

## Corporate Social Responsibility

Bronkhorst High-Tech B.V. has remained a family business since its inception in 1981. Respect for each other and the environment are therefore a matter of course. Accordingly, corporate responsibility or rather, sustainable business practice, has always been part of the corporate culture.

Bronkhorst has grown into an international company, and has been operating in accordance with ISO-9001 quality guidelines since 1992 and has been entitled to carry the ISO14001 environmental label since 1995. This is reflected in an on-going commitment to minimise the use of raw materials and energy while producing the least possible amount of waste. Sustainable entrepreneurship, however, is far more than merely reducing one's impact on the environment. Corporate responsibility at Bronkhorst focuses on the full range of issues regarding employees and family, environment, science and society, guided by the 7 ISO 26000 principles. This is an international guideline for the Corporate Societal Responsibility of Organisations (CSR).



### 1. Management of the Organisation

CSR is fully integrated in the strategy and objectives of Bronkhorst. Aside from the actions that are included yearly in the company objectives employees are also given the opportunity to elaborate and implement their own initiatives.

The sense of social engagement of management at Bronkhorst is also expressed in active participation on the boards of various platforms and other organisations, such as the Mechatronics Platform, Syntens, the Achterhoek Centre for Technology (ATC), MinacNed, the Millennium Platform, the Netherlands Association for SMEs, the Instrument Federation and the Innovation Platform. Bronkhorst regularly provides support for scientific initiatives aimed at producing sustainable solutions. For example, the company acts as a sponsor of Solarteam Twente, which takes part in the Solar Challenge in Australia once every two years.

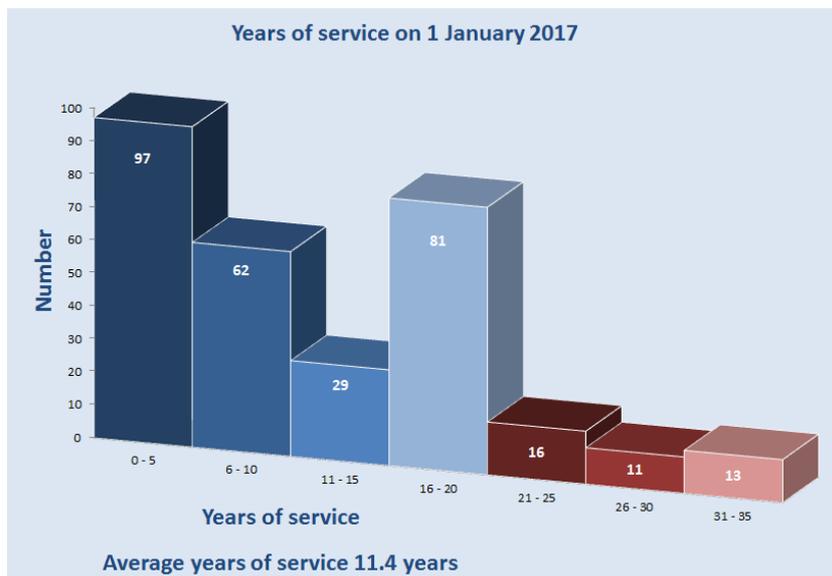
## 2. Human Rights

Bronkhorst acts in accordance with the Universal Declaration of Human Rights of the United Nations (UN) and the International Labour Organisation (ILO). These focus amongst other things on the eradication of child labour, honest wages for work, non-discrimination of employees and safe and healthy working conditions.

Bronkhorst strives, based on its own identity, to be a challenging and attractive employer for a broad target group. Our people determine the success of our organisation. We hope to retain and stimulate our employees by offering them a safe, pleasant work environment, varied work, attractive working conditions and ample opportunities for growth.

## 3. Labour Practices (Employees)

Bronkhorst would not have been successful without motivated employees. We make every effort to ensure that our employees maintain a healthy balance between work and their private life. The success of Bronkhorst in achieving this is clear from the length of employment of the employees.



Our employees share in the profits in the form of additional remuneration if the operating results allow it. In the case of lengthy employment, participation in a company pension plan is also made available. In order to retain affiliation with the organisation and to motivate the staff, regular courses and training programmes are made available to increase knowledge and to provide the opportunity for employees to develop themselves.

Various methods are used to make Bronkhorst accessible for people with an occupational impairment, to let them perform to their full potential. We adjust recruitment and selection methods in order to improve the chances for this target group. Furthermore, we invest in bringing about a management culture where diversity is appreciated and where clever use is made of the differences between people, resulting in an optimal contribution from everyone. Good internal communication and connecting people within the organisation (through mentorship, for example) are essential in this regard. We also make sure that the work and workplace are optimally accessible and within the reach of all employees. Where necessary, adjustments are made to the workspace to make it possible for people with an occupational disability to work at Bronkhorst.

The sense of being part of the family is highlighted by the many activities organised by our staff association, such as an annual barbecue and numerous sports activities. The bilingual personnel magazine, the Bronkhorst Bode provides an extra bond with our company, both in Ruurlo and in our foreign branches.

