

Kaizen

Recycling

Reduced CO₂-Emissions

Continuous Improvement

Values & Behaviors

Multifunctionality

Vertical Integration

Safety

Lightweight

Innovations

Lower interior and exterior noise

Pull Flow

Waste reduction

Global Standardization

Sustainability Report 2013



Foreword

In 2012, Autoneum's first sustainability report was published. In this 2013 edition, we are pleased to present a further improved report in line with our strategic focus on continuous improvement: this third report not only provides you with an insight into the environmental results we achieved last year. For the first time, we also incorporated some data and background information regarding the economic and social criteria within our sustainability reporting – taking into consideration that, at Autoneum, sustainability means a balanced perception of ecological, economic and social responsibility.

In 2013, the ongoing efforts for reducing waste and increasing the recycling quota in our production processes again showed an improved sustainable footprint for our company: we reduced energy usage, greenhouse gas emissions, acidification potential and water consumption at our manufacturing locations. Compared with the increase in production, there was only a below-average increase in waste from 2012 to 2013. Furthermore, we revised and thus improved the company's Key Performance Indicator (KPI) system to collect data related to sustainability at plant level.

Autoneum's set of principles, values and behaviors has been reinforced and further spread by being included in last year's employee evaluations, and by carrying out high-performance leadership trainings for midlevel managers. We also successfully started to introduce a new ERP system on a global basis which standardizes and harmonizes the company's business processes. This system not only increases efficiency, transparency and profitability, but also facilitates and enhances sustainable business operations.

These achievements are encouraging and motivating all our employees to carry on following our path of continuous improvement.

I hope you will find out more about the world of Autoneum in this report.

Winterthur, July 2014



Martin Hirzel
CEO Autoneum

At Autoneum,
sustainability
means a balanced
perception
of ecological,
economic and
social responsibility.

Company and Sustainability

Autoneum is the global technology leader in acoustic and thermal management solutions for vehicles, with over 45 locations in around 20 countries worldwide. The company is a partner for most of the light vehicle manufacturers around the globe, providing innovative systems for noise reduction and for protecting sensitive components from heat. Based on innovative materials and manufacturing processes, Autoneum's products fully respond to the need for lightweight and multifunctional solutions for interior and engine bay as well as heatshields and underbody shields. Working in close cooperation with customers from concept to launch, Autoneum supports OEMs all over the globe to make vehicles quieter, lighter, safer, and more comfortable.

In addition, the company supports its worldwide customers with products which have a minimal environmental impact during their whole life cycle. Eco-efficient plants with high safety conditions help achieve superior and sustainable production procedures and product quality on a global scale. Furthermore, Autoneum has been developing and producing systems and equipment for analyzing the acoustic and thermal properties of components and parts for more than 40 years. They now set industry-wide standards and provide fast, accurate and reliable measurement results.

Sustainability is a major aspect of corporate management and incorporated in the company's management policy.

Corporate Management Aspect

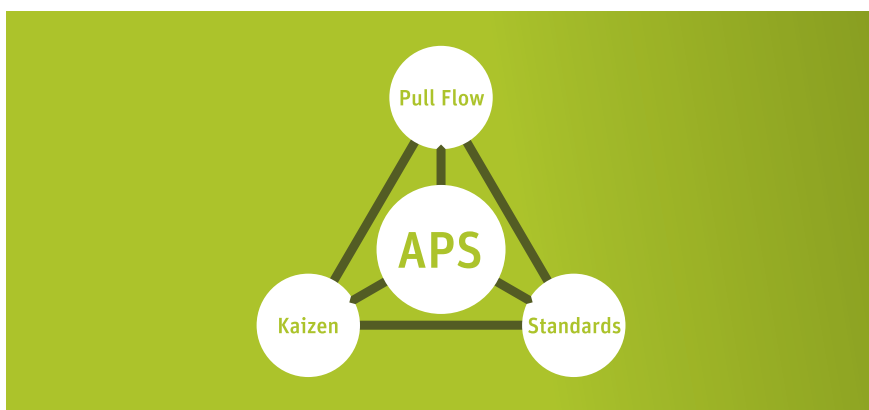
Sustainability is a major aspect of corporate management for Autoneum and is incorporated in the company's management policy. Thus, Autoneum follows the principle of responsible conduct. This includes the careful handling of the environment and natural resources as well as the prudent management of employees and an open dialog with the public. Furthermore, environment, health and safety are integral elements of Autoneum's corporate strategy.

Autoneum Production System

The values and principles underpinning the activities and behaviors of the company are integrated in the Autoneum Production System (APS). This system applies across the whole organization, focusing on three main pillars:

- Autoneum aims to transform its production processes into a visualized and therefore transparent value stream. To reach this goal, a pull-flow system is required: pull-flow systems are driven by customer orders and are based on actual demand rather than forecasting. They speed up work flow and production cycle times and enable in-sequence deliveries.
- A crucial part of Autoneum's culture is to spread a Kaizen mentality among all employees in order to achieve improved results in terms of price, cost, productivity, time-to-market and responsiveness. Kaizen means "change for the better" and refers to a Japanese philosophy focusing on the continuous improvement of business operations, such as production processes. By proposing improvements by themselves, employees become an active part of the continuous improvement processes the company strives for.

