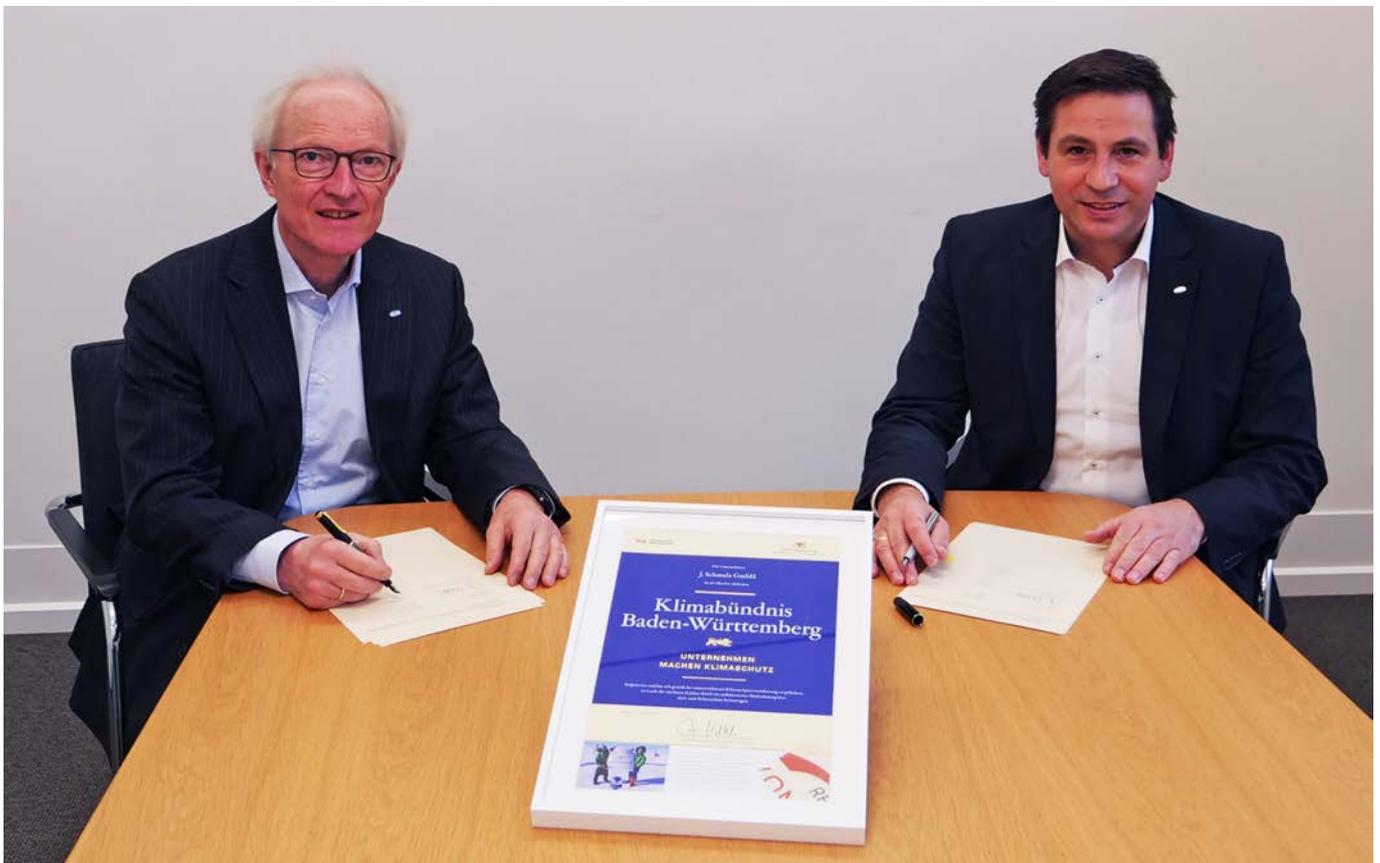
the shortage of skilled workers are challenges that require forward-looking corporate management" says Andreas Beutel, Managing Director of J. Schmalz GmbH. "The decisive factor is a long-term strategic orientation of our company under

***"The topic of sustainability has a long tradition and yet it is more topical than ever."***

Andreas Beutel, managing director

the premise of sustainability with clear, recognizable added value for our customers and partners, for employees, for society and for the environment."

