



# SUSTAINABILITY REPORT



## IMEX Quality Management System

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# Foreword by the board of management

*"More than the past, I am interested in the future, for in it I intend to live."*

Albert Einstein

Looking back on the year 2023, this is the third time we have taken a structural look at the topic of sustainability in our company.

In 2023, the political framework conditions in the EU have been further aligned towards sustainable transformation, while at the same time economic stagnation and even a recession have been announced. We have therefore paid even greater attention to maintaining and safeguarding our economic stability and paying particular attention to the well-being of our employees. Ultimately, we and the entire team managed to grow a little again in 2023 and create 4 new positions. Our employees can not only rely on a secure income and a stable job, we are also open to ideas to enable further reductions in workload.

In 2023, employees were offered the opportunity to plant an organic vegetable garden on the open green spaces on the company premises. The project is still in its early stages, but has been positively received by some of the staff at the Sopron headquarters.

Our solar hot water system on Hall A from 2006 has been replaced with a large-scale, state-of-the-art photovoltaic system. When this is hopefully connected to the grid in 2024, we will be able to produce a further 45 MWh of solar power and thus become almost autonomous in terms of electricity consumption. The charging cycles of our forklift fleet and the use of air conditioning systems were largely adapted to active solar power production in 2023. Two new hybrid vehicles were purchased for the field service in order to take a further step towards e-mobility.

The optimizations and savings in transport logistics begun in 2022 will be consistently pursued, as will the high inventory levels to minimize risk in the supply chain.



We will also use 2023 as the base year for a precise position analysis and the calculation of a corporate carbon footprint so that we can then take further targeted steps towards sustainability and have a sound basis of figures.

IMEX Filtertechnika sees its corporate orientation and responsibility in constantly scrutinizing its actions and activities and striving for improvements and innovations.

With this in mind, we would like to thank all employees for their good ideas and their commitment to leading IMEX Filtertechnika into a resilient and stable future.

Sopron, March 2024



**Gernot Schneider**  
Managing Director



**Pandur Attila**  
Managing Director



The report was prepared taking into account the guidelines on ISO 9001, ISO 14001 and ISO 45001.

In order to ensure better readability, we have dispensed with gender-specific formulations in this report. This does not represent a valuation. All entries are to be understood as gender-neutral.

## **IMEX Filtertechnika: Competence and experience**

Our Sopron headquarters have served as the head office of the Austrian-Hungarian joint venture since 1991. Originally founded as a trading company, the IMEX Filtertechnika Kft. has developed over the years into a technical service provider with specialised engineering services.

More than 60 professional staff members support and advise their business partners in solving their technical and environmental issues as well as in saving costs.

## **Quality from all over the world**

It has been obvious for IMEX Filtertechnika from the start that it provides its clients exclusively with filter technology and quality products of known European, Asian and North-American manufacturers. Our partners are solely renowned filter manufacturers. This way we are able to combine the know-how of our staff with the expertise of numerous experts in the field, and always be aware of the latest innovations and developments.

The data of thousands of unique products are known and kept computerized in our Sopron headquarters to this day. Our state of the art warehouse and logistic system enables us to deliver all products on stock within 24 hours.

The core of the corporate philosophy of IMEX Filtertechnika is characterized by a very high level of technical and customer service. For our corporate goal of being able to provide you with all quality filter technology products from a single source, moreover, our technical staff is always ready to support you. We aspire to find the optimal solution for you and your challenges in order to protect both humans and machines.

## **Milestones:**

- 1991 Founding of the owner-managed Hungarian-Austrian joint venture IMEX Filtertechnika Kft. The objective of the company was the trade of quality Western-European and American motor filters for the Hungarian industry, agriculture and transport.
- 1992 Founding of the Slovenian affiliated company.
- 1993 The company starts trading Donaldson products.
- 1998 Launch of the Industrial dust and oil mist filtration division, complemented with engineering services. – parallel distribution of Donaldson Torit products
- 2001 Founding of IMEX Szerviztechnika Kft., launch of the CompAir compressor representation an affiliate for the sales, servicing and maintenance of compressors and compressed air systems.
- 2006 Construction and move into the first own office and warehouse building in Aranyhegyi Ipari Park in Sopron
- 2008 Setting up the process- and hydraulics filtering division, launch of the exclusive representation of PALL in Hungary and Slovenia. Sales deal with the JACOB company on the distribution of air duct systems.
- 2014 Setup of the HVAC division – parallel trade of JACK Filter, Mikropor and FabricAir products.

