



PLUMETTAZ GROUP

# SUSTAINABILITY REPORT 2023



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# 1. CEO LETTER



Dear Readers,

Plumettaz has celebrated his centenary last year; sustainability, social and environmental responsibilities are obviously words that resonate in our company. I hope that you will feel it when reading our first Environmental, Social, and Governance (ESG) Report. This report outlines our commitment to sustainable development and highlights the progress we have made in integrating ESG principles into every aspect of our business operations.

## **Our Commitment to Sustainability**

In today's rapidly evolving global landscape, businesses must play a pivotal role in addressing environmental and social challenges. At Plumettaz, we recognize that our success is not solely defined by financial performance but also by the positive impact we have on the environment and the communities we serve. This belief has been the cornerstone of our strategy and operations, guiding us toward creating a sustainable future for all stakeholders.

## **Innovative Engineering for a Greener Future**

As a leading manufacturer of specialized equipment for the installation of cables and pipes, we are uniquely positioned to drive positive change within our industry. Our innovative solutions, such as the blowing machines and fully electrical winches, are designed to minimize environmental impact by enhancing the efficiency of the installation. Our equipment not only reduce the carbon footprint of Digital and Energy infrastructure projects but also promote the longevity and the reliability of these essential infrastructures.

## **Environmental Stewardship**

Our commitment to environmental stewardship is strong. Over the past years, we have implemented innovative practices and technologies to reduce our carbon footprint, conserve natural resources, and minimize waste. We have set ambitious targets to achieve net zero emissions by 2050. Our investment in photovoltaic installations at different facilities of the Group and our efforts to enhance energy efficiency are key components of our environmental strategy.

## **Social Responsibility**

Plumettaz is dedicated to fostering a diverse, inclusive, and equitable workplace where all employees feel valued and empowered: A catering service, refurbished offices are some of the measures taken for the well-being of Plumettaz's employees. We are also proud to continue the tradition of company events that include spouses and retirees. We promote diversity and inclusion and are welcoming and training apprentices until their graduation. We are constantly investing in the professional development of our workforce. Our social initiatives extend beyond our organization as we actively develop e-learning programs accessible everywhere. At a more local scale, we engage with local communities and associations. We also collaborate with specialized institutions that employ people with physical and mental difficulties.

## **Governance and Ethical Conduct**

Strong governance is the foundation of our ESG strategy. We have established a governance framework to secure transparency, accountability, and ethical conduct in all our operations. Our Board of Directors provides robust oversight, ensuring that ESG considerations are integrated into our strategic decision-making processes. We are committed to upholding the highest standards of integrity and ethical behavior, fostering a culture of trust and responsibility.

## **Collaboration and Innovation**

Since the creation of Plumettaz one hundred years ago, innovation and collaboration are at the heart of our business. We continuously invest in research and development to bring cutting-edge solutions to market, helping our clients achieve their own business objectives and their sustainability goals. By working closely with partners, suppliers, and customers, we ensure that our products and services contribute to a more sustainable and resilient infrastructure worldwide.

## **Looking Ahead**

As we look to the future, we clearly understand the importance to have a clear ESG strategy and we will demonstrate our commitment to advancing our ESG goals. We recognize that the path to sustainability is a continuous journey, requiring dedication, innovation, and collaboration. We also recognize that we need to englobe more consequently all entities and all employees of the group on this journey. The Plumettaz Group has proud Swiss origin, however in the recent years, our teams and business have grown significantly in various locations in the world. To maintain our growth in a sustainable way, I wish a stronger collaboration among the teams and with our partners. We will continue to engage with our stakeholders, seeking their insights and feedback to drive further improvements in our ESG performance.

In closing, I extend my heartfelt gratitude to our employees, partners, customers, and shareholders for their support and commitment to our ESG initiatives. Together, we can create a more sustainable, equitable, and prosperous future while continuing to push the boundaries.

Yours sincerely,

**Philippe Prat**

*CEO, Plumettaz*

## 2. PRESENTATION OF PLUMETTAZ

### The Group

Since 1923, the Plumettaz Group has strived with its capacity for innovation in the fields of agriculture, construction, snow, rail, energy and telecommunications.

Plumettaz's mission has always been to lighten the load of the workforce by using its mechanical and digital innovations: capstan winches for viticulture equipment, snow groomers and facade maintenance, or oil circulators for the railway industry. Since 1953, the design and supply of equipment for the installation of all-terrain cables for the energy and telecommunications sectors have become its core activity.

### History

Born in Vevey, the company witnessed in 1930 the hard toil faced by the winemakers struggling to work on the slopes of this region of Switzerland. Plumettaz designed ploughs for them that did not need to be pulled manually but with the help of overhanging capstan winches, which were easily transportable and installed. From agriculture to industry, Plumettaz stands out from its competitors with its innovative approach built around the core values that substantiate its reputation: robustness, mobility, adaptability.

**“Wherever we are,  
connecting people to their  
world becomes possible.”**

### *Pushing vs. Pulling*

Until 1987, the installation of underground cables was normally carried out by pulling. Plumettaz with its patented Jetting technology, invented the capacity to push cables in pipes using air or water propulsion, therefore making it possible to install longer cables with less human effort. The limits of laying a length of cable are imposed by the cable construction and the duct infrastructure. The easing and the speed of the installation combined with the high reliability of the process quickly convinced the underground cable market of the advantages of a Plumett branded equipment. The Plumettaz Group has become the world leader in this field, tying to our motto:

**We push the boundaries!**

### ***From air to land***

The main advantages of the underground cable versus the aerial cable, such as safety, reliability, and durability are attracting new markets all around the world. Plumettaz can confirm its status as the introducer of new technologies through its expertise, its advice and a training framework for new users. Investing becomes reassuring.