At Schmalz, this means, for example, generating more electricity and heat than you consume, using materials and other valuable resources efficiently, and avoiding CO2 emissions. The CO2 backpack of a Schmalz product is significantly smaller than that of comparable products on the market. By using its own renewable energy sources and numerous energy-saving measures, Schmalz's production is CO2-neutral. The company also designs its upstream and downstream processes to be as resource-friendly as possible - from development to recycling. "By joining the new climate protection alliance, we want to make our contribution to the necessary change and actively lead by example," says Beutel.



Managing shareholder Dr. Kurt Schmalz (left) und director Andreas Beutel sign the certificate



The Schmalz Kinderwelt daycare center helps employees balance family and career.

# *Social Commitment*

The word “*social*” refers to how people work together and coexist in a society. Social harmony requires individuals, organizations and companies to actively contribute to and invest in their community.

Specifically, that means: Giving our employees the freedom and support they need in all areas of their life. Supporting opportunities and education for young people. And looking out for those less fortunate than ourselves.

That’s Schmalz’s view, and it’s the foundation of our social commitment.

# A Motivated Team Can Do Anything

The equation is simple: The more satisfied your employees, the better and more productive they are. The company and the employees benefit in equal measure. This explains why Schmalz does so much for the wellbeing of its employees, both during and outside of work.



Schmalz supports its employees in all areas of their professional and private lives. A wide range of employer benefits are offered as part of the "LIFE+" program. Profit sharing, a gym, an extensive range of hobbies and leisure activities, local recreation on the company premises and good career opportunities are just a few of the benefits that Schmalz offers in the following five areas of life. In the Corona Year 2020, the benefits that affect health will be particularly evident.



## Finances & Stability

As a family business, Schmalz offers long-term secure jobs, fair wages and attractive additional benefits.



## Future Prospects & Education

As a future-oriented company, we want our employees to be able to move forward. We offer optimal perspectives – in return we expect motivation and willingness to perform.



## Health & Well-being

Schmalz offers state-of-the-art workplaces and free offers for healthy nutrition, exercise and relaxation. Numerous additional measures have been taken to protect against COVID-19.



## Family & Leisure Time

We offer models for the individual design of working hours and location, an own infant care and for example an annual children's holiday program.