- 2017 Acquiring the ISO 9001 certification.
- 2019 Foundation of the IMEX Filtrertechnik GmbH in Austria and taking over W.A.S. GmbH (Weiss Automations Systeme) with oil refinery and gas industry applications as key activities, complemented with measurement and safety technologies.
- 2020 Handover of the new high-bay warehouse (warehouse C)
- 2021 ISO 14001, ISO 45001 certification
- 2022 ISO 14001, ISO 45001 Surveillance audit
- 2023 Establishment of a system for reporting compliance violations

## **Mission statement and values**

In our mission statement, we have defined actively shaping the future as a strategic focus. This includes the challenges of industry in the 21st century with the specific aspects of

- Connectivity
- Digitization
- Energy efficiency
- Automation
- Climate protection and sustainability

IMEX Filtrertechnika wants to proactively shape the far-reaching changes in our market and technology environment and be a reliable, forward-thinking partner for our customers and suppliers. Therefore, in addition to future viability, our strategic priorities include customer orientation and excellence.

- Customer orientation means to understand exactly the needs of our diverse customers and their industries and to find the best possible solution for products and services on this basis.
- Excellence in all areas is essential in order to achieve our business targets over the long term. Efficient processes, lean structures and highly motivated, well-trained specialists should help to secure and increase company value and jobs.

A business environment that is changing at an ever faster pace also calls for a very high degree of adaptability and agility. In this area we see ourselves as a permanently learning company. Concepts for leadership, cooperation, organization and communication are continuously developed and adapted to the latest requirements.

The implementation of our strategy is based on a healthy corporate culture, with a high level of innovation, participation and the courage to develop. Our corporate values form the basis of our business: Our corporate values form the basis of our actions:

- Future and result focus
- Responsibility and sustainability
- Initiative and consistency
- Openness and trust
- Fairness and respect
- Reliability and credibility
- Legality and diversity

# Guidelines and management systems

## Guidelines:

- Environmental, health and safety (HSE) guidelines
- Quality Policy
- Code of Ethical Conduct and Business Conduct
- Management principles (ISO 9001, ISO 14001, ISO 45001)

In 2017, we had our quality management system certified according to ISO 9001:2015, which we have since successfully implemented and regularly reviewed through renewal audits. In summer 2021, the occupational health and safety management system was certified to ISO 45001:2018 and the environmental management system to ISO 14001:2015. Strict HSE targets were defined to further develop our HSE performance. An action plan has been drawn up to achieve the targets, which includes all the tasks and milestones defined by the departments that are achievable through their own efforts. HSE tasks requiring investments have been included in the investment plan.

The implementation of an e-mail campaign entitled "Occupational safety and health minutes" has become established as an important working tool within the framework of HSE management. This repeatedly draws attention to current occupational health and safety issues. The management attaches great importance to the use of a corporate governance system that meets the highest standards. The principles are regularly reviewed to ensure that they are also in line with the best international developments.

The management of IMEX Filtertechnika Kft. considers it as its obligation to apply and disseminate the applicable guidelines in all areas and in all countries in which IMEX Filtertechnika or sister companies are active. The management has defined organizational units and their tasks for this purpose. All responsible employees have the right to voice their opinions and make suggestions to the management regarding their business areas. The Finance department has a supporting role in terms of risk management and controlling. The area representatives and project managers are responsible for monitoring the implementation of the company's strategic projects, providing the resources for efficient project management, and ensuring that equipment and filter systems are delivered in perfect condition and in accordance with the relevant standards, on time and within budget.