### ***From copper to fiber optic***

The systematic replacement of underground copper cables by fiber optic cables is essential to allow users to make efficient connections for multiple applications such as healthcare, entertainment or for any other work environments. Plumettaz replaces obsolete cables through its cable installation techniques. From the fixed network to mobile devices connected by 5G, we help to reduce the laying effort and increase connections.

### ***From mechanics to digital***

The Plumettaz Group adapts to modern technological developments for both its internal optimization and the needs of its clients. Using the Intellijet or Optijet for example, Plumettaz developed a control software which is delivered in a waterproof case for construction sites allowing mechanical engineering to become more intelligent.



Having accomplished more than one hundred years of innovations, the Plumettaz Group is still contributing to progress, relieving workforces of their workload and bringing effective solutions to increase the comfort of all.



**1923**

Foundation of ATELIER MECANIQUE Plumettaz by Emile PLUMETTAZ in Vevey.

**1947**  
Foundation of PLUMETTAZ S.A.  
and move to Bex.



**1981**  
TL 3040 capstan-winch  
for Kässbohrer snow groomers.



**2004**  
Development of the Watucab™  
for power cables laying.



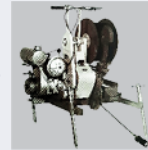
**2020**  
Acquisition of  
HMS machines BV & Infrarent BV  
in the Netherlands.



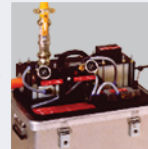
**2021**  
Launch of the E-Winch.



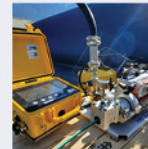
**2022**  
Acquisition of Jakob Thaler GmbH  
in Germany.



**1966**  
Development of the CA 15  
and TL 20 capstan winches.



**1988**  
The cable blowing technique  
is born with the CableJet™.



**2017**  
Launch of the IntelliJet™.



**2021**  
Launch of the OptiJet™.



**2022**  
Launch of the Digital Services.



**2023**  
Centenary of Plumettaz!



## Products and services

### Energy

Plumettaz Group's conventional capstan winches on a trailer frame also commercialized under the brand Thaler are designed for the installation of underground power cables in pre-installed pipes or open trenches. Robust and easy to use, they enable time saving for cable installers and require a minimum amount of manpower to operate.

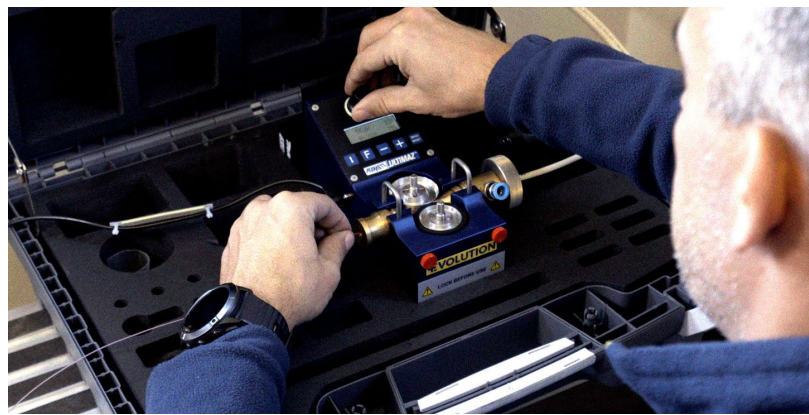
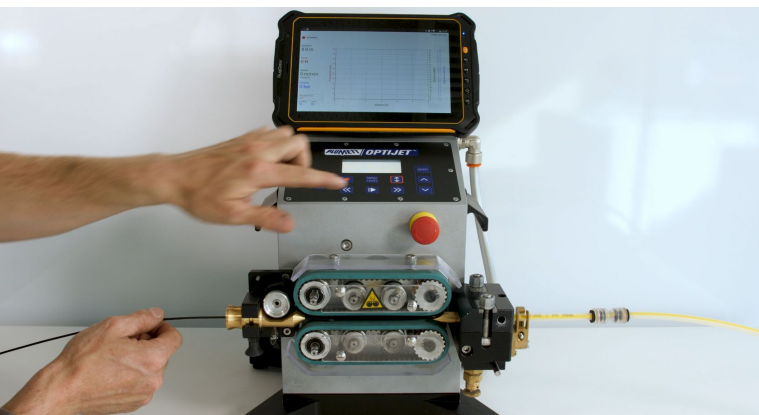
**The MP 50** on-board electronic assistant allows for the visualization and recording of the various installation parameters and supervises the pulling / pushing force. The quality of the work performed can thus be certified by a cable installation report automatically generated by the machine.

**The E-Winch** is our latest innovation: it is a 100% electric winch powered by batteries. Compact and lightweight, it can be used everywhere and is particularly efficient in areas where noise and CO<sub>2</sub> emissions are restricted or forbidden, when working at night in urban areas, indoors or in tunnels. The E-Winch can also be connected to the Connect cloud platform of Plumettaz to allow for remote monitoring of the machine from any location at any time.