## Mobility & Digital Life

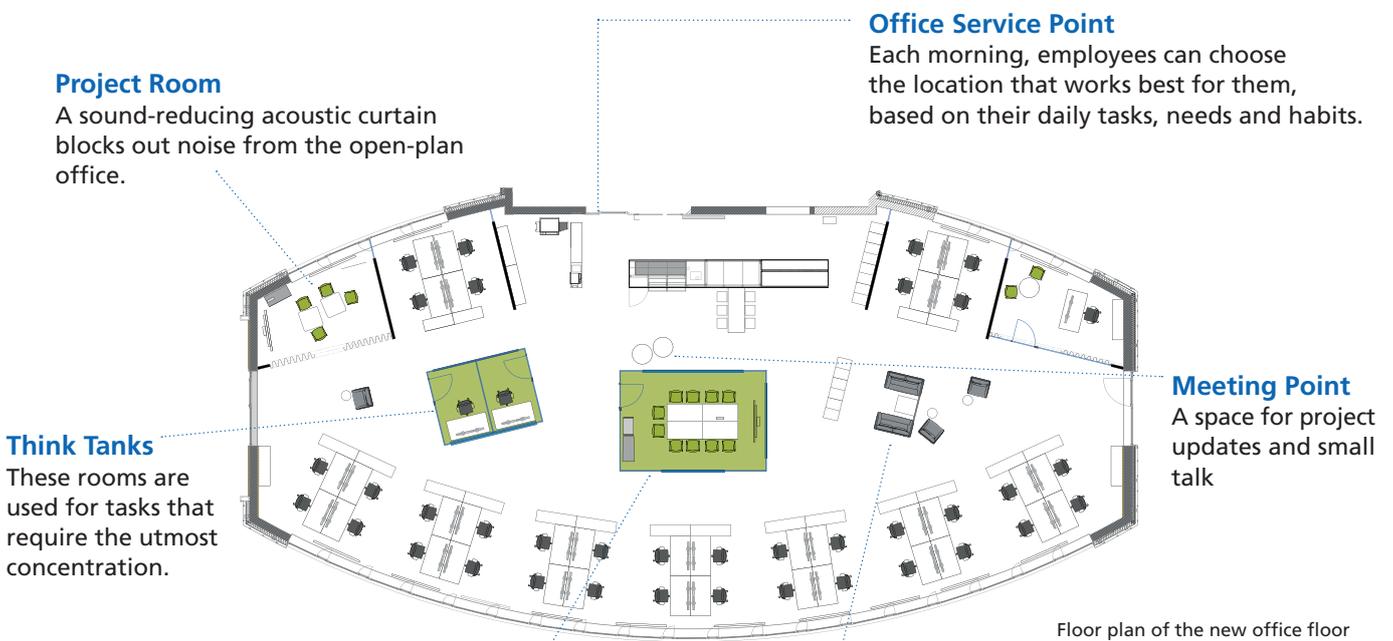
We create the conditions for employees to work as flexible as possible – whether they are in the office, at home or work mobile from elsewhere.

> You can find more details and an informational video at [www.schmalz.com/lifeplus](http://www.schmalz.com/lifeplus)



# Flexible Work in New Office Environments

Imagine a working environment that provides the right conditions for every task and every stage in the project, from secluded areas for complex tasks requiring concentration to multifunctional spaces where you can be creative and bounce ideas off of colleagues. At Schmalz, it's not just wishful thinking, the dream has been a reality.



**Meeting Rooms**  
The rooms are equipped with the optimal technology for presentations, meetings and video conferences to facilitate any kind of communication.



**Sofa Corners**  
The ideal retreat for spontaneous meetings and short conversations. The high backs of the sofas keep employees visually and acoustically secluded without having to leave the open-plan office.



**Office Floor**  
Whether in the open-plan office, a project room or a think tank, the flexible room layout at Schmalz allows employees to quickly set up and change their working environment.



**Creative Room**  
The large creative room measures just under 100 square meters. The equipment supports all techniques for activating creativity, whether a meeting requires classical brainstorming or modern design thinking.

# Laying the Foundations for the Employees of the Future

Schmalz has always placed great value on youth education. This is demonstrated by its above-average trainee rate, which stands at 14 percent of all employees. At the end of 2020 nearly 120 trainees and cooperative education students were employed in Glatten. The company aims to attract additional skilled workers with measures like the Freudenstadt Training Initiative and the Black Forest Campus. Schmalz has been very actively involved in both initiatives right from the start.

## Career Opportunities for Special Needs Students

For graduates of special education schools looking for a training program the situation is tough. Openings are rare, and professional opportunities are anything but rosy. The Freudenstadt Training Initiative was founded in 2007 for precisely this reason. As one of the co-founders, Schmalz was involved from the very beginning.



The education program for precision metal workers takes three years.

The training initiative for special needs students was launched by a number of companies from the region, in cooperation with special education schools, vocational schools, the German Federal Employment Agency, the district of Freudenstadt and the Chamber of Industry and Commerce of the Northern Black Forest. The goal of the initiative is to integrate young people into society and the professional world, to impart social skills and to actively support them in their personal development, for example in the field of metalworking. Their training is accompanied by special education and remedial classes that are specially tailored to the needs of the target group.

### Successes of the Initiative

- In 2011, the initiative won the **“Selected Landmark 2011”** award as part of the national competition **“365 Landmarks in the Land of Ideas.”**
- In 2018, the program graduated **its 100th precision metal worker.**
- **90 percent** of the precision metalworkers still have permanent employment.

