



Sustainability Report 2015



Foreword

For Autoneum, sustainability is an important aspect of corporate management. We contribute to shaping society sustainably with our comprehensive sustainability management. Conservation of the environment and natural resources is just as much a feature of our approach as considerate management of employees and open dialogue with the public. As a good corporate citizen, Autoneum aims at implementing ecological and social objectives as well as achieving economic success.

In relation to net sales, the company has substantially reduced the consumption of water and energy as well as the amount of waste and GHG emissions in 2015. Besides ecological awareness, at Autoneum we also consider a motivating corporate culture as essential for the company's success in the long run. Consequently, social aspects play an ever-increasing role. For instance, we not only have further enhanced the know-how and qualifications of our employees through training and education programs but also supported social and environmental initiatives for local communities at Autoneum sites around the world.

We improve our global ecological footprint both directly and indirectly. On the one hand, we endeavor to keep the environmental burden of our products as low as possible throughout the entire product life cycle. We therefore use production processes that facilitate efficient processing of the raw materials we deploy. Our aim is to ensure not only the reuse and recycling of waste but also to achieve the greatest possible recyclability of our products.

On the other hand, our innovative products contribute significantly to the improved environmental performance of vehicles. Our lightweight components and systems lower the overall weight of vehicles, which in turn leads to increased fuel efficiency and less emissions. They also reduce interior and exterior vehicle noise by insulating, absorbing or damping unpleasant sound. This is beneficial for drivers, passengers and residents.

The achievements and progress made in 2015 encourage and motivate us to carry on with continuous improvement activities in the field of sustainability. We are convinced that we will make further significant progress in the forthcoming years.

Winterthur, July 2016



Martin Hirzel
CEO Autoneum

In relation to net sales, the company has substantially reduced the consumption of water and energy as well as the amount of waste and GHG emissions in 2015.

Sustainability at Autoneum

Meeting the challenge of Corporate Social Responsibility (CSR) today is a continuous process for any company. Further progress can only be achieved if companies consider ecological, economic and social concerns as part of their actions. Autoneum's sustainability-related activities are therefore currently based on five main dimensions. Relevant fields of action are assigned to each of these responsibility dimensions.

Responsibility Dimensions

Management responsibility



In addition to its internal sustainability efforts, Autoneum has been cooperating externally with the Carbon Disclosure Project (CDP) since 2007. This global reporting initiative supports companies and cities worldwide in measuring, managing and sharing environmental information about their impact on the environment and natural resources and in taking action to reduce that impact. Autoneum also takes part in the CDP Supply Chain Program which specifically helps global companies to achieve a sustainable supply chain management.



Autoneum also participated in the CDP Water Program for the first time in 2015. This program was launched as a pilot in 2013 and will be formally introduced in 2016. It enables multinational organizations to engage with their suppliers on water stewardship and catalyzes their actions to improve water security. Many business models of manufacturing companies like Autoneum are built on the assumption that a stable supply of good quality water will always be available. Worsening water security may pose significant financial risks to companies and their investors. CDP provides data to help companies navigate these risks.

Closely Monitored Key Performance Indicators

The data supplied to CDP is based on Autoneum's Key Performance Indicators (KPIs). This reporting system is used to collect information such as a plant's operational efficiency as well as details on criteria related to the environment, health and safety management (EHS). The data is evaluated and analyzed on a monthly basis. KPI monitoring is also required by Autoneum's customers as part of their supplier business relationships. Today, eco-efficient production processes and plants – as well as products and technologies – are a prerequisite for maintaining trustworthy business relationships with car manufacturers.

Autoneum Production System

Autoneum's own production system (APS) is based on a culture of operational excellence and continuous improvement which guarantees that customers across the world are provided with top product quality. APS stands for consistently high product quality, optimized processes and working methods, timely delivery and resource-efficient manufacturing. It is based on the following three pillars:

Kaizen

Autoneum promotes a Kaizen mentality among all employees in order to achieve improved results in terms of productivity and time-to-market. The Japanese word "Kaizen" means "change for the better" and refers to a philosophy that focuses on the continuous improvement of business operations, such as production processes. With Kaizen, employees become an active part of the continuous improvement processes the company strives for by actively proposing improvements. In 2015, Autoneum employees handed in around 11 000 improvement proposals, which amounts to one proposal per employee. The majority of proposals were related to manufacturing processes.

