



SUSTAINABILITY REPORT 2024

CRÉATION
BAUMANN

ECOLOGICAL SUSTAINABILITY A CENTRAL BRAND VALUE

**WE UNDERSTAND SUSTAINABILITY AS A SUSTAINABLE
BALANCE BETWEEN THE ECOLOGICAL, SOCIAL
AND ECONOMIC PERFORMANCE OF A COMPANY.
WE ARE GUIDED BY OUR WRITTEN SUSTAINABILITY
STRATEGY AND IMPLEMENT IT CONSISTENTLY BY
MEANS OF CONCRETE MEASURES.**

As a textile manufacturer in densely populated Switzerland, we recognised early on that we have a special responsibility towards the environment. Since 2000, Création Baumann has been certified in accordance with the best-known environmental management system ISO 14001. The importance of sustainability for economic activity has fundamentally changed and intensified in recent years, partly due to the increasingly visible climate change. Our customers and the users of our products also expect us as a company to report transparently on how we are contributing to a future worth living - today and tomorrow.

When we published our first sustainability report in 2020, we committed to reporting on the progress of our sustainability measures at regular intervals. With this latest edition of our sustainability report, we are putting this commitment into practice.



Philippe Baumann
CEO

"OUR UNDERSTANDING OF SUSTAINABILITY IS ORIENTED TOWARDS A LASTING BALANCE BETWEEN ECOLOGICAL, SOCIAL AND ECONOMIC PERFORMANCE OF THE COMPANY."

The written formulation of sustainability goals and measures has resulted in a much greater awareness of the importance of sustainability among our managers and employees. The awareness that we as individuals, but also as a company, have a responsibility towards our environment has increased significantly. This development has also been boosted by events in our environment in recent years. The pandemic and the warlike events that followed had a massive impact on global supply chains and energy costs. The resulting cost pressure is both a curse and a blessing. One thing has become clear: Sustainability is not just a "fair weather" issue, but has remained of the utmost importance even in economically strained times.

With this second sustainability report, we want to inform our customers and the users of our products transparently about the measures we have taken in recent years in the three spheres of influence: environment, people and economy. We also want to show what new goals we are committed to for the coming years and what specific measures we are taking to implement them.

The focus here is on ecological sustainability, which is very important to our industry. This was confirmed by a customer survey of over 100 specialist retailers conducted in November 2023. Our customers rate the importance of environmental sustainability for the success of their own business as very important or important at 68.2%.

For those companies that describe the contract business as important, this proportion is even higher at 78.6%. In particular, the country of origin of the products and communication about this are rated as very important or important by over 85% of respondents.

Thank you for your trust and I hope you enjoy reading our sustainability report.



Philippe Baumann, CEO

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SUSTAINABLE BY TRADITION: CRÉATION BAUMANN

ABOUT CRÉATION BAUMANN

FOR MORE THAN 130 YEARS, CRÉATION BAUMANN HAS BEEN DEVELOPING AND PRODUCING TEXTILE SOLUTIONS AT ITS OWN FACTORY IN LANGENTHAL, SWITZERLAND, THUS ENHANCING THE WELL-BEING OF PEOPLE IN PRIVATE AND PUBLIC SPACES.

Sound-absorbing, sound-insulating, light- and heat-regulating, darkening, flame-retardant, antimicrobial, tested for harmful substances – unique advantages create highly functional textiles of the best quality.

As a Swiss family business, we are committed to sustainable corporate governance that makes a positive contribution at the ecological, social and economic level. The needs of people and the environment are always at the centre of our thinking and actions.

In our design studio, product management, the design team and product development work hand in hand. Trends and current topics are incorporated into the development of new products, always with a focus on durability and timelessness. Our product development team works closely with our vertically integrated production and our long-standing external suppliers at all levels of the value chain. Thanks to our fully automated on-site storage system, we have rapid access to our entire range and can guarantee reliable availability.

since
1886

family business

225

employees

40

markets

98%

delivery capacity

65%

export

> 50%

in-house production

INNOVATIVE TEXTILE SOLUTIONS FOR INTERIOR DESIGN

CRÉATION BAUMANN IMPROVES THE WELL-BEING OF PEOPLE IN PRIVATE AND PUBLIC SPACES WITH TEXTILE SOLUTIONS. FOR OUR CUSTOMERS, CRÉATION BAUMANN IS THE MOST RELIABLE AND INNOVATIVE BRAND. PEOPLE'S NEEDS ARE AT THE CENTRE OF OUR THINKING AND WE TAKE SUSTAINABLE ACTION IN ALL AREAS.

AESTHETIC EXPERTISE

The combination of high aesthetic standards and timeless, modern design results in a clear and reduced design language. The passion for design and interior decoration is tangible in the textile solutions. Creativity, open-mindedness and a high level of awareness of trends that will shape the future of interior design make Création Baumann's unique solutions desirable.

This is confirmed by the numerous international references from interior design projects, which make the brand the first choice for textile projects in both the private and contract sectors.

TECHNOLOGICAL EXPERTISE

At Création Baumann, our high level of technological expertise is evident in the functionality of our textile solutions as well as in our production and logistics. The driving force behind the brand to constantly improve ourselves sets the tone in design and production.

This pioneering spirit has given rise to textile innovations that open up new possibilities for interior design. At the same time, these innovations, as design and functional elements of interior architecture, outlast short-lived fashion trends.



ENVIRONMENTAL SUSTAINABILITY

Sustainability is an integral part of Création Baumann's quality philosophy and is second nature to the company. The needs and protection of people and the environment have always been at the heart of the company's thinking. This is reflected not only in the Swiss quality standard for the durability of high-quality textiles. The traceability of processes is also standard. This is facilitated by the combination of design, technology, development and production under one roof. By promoting recycling processes at all levels, environmental pollution is reduced to a minimum.