## 4. Honest Business Practices

Bronkhorst distances itself from any form of corruption or bribery, including all forms of payment or revenues to influence decision making or the acquisition or retention of advantages. Observance of ethical conduct is maintained at all times and all applicable laws and regulations concerning the protection, use and disclosure of proprietary, confidential and personal information is upheld.

Adherence to the NEVI code of conduct forms part of our observance of honest business practices. All our buyers act in accordance with this code of conduct. It is based on the core values “Business Ethics”, “Expertise and Objectivity”, “Free Competition” and “Sustainability”. The suppliers used by Bronkhorst are also expected to adhere to these principles and this is also verified. In order to better serve our clients, our suppliers are challenged to think along with us so that we can improve our performance as a chain with environmentally friendly products. Technological and ecological developments can be the reason for changes in the design or the production process. Additionally, our suppliers are regularly subjected to audits which not only cover their performance as a supplier, but also examine aspects such as their use of materials and employment conditions.

Bronkhorst, in turn, also feels responsible as a supplier for the successful application of the Bronkhorst® instruments installed on its customers' premises. They may always call on us for assistance, both prior to and after delivery.

## 5. Consumer Affairs

It is important to Bronkhorst that it supplies its clients with a good product. This is achieved by offering high quality instruments that can be used safely and, where applicable, any possible risks at the customer have been anticipated. Aside from our sales offices and internal sales in Ruurlo, Bronkhorst also has a Solutions Department where tailor made solutions are found in close cooperation with our clients. Additionally Bronkhorst has a standards specialist who can determine whether instruments can be used safely in certain markets.

After delivery of an instrument our clients may approach our After Sales Department if they have any questions and/or problems. The After Sales Department is accessible 24 hours a day. Support can be provided on location worldwide where necessary. Bronkhorst also has a service department in Ruurlo and a dozen service offices worldwide. The information received by the after sales and service departments is subsequently used as input for improving our instruments and helping us to better satisfy the requirements of our clients.

## 6. Environment

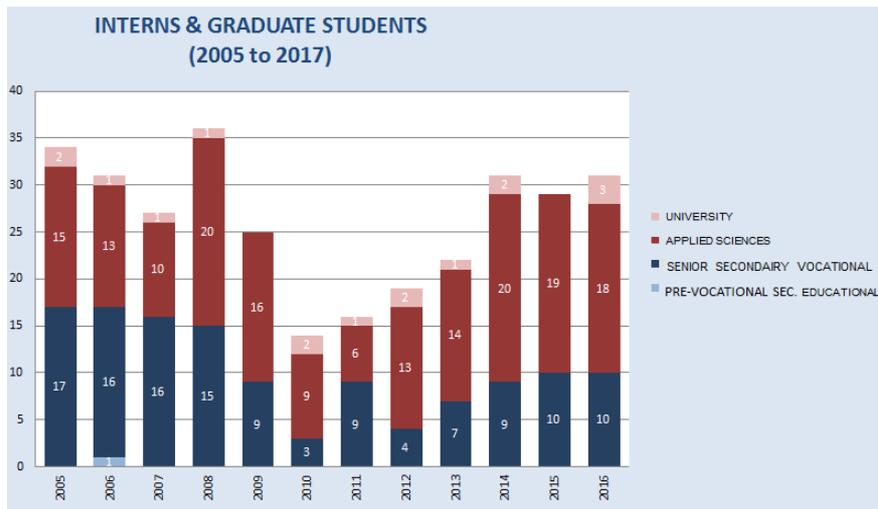
Bronkhorst uses (scarce) natural resources and the possibilities offered by recycling as efficiently as possible in order to reduce the consumption of primary raw materials. This is evident in the design of our instruments which are as small as possible so as to require as little raw material as possible. They are also designed to very accurately measure gasses and liquids which also reduces the use of raw materials in the chain. Thanks to the long lifespan of our instruments and the minimal use of raw materials they contribute to sustainable application. Even after the lifespan of Bronkhorst® instruments all parts can be disassembled and reused.

The use of energy and generation of waste materials are limited in various ways. New buildings are designed based on the latest insights in the area of sustainability. They are - or will be - provided with climate control systems (organic PCM boxes) and innovative insulation methods, such as ultra-thick glass panes, walls and floors. Energy saving options are also considered for application in existing buildings, e.g. by replacing tube lighting by LEDs and switching off unused equipment whenever possible. Waste streams are also separated in order to improve reusability of materials. As of January 2015 Bronkhorst Ruurlo uses Green electricity, in order to reduce the environmental impact of electricity use.

## 7. Involvement in Community Development

Bronkhorst puts great store in social involvement. Our efforts in this area are focussed on regional and also national projects in the areas of culture, welfare, education and health. In this context we donate generously to a wide range of charitable organisations and likewise support our employees' initiatives in similar endeavours.

Bronkhorst is a relatively large employer with currently 320 employees in Ruurlo and 100 employees worldwide. Bronkhorst also provides dozens of work placement opportunities annually making it an important training company for students.



We respect the people living in the vicinity of our branch offices and do everything we can to promote open and honest communication in both directions. To this end the neighbourhood is engaged in the renovations and consultation evenings are arranged.

By prioritising the purchasing of parts and products locally Bronkhorst stimulates the development of local suppliers, enabling them to grow with us.