- Standards are crucial for achieving similar manufacturing processes and equal quality levels at all manufacturing locations. The company focuses on standardizing all processes and continuously analyzing and improving them. Autoneum holds APS assessments on a semi-annual basis to ensure adherence to manufacturing standards (see pages 10 and 12 of this report for more information about additional ongoing standardization projects at Autoneum).



Autoneum's Production System is based on the three main pillars Pull Flow, Kaizen and Standardization.

Data and International Reporting

The collection of sustainability-related data is based on Key Performance Indicators (KPIs). Plants use Autoneum's KPI system for reporting profitability, operational efficiency and customer satisfaction. Furthermore, the company's production locations use this system for providing details on environment, health and safety-related criteria.

The implementation of the KPI data management system enabled the company to collect and analyze the KPIs on a monthly basis in 2013 for the first time. The corresponding reporting manual has been revised and includes several new indicators like, for instance, the "Waste Treatment Ratio". The improved KPI system also allows more detailed analyses and facilitates the evaluation of approaches for making further improvements.

Carbon Disclosure Project

KPIs are also used for the global reporting initiative Carbon Disclosure Project (CDP). CDP is an international, non-profit organization which guides companies and cities in measuring, disclosing, managing and sharing vital environmental information about the impact on the environment and natural resources, and in taking action to reduce it. Autoneum has participated in this global system since 2007 (from 2007 to May 2011 as Rieter). Autoneum also takes part in the CDP Supply Chain Program, an initiative to help multinational companies and their suppliers achieve sustainable supply chain management. CDP's supply chain program gathers consistent information from suppliers on climate and water-related strategies and actions.

Additionally, the Key Performance Indicators are used for fulfilling the reporting and documenting requirements of Autoneum's customers. The continuous dialog with the OEMs includes more and more questionnaires referring to sustainability. Furthermore, an increasing number of car manufacturers will only place orders if suppliers can prove they have established eco-efficient production processes, eco-efficient plants and eco-efficient products and technologies.

The Key Performance Indicator (KPI) data is also used to fulfill the reporting and documenting requirements from Autoneum's customers.



Ecological Responsibility

In comparison with non-manufacturing business areas, Autoneum's production locations offer the greatest potential for further improving the company's environmental performance. This performance has to be linked and compared with the company's net sales which are based on, and closely related to, the global production output.

Production output and environmental performance are two firmly linked parameters. Therefore, the global environmental performance of a company is usually compared with its worldwide economic performance. In 2013, Autoneum's net sales in Swiss francs rose (mainly driven by the increased production output) by 5.8 percent to 2 053.3 million Swiss francs compared to 2012.

CHF million	2013	2012*	Difference
Total net sales	2'053.3	1'940.9	5.8 %

* Restated due to changes adopted in accounting policies.

The 2012 figures for energy consumption, greenhouse gas (GHG) emissions and acidification potential, water consumption and waste have been restated due to the sale of the former Italian subsidiary in July 2013: in order to have comparable numbers for 2012 and 2013, the environmental performance of the four Italian plants was taken into account for the first half-year 2012 only.

Energy

Production processes are energy-consuming procedures. Using equipment that consumes only minimal energy as well as the utmost avoidance of energy-wasting factors were decisive for decreasing total energy consumption (-0.50 percent) year over year. This slight decrease was possible despite the substantial increase in production. At the same time, the company reduced its fossil fuel usage, thus improving the sustainable footprint of its manufacturing processes. Replacing fossil fuels with electricity resulted in a lower amount of fossil fuels and a simultaneous increase in electricity consumption. The sale of the former Italian subsidiary in July 2013 is also reflected in the reduced fossil fuel consumption.

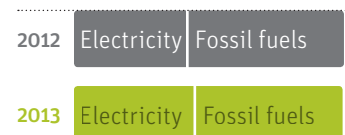
MWh	2013	2012*	Difference
Electricity	294'487	277'929	5.96 %
Fossil fuels	359'876	379'724	- 5.23 %
Total energy consumption	654'363	657'653	- 0.50 %

* Restated due to the sale of the former Italian subsidiary in July 2013.

Autoneum strives for additional energy savings in the future through, for instance, controlling shutdown and remote control, soft starters and variable frequency drivers, and improving lighting systems and thermal insulation. A global core team from five pilot plants developed corresponding initiatives in 2012 that were rolled out in 2013 to 15 additional sites. Raising awareness for energy savings and continuously monitoring power consumption were among the measures taken.

5.8 %

In 2013, Autoneum's net sales in Swiss francs increased by almost six percent compared to 2012.