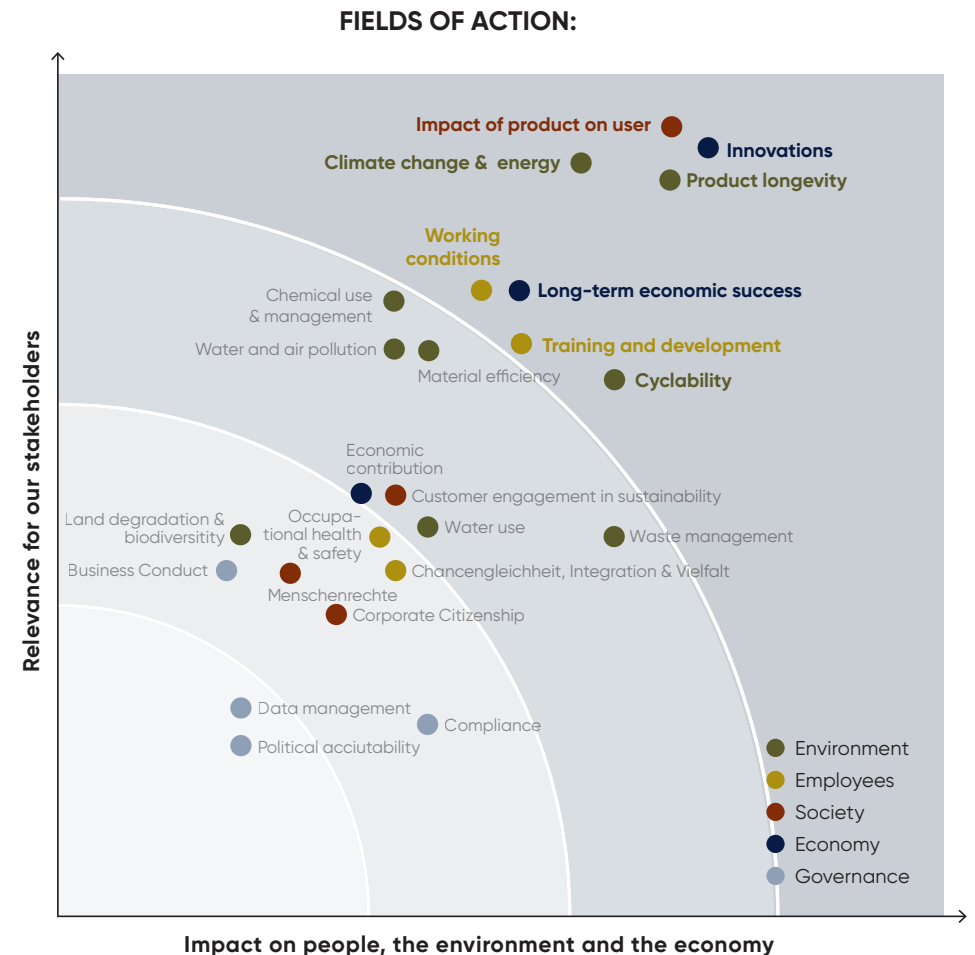
SUSTAINABILITY STRATEGY

OUR SUSTAINABILITY STRATEGY PROVIDES ORIENTATION AND ENSURES THAT WE FOCUS ON THE RELEVANT ASPECTS. FOR US, SUCCESS MEANS MAKING A POSITIVE CONTRIBUTION IN TERMS OF THE ENVIRONMENT, SOCIETY AND THE ECONOMY.

In 2020, we used a systematic process to define the fields of action and, in a further step, to weigh them in terms of their relevance for our target group and the potential impact of our business activities on people, the environment and the economy. The topics identified form the basis for our strategy and reporting.

To deploy our resources in a targeted manner and achieve the greatest possible impact, we have defined eight fields of activity in the three areas of environment, people and economy (see graphic). For each of these fields of activity, we have formulated our objectives in writing and defined specific measures. This is how we maximise the positive effects of our activities and minimise the negative ones, while always striving for a balance between the demands of the various stakeholders.

By declaring sustainability to be a central brand value and thus an integral element of our corporate strategy, and by defining clear responsibilities for its implementation, we ensure that actions follow words. The success of these actions is measurable and regularly reviewed. By raising awareness and involving all employees, we live a value-based and forward-looking corporate culture. Création Baumann intends to constantly question and further develop its sustainability strategy based on current activities and focus topics.



ENVIRONMENTAL SUSTAINABILITY

PRODUCT LONGEVITY

CRÉATION BAUMANN SEES THE LONG SERVICE LIFE OF ITS PRODUCTS AS THE DECISIVE LEVER FOR CONSUMPTION THAT IS GENTLE ON THE ENVIRONMENT. THE LONGEVITY OF THE PRODUCTS IS THE FUNDAMENTAL PREREQUISITE FOR LONG USE.



OBJECTIVE: MAXIMUM USEFUL LIFE

The production of textiles is an energy- and resource-intensive process. The longer a product is used, the more efficiently these resources are used and the lower the environmental impact. This is because a large part of the global warming potential arises during the manufacture of the product, regardless of the materials used. The WRAP (Waste & Resources Action Programme) initiative assumes that extending the use of garments by an additional nine months can reduce the carbon, water and waste footprint of clothing in the UK by up to 20% each (*The role of longevity and useful life for the sustainable management of clothing; a study on the current state of research; Jan Gimkiewicz; German Environment Agency; June 2022; p. 65*).

