

SUSTAINABILITY REPORT 2020



THINKING IN GENERATIONS

AT CRÉATION BAUMANN, SUSTAINABLE ACTION RUNS IN THE FAMILY. EVER SINCE MY GREAT-GRANDFATHER FOUNDED THE COMPANY IN 1886, WE HAVE KEPT OUR SIGHTS FIRMLY ON LONG-TERM WELL-BEING — ECONOMICALLY, ECOLOGICALLY AND SOCIALLY. THANKS TO THIS VISION, WE ARE NOW WRITING THE NEXT CHAPTER OF OUR STORY AS THE FOURTH GENERATION.

As a textile manufacturer nestled at the heart of densely populated Switzerland, we were quick to recognise our special responsibility towards the environment. The significance of sustainability for economic activity has fundamentally changed and grown in recent years, not least because of the increasingly apparent climate change. Our customers and product users also expect us to provide transparent information on how we contribute to a future worth living in – today and tomorrow.

Création Baumann sees this as an opportunity. This is why we have systematically analysed and examined our sustainability strategy. Based on key subject areas, we have formulated our current approaches and future measures. Through the transparency created by our report, we are deeply committed to implementing these measures in the coming years while providing biennial updates on our work and newly defined measures.



Philippe Baumann
CEO

We understand sustainability as a lasting balance between the ecological, social and economic performance of the company. We define these three areas as the environment, people and the economy.

Concerning the environment, the durability of our high-quality textiles has played a central role since our foundation. Our products are often used for up to twenty years. As a textile company manufacturing in Switzerland, the issue of climate compatibility presents us with major challenges in the future. Our aim is to make a contribution to meeting the climate goals specified in the Paris Agreement. We are taking more measures to ensure the cyclability of textile waste and used products that are at the end of their useful life. We want to

achieve further improvements in this area with innovative projects.

Our mission is to increase the well-being of people in private and public spaces with textile solutions.. This describes the positive contribution that our company makes to society. We offer our employees favourable working conditions as well as ongoing training and training and development opportunities. Our corporate culture promotes innovation across all areas. Coupled with ecological and social aspects, this builds the foundation of the long-term economic success of Création Baumann.

Thank you for placing your trust in us. I hope you enjoy reading our sustainability report.

PHILIPPE BAUMANN, CEO



“WE UNDERSTAND SUSTAINABILITY AS A LASTING BALANCE BETWEEN THE ECOLOGICAL, SOCIAL AND ECONOMIC PERFORMANCE OF THE COMPANY.”

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SUSTAINABLE BY TRADITION: CRÉATION BAUMANN

A piece of light purple fabric is draped over dark, textured rocks. The fabric is the central focus, with its folds and creases creating a sense of movement and texture. The rocks are dark and have a rough, porous appearance, providing a stark contrast to the smooth, soft fabric. The overall composition is artistic and evocative, suggesting a connection between nature and traditional craftsmanship.

ABOUT CRÉATION BAUMANN

CRÉATION BAUMANN HAS BEEN MAKING ITS MARK IN THE TEXTILE INDUSTRY FOR MORE THAN 130 YEARS. AMIDST CONSTANT CHANGE, ONE THING HAS ALWAYS REMAINED THE SAME: OUR PASSION FOR EXCEPTIONAL FABRICS — AND FOR SUSTAINABLE GROWTH.

Création Baumann develops and produces textile solutions that enhance people's well-being in private and public spaces. The needs of people and the environment lie at the very heart of our thoughts and actions.

With innovative functional textiles, Création Baumann offers a wide range of acoustic fabrics, textiles for glare and heat protection as well as dim-out fabrics. Especially in the area of acoustics, Création Baumann presents an array of pioneering products and boasts the world's largest range of opaque and sheer acoustic fabrics.

With technical interior shading systems such as roller blinds or panel curtains, Création Baumann enables textile window designs for even the most discerning aesthetic requirements.

Product development, the design studio and production are all based in the Swiss town of Langenthal, enabling us to control the entire manufacturing process from the initial idea all the way to implementation. This is invaluable for an innovative company like Création Baumann – also with regard to the sustainability of our products.

Our textiles are used in interior design projects all over the world. Création Baumann is a family business managed by the fourth generation and is a global leader in textile production.



Langenthal production site: now in its fourth generation of family ownership, Création Baumann manufactures high-quality textile products.



MISSION AND VISION

CRÉATION BAUMANN INCREASES THE WELL-BEING OF PEOPLE IN PRIVATE AND PUBLIC SPACES WITH TEXTILE SOLUTIONS.

CRÉATION BAUMANN IS THE MOST RELIABLE AND INNOVATIVE BRAND FOR OUR CUSTOMERS. PEOPLE'S NEEDS ARE THE FOCUS OF OUR THINKING AND WE ACT SUSTAINABLY IN ALL AREAS.

We create textile solutions at the cutting edge of technology.

Our textile solutions meet people's needs in terms of design, privacy, glare protection, dim-out, acoustics and more. Our products meet high standards of functionality, aesthetics, quality and sustainability. – All this at reasonable prices.

We always remain innovative in every area.

The aim of our innovation is to increase the customer benefit and our company's competitiveness. We are innovative through and through – from product development, procurement and manufacturing to sales and customer service.

We act sustainably in all fields of corporate management.

We understand sustainability as a lasting balance between the ecological,

social and economic performance of a company. We are guided by our sustainability strategy and implement it consistently with concrete measures. We oblige our suppliers to comply with the requirements we have defined as well as with the legal requirements regarding working conditions and environmental protection, and we review this regularly.

We carry the «Création Baumann» brand into the world.

Our brand stands for clear values: high-quality and stylish, innovative and creative, contemporary and in line with trends, reliable, Swiss and sustainable.

We are customer-oriented in sales and services.

We consistently focus on the needs of our customers. We want to be known by our customers as the most reliable, innovative and sustainable supplier of textile solutions.

We combine in-house production with global procurement.