Standards

Standards are crucial for achieving consistent manufacturing processes and consistent quality levels at all manufacturing locations. Therefore, Autoneum focuses on standardizing all processes by continuously analyzing and improving them. Among other measures, the company conducts APS assessments on a semiannual basis to ensure adherence to its manufacturing standards. During the 2015 APS plant assessments, the use of the Value Stream Mapping (VSM) methodology was identified as one of the points in the current APS performance status that has to be improved; corresponding measures are going to be implemented in 2016. VSM – which is one of the APS basics – is a lean management method for analyzing today's situation and designing a future state for the series of steps that take a product from its development stage through to delivery to the customer.

Pull-flow

Pull-flow systems are driven by customer orders and are based on concrete demand. In other words, pull-oriented manufacturing systems produce only if there is a request for a component by the customer. They speed up work flow and production cycle times and enable just-in-sequence deliveries. Therefore, Autoneum has pull-flow systems in place on all its shopfloors.

**In 2015
Autoneum
employees
handed in around
11 000
improvement
proposals.**

Ecological Responsibility

Autoneum builds on manufacturing processes that facilitate more efficient processing of raw materials. This ensures optimal recycling of waste and maximum recyclability of the manufactured products.



In order to evaluate a company's global environmental performance, it is usually put in relation to its net sales development. Autoneum's environmental performance is based on ecological Key Performance Indicators (KPI): waste, water, energy and greenhouse gas emissions as well as acidification potential. All these KPIs improved in 2015.

As of 2015, Autoneum's data overview on ecological key figures also includes UGN, the joint venture with its long-standing Japanese partner Nittoku. In addition, the environmental KPIs are now shown in relation to the company's net sales (in CHF million), which facilitates interannual comparisons. The 2014 figures have been restated accordingly to reflect these changes.

Waste

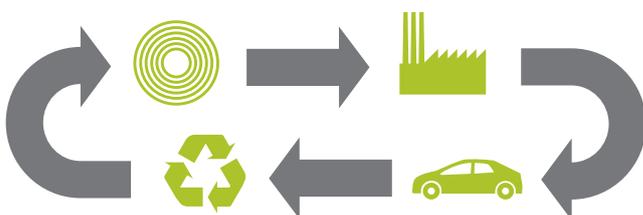
The manufacturing of any given part or component results in a certain amount of production waste. Thanks to Autoneum's continuous efforts in improving manufacturing processes the pondered amount of waste was significantly reduced.

Metric tons per CHF million net sales	2015	2014*	Change in %
Landfilled waste	29.4	30.9	-4.9
Waste converted into energy	8.4	9.2	-8.7
Hazardous waste	0.5	0.8	-37.5
Total amount of waste	38.3	41.0	-6.6

*Restated

Exemplary for this positive development was a considerable improvement at the Behror (India) plant, where scrap from the production of inner dashes is now recycled on site instead of being landfilled – this reduced the amount of waste stored at official disposal sites. In addition, the external reclaiming of resins (granulate material) in use at a plant in Brazil contributed to a significantly lower amount of hazardous waste in 2015. Furthermore, the manufacturing site in Stoke-on-Trent (UK) increased the amount of waste that was used to generate energy by selling used pallets which are shredded into wood chips that are then used for heating purposes.

As a result of Autoneum's continuous efforts in improving manufacturing processes, the pondered amount of waste was significantly reduced.



A strategic approach to reduce waste is recycling. Autoneum aims at systematic reuse of cut-out parts, parts that fail to meet quality standards and other waste generated in production processes. To this end, the company's production system is based on a closed-loop system whereby production waste is reintroduced into the manufacturing process. These recycling activities take place both internally and externally. In relation to net sales, the amount of recycled waste increased slightly, indicating that the company's recycling strategy has been implemented successfully.

Metric tons per CHF million net sales	2015	2014*	Change in %
Total amount of recycled waste	13.8	13.7	0.7

*Restated

Various sites at all four Business Groups* expanded the reuse of production scrap from the manufacturing of carpets, pieces of felt and damping materials, thereby increasing the amount of recycled waste. In addition, Autoneum improved the efficiency of its processes by centralizing the reclaiming of heavy layer production waste from European plants at the Gundershausen site in Germany. Furthermore, additional automatic waste exhaust systems were installed at several locations to minimize manual handling of waste and to increase efficiency. By the end of 2016, 60 percent of Autoneum's plants will be equipped with automatic waste exhaust systems.