High-quality textiles, acoustic panels and systems from Création Baumann are a lifetime purchase. The qualitative and aesthetic properties of our products are designed for maximum durability. How long they are used for in a specific case depends primarily on the needs and behavior of the users. Our goal is to enable you to decide for yourself when you want to redecorate with our products. The lifespan of our products should not limit the timing of this decision.

Thanks to this very long lifespan, we not only make a significant ecological contribution, but also improve the price-performance ratio of our products.

TIMELESS DESIGN

The colours and shapes of our products are not based on short-term fashion trends, but are geared towards timeless and long-lasting aesthetics. In our Création, where products are developed and designed, we have long-standing employees with a high level of expertise in aesthetics. They have a feel for shapes and colours and implement these in new products in an elegant and high-quality manner. This results in timeless products that impress today and tomorrow. In the event of conflicting goals, we prioritise aesthetic longevity, as we consider this to be an essential customer need and a differentiating factor.



MATERIALS AND WORKMANSHIP

Création Baumann products are manufactured in our own vertically integrated textile production or by suppliers we trust. With a few exceptions, these are located in Europe. The requirements regarding the high quality and robustness of our source materials and the quality of workmanship are very high and are determined in the product development phase.

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

USE AND CARE

When in use, our products should retain their quality characteristics and functionality for as long as possible. We ensure this by subjecting new products to a comprehensive series of tests before they are launched. The results of all the tests are communicated so that our customers and users are transparently informed about the product's properties.

Care of our textiles is of great importance, as they can become soiled during use. We ensure that the quality and functional properties of our products are not altered by washing. Our product development team ensures that, in addition to the quality of the raw materials, the technical weaving construction and finishing also allow for normal care. Care labels are supplied with the finished product.

FUTURE: MAINTAINING USEFUL LIFE

Our own estimates and surveys of our sales partners have shown that a product from Création Baumann has an average useful life of 15 to 20 years. For this reason, any further increase in useful life can only bring a small relative improvement, which is why no additional measures are taken to extend the useful life.

CLIMAT IMPACT AND ENERGY CONSUMPTION

THE PRODUCTION OF TEXTILES REQUIRES A LOT OF ENERGY AND, AS A RESULT, RELEASES GREENHOUSE GASES. THROUGH TARGETED MEASURES, WE HELP TO REDUCE ENERGY CONSUMPTION AND CO₂ EMISSIONS.

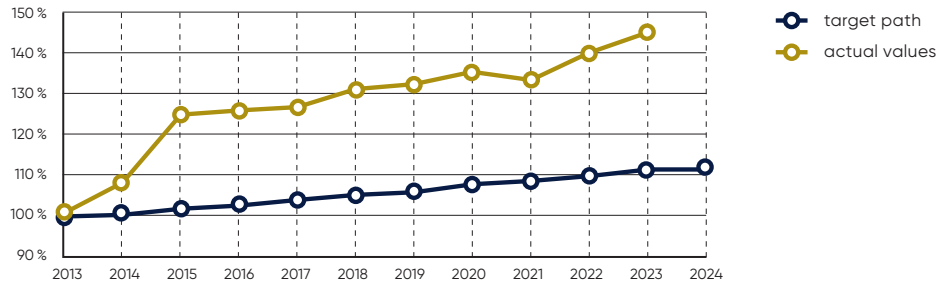
TARGET: REDUCE CO₂ EMISSIONS

Switzerland has set itself a target for 2030. By then, greenhouse gas emissions must be reduced by at least 50% compared to 1990 levels and by an average of at least 35% over the years 2021 to 2030.

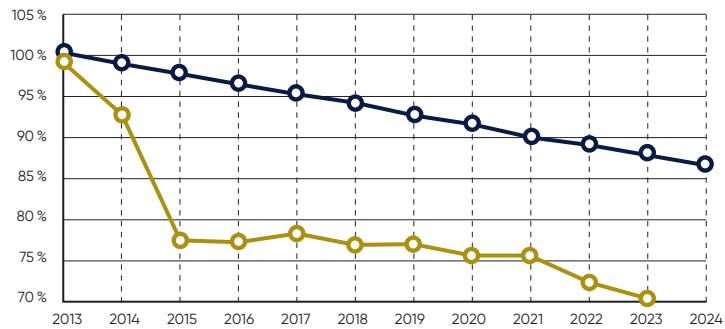
Création Baumann is guided by this goal and is aware that the textile industry is energy-intensive. We are thus contributing to a sustainable increase in the climate compatibility of our actions. In order to minimise the impact on the climate and mitigate the negative consequences of climate change, we invest specifically in solutions and measures that reduce greenhouse gas emissions.



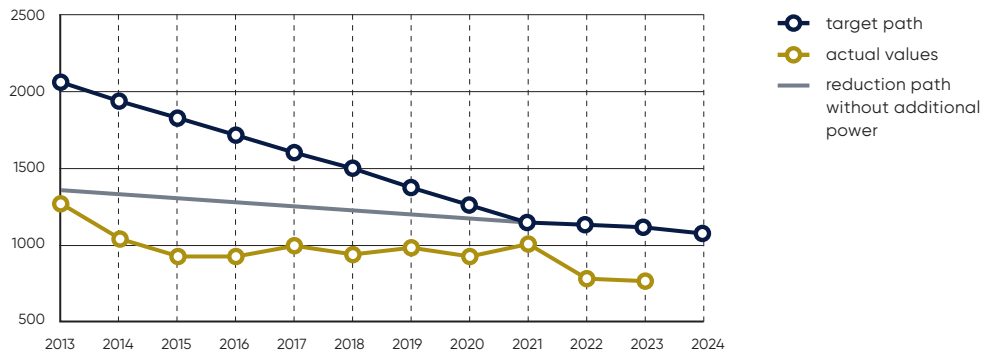
ENERGY PERFORMANCE



CO₂ EMISSIONS INDEXED



CO₂ EMISSIONS IN TONS (EQUIVALENTS)



REVIEWED COMMITMENT

Création Baumann has been a member of the Energy Agency for Industry since 2003 and since 2008 we have made a voluntary commitment to the Swiss government to reduce our CO₂ emissions.