We distinguish ourselves by our in-house production. We use the opportunities of the international market for preliminary work and trade products. Our production ensures the necessary technical competence for an innovative and differentiated product offer.

We are successful thanks to motivated employees.

Committed employees are the most important success driver of Création Baumann. They live our code of conduct and are motivated, reliable, open for change, trustworthy and work together.

We lead and decide according to clear principles.

Our management culture is based on clear principles which we live by every day. Our managers orient themselves on the strengths of their employees. They have character integrity, i.e. they say what they think and act accordingly. They focus on opportunities and not on problems. This leads to self-motivation.

We live the values of a family business.

We are an independent family business that is oriented towards long-term goals and shows responsibility towards society and the environment. Our risk, profit and financing policy is farsighted and aim to ensure the sustainable existence of the company.

SUSTAINABILITY STRATEGY

OUR HOLISTIC SUSTAINABILITY STRATEGY PROVIDES GUIDANCE AND ENSURES THAT WORDS ARE FOLLOWED BY CLEAR ACTIONS.

With specific measures in the areas of the environment, people and the economy, we secure the future of Création Baumann. As an owner-managed family business, we are dedicated to long-term success. For us, success means making a positive contribution on an ecological, social and economic level. We achieve this by maximising the positive effects of our activity while minimising the negative impacts. We always strive to maintain a balance between the demands of all stakeholders.

We care for our environment and develop high-quality, well-designed and long-lasting products.

We do this in the most environmentally friendly and resource-saving manner possible. Sustainability is an integral part of how we understand quality.

Enhancing people's feeling of well-being and safety in spaces has always been the core focus of how we think and act.

Good, safe working conditions, a pleasant working atmosphere and targeted development opportunities motivate our staff and encourage them to perform at their best.

We believe that economic success is a means to an end in order to pursue our passion – the development and production of textiles. The company's economic success must not be at the expense of people or the environment. Rather, we see it as a result of responsible and careful company management based on clearly defined guidelines.

To ensure the careful use of resources and achieve the greatest possible impact, we have defined eight fields of action within the three areas environment, people and economy (see graph). For each of these topics, we have formulated our objectives in writing and defined measures for their realisation.

By declaring sustainability to be a key element of our corporate culture and defining clear responsibilities for implementation, we ensure that words are followed by actions, the success of which is measurable and regularly monitored. By raising awareness and involving all staff members, we embrace a value-based, far-sighted corporate culture.

Création Baumann is firmly committed to critically analysing and developing its sustainability strategy based on current activities and focal points.

	Supply chain	In-house processes	Customers
Environment			
Product longevity	•	•	•
Climate compatibility	•	•	•
Cyclable products and materials	•	•	•
People			
Product influence on user	•	•	•
Working conditions	•	•	•
Training and development	•	•	•
Economy			
Innovation	•	•	•
Economic success	•	•	•

Table 1: Sustainability areas and focal points

MATERIALITY ANALYSIS

A SYSTEMATIC PROCESS WAS USED TO DEFINE THE FIELDS OF ACTION. THE TOPICS IDENTIFIED FORM THE BASIS FOR OUR STRATEGY AND REPORTING.

The defined fields of action help Création Baumann to raise awareness of the most important topics. The procedure also ensures that the measures are balanced. The focal points were used to develop strategies and define measures, ultimately resulting in the formulation of this sustainability report.

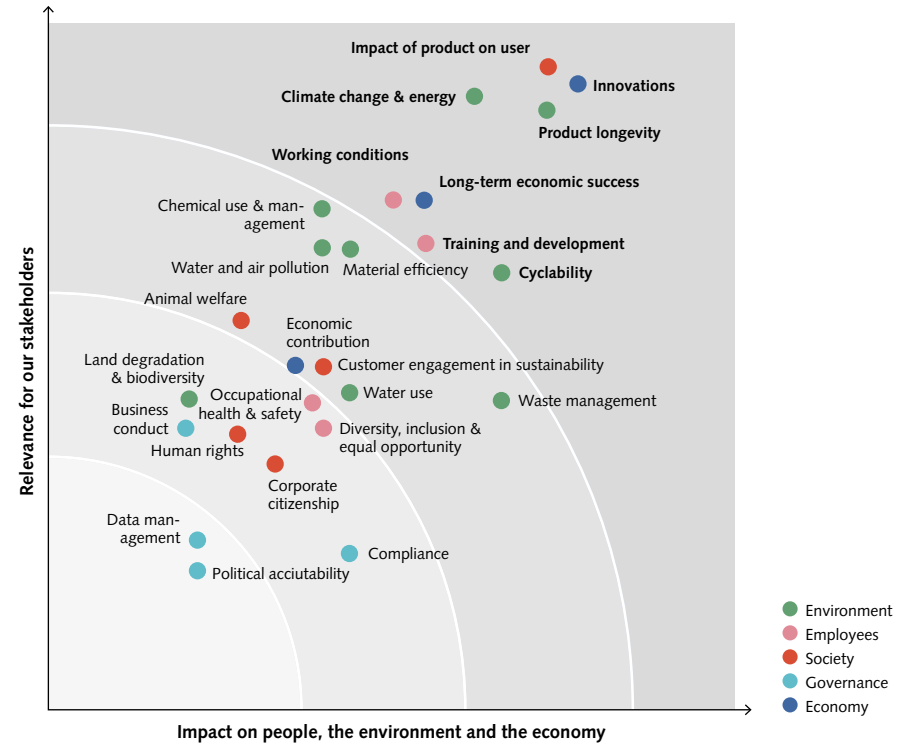
The starting point for the materiality analysis was a comprehensive list of sustainability topics related to our business activities. This detailed collection was then summarised in 25 potentially relevant topic groups, which reflect the entire spectrum of our sustainability impact (see graph).

In the next step, independent sustainability experts assessed the topic groups in terms of their relevance for our stakeholders and the potential impact of our business activities on people, the environment and the economy. This assessment was compared with the results of a customer survey and verified in discussions with selected staff members and in a workshop with all members of the management team. The results of the analysis are shown in the graph above.

