



# Sustainability Report Sylvac SA

Year 2022





# Introduction

As a metrology company, Sylvac understands the vital role that measurement plays in the world and recognize that we cannot improve what we don't measure. That's why we are excited to launch our very first CSR report. Through this initiative, we will track and assess our progress towards a more sustainable future by setting SMART goals and regularly measuring our performance. This data will inform our decision-making and help us take meaningful action towards achieving our sustainability goals.

As a Swiss SME, we have a responsibility to lead by example. We recognize that our actions can significantly impact the environment and society as a whole. Therefore, we are committed to taking a proactive approach to sustainability and encouraging our entire supply chain to do the same.

We are proud to be part of a global effort to create a more sustainable future.

Sylvac is taking initiatives in all aspects of sustainability:

- environmental
- social
- economic
- energy-related

We are dedicated to reducing our carbon footprint, conserving natural resources, promoting fair labor practices, and adhering to ethical business standards. Sustainability is not just a buzzword for us, but an integral part of doing business in the 21st century.

Through our 2022 CSR summary, we aim to share our progress and inspire others to take action. We invite you to join us on this journey towards a more sustainable future.

## Table of contents

Economy	4
Environment	10
Energy	14
Social	22

Let's take actions for a bright future !



# Economy

In 2022, Sylvac has committed to accelerating its focus on sustainability, with particular emphasis on economic sustainability. To achieve this, the company has taken advantage of a program offered by the Canton of Vaud called the «Fonds de soutien à l'économie durable» (Sustainable Economy Support Fund). This program, part of a CHF 105 million decree adopted by the Grand Council in September 2020, is aimed at creating measures dedicated to innovation and sustainable economic development. Its goal is to promote sustainability in the service of economic competitiveness. The first of these measures is now available through the Department of Economy, Innovation, and Sport (DEIS). The program offers financial support of up to 50% of the cost of a mandate to help companies transition towards sustainability, with a maximum grant of CHF 15,000.

Two companies in Vaud have already taken advantage of this program and Sylvac is one of them. Sylvac's CEO stated that "the support from the Canton of Vaud is invaluable in giving the company the necessary impetus to continue on our sustainability journey." Sylvac has begun by conducting a study to define its sustainability objectives and the means required to achieve them, with DSS+ as its chosen sustainability consultant. This program reflects both the company's long-term vision and its commitment to corporate social responsibility.

To know more about this program, you can visit :  
<https://www.vd.ch/themes/economie/soutien-aux-entreprises/economie-durable/mandat-daccompagnement>

## 1 FINANCIAL SUPPORT

**"The support from the Canton of Vaud is invaluable in giving the company the necessary impetus to continue on our sustainability journey."**

**Eric Schnyder, Sylvac's CEO**



## 17.05.2022 : Workshop for the definition of a sustainable development strategy

In 2022, Sylvac took an important step towards our commitment to sustainability by partnering with the renowned sustainability consulting firm DSS+ to conduct a workshop for the definition of a sustainable development strategy.

The workshop was a collaborative effort that involved a broad range of stakeholders. During the workshop, we assessed our current operations to identify areas where we could reduce our environmental impact and improve our social responsibility.

We discussed what sustainability was and how to engage the whole company in the process of making our operations more sustainable and what goals we could set for reducing our environmental impact and improving our social responsibility. Throughout the process, we engaged with stakeholders to ensure

that their perspectives were taken into account and that they felt invested in our sustainability efforts. We are proud of the work we accomplished during this workshop and are committed to continuing to build on these efforts in the years to come.



Sustainability workshop with DSS+

## 21.06.2022 : Workshop «Eco-design applied to Sylvac»

We conducted an eco-design workshop to explore ways to reduce the environmental impact of our products from the conception point. We focused on the idea of eco-concept, which means considering sustainability at every stage of the product development process, from the initial concept to the end of its life cycle.