Among others, in the plants in Genk (Belgium), Bor (Czech Republic) and Hermosillo (Mexico), internal transportation was increasingly carried out with so-called “Mizusumashi” trains rather than forklifts. The broader use of Mizusumashi trains not only reduces energy needs, but also improves material flow efficiency as well as safety conditions. Mizusumashi means “water strider” in Japanese – it is an insect that walks on water – and refers to a person who moves quickly and efficiently from place to place to collect and deliver material and supplies to the primary workers of a work station, thus keeping production going without disruption. This system allows the employees of work cells to focus on the quality of their work and value-adding tasks that create products.

In addition, Autoneum decided to switch off all illuminated company logos worldwide at night to generate additional energy savings and to avoid disturbing the areas surrounding the plants.

Greenhouse Gas (GHG) Emissions and Acidification Potential

Autoneum captures the so-called “scope 1 emissions”. These are direct greenhouse gas emissions that occur from sources that are owned or controlled by a company: for example, emissions from combustion in boilers, furnaces and vehicles or emissions from chemical production. In 2013, the reduced demand in fossil fuels resulted in lower scope 1 emissions.

In parallel, Autoneum also records the so-called “scope 2 emissions”. These are indirect GHG emissions that result from the generation of purchased electricity that is consumed by a company. The increased electricity consumption in 2013 resulted in higher scope 2 emissions. However, the total GHG emissions were reduced slightly.

CO ₂ equivalents – t (metric)	2013	2012*	Difference
Scope 1 emissions	81'429	86'916	- 6.31 %
Scope 2 emissions	149'594	144'676	3.40 %
Total GHG emissions	231'023	231'592	- 0.25 %

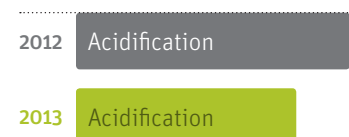
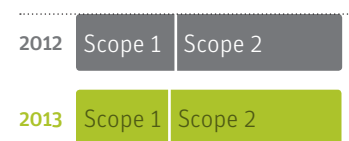
* Restated due to the sale of the former Italian subsidiary in July 2013.

The acidification of soil and water occurs through the transformation of air pollutants into acids. This leads to a decrease in the pH-value of rainwater and fog which may cause damage to organic and inorganic materials. Sulfur dioxide emissions produce relevant contributions; therefore, the acidification potential is given in sulfur dioxide equivalents. Autoneum reduced the acidification potential resulting from the emissions produced directly in its manufacturing locations by almost 20 percent.

SO ₂ equivalents – t (metric)	2013	2012*	Difference
Absolut acidification potential	115	143	- 19.23 %

* Restated due to the sale of the former Italian subsidiary in July 2013.

Lower consumption of fossil fuels resulted in a clear reduction of the absolute acidification potential.



The main cause for the reduced acidification potential is the replacement of fossil fuels with electricity because fossil fuels usually have a high acidification potential. For example, the plant in Bursa (Turkey) replaced liquefied natural gas with compressed natural gas that does not include the fossil fuel butane. The company also lowered the consumption of the fossil fuel coal and intends to completely stop consuming it within the next years (the US-based plant Bloomsburg sometimes uses coal in the winter months for heating purposes due to the heavy steam load).

Water

Water is mainly used for cooling, cutting and cleaning purposes in Autoneum's production processes. In 2013, the total use of water was slightly reduced by 1.65 percent compared to 2012.

m ³		2013	2012*	Difference
Municipal water	1	771'944	803'693	- 3.95 %
Ground water	2	1'850'909	1'844'214	- 0.36 %
Others**	3	14'554	20'128	- 27.69 %
Total water consumption		2'630'712	2'674'730	- 1.65 %

* Restated due to the sale of the former Italian subsidiary in July 2013.

** Water transported and stored in tanks.



In 2013, various measures were taken to reduce water consumption. In particular, the plants in Brazil achieved improvements in 2013: waste water treatment systems were installed at the Betim production location, while the plant in São Bernardo do Campo reduced the amount of water used for the production of dampers and stiffeners. At the same time, the Brazilian manufacturing locations contributed significantly to the cutback of water transported and stored in tanks by increasing water leakage prevention.

Waste

Improvements in recycling systems and the development and deployment of closed-loop systems wherever possible are some of the company's ways of reducing waste. Compared to the increase in production, there was only a below-average increase of total waste in 2013 compared to 2012.

T (metric)		2013	2012*	Difference
Disposal/Landfill	1	65'923	58'255	13.16 %
Energy recovery	2	14'632	12'307	18.89 %
Recycling	3	22'041	26'357	- 16.38 %
Hazardous waste	4	1'736	2'349	- 26.10 %
Total Waste		104'332	99'268	5.10 %

* Restated due to the sale of the former Italian subsidiary in July 2013.



