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CSR REPORTING

# CSR REPORTING



The Komtech Group's contribution towards the Sustainable Development Goals of the UN 2030 Agenda



# CONTENT

<b>1. Statement of the CEO</b>	<b>4</b>
1.1. The Komptech Group	5
1.2. Company structure	7
1.3. Komptech in numbers	8
<b>2. The 17 goals for a sustainable world</b>	<b>10</b>
<b>3. FAIR – Implementation of a new idea</b>	<b>12</b>
3.1. Background	12
3.2. FAIR as a guiding principle	13
3.3. Stakeholder dialog	15
<b>4. The SDGs as part of the core strategy</b>	<b>16</b>
<b>5. Example fields of action and their specific contribution towards the SDGs</b>	<b>20</b>
5.1. Rental & used, remanufacturing	21
5.2. Reduction in greenhouse gas emissions	22
5.3. Continuous further development of all products	
Innovation – digitization	24
5.4. Focus on employees	30
<b>6. All SDGs at a glance - See the big picture!</b>	<b>35</b>

For better readability, this report avoids the use of male and female references, and instead uses gender-neutral language.  
Any references to people therefore refer equally to all genders.



# KOMPTECH

# 1

## STATEMENT OF THE CEO



The world is facing some major challenges. The climate change caused by humans, the rapid growth in the Earth's population and the associated ever-rising demand for energy and raw materials are all placing the environment under increasing strain. To prevent these challenges from resulting in a hopeless situation, long-term solutions are required. The primary task of Komptech, as an environmental technology specialist, is to make a positive contribution to these challenges.

The aspects of sustainability and social responsibility are essential components of our company's DNA. It is important for us to provide balanced support for the "People – Planet – Profit" field of action through our business models and to harmonize our strategy with the UN's Sustainable Development Goals (SDGs) of the 2030 Agenda.

Our mission is "Technology for a better environment." It describes our overarching objectives: We develop solutions for processing solid waste and woody biomass in order to achieve improvements for people and the environment, and produce suitable, high-quality and long-lasting machines. Thus we make an important contribution towards a sustainable economy. Raw materials are derived from waste and the – currently mostly linear – material economy is shifting towards a circular economy.

In addition to the direct global transfer of technologies, we act in an advisory capacity for our customers and decision-makers. We offer comprehensive services and training for optimizing treatment processes. The digitalization of all customer processes, which has already been largely implemented, makes this much easier. We can minimize our travel activities and nevertheless provide our customers around the world with fast, efficient and tailored support. This is why we are a reliable, long-term partner with a presence on every continent of the planet. Through this collaboration, we achieve long-term, shared success and sustainable growth with stable economic results.

This sustainability strategy is pursued by all Komptech employees and therefore is implemented throughout the entire company. The company recently launched the "FAIR" program, which is aimed at motivating the employees to make their own personal contribution. After all, it is their innovative strength which enables us to maintain and further extend our technological edge. For this reason, the promotion and personal development of each individual is a high priority for us.

At Komptech, we are continually working on improving our ecological balance. In particular, we analyze our carbon footprint very closely. We are consistently and continuously reducing it – with the aim of becoming a carbon-neutral company in the medium term.

This CSR Report is one of our building blocks along Komptech's journey towards harmonizing profit with the requirements of people and the planet.

Heinz Leitner | CEO

# THE KOMPTECH GROUP

# 1.1

As part of the Hirtenberger Group, which comprises the Environmental Technology and Pyrotechnics divisions, the Komptech Group specializes in the area of environmental technology.

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Komptech GmbH

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Komptech is a leading international solution provider for the processing of waste materials and biomass. Permanent focus: innovative technologies that guarantee maximum value for the customer. The product portfolio includes more than 30 different machine types covering the essential procedural steps of modern waste treatment – shredding, separation and biological treatment.

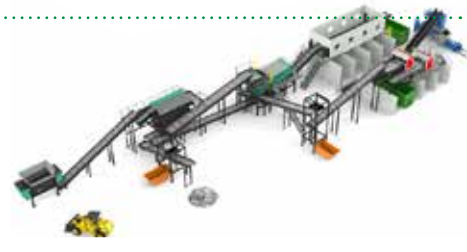
We are active in the following areas with our various technologies:

**Composting | Fermentation | Biomass treatment | Mechanical-biological waste treatment | Treatment of refuse-derived fuels | Treatment of commercial waste | Waste wood processing | Special applications for shredding and separation**