During the workshop, we assessed the environmental impact of our current products and brain-stormed eco-friendly alternatives that could be integrated into the design phase. We prioritized eco-friendly features based on their impact and feasibility and identified ways to incorporate them into our product designs from the beginning. We also assessed the economic feasibility of the eco-friendly designs and engaged with stakeholders to gather feedback on the new product designs. The workshop was a

crucial step in our commitment to sustainable practices and responsible production, as it allowed us to develop a roadmap for producing products that are more environmentally friendly from their conception.



Eric Schnyder, the director of Sylvac, presents one of his precision measurement tools to State Councillor Philippe Leuba at the launch of the Sustainable Economy Support Fund on Tuesday morning in Yverdon.



## 01.12.2022 : Creation of a green team

In recent years, sustainability has become a top priority for companies around the world, and Sylvac is no exception.

Our management team recognizes the importance of sustainable practices and has made it a priority for the entire organization.

This commitment to sustainability has led to the creation of a green team. The green team is comprised of dedicated employees from various departments who are passionate about environmental sustainability.

They work collaboratively to identify opportunities for improvement and develop strategies to reduce our environmental footprint.

The team has already started working on promising

initiatives, including waste reduction programs, energy-efficient practices, and awareness campaigns. By prioritizing sustainability at all levels of the organization, we are committed to creating a positive impact on our environment, society, and economy.

7  
MEMBERS





# Environment

## The end of paper manuals

At Sylvac, we are committed to reducing our environmental footprint and minimizing our impact on the planet. As part of our sustainability efforts, we have implemented a new approach to product manuals that has allowed us to significantly reduce our paper usage. Instead of printing lengthy manuals for each product, we now provide a quickstart insert that includes a QR code linking to an online manual.

By adopting this approach, we have saved the print of approximately 50,000 manuals, each of which could be up to 80 pages long. This translates to a savings of more than 3,000,000 pages, which not only reduces the number of trees cut down, but also

minimizes the environmental impact of the energy used to make the paper, print on the paper, and transport the paper.

By implementing this change, we have taken a significant step towards reducing our carbon footprint and preserving natural resources for future generations.

**3,000,000  
PAGES SAVED**

## Eco friendly packaging

We have also committed to reducing our environmental impact by implementing sustainable packaging practices. We have begun the process of replacing plastic and foam packaging with eco-friendly alternatives, starting with our calipers and S\_Dial mini indicators.

Our current packaging configuration for these products includes polyethylene foam and injection-molded polyamide boxes, which contribute to the buildup of non-biodegradable waste in landfills.

To address this issue, we have developed an eco-friendly packaging solution for our calipers that utilizes cellulose fiber made from sugarcane instead of foam, and a recyclable cardboard box with a protective film.





# Environment

This new configuration reduces our use of non-biodegradable materials and increases our use of renewable, biodegradable alternatives. Our S\_Dial mini indicators have also undergone a packaging transformation, with the new packaging featuring cellulose fiber and a recyclable cardboard box, with a polyethylene bag that is 95.5% degradable and 4.5% recyclable.

By implementing these changes, we are taking important steps towards reducing our carbon footprint and conserving natural resources.

We are committed to continuing this process and introducing sustainable packaging solutions across all of our product lines. Our goal is to provide our customers with high-quality products that are both innovative and environmentally responsible.

**TARGET**  
**UP TO 98%**  
**DEGRADABLE**  
**4,5%**  
**RECYCLABLE**

## Packaging for calipers

	OLD	NEW
Internal cushioning	Polyethylene foam, 18g	Cellulose fiber (sugar cane), 34g
Outer packaging	PA6 +30% FV injected box, 190g	Cardboard box (protect. film 50µm), 137g
Instrument protection	60µm PE bag, 3.5g 100% recyclable	PE bag 60µm, 3.5g Degradable: 98% / Recyclable: 2%.
Start of the project		November 2021
Customer availability		Autumn 2023