—

Various sites at all four Business Groups expanded the reuse of production scrap, thereby increasing the amount of recycled waste.

—

Water

Autoneum achieved a remarkable pondered reduction in water usage of nearly eleven percent in the reporting year. Water is mainly needed for cooling, steam generation, carpet dyeing and water jet cutting purposes in Autoneum's production processes.

Cubic meters per CHF million net sales	2015	2014*	Change in %
Total use of water	575.6	645.9	-10.9

*Restated

There are two main reasons for this substantial reduction in water use: First, the site in Bloomsburg (USA) contributed decisively to the reduction of water used for production by recycling the water from various vacuum pumps in use. Second, corrective and preventive maintenance measures related to water pipe systems at Chinese plants also contributed to this positive development. These maintenance activities were in line with Autoneum's approach of ensuring optimal capacity utilization. This is done by systematically inspecting and correcting all production systems to avoid breakdowns or damage and to achieve a sustainable, maximum lifespan of equipment and machines.

*Business Group Europe, Business Group North America, Business Group Asia and Business Group SAMEA.

Energy

Production processes are energy-intensive procedures. Nevertheless, the pondered consumption of energy also decreased significantly in the reporting year:

Megawatt hours per CHF million net sales	2015	2014*	Change in %
Electricity	196.5	189.5	3.7
Fossil fuels	169.3	194.2	-12.8
Total energy consumption	365.8	383.7	-4.7

*Restated

This reduction in energy use is based on a decrease in the use of fossil fuels in 2015: On the one hand, the utilization of natural gas was reduced at locations in Canada, China and Russia. On the other, the need for coal decreased once again. The higher electricity consumption primarily resulted from the increased use of automatic waste exhaust systems which are powered by electricity. In anticipation of this, systems for monitoring and analyzing electricity consumption have already been installed at a number of production sites in Europe, North America and Asia in order to achieve further reductions in energy usage.

Systems for monitoring and analyzing electricity consumption were installed at several production sites in order to achieve further reductions in energy usage.

Greenhouse Gas Emissions

As with other ecological KPIs, Autoneum also achieved a considerable reduction in Greenhouse Gas (GHG) emissions in relation to net sales in 2015.

Metric tons per CHF million net sales	2015	2014*	Change in %
Carbon dioxide equivalents			
Scope 1 emissions	38.0	43.7	-13.0
Scope 2 emissions	101.2	102.5	-1.3
Total GHG emissions	139.2	146.2	-4.8

*Restated

The so-called "Scope 1 emissions" are greenhouse gas emissions occurring as a direct result of the company's production processes. The decrease in fossil fuels used for production was the main trigger for the lower scope 1 emissions. "Scope 2 emissions" are indirect GHG emissions resulting from electricity, heat or steam purchased externally and used by the company. Such emissions were reduced thanks to the use of electricity with a lower carbon footprint.

Acidification Potential

The acidification potential is given in sulfur dioxide equivalents because sulfur dioxide emissions contribute significantly to any acidification potential. In relation to net sales, Autoneum significantly reduced the acidification potential resulting from the emissions produced directly at its manufacturing locations in the reporting year.

Metric tons per CHF billion net sales**	2015	2014*	Change in %
Sulfur dioxide equivalents			
Acidification potential	50.0	59.3	-15.7

*Restated

**Expressed in CHF billion instead of CHF million due to scaling effects.

This reduction was again achieved despite higher production output in the reporting year and is primarily based on the lower amount of fossil fuels utilized. After all, Autoneum has reduced its acidification potential each year since 2011.

—
**Since 2011,
 Autoneum
 constantly reduced
 its acidification
 potential.**
 —

Economic Responsibility

We drive innovation in order to provide weight,
fuel and emission reducing components.



As an automotive supplier, Autoneum has to replace up to 20 percent of its annual net sales with new customer orders. Innovation is therefore a decisive success factor that helps the company maintain its position as market and technology leader in acoustic and thermal management solutions for light vehicles. At the Research & Technology headquarters in Winterthur (Switzerland), future technology concepts are implemented within the scope of predevelopment. Furthermore, customer and market requirements are taken into account with local acoustics and development centers in Brazil, China, Germany, France, Poland and the USA as well as at the Swiss site in Sevelen. In line with its focus on innovation, Autoneum spent more than CHF 60 million on research and development in 2015.