TREATMENT OF  
BIOGENIC WASTE



TREATMENT OF  
MIXED WASTE



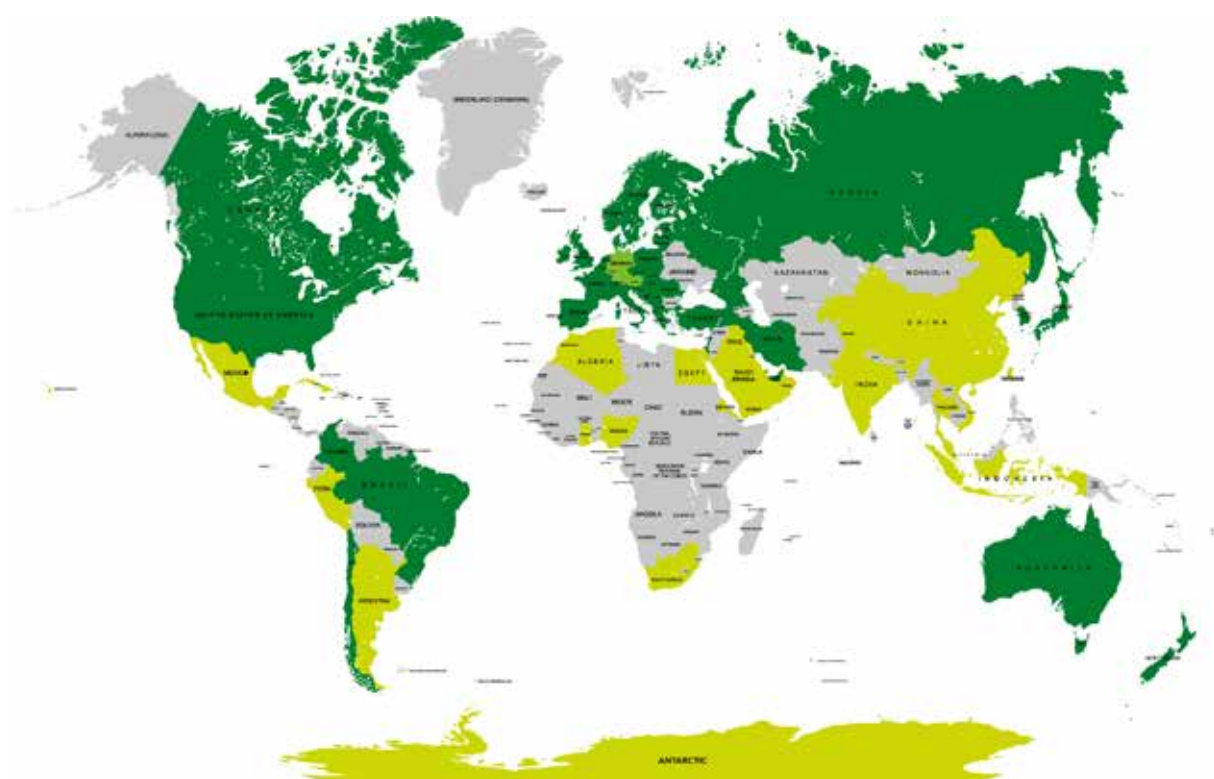
WASTE WOOD  
PROCESSING



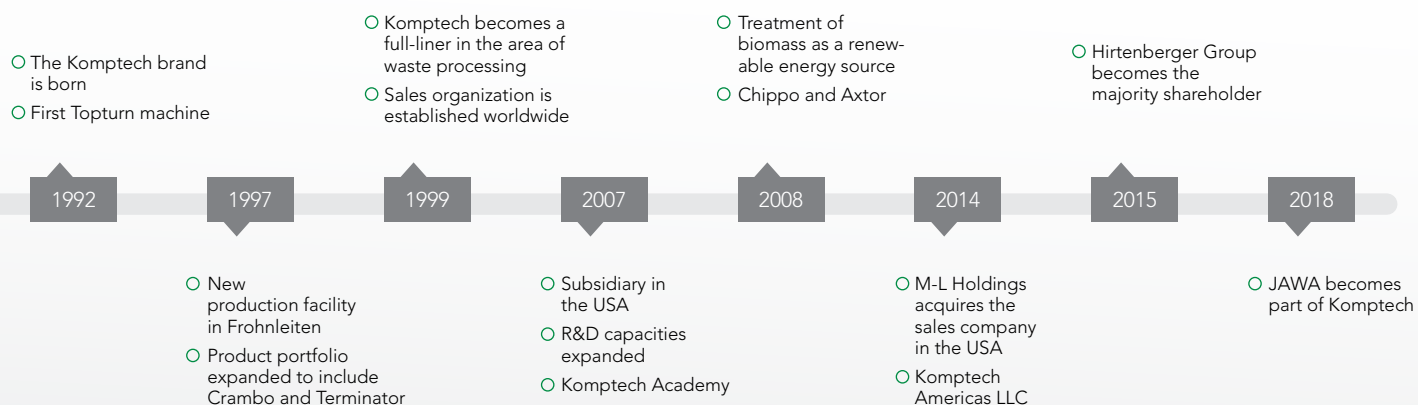


# 1.1 THE KOMPTECH GROUP

The company's products are sold in Austria and Germany through its own subsidiaries. In all other countries they are sold by trade partners. Through this sales organization, the company offers competent advice and reliable service all around the world, with an export rate of 94.5% and more than 80 supplied countries. The light green countries on the map were added in 2015 and the list is continually expanding.

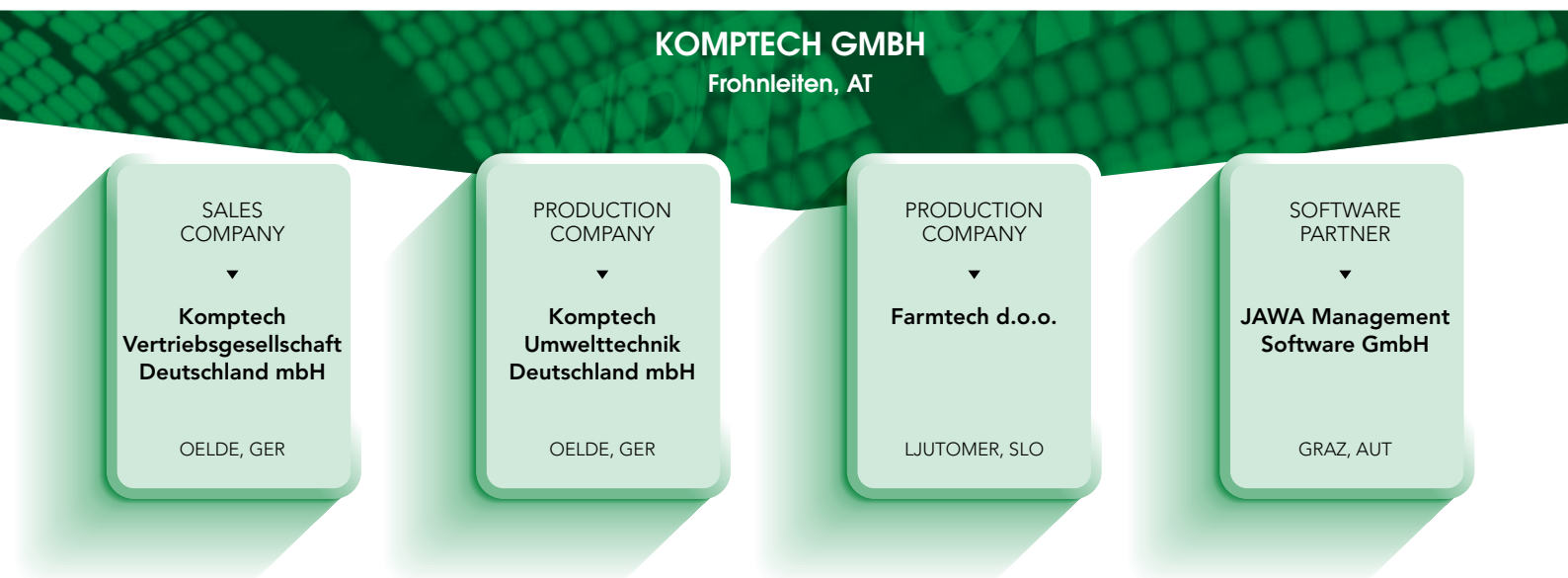


## COMPANY HISTORY



# COMPANY STRUCTURE 1.2

Komptech GmbH with headquarters in Frohnleiten comprises four subsidiary companies.



## **Komptech GmbH** [Frohnleiten, Austria]

PARENT COMPANY, HEADQUARTERS

Responsibility for the management, sales in Austria, worldwide support for sales partners, worldwide customer service, central accounting, marketing, HR and IT as well as central responsibility for production and logistics. Cooperations with other companies, e.g. ALBG, are also led by Komptech GmbH. In addition, Komptech GmbH is responsible for product management and R&D for all products in the Environmental Technology division. The Komptech Research Center, which relocated from St. Michael/Leoben to Frohnleiten in 2019, is in charge of prototype construction as well as testing and trials. The aim of this was to bring together the development and testing competences at one location.