## Telecommunications

Plumettaz's pneumatic, hydraulic, and electric equipment is used for the installation of telecommunications cables by blowing or floating a cable in pre-installed underground pipes, in ducts or in galleries. The deployment of a fiber broadband network is crucial and necessary to stay permanently connected and to offer a future with countless opportunities for innovative services. We propose a machine for each and every infrastructure. Designed and developed with passion and professionalism at our technical offices, all our solutions satisfy the demanding needs of our customers, ensuring ease of use and robustness to guarantee quality installations without the risk of damaging cables. For these reasons, more than 10,000 Plumett equipment are currently in operation at the sites of our customers around the world.



## Snow

We develop and produce customized winches for the most demanding customers, whether they need to move large quantities of snow or climb the steepest slopes. The snow groomers are assisted by a winch with a rope that can be wound and unwound at the request of the operator, allowing to work several hundred meters away from the attachment point. This limits the pressure exerted by the tracks of the snow groomer on the snow and thus preserves it on the slopes for an extended period of time. That is why the PistonBully equipped with 4 to 4.6 ton winches sets the standard for the preparation and maintenance of ski slopes, cross-country trails and the creation of snow parks.



## Rail

In specialist markets like the rail industry, our competencies are essential. For companies specialized in railway signaling, we have developed drive mechanisms for level crossing barriers, the installation of which is necessary to secure the rail and road networks. These mechanisms are integrated into the control and security architecture of the whole solution. Their proven design ensures reliability without fail.

Our product range also includes oil circulators for electric locomotives. The main characteristics of these pumps are their reliability, low weight, small size, and the possibility of installation in any position, directly in the cooling circuit of electric transformers. It is a crucial element in the operation of the electric locomotives that carry millions of passengers every day.



## Digital Services

With 100 years of continuous innovation in our mechanical solutions, the Plumettaz Group has also entered the digital age. All our new machines sold worldwide are now connected to the Plumettaz cloud to offer our customers the possibility of remote monitoring of their machines. With the “Remote Monitoring” service powered by our Connect cloud platform, our customers can keep an eye on their machines in the field in real time, from their desktop or smart phone, in order to know where they are and how they are performing. In addition to this, Plumettaz has developed a unique application to simulate the feasibility of a cable installation before actually going to the site. This service named JetPlanner™ 4.0 allows the user to prepare cable installation interventions, to anticipate possible difficulties, to reserve the right resources, and ultimately to drastically limit the risks of having to stop a cable installation in the middle of a project, which can generate significant costs and also impact the confidence of the end customer. These new Digital Services further increase the value and the quality of the solutions offered by Plumettaz, by always pushing the technological boundaries further!

### CONNECT



### SIMULATE



### EDUCATE



## 3.ESG & PLUMETTAZ – OVERVIEW

### Sustainability – Looking Ahead

ESG is embedded in Plumettaz culture and has always been a top priority. Historically, the company has fostered a **family-like and employee-centered secured atmosphere** even as it grew considerably throughout the years and saw its number of employees and entities evolve. The Group takes pride in providing a good social environment, nurturing ethical and fruitful relationships with internal and external stakeholders.

**The environmental** dimension is placed ahead of the agenda and Plumettaz understands the challenges of the current climate evolution and the need to respond responsibly and act accordingly as a company in order to achieve the ambitious global 2030 and 2050 targets to net zero emissions.

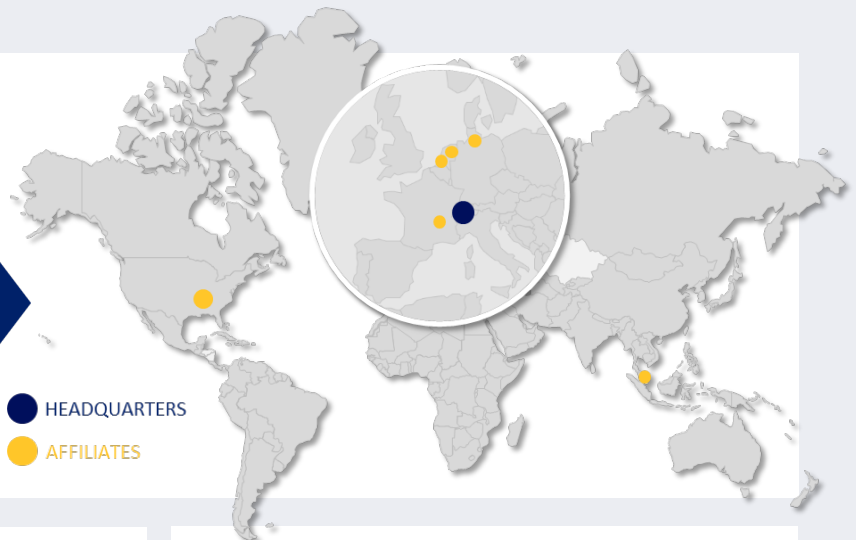
**Governance** has played and will continue to play a fundamental role in supporting the development of the Group and ensure the appropriate risk management is in place.

**The UN Sustainable Goals** are at the heart of our ESG approach and the Plumettaz Group is committed to actively contribute and track its progress alongside the global framework of the United Nations.