However, the plant in Choceň (Czech Republic), for instance, enhanced the transportation of waste disposal. Due to the use of containers that compress waste, the site was able to reduce the number of daily trucks necessary for transporting landfill waste from seven to one single truck. Moreover, the plant in Stoke-on-Trent (Great Britain) contributes to the company's efforts to recycle and reuse production waste as well as energy recovery by offering high calorific content waste like carpets and heavy layers to the cement industry for heating ovens which need to burn at very high heat.

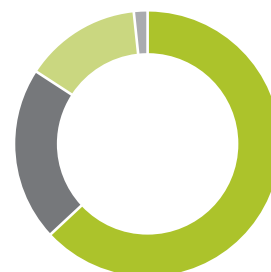
The enhanced initiatives for further improving the recycling quota showed positive results. In 2013, the plant in Guangzhou (China) started recycling waste from carpet production into thermoplastic synthetic fibers (PET) which are then reused for the production of felt blanks. The introduction of this concept at other Autoneum production facilities in Asia has already been implemented. At the same time, the plant in Ons-en-Bray (France) started recycling felt which resulted in more than 400 tons of recycled material in 2013. In addition, the plant in Rosslyn (South Africa) began evaluating ways of recycling the cardboard cores used for aluminum coils.

Autoneum's Recycling Efforts

In 2013, Autoneum established the new Group function "Manufacturing" to enable company-wide best-practice production processes and thus ensure not only the high quality of products, but also to further improve the sustainability footprint of the company in 2014. Additional investments will be evaluated and done in 2015.

The company does extensive analyses of each plant's waste flow which is crucial for implementing recycling and reutilization. At the same time, existing recycling processes have been revised and potential new procedures have been evaluated. The company also aims to reuse all raw materials which are not transformed into finished products for customers. Generally speaking, waste arising from the production of dampers, heavy layers, felt parts or aluminum heatshields can systematically be recycled. However, this is not possible for production processes where the company is not yet fully vertically integrated – like the production of carpets combined with foam, carpets combined with heavy layers or thermosetting felt parts covered with aluminum foil.

Recycling cut-out parts, parts that do not achieve the quality standards and all other waste generated by the different production processes can take place both internally (fully integrated in the manufacturing procedures) or externally (provided, for instance, by Autoneum's raw material suppliers). This reduces waste disposal, increases the material efficiency and creates financial savings in the forthcoming years at the same time.



Waste 2013

Disposal/Landfill	63.19 %
Recycling	21.13 %
Energy Recovery	14.02 %
Hazardous Waste	1.66 %



Autoneum places great value on the efficient use of raw materials, the highest possible recyclability of the products manufactured, and the recycling of production waste.

Economic Responsibility

In order to pursue the strategic priority of profitable growth, Autoneum strives to globally standardize its business processes and to reinforce vertical integration through the enhanced production of raw materials.

As an automotive supplier, up to 20 percent of Autoneum's sales must be replaced each year by new customer orders. Therefore, the company spent around 65 million Swiss francs in 2013 on research and development activities. Autoneum invests in new production techniques and materials to improve product quality and thereby provide customers with cost savings and technological improvements.

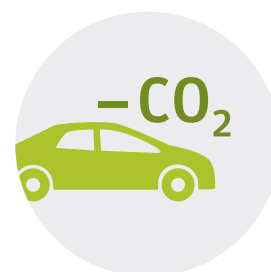
Autoneum's research and development (R&T) center is based at the company's headquarters in Winterthur (Switzerland), supported by six regional acoustic and development centers for, among others, prototyping, material testing and process engineering. Contact with customers is assured by technical experts from headquarters, the regional acoustic and development centers as well as the respective customer business unit.

Innovations fulfilling sustainable criteria

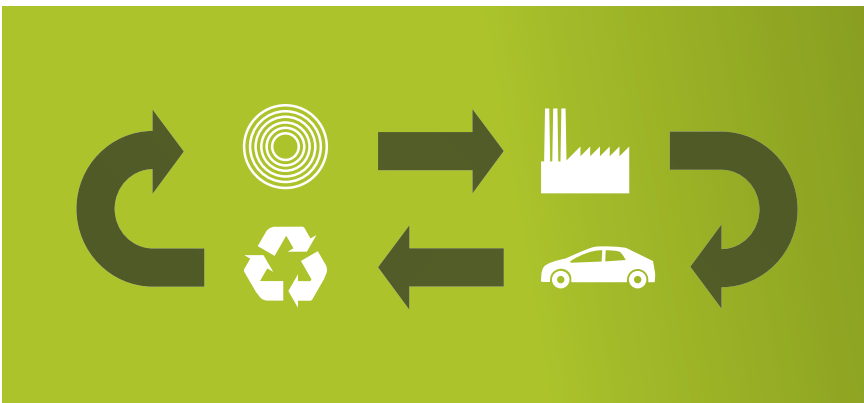
Thanks to its innovative strength, the company remains a pioneer and technology leader in acoustic and thermal management for vehicles. New products and technologies fulfill individual customer requests as well as a broad range of sustainable criteria:

- For instance, the Hybrid-Acoustics technology has attracted interest from various OEMs and will thus be rolled out globally in 2014. Hybrid-Acoustics provides acoustic insulation and absorption in one single product, adapted to area-specific requirements. This interior floor technology uses porous materials which are available with felt or foam. By controlling the dynamic stiffness, it is possible to tune the acoustic insulation and absorption locally to meet every car's NVH (Noise, Vibration, Harshness) requirements. Parts and components based on Hybrid-Acoustics are lightweight and thus enable the automobile manufacturer to reduce both the weight of the vehicle and the CO₂ emissions. Due to the use of laminar particles instead of hollow microspheres, the product provides improved recyclability and thus additional value.
- Autoneum's innovative engine encapsulation concept based on Theta-FiberCell technology had a successful production start in 2013. Besides the acoustic absorption of internal and external noise, the porous fiber-foam solution Theta-FiberCell ensures thermal stability and stores heat after the engine has been switched off. Autoneum was able to show, using a middle-class vehicle, that the temperature after twelve hours of being stationary was about six degrees Celsius higher with Theta-FiberCell encapsulation than it would have been without the special insulation. This temperature difference has a positive effect on the viscosity of the engine oil: higher oil temperature results in lower internal friction within the engine and ensures more efficient driving. An increase of six degrees Celsius in the oil temperature means three grams less CO₂ per kilometer driven.

Thanks to its innovative strength, Autoneum remains a pioneer and technology leader in acoustic and thermal management for vehicles.



- With Ultra-Silent, the company provides the lightest and most powerful underbody systems for vehicles: in comparison with conventional plastic solutions, they are up to 50 percent lighter. At the same time, they absorb sound, thereby reducing the interior and exterior noise of vehicles. In addition, Ultra-Silent provides the best stone-chipping and impact resistance. The mono-material, which consists of glass-free fibers (PET), is also water and heat-resistant and fully recyclable.
- Autoneum strives to reduce the number of materials contained in a final product to improve its recyclability at the end of its life cycle. Improved recyclability increases the value of products for customers, so the Pure-Tuft carpet technology was introduced to serial production in Europe in 2013. Pure-Tuft is a latex-free technology and can therefore be produced energy-efficiently because no large ovens are needed for drying latex. In addition, no latex means less Volatile Organic Compounds (VOCs) as well as better recyclability.

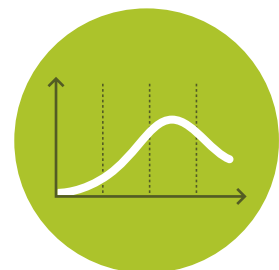


Autoneum has the ambition to minimize environmental impacts during the life cycle of its products.

Ensuring global standards

Another investment focal point in 2013 was the further implementation of globally standardized processes and procedures at all sites. This is of great importance for an international company like Autoneum. The measures taken to achieve these worldwide standards include, for example:

- Continuous improvement of its product lifecycle management (PLM). PLM is the process of globally managing the entire lifecycle of a product from its conception, through design and manufacture, to service and disposal. Product lifecycle management integrates people, data, processes and business systems, providing product information for the entire company.
- New procedures for the consistent management of global customer programs were also introduced in 2013. This worldwide program management process simplifies, from 2014 onwards, coordination between Autoneum's four Business Groups and simultaneously ensures the best possible customer support.
- The company started issuing standard process books which describe in detail the manufacturing procedure of all key manufacturing processes.



The lifecycle of a product has four stages: introduction, growth, maturity, and decline.

- Autoneum set up the new Group function “Global Procurement.” Through this new function, optimization of supply chains and raw materials is guaranteed on a global level. Autoneum also uses value analysis and value engineering methods (VA/VE methods) to guarantee high competitiveness on a long-term basis.
- Big efforts were made in 2013 with regard to the highest possible vertical integration which Autoneum is striving for. In order to increase the internal production of raw materials, additional felt production lines were put into operation at the Chinese sites in Chongqing, Taicang and Shenyang and at the Taubaté plant (Brazil).
- Autoneum successfully started to implement a new ERP system on a global basis, combined with a newly set up global data management system. This system supports the standardization and harmonization of the company’s business processes at all locations. Standardization increases efficiency, transparency and profitability. The ERP system will also facilitate and enhance sustainable business operations.



Autoneum started to implement a new ERP system on a global basis.

Social Responsibility

A corporate strategy oriented only towards economic progress cannot achieve sustained success. A motivating company culture is also an essential contributing factor. Autoneum has therefore defined specific company principles, values and behaviors that form the fundamental pillars of a high-performance culture.

The integrity and good reputation of a company are crucial competitive advantages. As a company operating on a global scale, Autoneum not only complies with the relevant local laws and regulations, it also cultivates business relationships with all its partners based on the principle of trust and honesty. The respective business conduct standards are defined in Autoneum's Code of Conduct. This document applies to all employees; consultants, agents or subcontractors are expected to follow this Code of Conduct in a suitable way when doing business with Autoneum. The Code of Conduct can be downloaded on the company's website (www.autoneum.com/about-autoneum/code-of-conduct).