In assessing a specific topic group, we considered our concrete activities and processes, along with the existing framework conditions.

Our cutting-edge production processes and production location of Switzerland play a decisive role here. Thanks to our efficient facilities and the prevailing human rights situation in Switzerland, for instance, issues such as water

Fields of action



Graph 1: Sustainability fields of action

consumption and human rights carry less weight than they would for a company with a different geographical focus.

FOR THE LOVE OF NATURE: ECOLOGICAL SUSTAINABILITY

PRODUCT LONGEVITY

CRÉATION BAUMANN FIRMLY BELIEVES THAT THE DURABILITY OF TEXTILES MAKES A DECISIVE CONTRIBUTION TO ECOLOGICAL SUSTAINABILITY.

Aim: maximum durability

Textile production is an energy- and resource-intensive process. The longer a product's useful life, the more efficiently these resources were used and the lower the environmental impact.

The high-quality textiles and systems by Création Baumann are acquisitions that will last a lifetime. Both in terms of their quality and aesthetics, our products are designed for maximum durability. The exact length of a product's service life primarily depends on the user's requirements and behaviour. We want customers to be able to decide for themselves when to renew their textile furnishings. The timing of this decision should not be dictated by the service life of our products. Thanks to this product longevity, we not only make an important ecological contribution, but also improve our price-performance ratio.

Timeless design

Rather than following short-lived fashion trends, the colour and design of our products adhere to the concept of timeless aesthetics. In our creation department, long-standing

employees design and develop our products with a high level of expertise in aesthetics. They translate their flair for shape and colour into new products with high quality and elegance. This yields timeless products that continue to impress over the course of time. In the event of conflicting aims, we prioritise aesthetic longevity – after all, we see this both as an essential customer requirement and a distinguishing factor.

Materials and processing

Création Baumann products are made in our in-house, vertically integrated textile production facilities or by our trusted suppliers. With a few exceptions, these are all located in Europe. Requirements concerning the high quality and robustness of our raw materials and processing are extremely stringent and are defined in production development.

The yarns used must be easy-care, crease-resistant and dimensionally stable, and must offer a high level of colour brilliance and lightfastness. For upholstery fabrics, we only use yarns with high abrasion resistance.

Use and care

Our products should retain their quality properties and functions for as long as possible. We ensure this by subjecting all new products to extensive testing before their launch. The results of these tests are published in order to provide our customers and users with transparent information about usage properties.

Textile care also plays a crucial role since products can become soiled during use. It is our constant endeavour to ensure that the quality and functional properties of our products remain unaffected by washing. As well as focusing on raw material quality, our product development department makes sure that the fabric's construction and finishing permit the use of normal care procedures. Ready-made products are supplied with care labels.

Enhancing longevity

Création Baumann is committed to further increasing the durability of its products and defining a longevity concept. In order to achieve this, we carry out systematic analyses of when and why products are disposed of.

FOCUS: LONG-LASTING PRODUCTS IN USE

INTERVIEW WITH UELI BIESENKAMP, DASKONZEPT, THUN



Konzepthalle6, Thun, Switzerland
Interior design: daskonzept, Thun
Products: SINFONIA, DIMMER

One of the main focal points at Création Baumann is longevity. High-quality materials, timeless design and stringent production quality requirements represent the cornerstone for its achievement. The longevity of the products ensures that textiles are seen as long-lasting interior design elements rather than short-lived trend accessories. Some eleven years ago, the interior design studio "daskonzept" was commissioned to design the Konzepthalle6 in Thun, Switzerland. It is a site that accommodates co-working, culture, design and gastronomy. With textiles by Création Baumann – the two classics SINFONIA and DIMMER – the 2700 square metres of internal space can be subdivided into three smaller areas and used for a wide variety of purposes.

No one would ever guess that the Konzepthalle6 premises are already eleven years old. What is important when it comes to creating concepts that are timeless and therefore long-lasting?

The simplicity and function of the design. The only 'walls' are the curtains. This works – and the concept's success has proven us right. The system was already replicated in Aarau and two further major projects are currently in planning.

What role do textiles play?

The Création Baumann products impress with their versatility and simplicity: they are used to create new spaces in just a few simple steps. Thanks to their sound-absorbing effect, the

textiles also help to lower noise levels. They also offer dim-out or blackout functions. This great flexibility makes it possible to adapt the room design quickly and easily to suit individual occasions and acoustics.

What sets long-lasting textiles apart?

The quality of the products. Here in Thun, everything still looks new eleven years later. Our demands for durable products have certainly been met.

The textiles offer Konzepthalle6 excellent flexibility. They allow the rooms to be subdivided with ease to meet specific requirements. Is it fair to say that flexibility leads to longevity?

Of course. The more flexibly a space can be configured, the greater its usability and versatility. Thanks to the high product quality, which guarantees a certain level of durability, we can rent our spaces for events and co-working for many years to come.

CLIMATE COMPATIBILITY

TEXTILE PRODUCTION NEEDS ENERGY AND RELEASES GREENHOUSE GASES. WITH TARGETED MEASURES, WE ARE ACTIVELY COMBATING CLIMATE CHANGE.

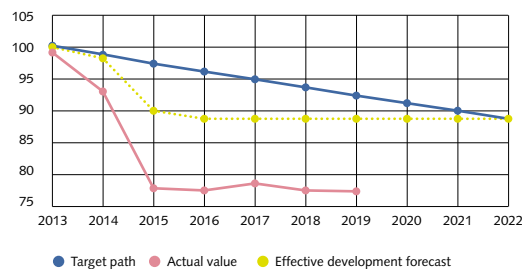
Aim: to protecting the climate

Création Baumann is acutely aware that the textile industry is an energy-intensive sector. This is why we are committed to making lasting improvements to the climate compatibility of our actions.

To minimise the impact on the climate and to mitigate the negative consequences of climate change, we are investing in targeted solutions and measures that reduce greenhouse gas emissions.