## The Plumettaz Group at glance

- PLUMETTAZ S.A. SWITZERLAND
- PLUMETTAZ AMERICA CORP. UNITED STATES
- PLUMETTAZ SINGAPORE PTE. LTD. SINGAPORE
- HMS MACHINES B.V NETHERLANDS
- INFRARENT BV NETHERLANDS
- JAKOB THALER GMBH GERMANY
- EXTER SAS (JV 50%) FRANCE



### Markets served



### In numbers

**+180**  
EMPLOYEES

**+11 000**  
BLOWING MACHINES

**+50**  
PATENTS

**+80**  
PUBLICATIONS

**+100**  
COUNTRIES

**+50**  
DISTRIBUTORS

**+100**  
YEARS OF EXPERIENCE

### Sustainability commitment and progress

**Achieve Net Zero by 2050**

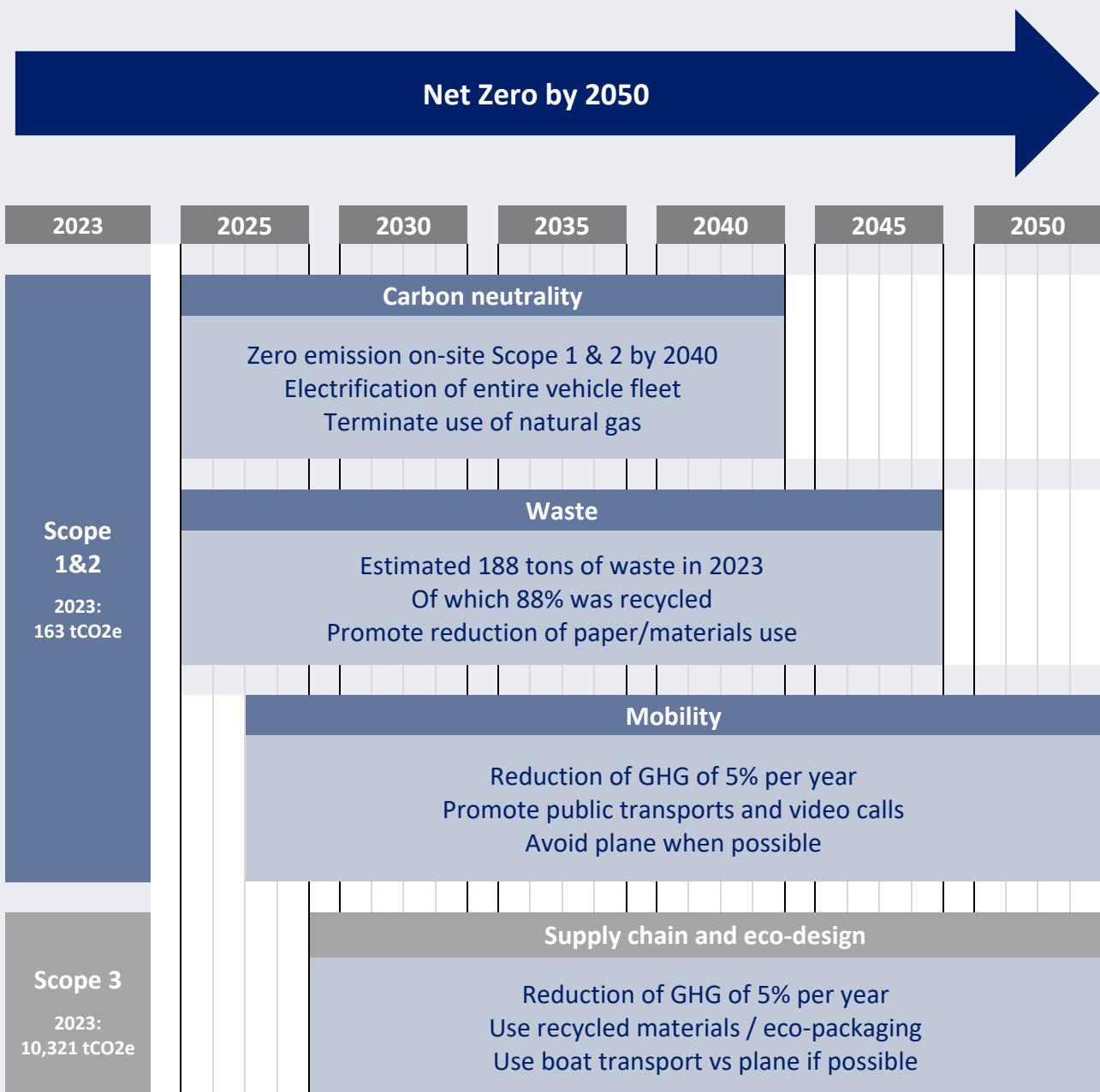
<p><b>Carbon neutrality</b></p> <p>Zero emission on-site Scope 1 &amp; 2 by 2040</p>	<p><b>Mobility</b></p> <p>Reduction of GHG of 5% per year</p>
<p><b>Supply chain and eco-design</b></p> <p>Reduction of GHG of 5% per year</p>	<p><b>Waste</b></p> <p>Promote reduction of paper/materials use</p>

## Plumettaz Group objectives – GHG Scope 1-3

Scope 1: covers the Green House Gas (GHG) emissions that a company makes directly — for example while running its machines and conducting its day-to-day operations.

Scope 2: are the emissions the Group makes indirectly – when the electricity or energy bought for heating, cooling buildings or running machines is produced.

Scope 3: are all indirect emissions of the value chain; downwards at the customer level (e.g. use of products) or upwards by buying products from the suppliers and the related production generated.