Successful Product Launches

Autoneum's continued investment in research and technology demonstrated once again its innovation leadership: 2015 saw the successful launch of several innovative products and components for acoustic and thermal management.

- The company now offers multifunctional engine covers made of Theta-FiberCell that are more than 50 percent lighter than conventional engine covers made of plastic. This corresponds to a weight reduction of up to one kilogram per vehicle. At the same time, they absorb engine noise and thus contribute to improved acoustics in the passenger compartment, less exterior noise and enhanced driving comfort.
- With Clean-Tuft, Autoneum extended its range of automotive carpets by offering premium-quality tufted carpets also for compact and mid-class vehicles. Clean-Tuft technology adds significant value in terms of cleanability and durability as compared to the non-woven carpets usually found in these classes of vehicles.

Autoneum launched Prime-Light, a new technology for inner dashes and floor insulators that is lightweight and features excellent shapeability and a high acoustic performance. Prime-Light marks the latest advancement of Autoneum's successful Ultra-Light technology. Compared to previous Ultra-Light variants, components made from Prime-Light are even lighter and can also be pressed into different shapes and thicknesses. This means they adjust optimally to the individual body-in-white shapes and are suitable for increasingly complex production processes in vehicle construction. Prime-Light-based inner dashes and floor insulators are made of thermoplastic cotton felt compounds that contain up to 50 percent recycled materials, depending on the specific application.

Operational Excellence in Manufacturing

Autoneum has defined operational excellence in manufacturing as one of its top strategic priorities. Eight ongoing company-wide initiatives contribute to improving technical and organizational aspects of production-related areas. These initiatives are aimed at sharing best practice examples with respect to manufacturing on a global level and implementing them as production standards at all locations. Examples include the enhancement of vertical integration at all production facilities and the implementation of standardized cold and hot molding techniques. Another focus is on eliminating the manual handling of waste by installing automatic waste exhaust

—
**2015 saw
 the successful
 launch of several
 innovative
 products and
 components
 for acoustic and
 thermal
 management.**
 —



Eight ongoing company-wide initiatives contribute to improving technical and organizational aspects of production-related areas.

systems to increase efficiency. In 2015, increased attention was paid to the reduction of landfill waste by increasing the amount of production waste that can be recycled or reused. Furthermore, several additional Mizusumashi trains were installed in the reporting year. A Mizusumashi train is an electrically driven trolley that ensures optimal distribution of material on the shop floor – to and from workers at their machines – in alignment with production processes. Applying this rhythm to the material flow and providing a substitute for forklifts reduces costs and energy consumption and increases production safety.

**Mizusumashi trains
reduce costs and
energy consumption
and increase
production safety.**

Sustainable Supply Chain

Autoneum collaborates with carefully selected suppliers to fulfill the needs of its customers and, hence, ensure a high level of competitiveness. The company counts on the collaboration with its suppliers, which is shaped by trust and respect and geared towards long-term partnerships. In order to proceed with an even more sustainable supply chain on a global level, Autoneum enhanced its production, control and logistics structures within the Business Groups Asia and SAMEA in the reporting year. To make further progress, the company will analyze the carbon footprint of its transportation network and organization and evaluate concrete areas for improvement. All Autoneum's logistic partners should meet ISO standards for environmental management and observe specific principles such as avoiding transarctic routes for sea freight shipments.

The Material Compliance team newly established in 2015 is responsible for developing and executing processes to ensure that Autoneum is globally compliant with regulations regarding hazardous substances and conflict minerals. In this context, the term "conflict minerals" refers to gold, tin, tantalum and tungsten. Hazardous substances are classified in regulations like "Reach" ("Registration, Evaluation, Authorization and Restriction of Chemicals") or GADSL ("Global Automotive Declarable Substance List"), while compliance with conflict minerals is regulated under the so called "Dodd-Frank Act". According to this US federal provision, all American companies have to ensure the raw materials they use to make products are not tied to the ongoing conflict situation in the Democratic Republic of Congo. To this end, they are obliged to audit their mineral supply chains on an annual basis.