Reducing CO₂, promoting renewable energy

Création Baumann has been a member of the EnAW Energy Agency for the Swiss Private Sector since 2003; we have



Graph 2: CO₂ emissions (indexed)

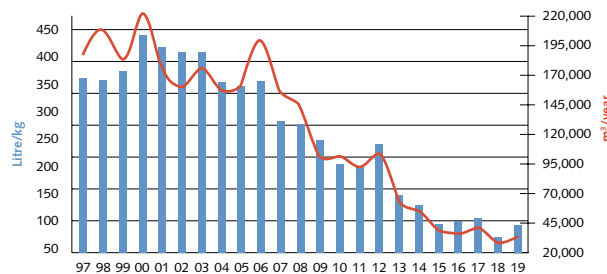
been committed to the association's campaign to voluntarily reduce CO₂ emissions since 2008. Through our measures, we have already exceeded the target by more than 20 percent. We use hydroelectricity to operate our electrical systems.

Cooling water recovery

The cooling water that occurs when the dye bath cools down is collected in an insulated tank for use in other processes that require warm water.

Greener production processes

Through the continuous optimisation of production processes, we have reduced water consumption for refined material from almost 400 l/kg to some 90 l/kg.



Graph 3: Water consumption for dyeing process

Production planning makes it possible to reduce peak consumption of process heat by 25 percent. This means that boiler pressure can be maintained at a lower level. Additional insulation keeps the temperature constant when not in use.

Building shell and infrastructure

Renovations in the area of roofs, façades and windows significantly lower energy loss through the building shell. For the infrastructure, we use frequency-controlled drives and LED lighting technology.

Climate-friendly procurement

Création Baumann does not record any emissions that occur through the manufacture and transport of purchased goods or the distribution and use of our own products. Nevertheless, we use a questionnaire to encourage suppliers to improve their environmental performance. We evaluate their answers, agree on suitable improvements and regularly review them on-site.

Recording greenhouse gases

In the future, we will record a greenhouse gas inventory for our site in Langenthal in accordance with the Greenhouse Gas Protocol for Scopes 1 and 2. This will be used to develop and implement a climate strategy. Emissions will be evaluated and communicated at regular intervals.

CYCLABLE PRODUCTS AND MATERIALS

CRÉATION BAUMANN SHARES THE VISION OF A CIRCULAR ECONOMY. PRODUCTS AND MATERIALS THAT ARE NOT RELEASED FOR SALE ARE INCREASINGLY USED AS RAW MATERIALS FOR NEW PRODUCTS.

Aim: to closing loops

Création Baumann promotes the reuse, reprocessing and recycling of materials. This can involve, for instance, the substitution of non-reusable materials and the development of waste disposal systems for our customers. The adaptation of product design to improve cyclability is also part of our objective.

Recycling product waste

As part of its ISO 14001 environmental management system, Création Baumann has developed a waste disposal concept for all unavoidable waste generated by the production process. This defines where waste is collected within the company and to which external facilities it is sent for recycling, energy generation or appropriate disposal.

Where its properties allow, textile waste such as yarn and grey fabric is processed into new products in collaboration with external partners.

Product returns

For the major sales markets of Switzerland and Germany, Création Baumann pledges to accept the return of all sold products at the end of their useful life and to integrate them into a new cycle or dispose of them properly. To ensure that customers and users are aware of this service, all products supplied are labelled with a return symbol.



Using unsold products

The Création Baumann range includes more than 600 textiles and 6000 colour variations. Products are manufactured with minimum order amounts and short delivery times to the warehouse. This means that residual quantities may arise when changes are made to the ranges. Although our warehouse management does everything possible to avoid

this, we are still left with large amounts of unused and therefore perfect textiles every year. These products are given to external partner companies at special conditions or offered for sale to specialist retail customers on our on-line portal.

The summary of unused textiles stored by us (as of May 2020) shows the importance of cyclability measures:

Type	Quantity
Raw and coloured yarn	30,000 kg
Grey fabric	45,000 metres
Discontinued textiles	332,000 metres

Improving cyclability

Création Baumann believes that the improved cyclability of products and waste offers huge potential for the future. To further improve our sustainability, we are planning to introduce the following measures:

- Higher weighting of cyclability in the development of new products
- Initiate innovative projects to improve cyclability (textile waste and discontinued products)
- Use of recycled polyester yarn for basic products

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SPACE FOR QUALITY OF LIFE: SOCIAL SUSTAINABILITY



PRODUCT SAFETY AND WELL-BEING

INCREASING THE WELL-BEING OF PEOPLE IN PRIVATE AND PUBLIC SPACES WITH TEXTILE SOLUTIONS: PRODUCT BY PRODUCT, WE TURN OUR MISSION INTO REALITY.

Aim: creating well-being

Textiles have an aesthetic, psychological effect on people, create privacy, influence the acoustic atmosphere of spaces and manage natural light.

Création Baumann is guided by the needs of users. Alongside the aesthetic effect of our products and their original function as privacy protection, we have systematically explored requirements and answered them with innovative solutions. The safety of our products and the absence of harmful substances are integral parts of our quality concept.

Product function

We are one of the leading providers of functional textiles. These include dim-out and acoustic fabrics as well as glare and heat protection. By adopting a segment-specific approach to product development, we address the needs of relevant markets in a targeted manner. In addition to private living, we also work with offices, hotels, restaurants, the health sector and cultural institutions. In order to make information concerning the actual impact of our products

transparent, we certify them in accordance with international standards, for example in terms of sound absorption and light transmission.

Product safety

The safety of people in private and public spaces is of the utmost importance to Création Baumann. At the forefront of this is fire prevention – which is why a large number of our products are flame-retardant and certified in accordance with international fire protection regulations. Our long-standing partnership with the leading manufacturer of permanently flame-retardant, modified fibres, TREVIRA GmbH, plays a decisive role in this safety aspect.