In Vienna, Komptech GmbH has its own engineering office for the management and processing of plant engineering projects around the world.

## **Komptech Vertriebsgesellschaft Deutschland mbH** [Oelde, Germany]

SALES COMPANY FOR GERMANY

## **Komptech Umwelttechnik Deutschland GmbH** [Oelde, Germany]

PRODUCTION LOCATION FOR SCREENING AND SEPARATION TECHNOLOGY

## **Farmtech d.o.o.** [Ljutomer, Slovenia]

Farmtech d.o.o. manufactures agricultural technology products (tippers, spreaders) under the "Farmtech" brand name. Similar to Komptech GmbH, Farmtech d.o.o. is responsible for R&D, marketing, product management, sales, customer service and logistics for agricultural technology products. In addition, Farmtech d.o.o. is the central production location for the entire steel construction operations of the Komptech Group as well as for environmental technology and agricultural technology. Part of the product portfolio for shredding and composting technology is pre-assembled and completely mounted at Komptech GmbH in Ljutomer (Topturn, Axtor).

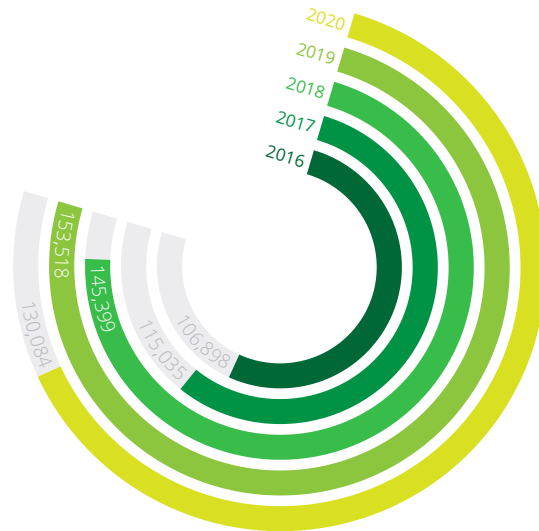
## **JAWA GmbH** [Graz, Austria]

Development and implementation of special software solutions for various industries. JAWA develops a wide range of digitization components for the Komptech Group, such as the Komptech GO! platform incorporating a multitude of apps for supporting communication with sales partners and customers worldwide.