## Master's Programs Deep in the Country

Ground was broken for the Black Forest Campus in July 2018. According to the Mayor of Freudenstadt, Julian Osswald, the campus offers a unique combination of research and industry that he "would not have thought possible."



The project represents a clear commitment to the Freudenstadt region.

Modern seminar rooms, laboratory halls, co-working zones, a library, a cafeteria and much more have been created on a total area of 3,200 square meters. Away from the metropolitan regions of Stuttgart, Karlsruhe and Freiburg, but in the middle of the Black Forest technology region, home to numerous world market leaders. As co-initiator, Dr. Kurt Schmalz established the Black

Forest Campus together with other regional companies, the district and city of Freudenstadt, and the Northern Black Forest Chamber of Industry and Commerce. A cooperation partner was found in the University of Stuttgart, so that today students studying for a master's degree in mechanical engineering can listen to lectures directly in Freudenstadt. The relationship with the cooperating companies

is close: For example, the laboratory hall is equipped with machines from the companies, and all information comes together in the Kaizen room. Executives from the regional companies give lectures, and practical work can be written directly in the companies. These are ideal conditions for attracting young professionals to the region and promoting the campus' future-oriented topics of leadership, digitization and sustainability.



***"We want to create an environment that educates and inspires young people from the region."***

Dr. Kurt Schmalz, managing shareholder at Schmalz and co-initiator of the Black Forest Campus

## The Right Mentality at Work and on the Field

These are the values that define the partnership between Schmalz and the SGM Stadt Dornstetten-Glatten sports club:

- **Courage:** acting with confidence
- **Determination:** pursuing goals
- **Willingness:** showing responsibility and a will to achieve
- **Resilience:** never giving up
- **Teamwork:** putting our individual talents toward common goals
- **Respect:** staying modest, appreciative and down to earth
- **Optimism:** measuring ourselves against the best



Aiming for success: Schmalz supports local youth soccer as the main sponsor of SGM Stadt Dornstetten-Glatten.

# Achieving more together

In 2017, the passion for soccer united the former derby rivals to form a youth team. Six youth teams from the local clubs of Aach, Dornstetten, Glatten and Hallwangen now compete as SGM Stadt Dornstetten-Glatten under a newly designed crest.

The idea of a joint, value-oriented soccer youth development concept also excited those responsible at J. Schmalz GmbH. "The joint venture pursues an innovative concept that conveys values such as team spirit, discipline and respect through sport. We can identify very well with this," said Dr. Kurt Schmalz, commenting on the cooperation.

The partnership first became visible on the field with the new jerseys. Once former rivals, the players now proudly wear a patchwork emblem consisting of the logos of the four clubs. Right above the Schmalz logo.

## A Strategy for Excellent Opportunities

The cooperation now extends far beyond the sponsorship of the playing apparel. In addition to the team bus and the "Schmalz Award," the SGM members and players received an exclusive motivational talk from triathlete and "Ironman Hawaii" participant Wolfgang Epting.

Daniel Just, Head of Human Resources at Schmalz, also has a clear goal in mind: "With our commitment, we want to inspire young people to take up an apprenticeship or dual study program at Schmalz." Whether it's internships, vacation jobs, informational interviews or applicant training, Schmalz offers a broad portfolio of support options to help young people get started in their careers.

Football and vocational training have a lot in common: Individual skills and self-confidence are developed within a team. Technical trainees Tobias Eberhardt and Marcel Preiningsberger underline the fact that the soccer players have a strong partner at their side in Schmalz, not only in terms of sports but also professionally. Both have come to rely on J. Schmalz off the field as well.

Daniel Wennagel looks back on a successful 2019/2020 season. Despite the season being cut



***"A strong partner opens up entirely new opportunities."***

Daniel Just, Head of Human Resources at Schmalz

short, the C (= under 15 years) and B (= under 17 years) juniors have managed promotion to the Landesstaffel. "We see that we are on a good path athletically. We play in every age group in a higher league than at the beginning of the cooperation," commented the SG Dornstetten youth director. The SGM also has clear goals for the coming season. In order to remain competitive in the medium to long term, they will continue to need a strong partner like J. Schmalz GmbH at their side.