Worldwide Knowledge Sharing

In line with its value of "continuous improvement" in all fields of business, Autoneum strives to further expand its innovation leadership. This calls for knowledge management within the company, an important part of this being regular transfer between specialists at different locations of know-how on specific products, technologies and production processes. In order to intensify this structured exchange of experience, the already existing expert networks dedicated to products such as tufted carpets and heatshields were augmented in 2015 by some expert networks focusing on production processes. In these global committees, experts for research and development, technology and manufacturing evaluate the latest in-house research findings, develop optimized production flows and look into global trends that relate to the respective expert networks. At the end of the reporting year, a total of seven networks covered

production-related topics such as “Basic Damping“, “Basic Tufted Carpets“ and “Conversion Heatshields“. The number of expert networks is expected to double by 2017.

Within the scope of extending its training and education program, Autoneum also established an Alumni forum for the participants of its global “International Leadership Program” (ILP) in 2015. This intense training provides its participants with the tools they need to stand their ground in the international environment in which Autoneum is operating. During the alumni gathering, previous ILP participants – many of whom now hold leading positions – reinforced their competences for international cooperation to build bridges between different cultures and discussed their role as drivers for the company’s High Performance Culture within their respective teams.

**The number of
expert networks is
expected to double
by 2017.**

Social Responsibility

Autoneum has defined specific corporate values and behaviors that form the fundamental pillars of the company's High Performance Culture. This motivating corporate culture is an essential contributing factor to the long-term success of Autoneum.



A corporate strategy oriented only towards economic progress cannot achieve sustained success. A motivating company culture is a prerequisite for the commitment and engagement of employees. Autoneum has therefore defined specific company principles, values and behaviors that underpin the company's High Performance Culture. Autoneum's six corporate values are:

**Passion | Accountability | Innovation |
Global | Continuous Improvement | Simplicity**

Employees at all locations incorporate these values into their decisions and actions. This enables Autoneum to remain loyal to its three overriding principles:

Delight your customers | Enjoy your work | Fight for profits

Autoneum's first global employee satisfaction survey, which was conducted in 2014, and the systematic collection and implementation of improvement suggestions was further strengthened on a local level in order to foster the company's principles, most notably the value of "Continuous Improvement".

Focus on Compliance

Autoneum's values and principles also form the foundation of the company's directive on good corporate governance: the Code of Conduct. Autoneum aims to act in an exemplary manner at all levels and in particular in its business relations. The company's stakeholders expect Autoneum as a market and technology leader to gear its actions toward the highest ethical standards. Autoneum's employees must be aware of their personal responsibility and at all times display ethically unimpeachable behavior in accordance with the Code of Conduct. To further sensitize employees to the importance of the Code's requirements, Autoneum held compliance training sessions at numerous sites around the world in 2015. Corresponding compulsory e-learning courses were also introduced in the reporting year. These courses ensure full observance of legal and internal requirements in business transactions.

Autoneum's Code of Conduct can be downloaded from the company's website:
www.autoneum.com/about-autoneum/code-of-conduct

Promoting Employees' Competences

Developing the know-how, qualifications and social competence of all employees is crucial for Autoneum. Consequently, the company fosters high levels of motivation and performance and allows employees to reach their full potential. For instance – and within the scope of extending Autoneum's training and education program – members of the management teams at over 30 plants worldwide were trained according to the so-called "Engage Your Team" concept. Employee engagement is not only affected by how an organization approaches and values its staff. Thus, managers



At the core of Autoneum's High Performance Culture are six values which define a shared identity.

have a significant impact on employee engagement: They play a key role in sustaining it but – conversely – can also harm it. In particular, the creation of a communication culture in which managers and employees pursue shared goals and work together can significantly boost a company's business success. In addition, intellectual property training sessions were successfully conducted at several locations in Europe and North America in the reporting year. Participants were again familiarized with the handling of trade secrets and patent infringements.

Training and education programs are also offered to young professionals. Autoneum works together with universities by underwriting internships and supporting scientific programs. In addition, Autoneum employs around 200 apprentices – mostly in Europe (Switzerland, France and Spain), South America (Argentina and Brazil) and the USA, all countries where apprentice systems are common and popular. Apprentices are employed both in production and office environments.

Increase in Global Workforce

By the end of 2015, Autoneum employed more than 11 000 people worldwide, mostly in Europe and North America.