Autoneum's business conduct standards are defined in the company's Code of Conduct.

Values and Behaviors

Autoneum's corporate culture is guided by the long-term principles "Delight your customers", "Enjoy your work", and "Fight for profits". At the core of the company's high-performance culture are six values which define a shared identity and guide all employees in their daily work life:

- We perform with Passion
- We act with Accountability
- We profit from Innovation
- We live a Global Spirit
- We progress through Continuous Improvement
- We strive for Simplicity

To reinforce and further spread these values within the company, bi-annual high-performance leadership trainings for midlevel managers were developed and carried out for the first time in 2013. In addition, these principles formed an integral part of last year's annual employee evaluations by supplementing the evaluation criteria.

Training and Education

Developing such a high-performance culture requires continuous improvement of the competencies and skills of the employees in line with Autoneum's values and behaviors. Therefore, involvement and training are part of the company's management policy:

- In 2013, the company established its first "Training Directive". This regulates Autoneum's procedures for managing training and the scope of the training.
- An international learning program is in place which alternates yearly with high-performance leadership trainings. It enables participants, among others, to enhance their competencies in cross-cultural and cross-regional cooperation, to improve knowledge transfer and to facilitate cross-cultural relationships.



At the core of Autoneum's high-performance culture are six values which define a shared identity.

- Autoneum offers specific internal, in-depth training sessions to explain manufacturing processes and the benefits of its products and technologies as well as how employees should follow the company's Code of Conduct in their daily work.
- Employees are encouraged to proactively hand in Kaizen improvement proposals from cross-functional teams or individuals.
- The company employed and educated 50 apprentices and vocational trainees worldwide in 2013 – mostly in European countries where apprentice systems are common and popular. Autoneum also works together with students and local universities. This cooperation takes place in various forms such as internships and local initiatives.

Employees

Autoneum as a global company offers a broad variety of attractive positions around the world. Accordingly, the company expects know-how, commitment and flexibility from its employees. At Autoneum, they benefit from an international, multicultural working environment, attractive in-house opportunities for future development as well as performance-based remunerations.

By the end of 2013, Autoneum employed around 9,600 people worldwide, most of them in Europe and North America (excluding apprentices and temporary employees).

Employees		2013	2012
Business Group Europe	1	3,731	4,202
Business Group North America	2	3,372	3,196
Business Group Asia	3	1,019	1,000
Business Group SAMEA*	4	1,331	1,271
Corporate	5	160	151
Total		9,613	9,820

* South America, Middle East, Africa, and Russia.

Compared with 2012, the global workforce has been reduced by 2.1 percent, mainly due to the sale of the former Italian subsidiary in July 2013.

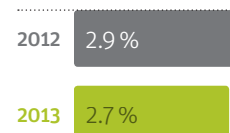
Employees are judged on the basis of their ability to do the job and not on the basis of their personal characteristics. Autoneum does not tolerate any form of harassment and discrimination based on, for instance, sex. In 2012 and 2013, the sex ratio among Autoneum's global workforce remained stable.

Headcount		2013	2012
Male		7,307	7,562
Female		2,306	2,258
In %			
Male		76	77
Female		24	23



“Absenteeism” indicates the time lost by absent employees. It provides information on the amount of working hours that had been planned, but did not take place due to unforeseeable reasons. Autoneum has slightly reduced the absenteeism rate in 2013 as compared to 2012:

In %	2013	2012
Average absenteeism (weighted)	2.7	2.9



One of the reasons for this low rate is the fact that safety conditions consistently have top priority. Regular training and monitoring at all sites is first and foremost in this regard.

Age Structure

Among the male employees at Autoneum in 2013, every second one was between 30 and 49 years old. Out of the women, the majority was in the same age range. There was no significant change in the age structure compared with 2012.

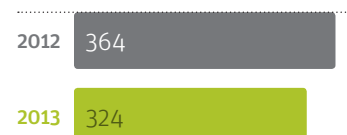
In %	2013
Male below 30 years	24.9
Male 30 – 49 years	53.4
Male 50 years and above	21.7
Female below 30 years	19.2
Female 30 – 49 years	60.0
Female 50 years and above	20.8



Safety and Healthy Living

Autoneum provides its employees with professional and safe working conditions. The company has a comprehensive approach to health and safety management in order to achieve continuous performance improvement in this field as well. Autoneum’s main topic with regard to health and safety is to ensure the highest possible safety conditions at all times. In comparison with 2012, the number of accidents was reduced by 11 percent in 2013.

	2013	2012
Number of accidents	324	364
Work-related fatalities	1	0



Accidents are defined as unplanned and/or undesired incidents resulting in human injury/illness, property damage/loss, or any environmental impact. Accidents concerning employees during working time or on business trips are classified as accidents if the injured persons must leave their workplace to get medical treatment, if they need more than just first-aid treatment, or if they are unable to immediate return to the workplace.