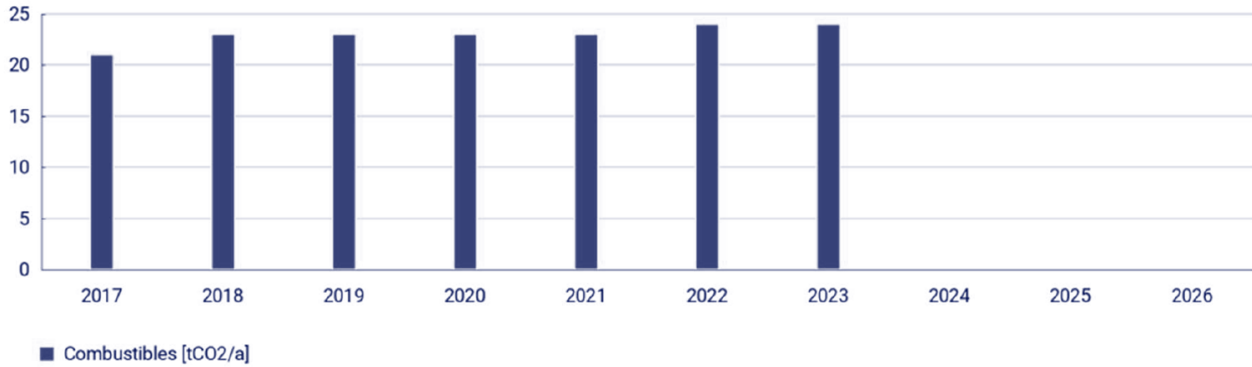


# 4. ENVIRONMENT

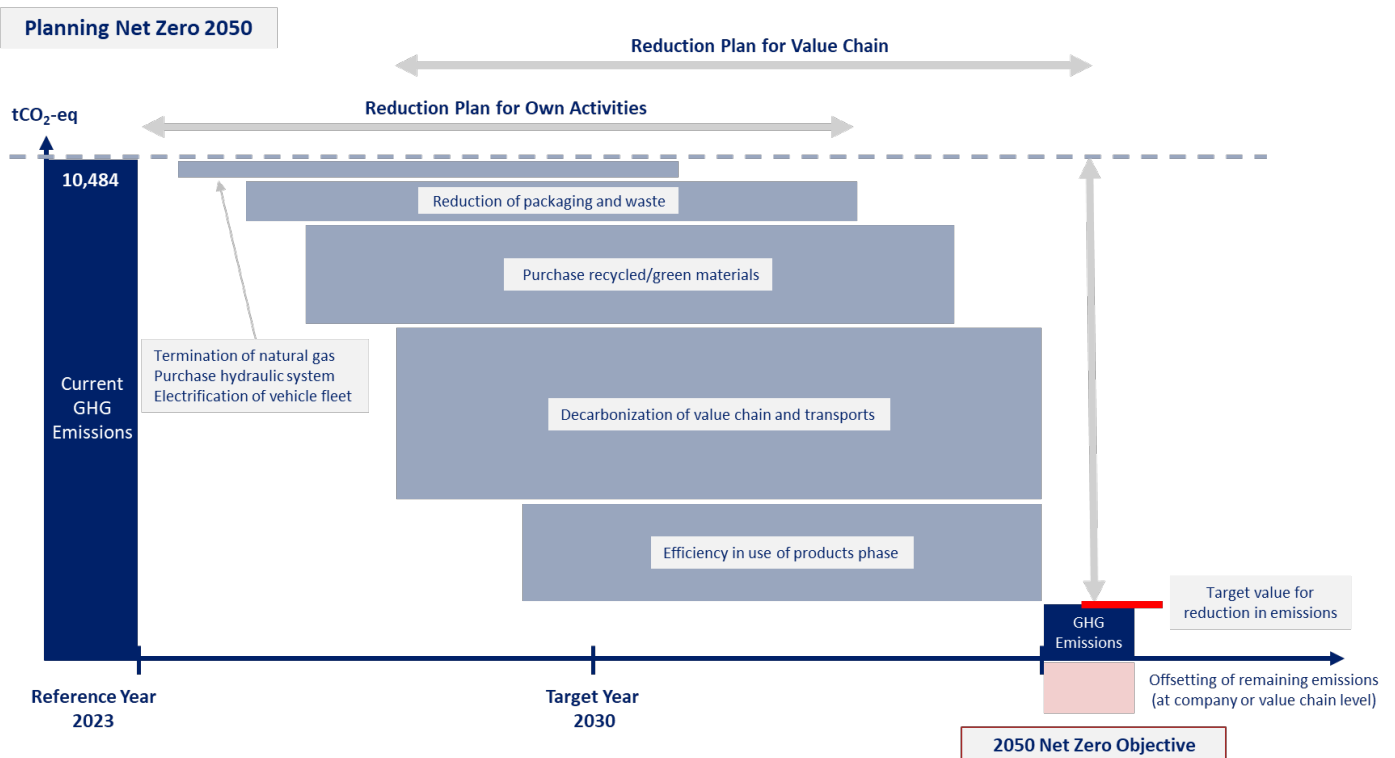
## Carbon footprint and decarbonization

Plumettaz has been actively managing the impact of its activities on the environment. Since 2017, in a first effort to formalize and quantify its progress, the Group has signed an agreement of objectives with the Swiss Confederation to reduce its energy consumption. This led to several projects including the installation of solar panels and electric charging points for cars.

*Plumettaz has already managed to save more than 20 tCO<sub>2</sub>/year between 2017-2023:*





In the current political and socioeconomic context, Plumettaz has felt the need to push forward and intensify its involvement in sustainability management and has committed to reach tangible objectives by 2050 in order to reach net zero emissions (see in above section the overview of the objectives by category and scope). The overall planning is described below and is followed by examples of actions to be undertaken.