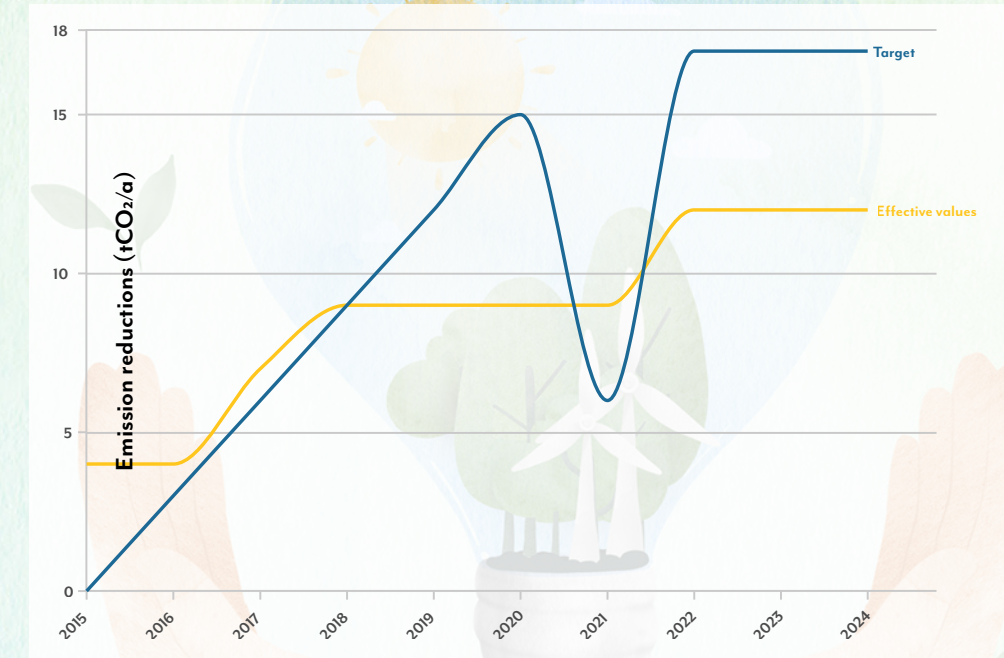
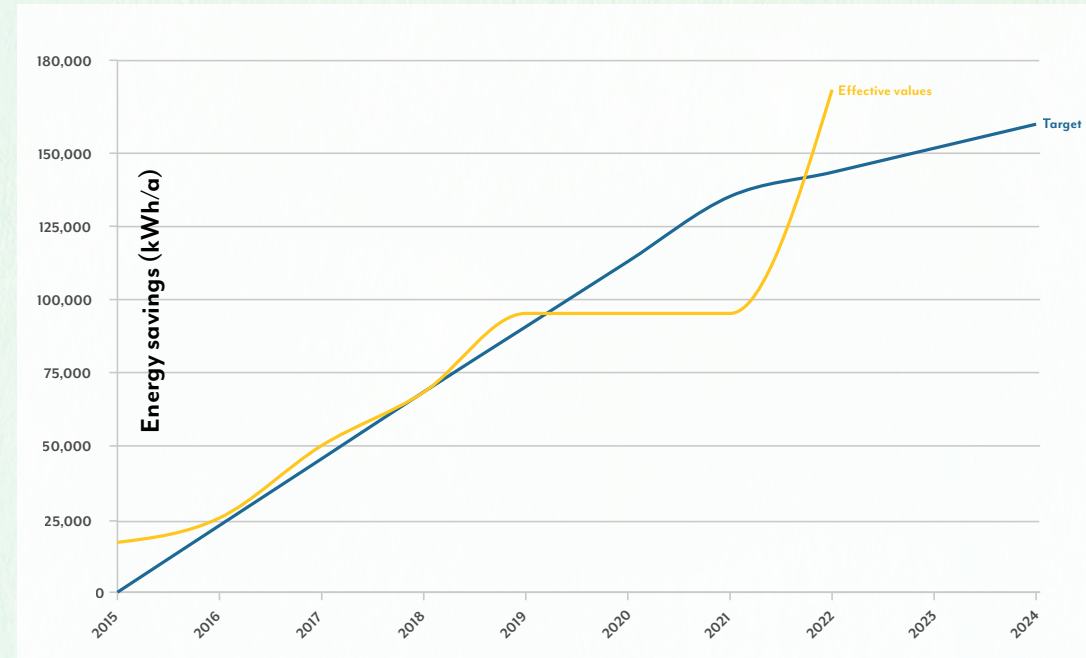
## Packaging for digital indicators