Thanks to a variety of measures, we have already exceeded our reduction targets. Our efforts are focused on our own production site in Switzerland, where we manufacture about half of our products and where we have been able to significantly increase energy efficiency. Another focus of our measures is the ongoing renewal of our historically grown infrastructure and real estate. Our own photovoltaic system and the procurement of electricity from renewable energy sources reduces CO₂ emissions.

FUTURE: 35% REDUCTION IN CO₂ EMISSIONS BY 2030

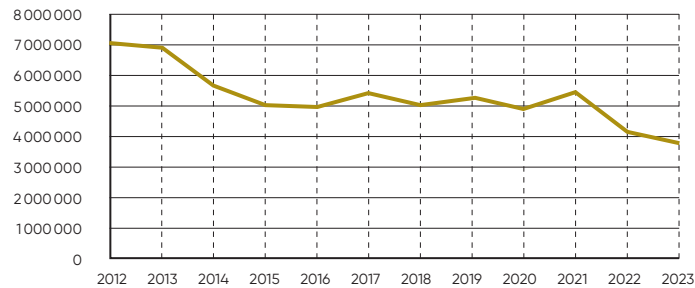
In the future, we will create a greenhouse gas inventory in accordance with the Greenhouse Gas Protocols for Scope 1 – direct CO₂ emissions at our own sites – and Scope 2 – indirect CO₂ emissions from the purchase of electricity or heat. The goal is a 35% reduction by 2030 compared to 2023. The reduction in emissions is recorded annually and the effectiveness of the measures is reviewed.

REDUCING ENERGY CONSUMPTION

THANKS TO A COMPREHENSIVE CATALOGUE OF MEASURES CONCERNING OUR PRODUCTION PROCESSES, INFRASTRUCTURE AND REAL ESTATE, WE HAVE BEEN ABLE TO CONSIDERABLY REDUCE OUR GAS, ELECTRICITY AND WATER CONSUMPTION, AND WILL CONTINUE TO DO SO IN THE FUTURE.

GAS

DEVELOPMENT OF GAS CONSUMPTION IN KWH

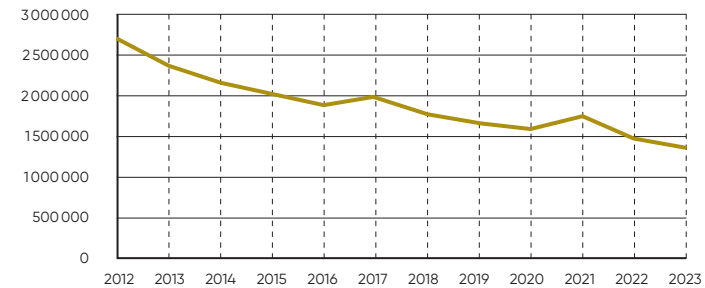


OVERVIEW OF MEASURES: REDUCTION OF GAS CONSUMPTION

- Optimisation of production processes and methods
- Reduction of various process temperatures
- Heat recovery from the dyeing waste water and cooling water
- Ongoing renovation of buildings and infrastructure (insulation of roofs, replacement of windows, etc.)
- Sensor-based control of the radiators in the office building
- Lowering of the flow temperature of the heating system
- Reducing the operating hours of the steam boiler
- Purchasing more energy-efficient production facilities

ELECTRICITY

DEVELOPMENT OF ELECTRICITY CONSUMPTION IN KWH

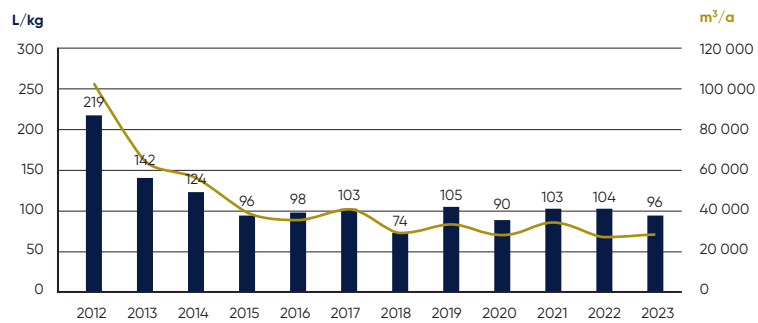


OVERVIEW OF MEASURES: REDUCTION OF ELECTRICITY CONSUMPTION

- PV system: output 72 kWp, commissioned in 2021: annual output 65,000–70,000 kWh, end energy savings of around 5.2%
- Continuous replacement of fluorescent tubes with LED bulbs throughout the company
- Replacement of spotlight bulbs in the showroom with LED spotlights
- Conversion of the systems to frequency controlled drives
- Consistent shutdown of systems and lighting when not in use

WATER

DEVELOPMENT OF WATER CONSUMPTION IN ABSOLUTE AND RELATIVE TERMS



OVERVIEW OF MEASURES: REDUCTION OF WATER CONSUMPTION

- Optimisation of production processes and methods
- Optimisation of rinsing processes
- Automation of process cycles
- Optimisation of loading quantities (liquor ratio)
- Recovery of cooling water



FUTURE: FURTHER OPTIMISATION OF ENERGY CONSUMPTION

There is potential for optimisation in production, infrastructure and buildings.