Employees*	2015	2014
Business Group Europe**	3 955	3 623
Business Group North America	4 243	3 803
Business Group Asia	1 744	1 515
Business Group SAMEA***	1 055	1 327
Corporate	427	413
Total	11 423	10 681

*Full-time equivalents including temporary employees but excluding apprentices.

**As of 2015, Russia is part of Business Group Europe (previously: Business Group SAMEA).

***South America, Middle East and Africa.

Compared to 2014, the global workforce increased slightly, mainly due to higher production volumes in Europe and North America. The two plants newly opened in the USA also contributed to the larger workforce, while capacity adjustments in Brazil resulted in a lower number of employees in the corresponding Business Group. About five percent of Autoneum's overall workforce is based in Switzerland, where the company's corporate headquarters, the R&T headquarters and one production site are located.



Compared to 2014, the global workforce increased slightly, mainly due to higher production volumes in Europe and North America.

Younger Workforce

Autoneum does not tolerate any form of harassment or discrimination based on, for instance, race, religion or gender. Employees are judged on the basis of their ability to do the job and not on the basis of their personal characteristics.

Since 2012, the proportion of women working for the company has increased from 23 to 27 percent. The increase was particularly strong from 2014 to 2015. For comparison: Ten percent of all middle management positions and 17 percent of all top management positions were held by women at the end of 2015.

Headcount in %	2015	2014
Female	27	25
Male	73	75

The data also shows that the number of Autoneum's young female employees has increased steadily since 2012. Again, this development was particularly strong from 2014 to 2015. However, the number of female workers between 30 and 49 years has fallen.

Age in %	2015	2014
Female below 30 years of age	21.2	16.9
Female 30 – 49 years of age	58.3	63.0
Female 50 years or older	20.5	20.1
Male below 30 years of age	24.8	24.0
Male 30 – 49 years of age	52.6	53.1
Male 50 years or older	22.6	22.9



The number of Autoneum's young female employees has increased steadily since 2012.

There are two reasons why Autoneum's workforce included more women and younger women than previously: First, and most notably in Europe, more women – particularly young women – were looking for employment or for a new professional challenge. Second, women are sometimes better qualified for assembling parts that requires accurate manual skills.

Higher Production Volumes Reflected in Education Level

The number of employees with basic schooling as their highest education level has grown compared to 2014. This development is driven by the fact that two-thirds of Autoneum's workforce is employed in production – most of those hired in 2015 were employed to cope with the increased demand for Autoneum's products. More than 13 percent of employees possess a university degree.

Highest education level in %	2015	2014
Basic schooling	65.6	60.0
Basic schooling plus a diploma as specialist	21.3	25.0
University degree	13.1	15.0

The average level of seniority largely depends on the geographical location and/or the business units the employees work for. Generally speaking, Autoneum's annual labor turnover range on the shop floor is higher compared to that in the company's office environments, due among other things to the proportion of temporary workers. However, in the field of research and technology, for instance, the average seniority level at the end of 2015 amounted to a remarkable 11.5 years.

Elaborated Health and Safety Management System

One of the most important topics for Autoneum as a manufacturing company is employee safety. The company is committed to providing and maintaining a safe and healthy work environment for employees as well as customers and visitors. To further underline this commitment, the corresponding principles for “Good Environment, Health and Safety” have been revised and enhanced in 2015. They now contain five principles for manager behavior and ten comprehensive principles for all employees. Employees who do not comply with these principles have to reckon with disciplinary consequences.

Autoneum aims to ensure the highest possible safety standards and to avoid accidents at all times. “Accidents” are defined as unplanned or undesired events resulting in human injury or illness. Consequently, small cuts, stab wounds and contusions are also classified as accidents. The number of accidents has fallen over the last four years: In 2015, the figure was below 300 for the first time since 2012.

Casualties in absolute numbers	2015	2014
Accidents	293	329
Work-related fatalities	0	1

Autoneum reduced its absenteeism rate further in 2015. “Absenteeism” indicates the number of working hours that were planned but did not take place due to the unforeseeable absence of employees, for instance due to accidents.