	OLD	NEW
Internal cushioning	Thermoformed PET-C, 25g	Cellulose fiber (sugar cane), 22g
Outer packaging	Carton, 29g	Cardboard box (film protector 50µm), 29g
Instrument protection	- Degradable: 54% / Recyclable: 46%	PE bag 60µm, 2.5g Degradable: 95.5% / Recyclable: 4.5 %
Start of the project		May 2021
Customer availability		Spring 2024 (estimation)



# Energy

Sylvac follows the recommendations and objectives set by AEnEC, an organization that has been providing competent and pragmatic guidance to businesses from all sectors of the economy for over twenty years. AEnEC's tailored solutions for energy and resource management have helped businesses improve their energy efficiency, reduce their CO2 emissions, and optimize their resource use. By working with AEnEC, Sylvac has been able to identify areas for improvement and implement measures that not only benefit the environment but also make good economic sense. Sylvac believes in the protection of the climate and aims to achieve this through cost-effective measures that benefit both the company and society as a whole.



Sources: Energy Agency for the Economy  
Data for Malleray only



## Measures implemented in 2022

- Reduce ventilation rate - 100% achieved - 49% reduction
- Reduce ventilation rate - 75% achieved - ventilation operating hours reduced
- Optimize supply air temperature set point - 100% achieved
- Reduce compressed air network leaks - 100% achieved - detection and sealing campaign
- Block thermostatic valves - 100% achieved - adjustment, frequent control
- Reduce the operating pressure of the VSD compressor - 75% achieved - pressure lowered to 6.2bar
- Shut down compressor when not in use - 100% achieved
- Reduce operating pressure of oil-free compressor - 100% achieved
- Optimize heat production settings - 75% achieved - intervention on the ventilation coil
- Replace the lamps in the raw materials and shipping areas - 100% completed - 146+90 tubes replaced

Other measures must still be implemented in order to achieve the objectives of the CO2 convention.

**100%**  
OPTIMIZED  
**VENTILATION RATE**

**136**  
INCANDESCENT LAMPS  
**REPLACED BY LED**

**100%**  
OPTIMIZED  
**THERMOSTATIC VALVES**

**100%**  
OPTIMIZED  
**HEAT PRODUCTION**

**75%**  
OPTIMIZED  
**OPERATING PRESSURE**



## Detailed data for 2022 in Malleray

### Trajectories and actual values

#### Energy savings [kWh/a]

Year	Trajectory	Actual values
2015	0	17'052
2016	22'815	25'369
2017	45'629	50'140
2018	68'444	68'360
2019	90'717	95'272
2020	112'990	95'272
2021	135'263	95'272
2022	143'487	171'701
2023	151'712	
2024	159'936	
Total	930'993	

#### Measurement-based target [tCO2/a]

Trajectory	Actual values
0	4
3	4
6	7
9	9
12	9
15	9
6	9
17	12
17	12
17	12
99	85

### Consumption in kWh/a

#### Electricity (Purchase)

Year	Trajectory
2014	750'000
2015	686'781
2016	691'436
2017	700'604
2018	743'294
2019	761'769
2020	637'858
2021	690'818
2022	696'238

#### Fuel oil

Trajectory
397'208
387'278
302'077
343'307
376'464
357'944
342'592
370'118
346'087