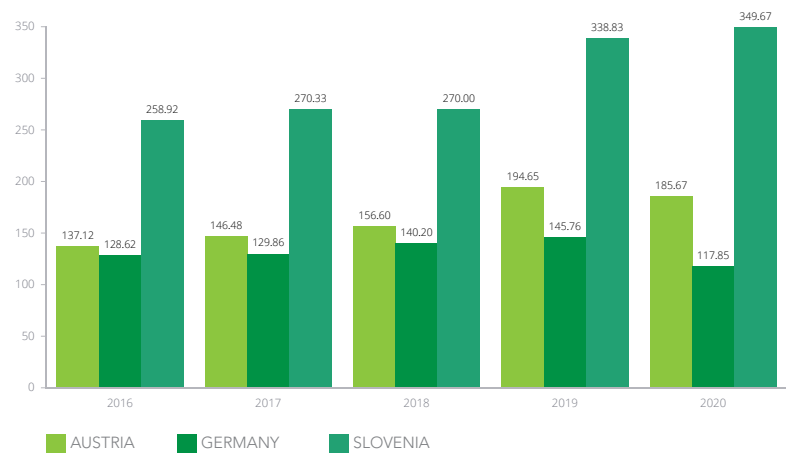
# 1.3

## KOMPTECH IN NUMBERS

### KOMPTECH REVENUE (MILLION)



### EMPLOYEE DEVELOPMENT



### FLUCTUATION

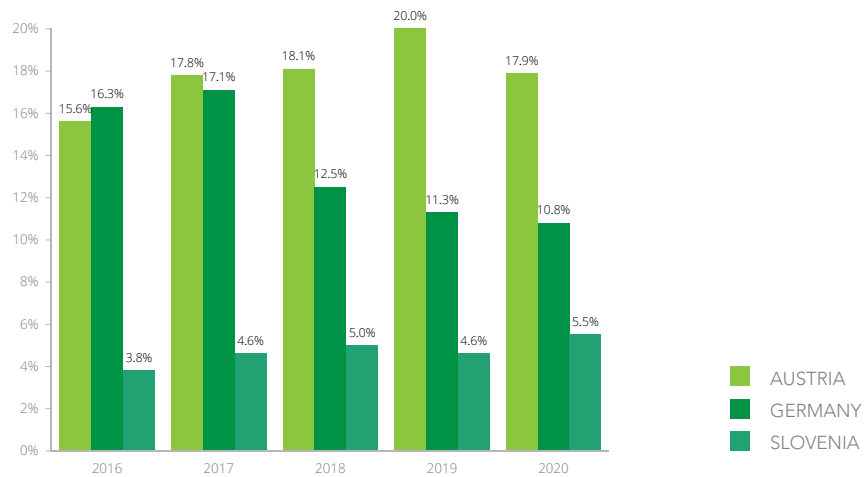




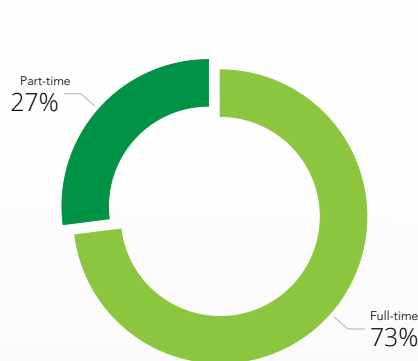
# KOMPTECH IN NUMBERS 1.3

## PERCENTAGE OF WOMEN

per KT location  
2016–2020



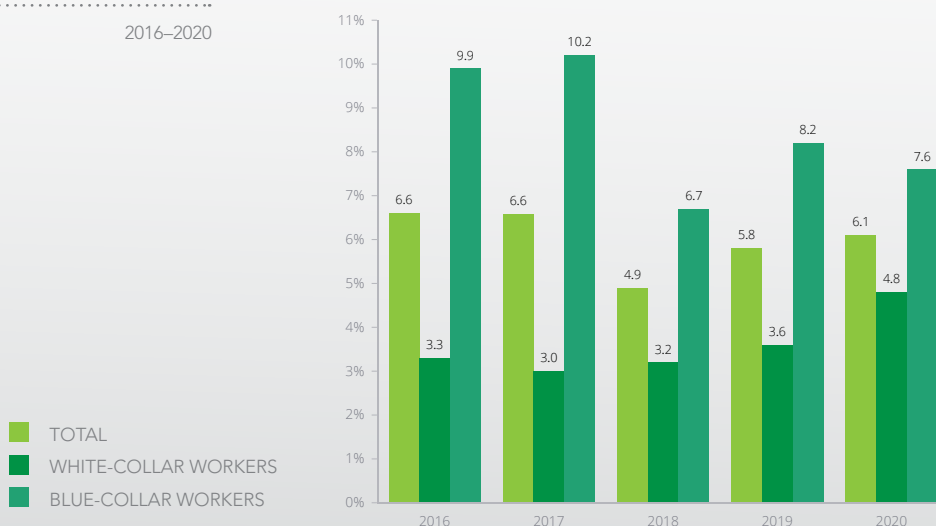
## PART-TIME RATE: WOMEN



## PART-TIME RATE: MEN

## PERCENTAGE OF SICK DAYS

2016–2020



# THE 17 GOALS FOR A SUSTAINABLE WORLD

The Sustainable Development Goals (SDGs) were developed by a working group of the United Nations together with thousands of stakeholders, and were approved by the United Nations General Assembly as part of the World Summit on Sustainable Development in New York on September 25, 2015. 193 member states of the UN have committed to the 17 goals and 169 targets for global sustainable development and supporting objectives.



The SDGs are set out over a period of 15 years, until 2030. The role of the private economy in achieving the goals was explicitly emphasized.

In the preamble of the resolution adopted by the General Assembly, the importance was emphasized as follows:

This Agenda is a plan of action for people, planet and prosperity. It also seeks to strengthen universal peace in larger freedom. We recognize that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development.

In 2019, the Komptech Group began to systematically and intensively work on the topic of CSR (Corporate Social Responsibility). Until then, CSR had consisted of many individual projects and initiatives. To ensure a comprehensive and group-wide view of CSR, the FAIR CSR program (see chapter 4) was launched for the entire Hirtenberger Group in 2019. It combines and coordinates the previously implemented projects and initiatives under the FAIR umbrella and expands them with new areas of focus. Consequently, the company also worked intensively towards the SDGs during 2020.

This report not only presents the current situation from the perspective of the Komptech Group on the basis of data from 2020 and 2019. It also describes the steps taken to align the strategy and the derived goals with the SDGs, and – inversely – the steps taken to systematically implement the SDGs in the companies throughout the entire Group as well.





# FAIR – IMPLEMENTATION OF A NEW IDEA

In spring 2019, the management team decided to merge all the individual CSR initiatives into the FAIR program.