Continuously increasing safety conditions are the main reasons for the lower accident rate. For instance, in 2012 the plant in A Rua (Spain) replaced forklifts for transporting waste containers with a centralized vacuum system that transports all scrap from all production lines directly and automatically to the bale press. This significantly increased safety in 2013 because fewer forklifts are now in use. Evaluations to further reduce the use of forklifts are ongoing.

In order to further decrease the number of accidents, regular safety training for all production employees continued to be obligatory in 2013. The training includes, among others, fire prevention and ergonomics as well as the so-called “lockout/tagout”, a safety procedure that is used at production locations to ensure that potentially dangerous machines are properly shut off and not started up again prior to the completion of maintenance or servicing work.

Autoneum’s global HR team promotes healthy living for its employees and others. Activities are organized individually on plant level and include, for instance, physical-fitness activities, weight-loss programs or stress workshops. In addition, the Wellness Committee of Autoneum’s Bloomsburg site (USA) created a so-called “Cancer Recognition Board” in 2013. Employees at all North American locations of the company, who were affected by cancer at some point in their lives, signed the board to show their awareness and recognition of the disease.

Laws and Regulations

Based on the contract of the European Works Council concluded in 2012 which regulates cooperation, the 13 members of the council met in a two-day conference in summer 2013. Representatives from Autoneum’s Group Executive Board also participated in the conference. The council was heard and consulted on specific issues in the European countries in which Autoneum operates. European Works Councils are bodies representing the European employees of a company. Through them, workers are informed and consulted by the management on the progress of the business and significant decisions at European level that could affect their employment or working conditions. At Autoneum the legal units of Belgium, the Czech Republic, Great Britain, France, Germany, Poland, Portugal and Spain form part of this council.

Autoneum’s main topic with regard to health and safety is to ensure the highest possible safety conditions at all times.



Summary and Outlook

Autoneum's Sustainability Report 2013 shows and documents the achievements that were implemented within the company in 2013, for instance:

- Despite the increase in production which resulted in a corresponding increase in net sales, Autoneum managed to slightly decrease energy consumption, greenhouse gas emissions, and water consumption.
- There was a clear reduction of the company's acidification potential, primarily due to using less fossil fuels and (in parallel) increasing electricity consumption.
- Compared to the substantial increase in production, there was only a small increase in the total amount of waste.
- Autoneum established the new Group function "Manufacturing" to enable company-wide best-practice production processes and to ensure not only the high quality of products, but also to further improve the sustainability footprint of the company.
- The company's principles, values and behaviors were reinforced by including them in the 2013 annual employee evaluations and carrying out high-performance leadership trainings on the basis of selected key values.

In 2014, Autoneum will continue working on its ecological, economic and social sustainability activities:

- First of all, great emphasis will be laid on the evaluation of additional recycling methods and ways to reduce landfill waste to achieve financial savings and to protect the environment. The company already started working on improving the data collection in order to further address this potential in 2014.
- A further enhanced Environmental, Health and Safety Management (EHS) will be implemented in order to improve the EHS performance with a specific audit program, to further raise EHS awareness and the commitment of all employees, and to ensure compliance with legal requirements.
- An again improved Autoneum Production System (APS) assessment will be initiated for all plants. This revised assessment will include additional criteria, for instance the mandatory guideline for complying with the environmental regulations and maintenance standards.
- "Mizusumashi" trains will be installed at additional production locations. Autoneum intends to equip 50 percent of its plants with these trains.

Autoneum will continue to optimize its technologies and processes. Reducing the environmental impact of its products and components – both in product manufacturing and end use – is not only a competitive advantage but also an important concern which international companies have to address proactively. Autoneum is committed to further implementing its philosophy of continuous improvement in the future.