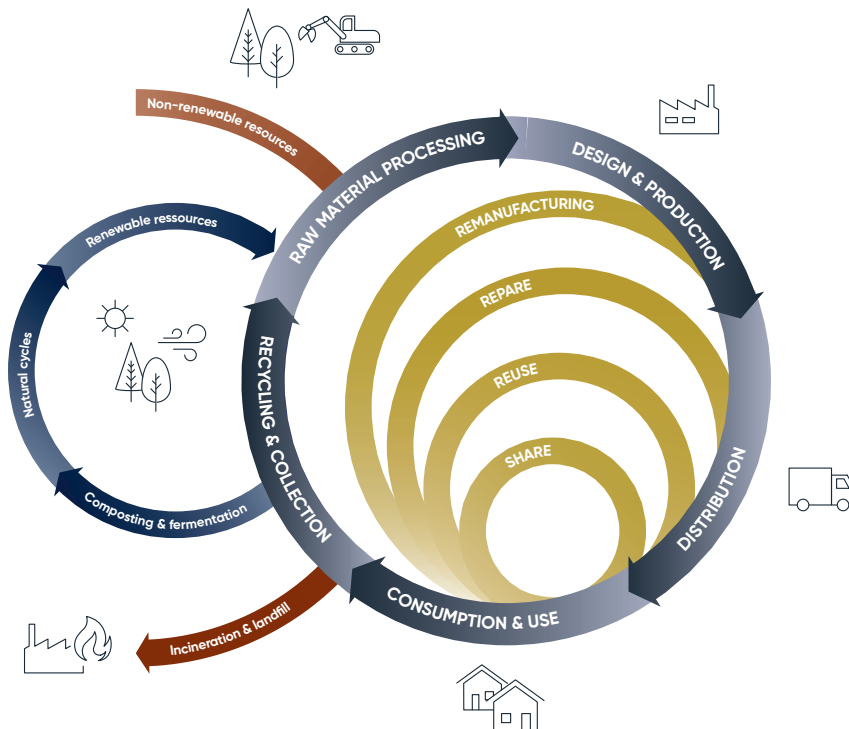
Selected planned measures are:

- Procurement of 100% hydroelectric power
- Replacement of steam boiler for steam generation
- Replacement of building heating and infrastructure
- Replacement of ventilation
- Renovation of office building
- Renovation of sawtooth roofs and facades

PROMOTING CIRCULAR ECONOMICS

CRÉATION BAUMANN PROMOTES A CIRCULAR ECONOMY VISION, WHICH SEEKS TO USE RESOURCES MORE EFFICIENTLY AND MINIMISE WASTE BY KEEPING PRODUCTS, MATERIALS AND RESOURCES IN A CLOSED LOOP . THE FOCUS IS ON CIRCULAR PRODUCT DEVELOPMENT, RECYCLING AND USING WASTE FOR NEW PRODUCTS.

TECHNICAL CYCLE



Source: myclimate

GOAL: CLOSING TECHNICAL CYCLES

The flow of materials in the economy can be divided into two main cycles: technical and biological cycles. In the technical cycle, products are kept in the economic cycle through reuse, repair, remanufacturing and recycling (see graphic on the left). Over the past three years, Création Baumann has taken numerous initiatives to support the goals of a circular economy. For example:

- Use of recycled polyester yarn for new products
- Consistent separation of waste (scrap iron, aluminum, wood, cardboard, paper, packaging material, PET bottles) and delivery to local recycling companies
- Use of excess stock for new products such as ready-made curtains or acoustically effective panels
- Sale of excess stock in the local outlet or online outlet
- Textile waste from production: partial collection and downcycling for cleaning cloths or cords
- Use of recyclable packaging material



AFTER USE «END-OF-LIFE»

Création Baumann products have a very long useful life of 15 to 20 years on average. When the user decides to dispose of them, a take-back system for clothing and household textiles is available in most countries. If the curtains are in a usable condition, they can be used again as curtains. Otherwise, the fibers are recycled or used to generate energy.

FUTURE: CLOSING LOOPS AT ALL LEVELS

Création Baumann has set itself the following specific targets for 2030:

- The monomaterial nature of our textiles makes recycling at the end of their useful life more likely in the future. With 84% of our stock items consisting of only one fiber material, we already have a very high monomateriality today. Our goal is to increase this share to 90%. We make exceptions for technical and functional reasons.
- We want to increase the use of recycled yarns in new products, depending on the supply and availability of raw materials.
- Overstock (pre-consumer) of our products is 100% reused for its original or other purpose or recycled into a new material. This way, we avoid overstock becoming waste.
- Textile waste that arises throughout the entire service provision process is collected separately and recycled where recycling is possible and economically justifiable.
- For general waste (paper & cardboard, wood, scrap metal, aluminum, electrical, plastic films, PET), we want to increase the proportion of recycled material from 65% today to 80% by consistently separating it.

SPACE FOR QUALITY OF LIFE: SOCIAL SUSTAINABILITY



PRODUCT SAFETY AND WELL-BEING

ENHANCING THE WELL-BEING OF PEOPLE IN PRIVATE AND PUBLIC SPACES: PRODUCT BY PRODUCT, WE TRANSFORM OUR MISSION INTO REALITY.

GOAL: WELL-BEING

Textiles have an aesthetic-psychological effect on people, offer privacy, influence the acoustic atmosphere of rooms and control natural light.