# FAIR

The aim of comprehensively and systematically implementing the topic of CSR is to strategically align the entire group of companies closely with the CSR goals. Thus, decisions about further meaningful activities can be taken on this basis.

## 3.1

### BACKGROUND

During company visits at well-known companies from similar industries or with a similar structural/historical background, a wide range of motives for committing to sustainability were discussed along with the defined measures and existing projects. When selecting companies, attention was paid to whether they are producing companies with an international presence but whose roots are in Austria.

Some of the most important findings from these company visits also include discovering that very different approaches can be taken to CSR programs:

CSR is actively embodied by the senior management team and is made visible and emphasized by many initiatives, such as the Ethics Guidelines and charitable/ social activities.

Strong demand for sustainability from the customers can "arise". With public tenders in particular, sustainability criteria increasingly play a role.

## FAIR AS A GUIDING PRINCIPLE

# 3.2

The logo for the CSR initiative combines the lettering with the important pillars of sustainable development: the leaf represents the environment, the energetic person represents social issues and the hand represents the economy which – together with the leaf – also wraps around the person in an assisting, supportive and protective way. It expresses the interpretation of the SDGs by the Stockholm Resilience Centre and establishes a connection with the strategy of Komtech (for more information see chapter 5).

The following lines of action are assigned to the individual letters of the word FAIR:

**F** **FUTURE**  
CONSIDER IT

We treat the environment in a way that will also enable the next (and future) generations to enjoy a good quality of life. We leave the environment in a better condition than we found it in.

**A** **ACHIEVE**  
SUSTAINABLE GOALS

Through our goals and projects, we endeavor to support the Sustainable Development Goals of the UN 2030 Agenda. Our reporting indicates which steps we need to take in order to act more sustainably and with more farsight.

**I** **INITIATIVES**  
CREATE NEW IDEAS

Our employees are committed and creative, and contribute towards our further development through diverse initiatives (social, health and sport, environment).  
We support our customers with innovative projects, both with our products and also from a social point of view (information on environmental protection, training – for example our training program in Ghana).

**R** **RESPONSIBILITY**  
ACT ACCORDINGLY

We are developing our company sustainably. As a result, we are able to maintain stability and achieve good results, enabling us to meet our responsibility towards our employees, stakeholders and the environment.

## 3.2 FAIR AS A GUIDING PRINCIPLE



All further activities and projects that are to be implemented in the future to support and promote the company's sustainable development are summarized under this heading and are initiated at individual locations or across all locations, depending on the type of project.

- 1 The purpose is to give the employees an awareness of the "sustainable" activities that are already being conducted and of how the company's commitment towards its employees in many areas goes beyond what is required by law.
- 2 The management has to embody this commitment to a more sustainable future as a matter of fact. Everyone must clearly understand that CSR and the pursuit of the SDGs are an essential component of the Komptech Group's strategy.
- 3 At the same time, this must not result in forced benefits – the initiatives introduced must be authentic and correspond with the Komptech Group. Here it is not only desired, but required that the sites retain their individuality!
- 4 The aim must be to achieve a balanced relationship between the 3Ps: People – Planet – Profit.
- 5 The implemented measures must correspond with the economic framework conditions within the Hirtenberger Group.