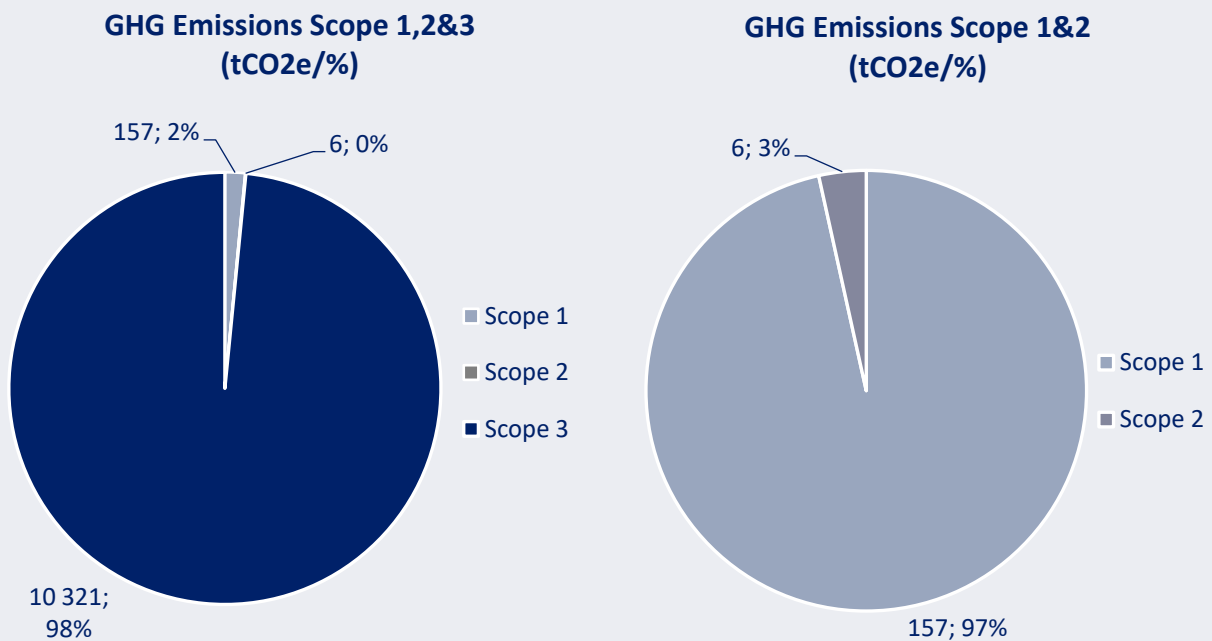


Following the 2030 Agenda for Sustainable Development and the related 17 Sustainable Development Goals formulated by the United Nations, The Group has defined measures to implement and track actively.

	Rely on solar panels and alternative energy sources
	Electrification of machines: first innovation realized with the E-Winch
	Use of recycled materials / decrease of packaging and replacement by green solutions / involve all stakeholders in the value chain to act globally
	Reduce emissions on site by 2030 and zero emissions target by 2040 Favour public transportation and videoconference / use corporate electric vehicles

## Supply chain management

The objective being to closely monitor the Group’s impact and look for optimization in the processes along the whole value chain including upstream and downstream approaches. Plumettaz is looking to generate discussions and synergies with clients and suppliers as the majority of emissions comes from scope 3, similar to most companies in various sectors.



When it comes to suppliers, Plumettaz is engaging the ESG discussion and monitoring their status in terms of environmental management (e.g. ISO 14000), evaluating measures taken and analyzing the suppliers’ overall ESG strategy in place and progress.

## R&D and sustainability

Plumettaz understands the importance of integrating sustainability management at the inception of the product development and innovation. Alongside cost reduction, quality and efficiency of solutions, the Group prioritizes R&D efforts into mitigating the impact of machines on the environment and also associated health and safety risks. For that purpose, one of the key strategic axes is the electrification of the fleet of machines allowing for CO<sub>2</sub> emissions reductions but also decrease in noise production and increase in comfort of final users.

## Quality Management

Doing things right with a high standard of quality has a major impact on sustainability. Firstly, internally, where controlled production optimized to reduce costs, unnecessary energy expenditure or scrap has a major impact. Secondly, externally, for our customers, the quality and performance of our products drastically reduce the possibility of failure during cable laying. Our predictive tools reflect the same philosophy that underpins the minimization of waste and energy consumption: get it right first time.

## Intrinsically ESG-friendly business model

Plumettaz offers solutions that intrinsically contribute to a sustainable future, either through its jetting machines or winches dedicated to the energy industry.

FTTH development is at the heart of the Group's business and by nature allows to improve the efficiency of network by replacing less productive copper cables by optical fiber being more efficient and permitting a circa 10% decrease in CO<sub>2</sub> emissions compared to copper networks (illustrated in table below). On the other hand, the infrastructure developed is the base for smart network and digitally advanced economies that should also allow savings in CO<sub>2</sub> emissions in particular with technology innovations.

*Annual energy consumption and CO<sub>2</sub> emission by type of access network:*

	VDSL2-Vectoring	HFC	FTTH – PtP	FTTH – GPON
Total energy consumption [MWh/year]	3,465	4,987	3,557	3,156
kWh/year per person	61	88	63	56
Compared to 4-person household [4,200 kWh/year]	6%	8%	6%	5%
CO <sub>2</sub> Emission [tons/year]	1,850	2,663	1,899	1,685

Source: Prysmian Group Report

Plumettaz's solutions in the energy sector are equally as important and key components of the energy transition taking place. Indeed, winches and other products developed (e.g. Watucab™) can be used to ease the connection of clean energy sources such as solar panels or wind turbines to the grid.

