

Our Sustainability Policy

Our purpose is to live up to our shared responsibility so that our customers can go to sleep happy at night. To this end, we offer meaningful work as a company and combine it with technological trends. We view our employees as partners who, guided by our five values—*collaborative, proactive, competent, flexible, and reliable*—live up to this shared responsibility. Consistency and a long-term perspective guide our thinking and actions. We place great value on sustainability in all its dimensions and see it as our responsibility to make a positive contribution to the environment, people, and the economy. We are therefore fully committed to the UN Global Compact ...

“Corporate sustainability begins with a company’s value system and a principles-based business approach. This means acting in a way that fulfills at least basic obligations in the areas of human rights, labor, the environment, and anti-corruption. Responsible companies implement the same values and principles wherever they operate and recognize that good practices in one area do not compensate for harm in another. By integrating the ten principles of the UN Global Compact into their strategies, policies, and procedures and establishing a culture of integrity, companies not only fulfill their fundamental responsibilities toward people and the environment but also create the conditions for long-term success.”¹

... and the 10 principles derived from them:

Human Rights

Principle 1: Businesses should support and respect the protection of international human rights.

Principle 2: Businesses should ensure that they do not contribute to human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should support the elimination of all forms of forced labor.

Principle 5: Businesses should support the elimination of child labor.

Principle C: Businesses should support the elimination of discrimination in employment and occupation.

Environment

Principle 7: Businesses should apply the precautionary principle when dealing with environmental issues. Principle 8: Businesses should take initiatives to promote greater environmental awareness.

Principle S: Businesses should accelerate the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.²

¹ The Ten Principles | UN Global Compact (accessed on January 9, 2026)

² The Ten Principles | UN Global Compact (accessed on January 9, 2026)

At Bacher Systems, we implement these principles as follows:

People

People are at the heart of everything we do. We offer our colleagues fair working conditions and equal opportunities, and support them in achieving a healthy work-life balance. Through ongoing professional development and the creation of a positive work environment, we help them realize their personal potential and foster a culture of respect and collaboration. We are collaborative, proactive, competent, flexible, and reliable—and we expect the same from all our employees and external stakeholders.

Environment

Bacher Systems is committed to responsible and sustainable business practices, taking our full environmental impact into account. We are working to continuously improve our performance in the areas of energy consumption, GHG emissions, and waste management. We believe that a healthy environment is the foundation for a sustainable future.

Economy

For us, sustainable business means creating long-term value that is both environmentally and socially responsible. Compliance with the law is just as much a given for us as our firm stance against corruption, extortion, and bribery. We strive to make business decisions that not only ensure our success but also have a positive impact on society. In doing so, we rely on transparency, integrity, and innovation to promote sustainable development.

We are committed to the following objectives

- Ensuring the health and safety of our employees
- Monitoring and gradual reduction of Scope 1, 2, and 3 greenhouse gas emissions
- Monitoring our compliance with applicable laws
- Sustainability in the supply chain
- Sorting waste by type in our offices

We are committed to the following goals

- Converting our leased vehicle fleet to electric vehicles (by 2036)
- Implementing at least one environmental project per year (e.g., planting trees, collecting trash, ...)
- Increasing support for non-profit organizations to 0.1% of net revenue (by the end of 2030)
- Signing a Supplier Code of Conduct with 20% of all existing support suppliers (by the end of 2026)
- Train all employees on waste separation in our offices (by the end of 2026)
- Reduce absolute Scope 3 greenhouse gas emissions by -3% (by 2036, with 2025 as the base year)

To put all of this into practice, we have created the role of CSR Coordinator, who supports the implementation of our sustainability strategies and monitors compliance with this policy.

The goals outlined here form the long-term framework. The specific implementation, progress measurement, and interim targets are presented in the annual sustainability report.



Elisabeth Müller
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