Sources: Energy Agency for the Economy



Detailed data for 2022 in Malleray

CO2 emissions in tCO2

Fuel oil

Year	Trajectory
2014	105
2015	103
2016	80
2017	91
2018	100
2019	95
2020	91
2021	98
2022	92

92 tCO2  
OF EMISSION  
IN 2022

100%  
DEGREE OF ACHIEVEMENT  
OF THE MEASURES  
IN 2022

Measures implemented in 2022

Improvement measure

Number	Description
6	Regulate the flow of the production sector - Machining
21	[Supplemental Measure 2023] Replacement of a compressor
22	[Additional Measure 2023] Installation of solenoid valves for compressed air on all main machines
Total	

Effect and degree of achievement

kWh	tCO2	%
20'881	3	25
22'630	0	100
32'918	0	100
76'428	3	

Sources: Energy Agency for the Economy

On the road to a minimal ecological impact



# Social

Sylvac's commitment to corporate social sustainability extends to promoting the well-being of all its stakeholders, with a particular emphasis on its employees.

The recent DSS+ study revealed that Sylvac already had many sustainable policies and practices in place, such as a ten-year old paternity leave policy, flexible work schedules that accommodate personal and family constraints, and long-standing implementation of part-time work for employees.

In addition, Sylvac's buildings were all constructed with energy efficiency and optimized logistical flows in mind, resulting in better work efficiency and reduced environmental impact. Despite the 2008 crisis, Sylvac remained committed to its employees, managing to keep all its staff and provide them with

training to better equip its teams.

By prioritizing employee well-being and sustainability, Sylvac has reaped the benefits of increased productivity, employee retention, and a positive reputation in the industry.

**21,44km**  
**AVERAGE DISTANCE**  
**FROM WORK**

## Interesting facts in Yverdon-les-Bains

- The average distance from home to work for Yverdon employees is approximately 34 km.
- 73% of employees live within 40 km of their workplace.
- 47% of employees live within 35 km of their workplace.
- 16% of employees live within 25 km of their workplace.

## Interesting facts in Malleray

- The average distance from home to work for Malleray employees is approximately 12 km.
- 50% of employees live within 5km of their workplace.
- 66% of employees live within 15 km of their workplace.
- 81% of employees live within 25 km of their workplace.