Products free from harmful substances

The objectives concerning the function and care properties of products by Création Baumann cannot always be achieved without the use of chemicals. This is why we place utmost importance on ensuring that only dyes and chemicals that are completely harmless to health, environmentally friendly

and free from APEOs (nonionic surfactants) and AOXs (adsorbable organic halides) are used.

Product certification

We aim to increase the proportion of products that are certified in accordance with the Oeko-Tex® Standard 100 from around 60 percent today to 100 percent by 2023. The Oeko-Tex® Standard 100 is an independent testing and certification system that certifies that the relevant textile products pose no risk to health.



FOCUS: WELL-BEING IN INTERIOR SPACES

INTERVIEW WITH PROFESSOR GESCHE GRABENHORST,
AHRENS & GRABENHORST ARCHITECTS, HANOVER, GERMANY



ahrens & grabenhorst architects,
Hanover, Germany
Interior design: ahrens & grabenhorst architects
Products: ALPHACOUSTIC, TWIST, VELOS II

Création Baumann textiles transform rooms into spaces in which people feel good. This is not only achieved by aesthetics and materiality, but also by functionality and flexibility. For the architects at ahrens & grabenhorst, these factors were precisely what the renovation of their studio was all about.

The idea for the workspace was to enable flexible layout arrangements as required while retaining a bright and friendly atmosphere.

What role do the textiles play in this?

Textiles were extremely effective in translating the central concept of the flowing space with different areas and spatial zoning.

We pursued two aims: on the one hand, to create a pleasant, open-plan working atmosphere, and on the other, to convey our attitude in dealing with space.

The ALPHACOUSTICS and VELOS fabrics create a flexible meeting room and also help to improve room acoustics.

How does this affect the working atmosphere in the meeting room?

The room-in-room concept enables the creation of flexible, new formations for daily work in our studio. By rearranging the layers of the two fabrics, we can respond to the specific requirements and corresponding ambience: open and closed are just the extremes of the numerous possibilities.

Textile solutions are often used to create flexible areas within rooms. Does this needs-oriented flexibility of textiles also increase the well-being of users?

People's reactions are always extremely positive. Textiles have a very special ability – they can define a space, shape its character and reinvent it again and again. Being able to transform our studio into three different rooms in a matter of minutes brings us great pleasure and is appreciated both by visitors and our team.

We often spend a large part of our day in a working environment. Textiles not only fulfil specific functions within a space, but also create a cosy, welcoming atmosphere. What role does this emotional aspect play in workspaces?

The demands placed on workplaces have undergone huge change in recent years. Our aim during the planning phase was to create a working environment in which our team feels good and thrives amidst a unique design. Material and colour are essential parts of this concept. Working with textiles in the implementation can ensure the success of the central idea and help to enhance the comfort of our working environment.

What impresses you about the textiles by Création Baumann?

They really are the best because they meet the requirements for authenticity, plasticity and creativity.

WORKING CONDITIONS

CRÉATION BAUMANN ALSO PROMOTES SUSTAINABILITY WITHIN ITS OWN TEAM. WE SEE OUR EMPLOYEES AS A KEY FACTOR IN OUR SUCCESS AND THEREFORE OFFER CONTEMPORARY, SOCIAL AND FAIR WORKING CONDITIONS.

Aim: an inspiring working environment

Création Baumann upholds the values of a family business. We advocate a corporate culture shaped by openness, transparency, respect and trust.

Création Baumann wants to be an attractive and progressive employer long into the future. We actively strive to create a modern working environment in which we ensure the health of our staff and uphold human rights throughout the supply chain.

Working environment and atmosphere

As a modern employer, Création Baumann offers employees maximum job satisfaction in a progressive environment. We promote agility, trust, transparency and participation and create a pleasant working atmosphere. We strive to offer our staff opportunities for further development, thus enabling maximum progress within the workplace. We maintain close relationships with our employees and in-house staff committees and respect freedom of association. We are always open to ideas and suggestions.

The basic principles of our collaboration and management are clearly defined in our personnel policy.

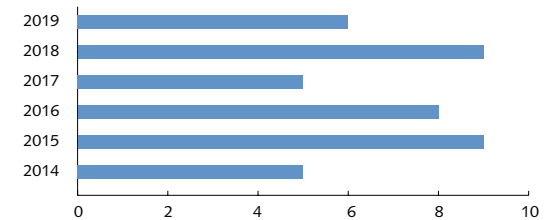
Terms of employment and social benefits

Our terms of employment and social benefits are progressive and regularly checked to ensure their competitiveness. Our personnel regulations are accessible to employees at all times and clearly and comprehensibly define all relevant aspects, from the rights and obligations of employees, remuneration and working hours to holidays and insurance benefits.

Health, safety and well-being

Création Baumann places paramount importance on the health and safety of its employees at work, and we implement targeted measures to guarantee this. Continuous investments are made in ergonomic workplaces and staff safety in terms of accident prevention and noise and odour emissions. Should accidents still happen at work, they are systematically recorded and analysed, and improvement

measures introduced. Création Baumann also promotes staff well-being with measures such as co-financing health awareness courses and the provision of fresh fruit.



Graph 4: Development of work-related accidents

Human rights and equal opportunities

Création Baumann is committed to respecting human rights and labour standards in accordance with international norms throughout the company and the supply chain. This is illustrated in our binding Code of Conduct. Compliance with this is obligatory for all suppliers. We support gender equality and a ban on discrimination.

Supplier improvements

As part of our sustainability strategy update, we identified potential for improvement in monitoring compliance with human rights and international labour standards in our supply chains. We are planning a targeted expansion of controls on our suppliers' working conditions.

TRAINING AND DEVELOPMENT

CRÉATION BAUMANN PROMOTES THE PROFESSIONAL DEVELOPMENT OF EMPLOYEES. THROUGH THIS, WE MAKE A SUSTAINABLE CONTRIBUTION TO THE LOYALTY AND HAPPINESS OF OUR TEAM.

Aim: to developing talent

Through the targeted promotion of professional development, we boost the motivation and commitment of our employees.