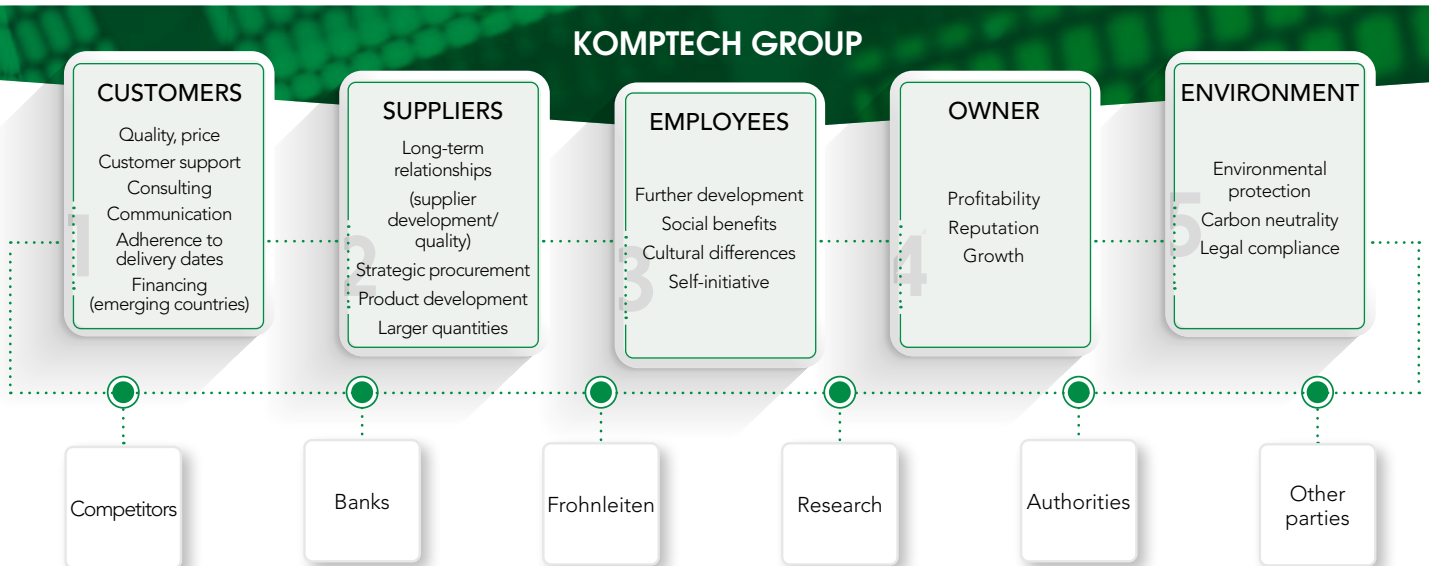
During the development of the FAIR CSR program, it soon became clear that a deeper assessment of the SDGs in the form of this report was required as a fundamental basis for the ongoing development of the strategy. Therefore, over the next few years, measures and activities must be established to improve sustainability within all the companies of the Hirtenberger Group based on these findings – not only as a contribution towards the global achievement of the goals but also the future-oriented further development of the entire company.





# STAKEHOLDER DIALOG 3.3

The dialog with the stakeholders is another important element for implementing the SDGs.



As a development and series provider of high-quality products, Komptech is permanently required to detect trends early on, adapt them to the corporate and sustainability strategy, and subsequently take steps to implement them. Responsible company management is only possible in collaboration with the company's stakeholders. This is why Komptech maintains an ongoing dialog with the stakeholders and incorporates the derived findings in its actions.

The forms of ongoing stakeholder dialog differ according to target group, business area and specific topics, and include for example:

- Customer and sales discussions
- Research and development cooperations
- Employee events, annual employee performance/objectives review
- Quarterly and annual reports
- Dialog with lobbyists, representatives from business and politics

These activities will also be linked specifically to the SDGs from 2021 onwards, to familiarize the stakeholders with the SDGs on the one hand, and on the other hand to have a direct exchange with those stakeholders who are already actively pursuing the SDGs in order to harness the synergy effects.

A concept for communicating specifically about CSR topics with project partners and customers on the one hand, and suppliers on the other hand, is to be developed in 2021 to cover as many of the aspects and activities at Komptech as possible. Of course, other important stakeholder groups are to be incorporated, such as employees, local communities and research companies etc.

# 4

## THE SDGs AS PART OF THE CORE STRATEGY

Each company can only contribute towards achieving the 17 SDGs worldwide if the entire corporate strategy is aligned with these goals.