## Double Materiality Assessment (inside-out)

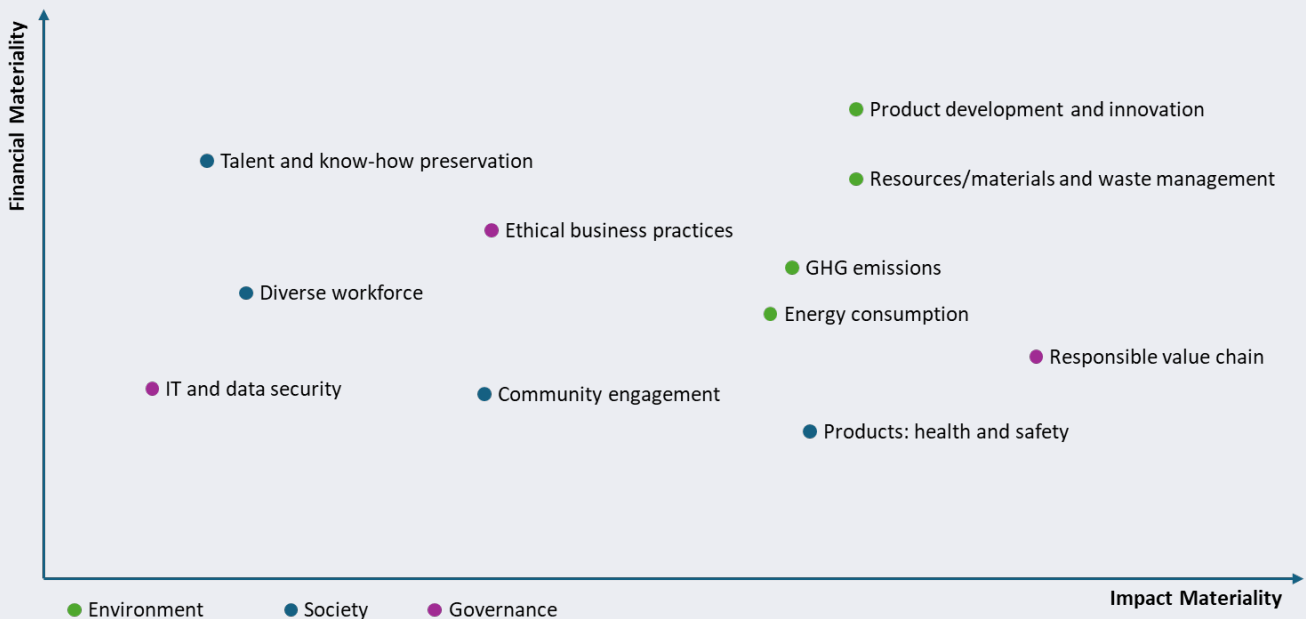
Plumettaz is constantly in search for the best tools to understand its environment and therefore conducted a double materiality analysis. In a first version of the exercise, the focus has been directed towards an inside-out view, which will be completed in due course by an overall picture from all stakeholders' standpoints. The results from the analysis have enabled us to position ourselves better in relation to our impact on society and the environment but also in the opposite direction in relation to the impact ESG and sustainability will have on Plumettaz.

### Financial materiality

Is described as the financial impact or overall implications for the business, including risks and opportunities. For Plumettaz as an industrial company, anything related to manufacturing, equipment and materials required will likely have a significant impact on the future business. The way supply chain is organized must be considered in the light of sustainability issues. On the other hand, the market demand for Plumettaz products should be supported by the need to develop alternative energies and smart networks as presented in the last section.

### Impact materiality

Is described as how the company's activities impacts the overall environment, including people. This translates for Plumettaz into various aspects. Health and safety of end-users of machines is crucial. Hence, design and quality are key in the process (electrification will be a key enabler of impact reduction). Moreover, the waste as well as energy consumption management are two other fundamental factors. In details below, the different dimensions are highlighted in the Double Materiality Matrix.



## 5.SOCIETY

### 100 years of human experience

Plumettaz has strived to offer an attractive workplace for the last 100 years. Evolving throughout generations and company development, the Group has kept its human focus and collegial work environment.

Flexibility is a key attribute of human resources management, and all employees can enjoy the benefits of freedom in scheduling their workday and excellent work-life balance. Inclusion of minorities is crucial for the group and respect of diversity is embedded in the culture.

Many benefits are offered to employees who can enjoy simple sport or leisure activities on-site (table tennis, baby foot) or access to a nearby fitness center. Balanced and healthy food is also important for employees' well-being. That is why Plumettaz started to use an internal fresh food vending machine concept providing fresh home-made dishes on-site.



### Social sustainability indicators

As it is the case for the environmental dimension, Plumettaz measures its impact and track its progress on a series of metrics. The objective is to search for continuous improvement and find the right internal and external balance to reach business targets while moving on a sustainable path. Following the 17 Sustainable Development Goals formulated by the United Nations, the company has defined and highlighted the metrics it closely follows as shown below.



Work accidents tracked and monitored closely  
Absences due to health



Training hours per employee / provide apprenticeships for young professionals  
Encourage development and acquisition of new skills through learning courses



Ensure there is no wage difference between women and men in the organization  
Promote access for women to management and executive positions

## Community engagement


Where possible, Plumettaz puts emphasis on being involved in its local community through multiple non-profit organizations and associations. One of the regular events that Plumettaz hosts is organized by the office of equity between men and women of the Canton de Vaud (Journée oser tous les métiers “JOM”) in Switzerland. During this day, young girls and boys, children of our employees, discover the work of their parents. The goal is to present various professions in order to encourage them to undertake their career of choice.