Création Baumann is guided by the needs of the user. In addition to the aesthetic effect of our products and the original function of privacy protection, we have systematically explored needs and satisfied them with innovative solutions. The safety and the non-toxicity of our products are part of our quality concept.

PRODUCT FUNCTION

We are among the leading suppliers of functional textiles. These include blackout, acoustics, glare protection and heat protection. We address the needs of the relevant markets in a targeted manner by adopting a segment-specific approach to product development. In addition to private homes, these include offices, hotels, restaurants, the health sector and culture. To make the information about the specific effect of our products transparent, we certify them according to international standards, for example in sound absorption or light transmission.

PRODUCT SAFETY

The safety of people in private and public spaces is of the highest priority for Création Baumann. Preventing fires is our top priority, which is why a large part of our product range is manufactured to be flame retardant and certified according to international fire protection regulations. Our long-standing partnership with TREVIRA GmbH, the leading manufacturer of permanently flame-retardant modified fibres, is important for product safety.

ABSENCE OF HARMFUL SUBSTANCES

The objectives with regard to the functions and care properties of Création Baumann products cannot always be achieved without the use of chemicals. We therefore attach great importance to the fact that only paints and chemicals that are harmless to health and environmentally friendly are used, and that they are APEO- and AOX-free (non-ionic surfactants and adsorbable organic halogen compounds).

PRODUCT CERTIFICATION

Almost 80% of our textiles are certified according to the Oeko-Tex® Standard 100. This is an independent testing and certification system used by testing institutes to certify that textile products do not pose a health risk. Création Baumann products are tested in product class III – articles that only come into direct contact with the skin over a small surface area. The Oeko-Tex® Standard 100 also ensures compliance with the provisions of the REACH regulation (Annexes XVII and XIV).



WORKING CONDITIONS

AS A FAMILY BUSINESS, CRÉATION BAUMANN REGARDS ITS EMPLOYEES AS A DECISIVE FACTOR FOR SUCCESS AND OFFERS PROGRESSIVE, SOCIAL WORKING CONDITIONS.

INSPIRING WORK ENVIRONMENT

Création Baumann cultivates the values of a family business. We promote a corporate culture characterised by openness, transparency, respect and trust, and we use a variety of measures to promote employee satisfaction. Création Baumann aims to be an attractive and progressive employer for its employees in the long term. We are committed to providing a contemporary work environment and ensuring the health of our employees.

PERFORMANCE-ORIENTED WORKING ENVIRONMENT

As a modern employer, Création Baumann offers its employees fulfilling employment in a progressive working environment. We rely on trust, transparency, participation and a willingness to change in order to create a performance-oriented working environment. We want to offer our employees opportunities for development. This allows for the greatest possible development in the work environment. We maintain close relationships with employees and the internal employee committee, guarantee freedom of association and are open to suggestions.

The principles of cooperation and leadership are transparently regulated in our personnel policy.

EMPLOYMENT CONDITIONS AND SOCIAL BENEFITS

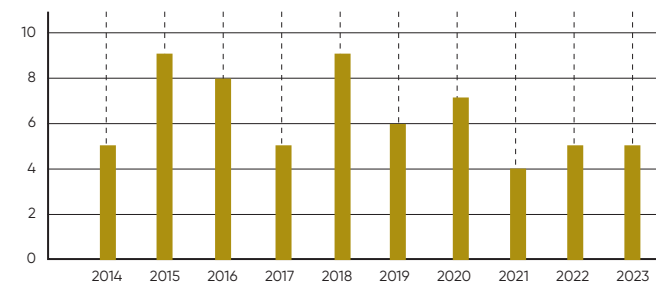
Our employment conditions and social benefits are contemporary and their competitiveness is regularly reviewed. The relevant aspects such as the rights and obligations of employees, remuneration, working hours, holidays and insurance benefits are clearly and comprehensibly regulated in personnel regulations and are accessible to employees at all times.

HEALTH, SAFETY AND WELL-BEING

Création Baumann attaches great importance to the health and safety of its employees. We implement targeted measures to ensure their safety. We continuously invest in ergonomic workstations and in employee safety with regard to accident prevention, noise and odour emissions. The internal medical service receives periodic training. Should occupational accidents nevertheless occur, these are systematically recorded, analysed and improvement measures initiated.

Création Baumann also promotes the well-being of its employees, for example by co-financing health courses or providing fresh fruit and mineral water.

DEVELOPMENT OF OCCUPATIONAL ACCIDENTS



HUMAN RIGHTS AND EQUAL OPPORTUNITIES

Création Baumann is committed to respecting human rights and labour standards based on international standards throughout the company and for the entire supply chain. This is manifested in the binding "Code of Conduct". Compliance with this code must be confirmed by all suppliers. We are committed to a ban on discrimination and equality for all genders.

TRAINING AND PROFESSIONAL DEVELOPMENT

CRÉATION BAUMANN ENCOURAGES THE PROFESSIONAL DEVELOPMENT OF ITS EMPLOYEES. THIS IS HOW WE MAKE A SUSTAINABLE CONTRIBUTION TO SECURING THE NECESSARY KNOWLEDGE, LOYALTY TO THE COMPANY AND TEAM SATISFACTION.

GOAL: DEVELOPING TALENT

Targeted support of professional development increases motivation, commitment and the independence of our employees. Création Baumann is aware of the importance of continuous training and further education of employees. We train young people to become dedicated specialists, support all employees in developing skills and key qualifications, and ensure that knowledge is secured and further developed within the organisation through personnel development concepts.