Création Baumann is deeply aware of the importance of continuous staff training and education. We constantly train young people to become dedicated specialists, support employees to hone their skills and implement personnel development concepts to retain knowledge within the company.

Vocational training

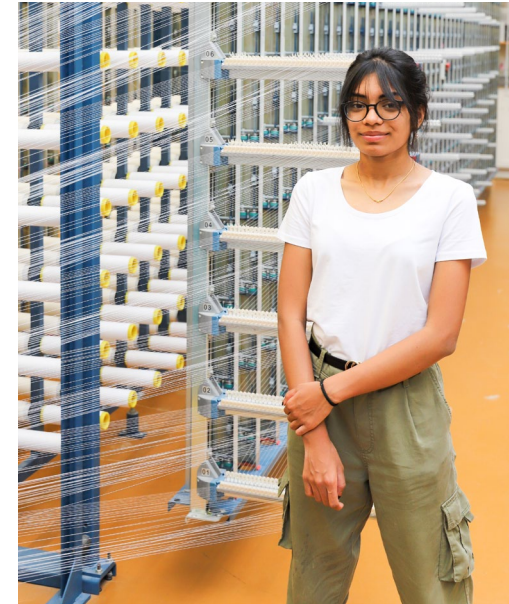
Création Baumann is proud to offer interested young people several years of training in the vocational fields textiles, business and logistics. Through this commitment, we combat the shortage of skilled workers in the textile industry and secure the technical textile expertise of the company.

Professional development

Through the careful selection of new employees, structured onboarding and support, staff appraisals and targeted development measures, Création Baumann secures the expertise required for the company's success far into the future. We also promote the competence and motivation of all staff members. The need for further training is systematically determined and Création Baumann allocates an appropriate budget for this purpose.

The ongoing development of our employees is an integral part of our personnel policy. Through continuous training and development, we help them to adapt to ever-changing demands and requirements, such as in the areas of digitisation and sustainability.

The Création Baumann human resources development concept includes level-appropriate further training on key topics such as organisation, quality, the environment and sustainability, safety, IT, subject-specific training and leadership.



Kirthika Gunaseelan,
Apprentice textile technologist, weaving mill

Succession planning

The succession of management staff and the filling of key posts is planned on a long-term basis. We strive to encourage and prepare potential successors internally as early as possible. Alongside technical know-how, we attach particular importance to social and leadership skills.

Sustainability know-how

Training and development on the topic of sustainability will be intensified and extended.

FOCUS: DEVELOPMENT AND LEADERSHIP

INTERVIEW WITH THOMAS BACHMANN, HEAD OF PRODUCTION PLANNING



From apprentice to manager: Thomas Bachmann, head of production planning, offers us an insight into his professional career at Création Baumann.

For Création Baumann, satisfied, competent and motivated employees are the most valuable asset. Their efficient promotion and development is always our foremost objective. Through this, we give them the opportunity to flourish and progress to positions of leadership. Thomas Bachmann is currently in charge of the planning/purchasing department. He has been part of our company for almost twenty years.

It is nearly twenty years since you completed your apprenticeship as a textile finisher with specialisation in dyeing at Création Baumann. Today, you are responsible for procuring raw materials and planning production processes. What made you choose the rather unconventional job of textile finisher and what brought you to Création Baumann?

Unfortunately, I would be lying if I were to say that an apprenticeship in textile finishing was my first choice. In my youth, I was extremely interested in information technology, but couldn't find a suitable apprenticeship. My second choice was the position as textile finisher at Création Baumann. Back then, no one was familiar with the job and initially it didn't seem to offer any special prospects. For me, it was more of a last chance to snag an apprenticeship.

Today, you work as head of production planning, have managerial responsibility and are a member of the middle management. How did it come to this steep career?

First of all, I was lucky enough to be offered a job in the dyeing mill after my apprenticeship at Création Baumann. After seven years there, a retirement meant that a post as head of laboratory became vacant and I landed my first position with managerial responsibility. Fast-forward another seven years and a similar situation arose again. An middle management position as head of production planning became vacant, and here I am. These opportunities were presented to me because Création Baumann always tries to find internal successors.

Were you able to take part in further training 'on the job' at Création Baumann?

I've always had a thirst for knowledge, so I knew that after completing my apprenticeship, I wanted to complete further training as a textile technician. For my current position as head of production planning, further training in purchasing management was an obvious choice. Création Baumann supported me in many ways during both courses, for which I am extremely grateful.

What do you value about Création Baumann as an employer? What motivates you in your daily work?

The helpfulness of all employees throughout the company, the friendly relationships between colleagues and superiors and the freedom I enjoy when doing my job here.

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GROWTH WITH FUTURE VISION: ECONOMIC SUSTAINABILITY

INNOVATION

SUSTAINABILITY AND INNOVATION GO HAND IN HAND.
THE DEVELOPMENT OF NEW PRODUCTS HAS BEEN A TRADEMARK
OF CRÉATION BAUMANN FOR FOUR GENERATIONS.

Aim: innovation as our core competence

Only through continuous further development and innovation can a Swiss company successfully compete on the international textile market and set an example of sustainability. The aim of our innovation is to increase customer benefit and thus also the competitiveness of our company.

We recognise innovation as a fundamental philosophy and see it as a core competence that encompasses our entire company. We want to be innovative through and through – from product development, procurement and manufacturing to sales and customer service.

A culture of invention

The corporate culture is the key to innovation. It motivates employees to question the status quo and become involved. The culture allows for mistakes that are part of the learning process. Our company history is shaped by innovative achievements. The fundamental attitude of striving for innovation is embraced and exemplified by the company's owners.

Customer-oriented product innovation

Création Baumann wants to be the most innovative provider of textile solutions for interior design. The starting point for new products is the specific needs of the people who live, work, recover, eat and relax in the interior spaces. In the 1960s, it was the design aspect that played a primary role in innovation. During this time, Création Baumann revealed its pioneering spirit with daring patterns and thus became style-defining. Often, the future development and conversion of existing machinery or the discovery of new textile processing techniques played a decisive role, opening up cutting-edge design possibilities. Some examples are burn-out technique, ikat printing, embroidery, digital printing and sample cutting using laser technology.