## Regulatory system:

Basic principles for the design of the system:

- Ensure a balance between management's freedom of decision and the requirements of a rigorous internal management and performance measurement system
- Ensure that decision-making authority is exercised at the level at which the most information is available for making the decision
- Ensure adequate ex-post evaluation and control
- Ensure functional and business matrix management both within the company and in the sister companies

## **The importance of sustainable development:**

In addition to future viability, the company's most important strategic goal is to ensure and increase quality in terms of customer orientation and excellence. We have established very good professional relationships with institutions and authorities

- We regularly evaluate our suppliers and are in permanent dialog with them for further development in the interest of our customers.
- Our management maintains a constant dialog with the employees
- We offer our employees continuous training and further education opportunities
- We are committed to innovation and quality

## **Our social responsibility:**

IMEX Filtertechnika Kft. sees itself as a pioneer for domestic companies by fulfilling the domestic HSE requirements to the maximum and creating the best working conditions for its employees. This proactive strategy remains an important goal of IMEX Filtertechnika Kft. Therefore, it is important for us to openly communicate our achievements, goals and ambitions and to ensure the best opportunities and working conditions for all our employees.

As a company with an international presence, we feel equally committed to European and national cultural values. We are constantly developing our knowledge and exchanging information and experience.

We are committed to promoting environmental awareness and a healthy lifestyle. As a part of this, we support children's foundation, young people and people in need. We promote outstanding individual and club sports activities and provide opportunities for this within the company wherever possible.

## **Safety at work:**

As some of our customers' production sites are also classified as hazardous, the safety of our colleagues is a top priority. For this reason, we conduct ongoing technical inspections based on an annual inspection plan. These are prepared and carried out in addition to the issuance of self-testing permits and include the calibration of hand tools, personal protective equipment and measuring devices.

The legal requirements for occupational health and safety were relaxed in several respects in 2023. Nevertheless, we have decided to maintain our previous practice unchanged and to work under stricter conditions than the legal requirements, as the protection of employees is very important to us.

Our company has been logging accidents at work since it was founded in 1991. In order to be comparable with other employers and in accordance with our legal obligations, we consider the number of (reportable) accidents requiring more than three days of sick leave as the relevant statistical indicator. In addition, we keep a stricter record than required of the frequency of accidents that result in absences from work. As a result of effective preventive measures, our company has not yet had any accidents with prolonged absence from work or serious work accidents. The specific number of reportable accidents is falling annually and thus shows a positive trend.

All types of accidents are investigated internally in accordance with the relevant legal and technical requirements, even if they are not reportable. The evaluation and analysis of accidents, even if they do not result in lost work time, increase the effectiveness of prevention. The investigations allow us to detect, identify and eliminate the factors, which can significantly reduce the number of adverse events. The human factor, or rather human error, plays a key role in the occurrence of exceptional HSE incidents (according to our statistics, this concerns more than 90% of cases). These accidents are mostly due to carelessness or to an irregular work process. Identifying the causes of carelessness is extremely difficult, but without analyzing them, we could not be able to take effective preventive measures.

To detect high-risk hazards and dangerous and inappropriate actions, the following items were examined at each stage:

- Presence of personal requirements of the persons involved in the work
- The actual and expected procedures of the work processes
- The safety condition of facilities, work equipment and personal protective equipment
- Presence and effects of environmental factors
- Causes of the accident

We believe that the quality of the investigation plays an important role in improving the accident situation. We have developed an effective inspection practice, which we expect to further improve the situation.

We have implemented the following procedures to ensure safe and non-hazardous working conditions:

- Continuous provision of personal protective equipment on a normative basis
- Provision of protective drinks throughout the year
- Provision of cooling/heating of workplaces as required
- Introduction of ergonomic devices
- Our company pays particular attention to the continuous improvement of the working environment.

Note: Our company has installed a defibrillator, which is accessible to all

## **Employees:**

At the end of 2023, our company employed 60 people. Taking into account the needs and possibilities of our colleagues, we offer all our employees with children part-time employment and the possibility to work from home occasionally in case of their children's illness. All our employees have permanent contracts.

At IMEX Filtrertechnika Kft. it has always been common that many employees work flexibly at different locations. This has always been normal for the sales-team, the technical consultants and also the service staff. However, in the past years of the Covid pandemic, remote working has been made possible for all our employees, with only one exception: goods handling in the warehouse. 2021, and to some extent 2022, have shown that our employees can cope very well with this personal responsibility and IMEX Filtrertechnika can rely on a valued and satisfied workforce. A team that was also very happy to return to our office premises afterwards and very much appreciates the joint work and personal exchange.

The company would like to take these positive experiences as an opportunity to further strengthen social security, employee satisfaction and employee commitment.