PROFESSIONAL TRAINING

Création Baumann is proud to offer young and interested people apprenticeships in the specialist areas of textile technology, business administration and logistics. Thanks to this commitment, we are counteracting the shortage of skilled workers in the textile sector and ensuring the company's textile expertise.

PROFESSIONAL DEVELOPMENT

Through careful selection of new employees, a structured introduction and support, employee appraisals and targeted development measures, Création Baumann ensures that the knowledge necessary for the company's success is maintained over the long term. We also promote the skills and motivation of all our employees. The need for further training is systematically determined. Création Baumann provides an appropriate budget for this.



The continuous development of our employees is an integral part of our human resources policy. Through ongoing training and further education, we support our employees in adapting to continuously changing demands and requirements.

The development concept in Création Baumann's human resources management includes further training tailored to specific levels on crucial topics such as organisation, quality, environment and sustainability, security, digitisation, specialist training or leadership.

SUCCESSION PLANNING

The succession of management employees and the filling of key positions is planned well in advance. We strive to identify and develop potential successors internally at an early stage. In addition to professional skills, we place particular emphasis on social and leadership skills.

SUSTAINABILITY KNOWLEDGE

Training in sustainability ensures that our employees are familiar with the goals of Création Baumann and can actively contribute to achieving them.

OUR SUPPLIERS

ENVIRONMENTAL & CONDUCT CODEX FOR OUR SUPPLIERS

THE CODE OF CONDUCT FOR THE ENVIRONMENT DEFINES THE MINIMUM STANDARDS THAT WE EXPECT FROM ALL OUR SUPPLIERS. IT IS BASED ON INTERNATIONALLY RECOGNISED STANDARDS AND CONVENTIONS. WE CONSIDER OUR SUPPLIERS TO BE PARTNERS IN OUR EFFORTS TO CREATE A MORE SUSTAINABLE FUTURE. COMPLIANCE WITH THIS CODE IS A PREREQUISITE FOR A BUSINESS RELATIONSHIP WITH CRÉATION BAUMANN.

SUSTAINABILITY AND ENVIRONMENTAL PROTECTION

- Continuous optimisation of water and energy consumption through efficiency improvements and innovative technologies.
- Responsible use of chemicals, including the reduction of hazardous substances and the search for environmentally friendly alternatives.
- Minimisation of waste and emissions in all business processes.

WORKING CONDITIONS AND HUMAN RIGHTS

- Unconditional respect for human rights and strict compliance with the ILO core labour standards.
- Absolute prohibition of forced and child labour in all business areas and throughout the entire supply chain.
- Guaranteed fair working conditions, including appropriate remuneration, regulated working hours and social benefits.
- Respect and promote the right to assembly and collective bargaining.
- Implement comprehensive measures for occupational safety and employee health promotion.

BUSINESS ETHICS

- Strict compliance with all applicable laws, regulations and ethical standards.
- Zero tolerance of any form of corruption, extortion, bribery and money laundering.
- Protection of confidential information and intellectual property.
- Compliance with data protection regulations and protection of the privacy of employees and business partners.

TRANSPARENCY AND COMMUNICATION

- Continuous increase of transparency in the entire supply chain by regular reporting and disclosure of relevant information.
- Open and honest communication about sustainability efforts, progress and challenges.
- Willingness to engage in dialogue with stakeholders and to collaborate in sustainability initiatives.

IMPLEMENTATION AND MONITORING

Adherence to our code is a prerequisite for doing business with Création Baumann. We expect the following of our suppliers:

- Application of suitable measures to ensure compliance with the principles of the Code.
- Training of employees to raise awareness of the requirements of the Code.
- Willingness to be audited by Création Baumann.
- Immediate corrective action in the event of violations.

Création Baumann reserves the right to terminate the business relationship in the event of serious or repeated violations.

ECONOMY

INNOVATION

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

GOAL: INNOVATION AS A SUCCESS FACTOR

Only through constant development and renewal can a Swiss company successfully compete in the international textile market and exemplify sustainability. The aim of our innovation is to increase customer benefit and thus also the competitiveness of our company. We see innovation as a fundamental mindset and consider it a core competence that encompasses the entire company. We want to be innovative through and through – from product development, sourcing and manufacturing to distribution and customer service.

A CULTURE OF RENEWAL

A prerequisite for innovation is the corporate culture. It motivates employees to question the status quo and get involved. The culture allows for mistakes, which are part of the learning process. Our company history is characterised by innovative achievements. The basic attitude of striving for renewal is upheld and exemplified by the owners.



ACOUSTIC STRIPES: Flexible room zoning with acoustic effectiveness.

CUSTOMER-ORIENTED PRODUCT INNOVATION

Création Baumann aims to be the most innovative provider of textile solutions for interiors. The starting point for new products is the specific needs of people who live, work, convalesce, eat and relax indoors. In the 1960s, the creative aspect in particular played a role in innovation. During this time, Création Baumann showed pioneering spirit with bold patterns and was therefore influential in setting trends. Further development and the conversion of the existing machine park or the identification of new techniques for processing textiles often played a decisive role. They opened up modern design possibilities. Examples are the devoré technique, ikat printing, embroidery, digital printing or cutting patterns using laser technology.

Since the beginning of the new millennium, functional innovations have gained in importance. This phase began with the introduction of the first light-dimming fabric, "Dimmer", in 2002. This was followed by innovative products for glare and heat protection, as well as for sound absorption and sound insulation in interiors. In the latter area, Création Baumann is a pioneer and remains the leading company to this day. Our own vertically integrated textile production is an important prerequisite for innovative products. We have proven textile specialists at our disposal along the entire value chain, who have a significant and direct influence on the innovation process.