Since the dawn of the new millennium, functional innovations have gained importance. This phase began with the first soft drape dim-out fabric "Dimmer" in 2002. It was followed by other innovative products for privacy and heat protection, sound absorption and sound insulation. Création Baumann is a pioneer in the latter area and continues to lead the field today.

Our own vertically integrated textile production is a key prerequisite for innovative products. Throughout the added-value process, our expert textile specialists have a significant and direct influence on the innovation process.

A systematic process of innovation

Création Baumann maintain intensive contacts with relevant universities and regularly participates in state-funded collaborative projects.

Création Baumann follows a clearly defined process of innovation in order to systematically identify starting points for product innovations. Here, a 360-degree perspective is crucial because it enables the use of all possible sources of innovation, such as customer requirements or information from suppliers. Work on innovations is carried out in interdisciplinary teams following a structured process.

Innovation creates sustainability

In addition to focusing on functional product innovations, Création Baumann aims to work on new fields in the area of cyclability. Environmental aspects in general will be increasingly reflected in the innovation process in order to further promote sustainability.

FOCUS: INNOVATIVE PRODUCTS

INTERVIEW WITH ELIANE ERNST, PRODUCT MANAGER AT CRÉATION BAUMANN



Kulturhaus Kosmos, Zurich, Switzerland
Interior design:
Burkhard & Lüthi Architektur GmbH
Products: ACOUSTIC DIVIDER VARIO
with textiles CALVARO, UMBRIA IV
and ALEX

Innovative solutions with textiles create needs-oriented living spaces and offer new interior design possibilities. The Acoustic Divider Vario complete system enables just this. Eliane Ernst, product manager at Création Baumann, talks to us about the latest innovative project.

What is so special about your latest innovative project, Acoustic Divider Vario?

With Acoustic Divider Vario, we have created a product that not only absorbs sound, but also reduces high noise levels. Thanks to its multiple layers, Acoustic Divider Vario reduces sound transmission from one side of the curtain to the other.

What was the catalyst behind the idea and how long did development take?

Modern living and working spaces were the decisive impetus. Large, open-plan spaces that must offer a high degree of flexibility yet still enable the creation of acoustically separable zones using variable elements. After more than a year of development, we realised our first pilot projects in 2017.

Since then, we have been continuously developing the product. We are currently further optimising the efficiency of the sound insulation.

The Kulturhaus Kosmos in Zurich was one of the first projects to be equipped with Acoustic Divider Vario. What did you take away from this?

This Kosmos cultural centre is a place of unification and coming together. The architects deliberately designed a room structure that would radiate this sense of openness. The sweeping staircase that connects the ground floor to the first floor also functions as a meeting place. The challenge lay in making it possible to isolate the two floors from each other acoustically without losing the open nature of the building. And this is precisely where Acoustic Divider Vario provided a solution.

We see flexible concepts like this more and more often. Is Acoustic Divider Vario a future-oriented product?

Yes, since it is capable of meeting individual needs without requiring any structural changes. It was developed to create flexible room structures that are increasingly common today and will certainly be created more in the future.

ECONOMIC SUCCESS

CRÉATION BAUMANN IS A FAMILY BUSINESS FOUNDED IN 1886, WHICH IS NOW MANAGED BY THE FOURTH GENERATION. THE COMPANY HAS ALWAYS BEEN FOCUSED ON SUSTAINABLE SUCCESS.

Aim: sustainable growth

Success for us is the result of a healthy balance between the environment, people and the economy. In order to continue to improve and grow in these areas in the future, we need to ensure that our products and solutions are always inspiring. To do this, we must embrace innovation, concentrate on the targeted application of our strengths and think and act sustainably.

It is our aim to remain fit for the future. We see our company as a living system that must constantly adapt in order to respond to economic, ecological and social changes. Amidst the volatile, uncertain and complex circumstances of today's world, we must be able to distinguish between short-term trends and lasting changes.

Recognising developments early

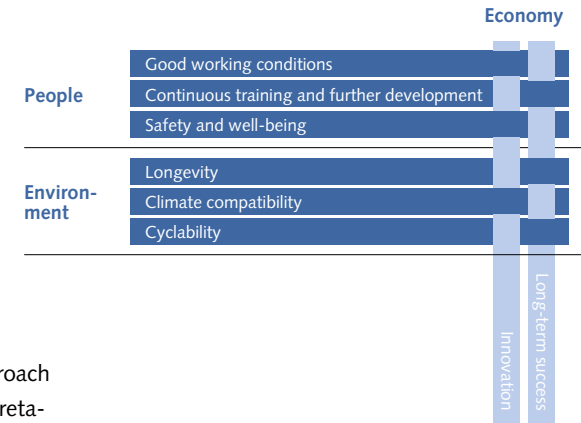
Every change in our environment harbours risks and opportunities – and it is up to us to respond to them by adapting our business model. In order to ensure our future viability, we systematically and regularly analyse relevant aspects of our environment. We use interdisciplinary teams to develop insights into how we must evolve to remain

successful in the face of the identified changes. This approach incorporates a wide range of perspectives into the interpretation.