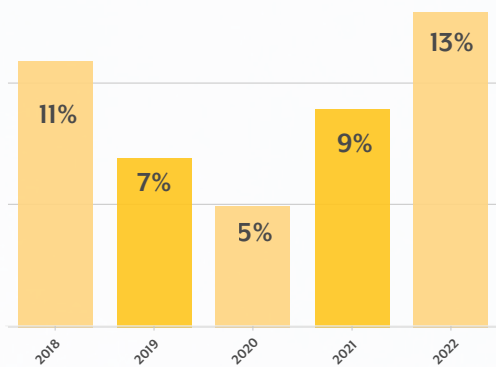




# Employee turnover

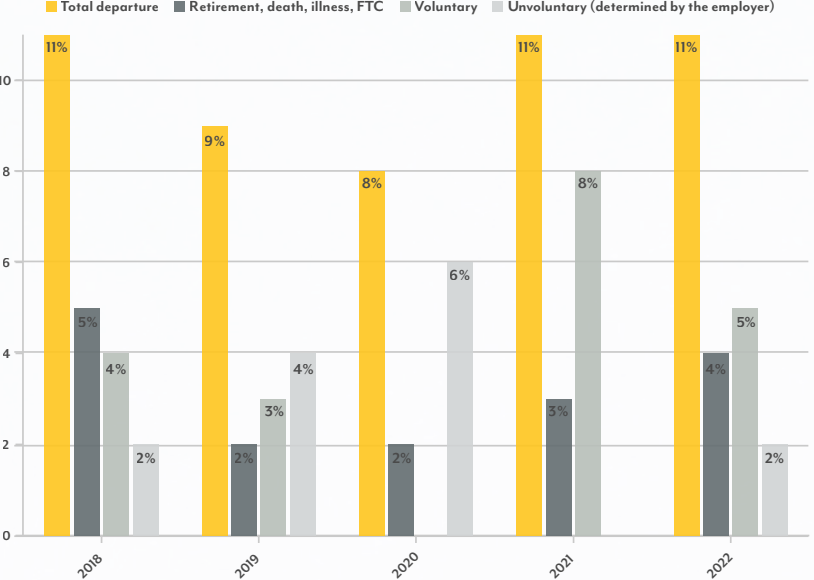
## Turnover arrivals and departures

Arrivals & departures



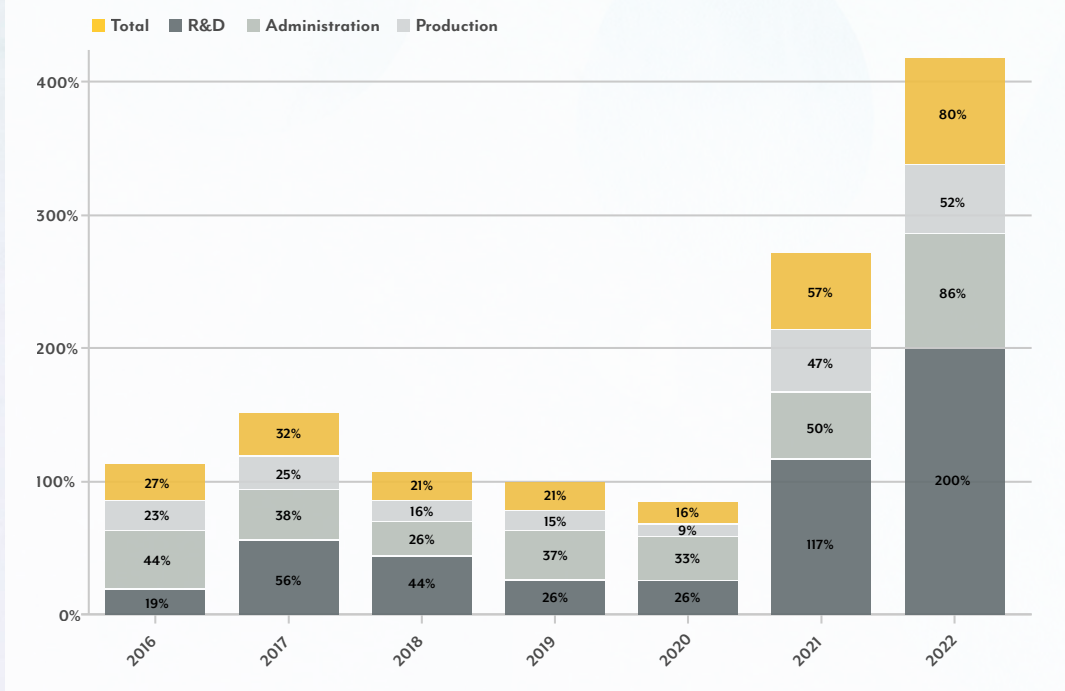
13%  
TURNOVER  
IN 2022

Departures (detailed)



# Further education

## Proportion of employees who have attended training courses



UP TO 80%  
OF EMPLOYEES  
FOLLOWED A TRAINING  
IN 2022

UP TO 98%  
OF EMPLOYEES  
HAVE GRADUATED  
IN 2022



Employees well-being in 2022

Bike to work

4,724km  
TRAVELLED BY BIKE  
IN JUNE 2022

Free fruits at work

1,960kg  
OF FRESH FRUITS

Well-Being Programs

18  
OFFERED

Free doctor's check-up

17  
ATTENDING

Free Covid tests

1000 tests  
OFFERED

Free coffee at work

15'926  
COFFEES DRUNK

External activities

6  
ACTIVITIES

Prevention workshops

2  
FOLLOWED





Each one of us can make a difference.