SYSTEMATIC INNOVATION PROCESS

Création Baumann is in close contact with the relevant universities and regularly participates in state-sponsored collaborative projects.

Création Baumann works according to a clearly defined innovation process in order to systematically arrive at starting points for product innovations. In this context, the 360-degree perspective plays an important role because it allows all possible sources of innovation, such as customer requests or information from suppliers, to be used. Work on innovations is carried out in interdisciplinary teams and according to a structured process.

INNOVATION CREATES SUSTAINABILITY

Besides the focus on functional product innovation, Création Baumann intends to develop new fields in the area of recyclability. In general, environmental aspects should increasingly be reflected in the innovation process in order to further promote sustainability.



Acoustic partition curtain – ACOUSTIC DIVIDER VARIO

ECONOMIC SUCCESS

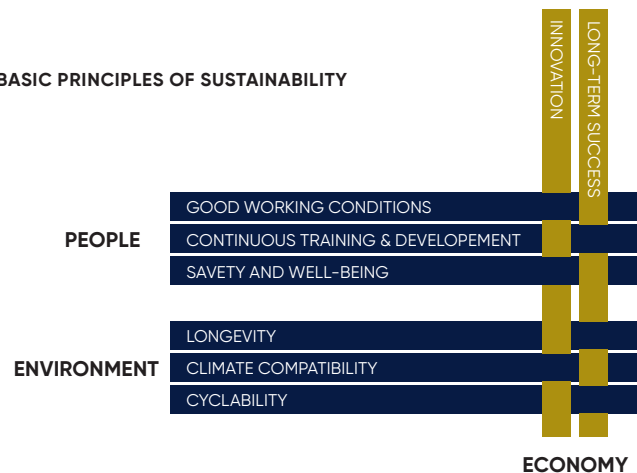
CRÉATION BAUMANN HAS BEEN A FAMILY-RUN BUSINESS SINCE 1886 AND IS NOW IN ITS FOURTH GENERATION OF MANAGEMENT. THE COMPANY HAS ALWAYS BEEN GEARED TOWARDS SUSTAINABLE SUCCESS.

GOAL: SUSTAINABLE GROWTH

We believe that success is the result of a healthy balance between the environment, people and the economy. To continue to improve and grow in these areas in the future, we must continue to impress with our products and solutions. To do this, we rely on innovation, must apply our strengths in a targeted manner and think and act sustainably.

Our goal is to remain future-proof. We see our company as a living system that must constantly adapt to changes in the economic, ecological and social environment. In a volatile, uncertain and complex world, it is important to be able to distinguish between short-term trends and sustainable changes.

BASIC PRINCIPLES OF SUSTAINABILITY



IDENTIFYING DEVELOPMENTS EARLY

Every change in the environment brings opportunities and risks, to which we must respond by adapting our business model. To ensure our future viability, we systematically and regularly analyse our relevant environment. The findings, which are used to determine how we must develop in response to the changes identified in order to remain successful, are worked out in interdisciplinary teams. This ensures that a variety of perspectives are incorporated into the interpretation.

SUSTAINABILITY AS A GUIDE

The principles of sustainability presented in this report guide us in an uncertain world:

- our corporate culture, shaped by our family business and designed for the long term, and the values we exemplify
- our focus on high-quality products that enhance our customers' well-being and meet today's environmental challenges
- our investment in satisfied, competent and motivated employees as the company's most important capital
- our commitment to ongoing development and renewal, always with the focus on customer benefit

BALANCED DEVELOPMENT

We see our company as a fabric that can only function successfully if the warp and weft are coordinated. We believe that long-term economic success is only possible if we also succeed in creating or maintaining social and ecological values.

Sustainable corporate profit is based on the fair remuneration of all people involved and the conservation of natural resources. Only in this way can a balance be struck between economic, ecological and social aspects. Without this balance, the fabric of our company cannot endure.

OUTLOOK

AMBITIONS FOR THE FUTURE

THIS REPORT PRESENTS THE SUSTAINABILITY EFFORTS CREATION BAUMANN IS MAKING AND OUR AMBITIONS FOR THE FUTURE. TODAY'S PROGRESS IS OUR INCENTIVE TO BECOME EVEN MORE SUSTAINABLE TOMORROW.

SUSTAINABILITY TODAY AND TOMORROW

	Today	Tomorrow
Environment		
Product longevity	• • •	• • •
Climate impact	• • •	• • •
Recyclable products and materials	• • •	• • •
People		
Influence of the product on the user	• • •	• • •
Working conditions	• • •	• • •
Training and development	• • •	• • •
Economy		
Innovation	• • •	• • •

We consider socially and environmentally responsible corporate governance to be an obligation and we want to continuously improve. By publishing this report and our planned measures, we are consciously addressing the legitimate demands of our various stakeholders.

The adjacent table summarises the status quo and our ambitions for the future, with a thematic focus on each area.

TO BE CONTINUED

Do you have any questions or suggestions regarding sustainability at Création Baumann? Or would you like to give us feedback on this report? Please do not hesitate to contact us. Any feedback will help us to meet the needs of all our stakeholders and to effectively shape our sustainable path to the future:

Philippe Baumann, CEO
philippe.baumann@creationbaumann.com

We thank you for your interest and look forward to continuing the dialogue with you.

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(pages 1, 2, 5, 6, 9-12, 15, 17, 21, 22, 24, 25, 26, 30)

Ruedi Flück

(pages 7)

Team MIMO, University of Applied Sciences Düsseldorf

(pages 18, MIMO, House Demonstration Unit HDU, Wuppertal, Germany)

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