Sustainability as a source of orientation

The basic principles of sustainability outlined in this report provide us with guidance in an uncertain world:

- our corporate culture, shaped by our history as a family business and focused on long-term success, as well as our exemplified values
- our focus on high-quality products that enhance the well-being of our customers and address today's ecological challenges
- our investment in happy, competent and motivated employees as the company's most valuable asset
- our dedication to continuous further development and innovation, always with customer benefit at the core



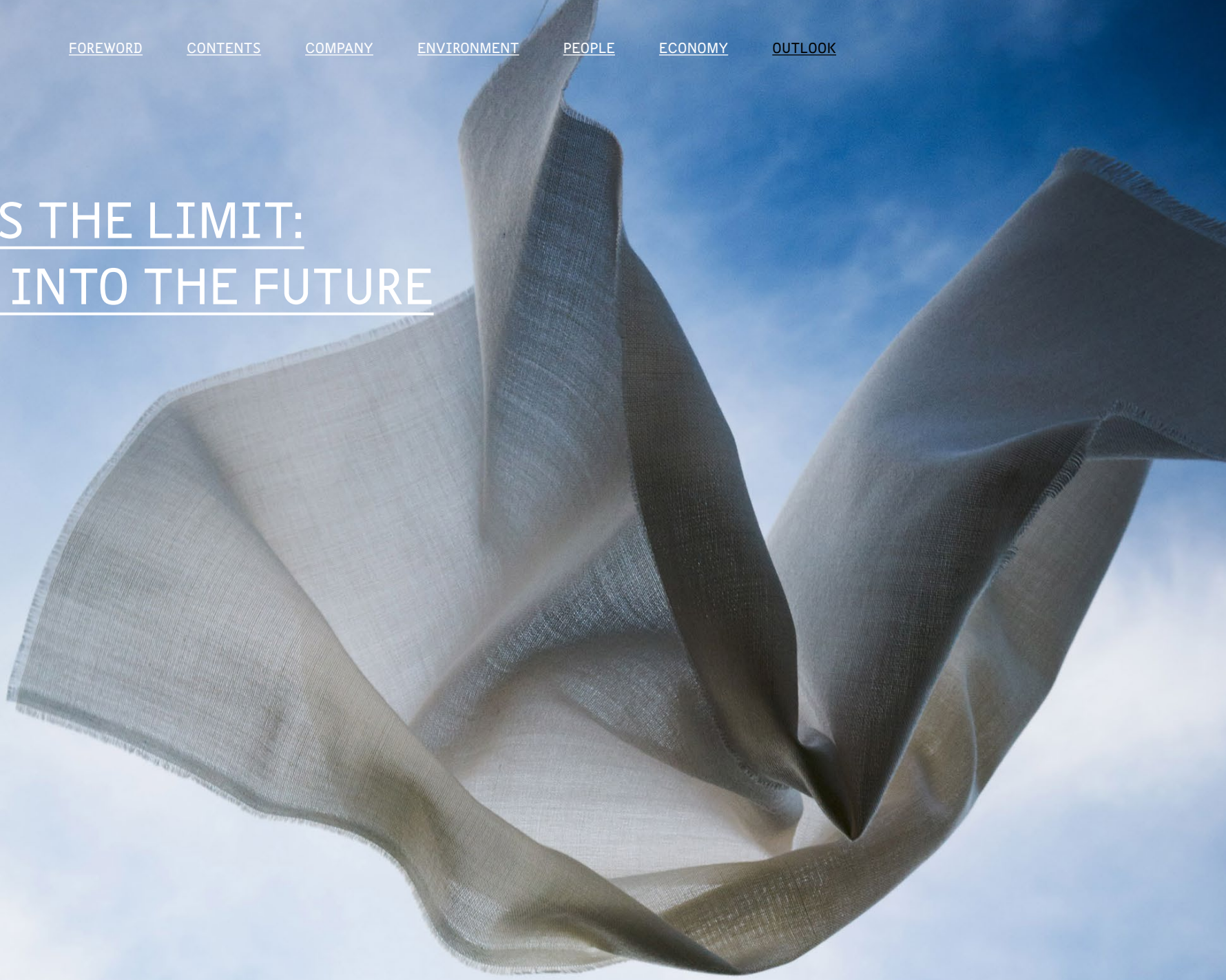
Graph 5: Basic principles of sustainability

Balanced development

We see our company as a fabric that only works if its warp and weft systems are completely aligned. We believe that long-term economic success is only possible if we are able to create or uphold social and ecological values, too.

Sustainable entrepreneurial profit requires fair remuneration for all people involved and the conservation of natural resources. Only this way can a balance between economic, ecological and social aspects be achieved. Without this close alignment, the 'fabric' of our company has no hold at all.

THE SKY'S THE LIMIT: SOARING INTO THE FUTURE



AMBITIONS FOR THE FUTURE

THIS REPORT SETS OUT WHAT CRÉATION BAUMANN DOES TO ACHIEVE SUSTAINABILITY AND SPELLS OUT OUR AMBITIONS FOR THE FUTURE. AFTER ALL, THE ADVANCES WE MAKE TODAY INSPIRE US TO BE EVEN MORE SUSTAINABLE TOMORROW.

	Today	Tomorrow
Environment		
Product longevity	● ● ●	● ● ●
Climate compatibility	● ● ●	● ● ●
Cyclability products and materials	● ● ●	● ● ●
People		
Product influence on user	● ● ●	● ● ●
Working conditions	● ● ●	● ● ●
Training and development	● ● ●	● ● ●
Economy		
Innovation	● ● ●	● ● ●
Economic success	● ● ●	● ● ●

Table 2: Sustainability today and tomorrow

We see socially and environmentally compatible corporate management as an obligation, and we want to continuously improve in this area. By publishing this report and our planned measures, we are consciously engaging with the legitimate expectations of various stakeholders. At least every two years, we will communicate in a transparent manner the measures implemented, progress made, setbacks suffered and new targets and projects.

The table on the right represents the status quo and our ambitions for the period up to the next report, with the following focal points per area:

Ecological focal points:

- Longevity concept
- Climate strategy
- Innovative projects or cyclability

Social focal points:

- Oeko-Tex® standard
- Supply chain control
- Sustainability training

Economic focal points:

- Sustainable innovative projects
- Systematic strategy process

To be continued

Do you have any questions or suggestions about sustainability at Création Baumann? Would you like to give us feedback on this report? Please do not hesitate to contact us. Your feedback helps us to meet the requirements of all stakeholders and effectively shape our sustainable path into the future:

Philippe Baumann, CEO
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Thank you for your interest. We look forward to continuing our dialogue with you.

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