For many children and young people, soccer is much more than just a hobby. It provides a balance to everyday life, supports young adults in their personal development, and allows teammates to become friends. Accordingly, the lockdown was a heavy burden for many members of the SGM Stadt Dornstetten-Glatten. However, thanks to the energetic support of the youth coaches, the challenge was successfully met and a total of several hundred hours of individual training was offered to the children and young people.

# Milestones from 2020

## Subsidiary Austria

Schmalz expands its international network and establishes another subsidiary in Linz.



February



## Corona crisis unit

To ensure the health and well-being of employees, current corona issues are discussed and appropriate precautions are taken at an early stage.



April



## Online Career Information Day

So that young people can get advice despite the canceled career information day, they are offered live chat options.



June



## Double award

The vacuum specialist Schmalz has received two awards at once for its innovative strength.



August



## The climate is important to us!

J. Schmalz GmbH is one of the first companies to commit to the ambitious climate protection goals of the new Baden-Württemberg Climate Alliance.



October



## Fresh wind through the new videocasts

Due to the failure of the trade fairs, a new video format was created in 2020. In the picture the new area gripping system FQE is verbally presented.



December





## January



**Company of the year**  
For the second year in a row, Schmalz Poland has been named Company of the Year at the World Management Meeting.



## March



**Vakkum-Erzeuger ECBPMi!**  
A novelty for flexible use in light-weight robotics, human-robot collaboration and mobile robotics will be presented.



## May



**Virtual trade fair - Completely without masks**  
A new step is ventured. Schmalz launches its first own virtual vacuum technology trade fair and presents innovations to the trade public.



## July



**WMM**  
The first virtual World Management Meeting of the managing directors of all foreign subsidiaries enables the important exchange of information.



## September



**Let's go**  
Schmalz welcomes 29 new, motivated trainees and dual students at the start of their training in Glatten.



## November



**Growth in China**  
The groundbreaking ceremony in Taicang marks the start of a huge project. The goal is a modern, three-story office building with a production hall.

Economy

Ecology

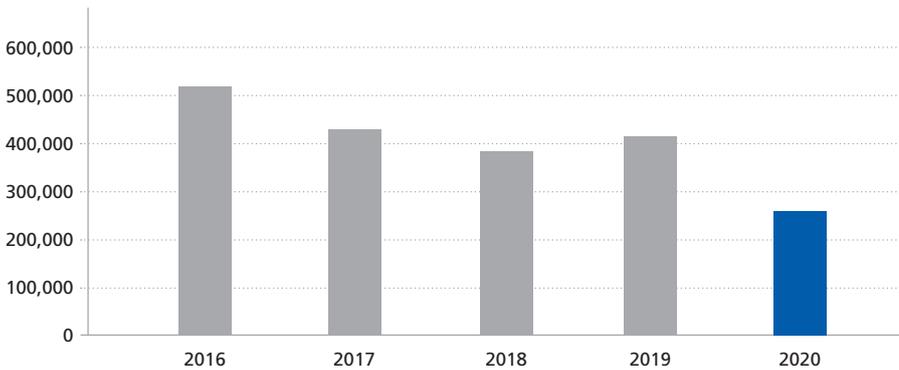
Social Commitment

Sustainable throughout the year: Various activities and measures contribute to achieving our sustainability goals.