## 6. GOVERNANCE

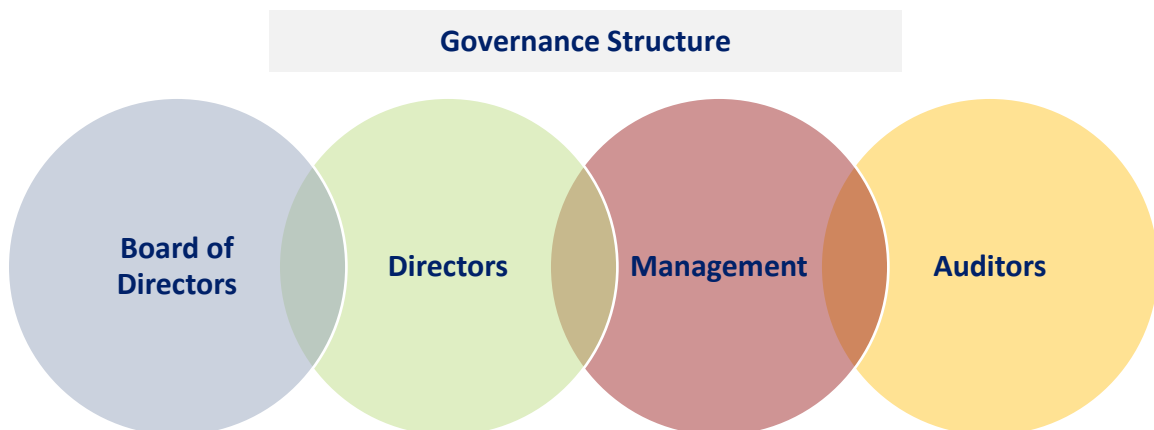
### Risk management and sustainability indicators

Through management systems, Plumettaz focuses on risk management as a main element of enterprise governance. The management tracks relevant metrics with the help of a strategic and operational matrix. In addition, the company relies on an internal control system for all accounting and financial risks that is reviewed and analyzed by external auditors.

	Actively track market, fraud, corruption and other unethical risks
	Preserve fairness/equality in treatment and compensation for all
	Monitor ethically responsible behaviour along the value chain

### Governance structure and ethical values

Plumettaz operates with a simple and effective governance structure with the purpose of avoiding fraud and other unethical behavior, and promoting transparency, accountability, fairness and responsibility across the Group:



- Board of directors overseeing all strategic decisions and leading the vision of the Group
- Group's directors coordinating the activities in each of the main departments
- Supporting management in key functions
- External regulated auditors responsible for internal control, financial and accounting audit

## ESG certification and endorsement

### Ecovadis

Plumettaz believes in continuous learning and development and has therefore assessed the robustness of its sustainability strategy to track it better going forward. The Group has chosen a well-known platform called Ecovadis to support in the process. It has been awarded lately with a bronze medal placing the company in the top 35% in terms of sustainability management.



### Carbon assessment and road to decarbonization

Plumettaz has also undertaken a thorough carbon assessment with the support of the companies P+P Project, long-term partner for energy projects and Henovia, specialist in carbon assessments. The analyses conducted allowed to set a strong base for tracking and developing the company's ESG strategy and its road to decarbonization. The standard used is Bilan Carbone®, compatible with the ISO 14064-1-2-3 and the GHG protocol, an international regulatory framework defining CO<sub>2</sub> emissions. In addition, Plumettaz has completed the exercise with an assessment on the path to decarbonization by 2050 which will also anticipate and prepare the company to comply with upcoming regulations in the sector.



## 7. CLOSING WORDS

It has been already 30 years since the first conference on Climate Change in Berlin in 1995. It might seem a long time ago already or a relatively short period when comparing it to Plumettaz's history. The world is now really engaged in its sustainability journey with full consciousness of what is at stake. The effects of climate change and global warming are being felt everywhere and have dramatic consequences for the Earth, the humans and the society. The way we work and do business needs to be rethought and sometimes rebuilt: the efficiency of the critical infrastructures for water, energy, telecom, roads or transportation systems in general to name only some of those where Plumettaz has a role to play, must be improved. Their use, the materials involved and the related recyclability, should be looked through and the complete value chains will require a significant transformation to allow and shape a more responsible future for the next generations. Plumettaz will not make exception.

### **The Plumettaz Group – an ESG approach across countries and for all members**

The Plumettaz Group understands its responsibility and is fostering change through all channels and entities all over the world: Plumettaz America in the USA, Plumettaz Singapore, Jakob Thaler in Germany, HMS Machines and Infrarent in the Netherlands. Every group company is deeply involved in our sustainable development and the objective is to define, implement, measure and reflect on the actions to meet our ESG objectives. Many projects are being planned at the time of this report and will be closely followed and presented in subsequent communications.

### **Impact – Track, measure, implement**

Our ESG strategy is based on one main element at its core: Impact. Everything we do, we produce and sell generates an impact on the environment, our employees, our clients and the society as a whole. Hence, the Plumettaz Group advocates ESG management through Impact stewardship. We track and quantify where possible our emissions, our energy consumption, our risk and safety management via key performance indicators and metrics. Accordingly, we implement change and corrective actions to improve existing processes on the path to sustainability.





[www.plumettaz.com](http://www.plumettaz.com)