Absence in %	2015	2014
Average absenteeism	2.4	2.5

These positive trends are the result of several improvement initiatives within the company. First, training courses that are held each year at all locations address various issues such as the correct and safe operation of machines or effort-saving work processes. In addition, and as an impact of the further enhanced health management system introduced in 2014, Autoneum’s emphasis is on establishing a safety mindset because, in a production environment, it takes personnel with the right attitude to turn written safety policies into real safety. Last but not least, the company focused on improving ergonomic conditions in 2015, in the knowledge that failures in this area are among the root causes of workplace accidents. Measures taken included installing additional adjustable tables in offices and introduced compulsory warm-up sessions on the shop floor before shifts begin.

Enhanced Social Engagement

A company’s entrepreneurial activities significantly impact developments in society. With its comprehensive sustainability management, Autoneum contributes to shaping society sustainably. Almost all sites were running Corporate Social Responsibility (CSR) activities in the reporting year. These included, for example, a golf tournament



The principles for “Good Environment, Health and Safety” have been revised and enhanced in 2015. They now contain five principles for manager behavior and ten comprehensive principles for all employees.

held at the Autoneum site in Bloomsburg (USA) in support of a local charitable organization. Locations in Belgium, Germany, Portugal and the UK supported orphanages, children’s institutions and food banks through various initiatives. Employees at the Chinese plant in Guangzhou organized a charity bazaar to raise donations for the fire department in the city of Tianjin.

Continuous Worker Participation

Autoneum recognizes the principle of employees being involved in aspects of organizational decision-making throughout its global organization. Employees are allowed to associate freely and to join labor unions or seek representation in accordance with local laws. For example, the management team of the plant in Bursa (Turkey) was asked by employees and their representatives to extend the network of shuttle buses transporting workers to the plant and back to their homes. Following joint discussions, the bus routes were expanded. More employees now benefit from the service, which remains free of charge.

In the European Union, worker participation is delegated to European Works Councils (EWCs). EWCs are bodies representing the European employees of a company. Through them, workers are informed by the management about business developments and significant decisions that could affect their employment or working conditions. They are also consulted on decisions on a regional level that are subject to codetermination rights. In 2015, as in previous years, EWCs addressed specific issues in the European countries in which Autoneum operates.

10 principles for all employees:

<p>1. Before each action, consider how your behavior impacts your own and your colleague’s safety.</p>		<p>6. Use the requested personal protective equipment (PPE).</p>	
<p>2. Apply lockout-tagout (LOTO) procedure and required permits to work in order to minimize and prevent upfront risks.</p>		<p>7. Keep the fire system and emergency exits clear and ready to be used at all times.</p>	
<p>3. Ensure all machinery is secured and safe before starting to work.</p>		<p>8. Respect speed limits for forklifts and moving vehicles and watch out for pedestrians.</p>	
<p>4. Comply with site restrictions (smoking, alcohol, illegal substances etc.).</p>		<p>9. Label, store and handle chemicals appropriately and limit the quantity to what is necessary.</p>	
<p>5. Ensure 5S in your environment and handle materials ergonomically.</p>		<p>10. Before waste disposal, strive to reduce, reuse or recycle material and use appropriate containers.</p>	

Summary and Outlook

Thanks to its focus on continuous improvement in 2015, Autoneum again advanced its performance in the areas of ecological, economic and social sustainability. In particular, Autoneum's sustainability accomplishments in water, energy and waste reduction in relation to net sales were extraordinary. Being able to reduce the amount of water and energy used for manufacturing processes is proof of Autoneum's expertise in eco-efficient production processes.

Autoneum's continued investment in research and technology strengthened its innovation leadership: 2015 saw the successful launch of several innovative products and components for acoustic and thermal management. Textile engine covers made of Theta-FiberCell, tufted carpets based on Clean-Tuft technology and Prime-Light inner dashes and floor insulators also contributed to shaping mobility in a sustainable manner.

Sustainability at Autoneum will be carried forward as a continuous improvement process. As of 2016, several projects and initiatives will be implemented to further advance the sustainability management of the company and simultaneously enhance its social responsibility. For example, a further enhanced and standardized employee suggestion system will be implemented at all locations. In addition, Autoneum plans to intensify its current Corporate Social Responsibility (CSR) engagement by building up additional community engagements on a local level. Last but not least, the company is working intensively on further reducing its environmental footprint.

**Autoneum's
continued
investment in
research and
technology further
strengthened
its innovation
leadership.**