# ecoSYSTEM Balance

## 🔗 Saving Money with Good Ideas

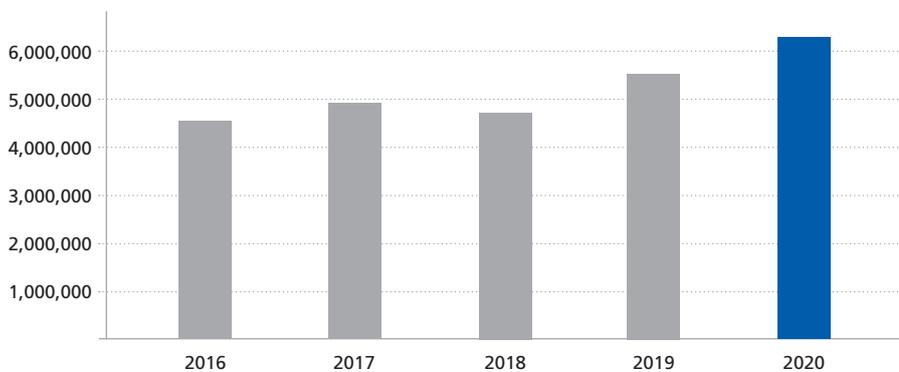
Savings in €



Employees can submit ideas for potential savings in the company, with the chance to win a bonus (see also p. 11). The suggestions are evaluated by the Lean and Idea Management department. Schmalz saves thousands of euros annually thanks to the improvements implemented.

## 🌿 We Love April Weather

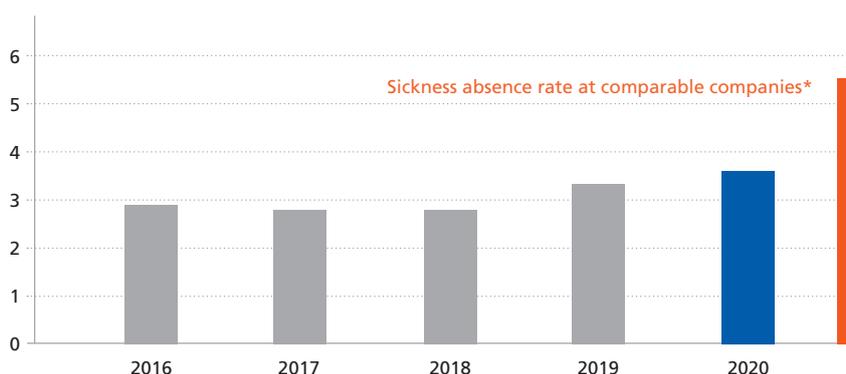
Renewable energy produced annually from our own plants in kWh



Wind, sun or rain: Schmalz is at home in any weather. Wind is good for the wind turbines, and sun is a boon for the photovoltaic and solar heat modules. When it's raining, our hydroelectric plant kicks into high gear. That's in addition to our efficient wood chip heating system.

## 👤 Health Comes First

Sickness absence rate in %



The sickness absence rate at Schmalz has been consistently low for years and is well below the industry average. Schmalz promotes the health of its employees with a range of measures: For example, during the winter months the company distributes about six tons of healthy apples, delivered free of charge to the employees.

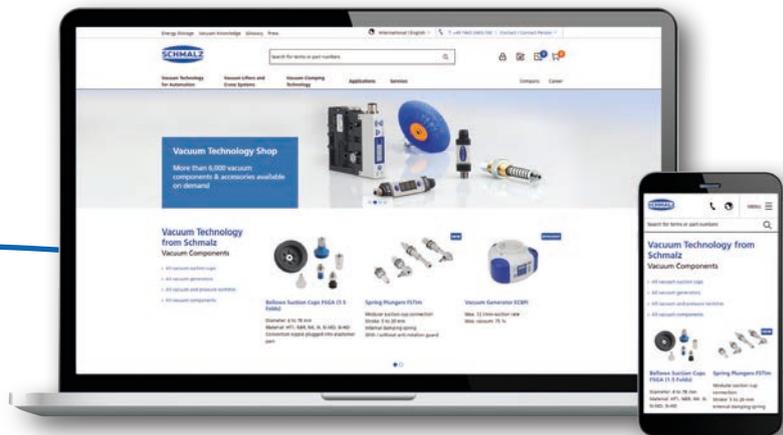
\*Federal Association of Company Health Insurance Funds for the Metal and Electrical Industries in Germany 2017

## Want to know more about sustainability?

You can find the latest key figures and information at:

[WWW.SCHMALZ.COM/SUSTAINABILITY](http://WWW.SCHMALZ.COM/SUSTAINABILITY)





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