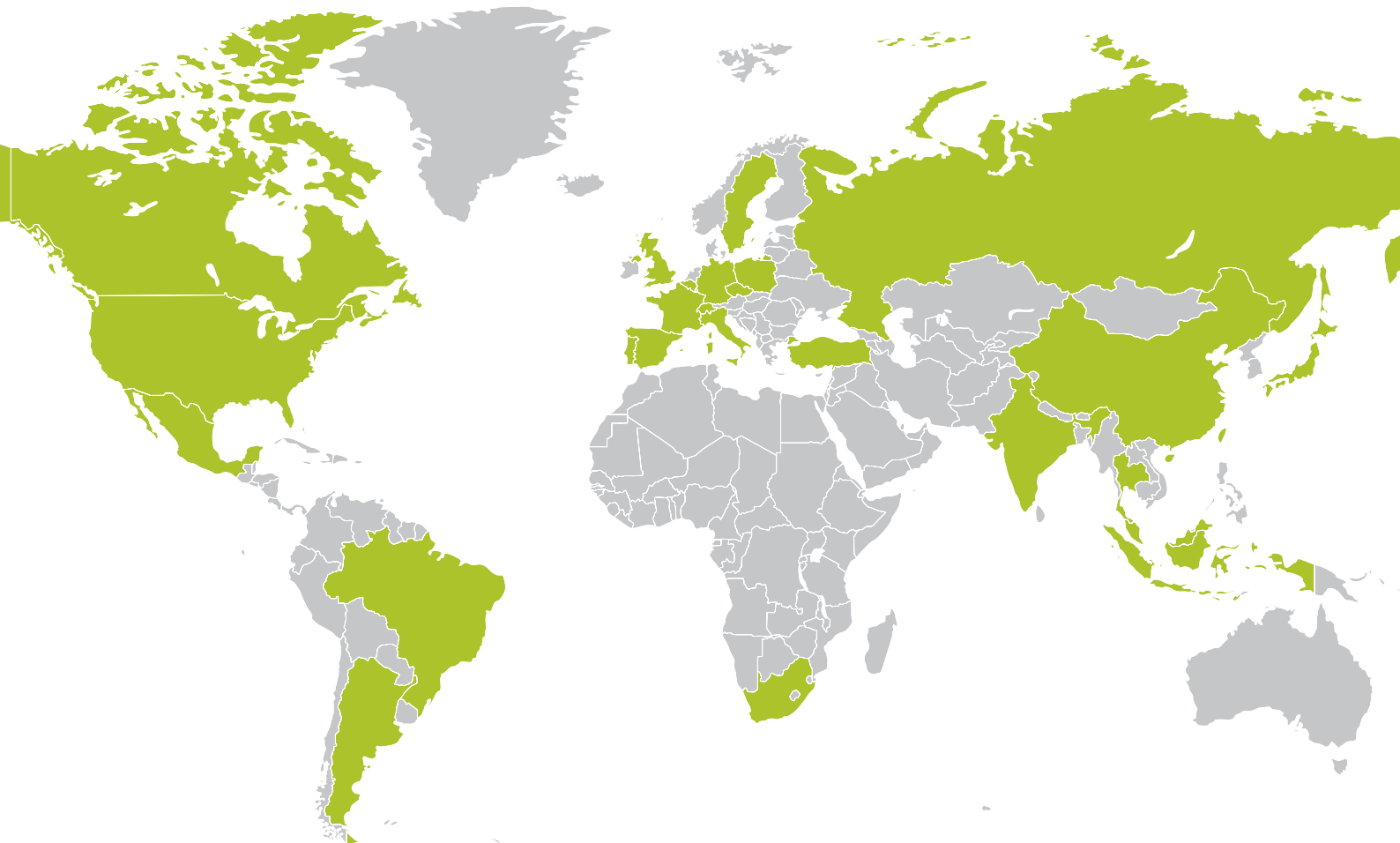


A further enhanced Environmental, Health and Safety Management (EHS) will be implemented in order to improve the EHS performance with a specific audit program.

In 2014, Autoneum will continue working on its ecological, economic and social sustainability activities.

In line with our initiatives to protect the environment, this report is published in electronic form only. It can be downloaded on www.autoneum.com

Global footprint of Autoneum



Autoneum Locations with minority shareholders Investments in associates Licensees

Argentina

– Córdoba

Belgium

– Genk

Brazil

– Betim
– Gravataí
– São Bernardo do Campo
– Taubaté

Canada

– London, Ontario
– Tillsonburg, Ontario

China

– Chongqing
– Shanghai
– Shenyang
– Taicang
– Guangzhou
– Tianjin
– Wuhan
– Fuzhou

Czech Republic

– Bor
– Choceň
– Hnátnice

France

– Aubergenville
– Blainville
– Lachapelle-aux-Pots
– Moissac
– Ons-en-Bray

Germany

– Böblingen
– Großostheim
– Munich
– Roßdorf-Gundernhausen

Great Britain

– Halesowen
– Heckmondwike
– Stoke-on-Trent

India

– Behror
– Chennai

Indonesia

– Jakarta

Italy

– Leini

Japan

– Aichi
– Higashi Kyushu
– Hiratsuka
– Hiroshima
– Kyushu
– Shizuoka
– Tokyo

Malaysia

– Shah Alam

Mexico

– Hermosillo
– Silao

Poland

– Katowice
– Nowogard

Portugal

– Setúbal

Russia

– Ryazan

South Africa

– Rosslyn
– Durban

Spain

– A Rúa
– Valldoreix

Sweden

– Göteborg

Switzerland

– Winterthur (HQ)
– Sevelen

Taiwan

– Tao Yuan Hsien

Thailand

– Rayong
– Chonburi
– Samutprakarn

Turkey

– Bursa
– Bursa

USA

– Aiken, South Carolina
– Bloomsburg, Pennsylvania
– Farmington Hills, Michigan
– Oregon-Lallendorf, Ohio
– Oregon-Wynn, Ohio
– Chicago Heights, Illinois
– Jackson, Tennessee
– Somerset, Kentucky
– Tinley Park, Illinois
– Valparaiso, Indiana

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