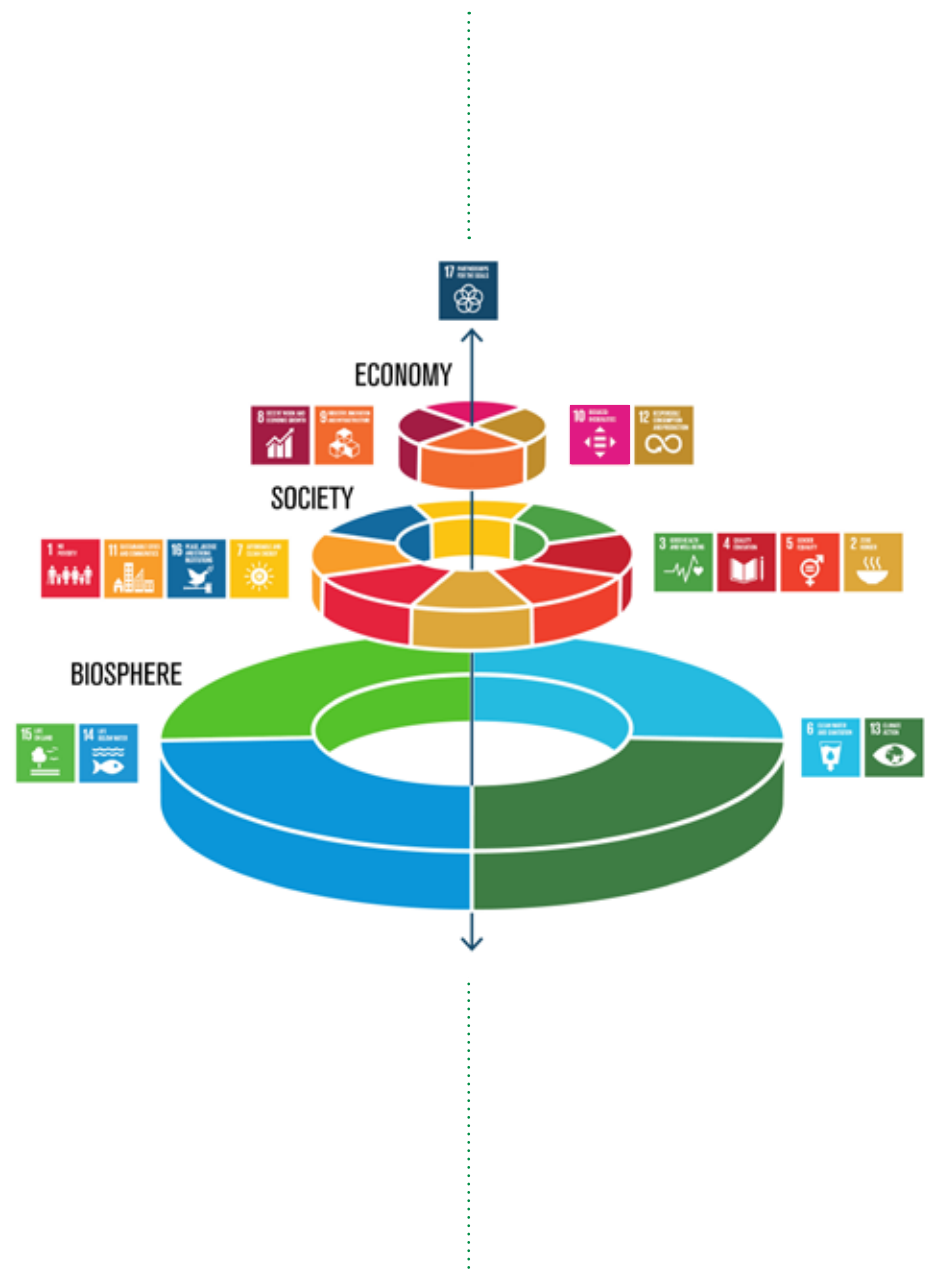
To explore the content of the individual goals in more detail, it is beneficial to divide the 17 goals into individual clusters. On this basis, the company can specifically search for areas of focus and identify concrete projects that can contribute towards achieving one or several of the goals.

Compared to various documented ways for dividing the SDGs into sub-groups, the approach of the **Stockholm Resilience Centre** has emerged as the most suitable approach for Komptech.

Similar to the sustainability triangle used to illustrate the three dimensions "People – Planet – Profit," the goals are represented in the form of a pyramid.

### PYRAMID PEOPLE – PLANET – PROFIT

Source: Stockholm Resilience Centre



Its purpose is to illustrate that economy and society cannot be perceived as independent components, but instead are embedded in nature and the environment:



However, at the same time it visualizes that the economy serves society so that it can evolve within the operating space of the planet:



This interpretation was also applied in the development of the FAIR logo (see chapter 3).

Working from this interpretation of the SDGs and after conducting an internal materiality analysis, the Komtech management decided to assign the individual activities to those selected key SDGs to which the company can and will contribute, taking into account both its field of activity and other measures that have already been initiated or planned.



# THE SDGs AS PART OF THE CORE STRATEGY

In the strategic alignment of the Komptech Group, the focus is on goals 7, 12 and 13. For all decisions concerning the development of business strategies, these three goals must always be taken into consideration.

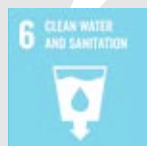
Komptech can take action in the following areas in particular:

- Driving forward woody biomass as a refuse-derived fuel to replace fossil-based energy
- Fermentation of biogenic waste to create biogas
- Development of waste-to-energy projects and thus utilization of the previously unused energy in waste
- Generation of high-quality refuse-derived fuels as a substitute for fossil-based energy
- Training programs on the subject of recovering energy from waste
- Customer training on energy-efficient treatment processes





- Separate processing of biogenic waste through composting to avoid methane emissions
- Replacement of primary raw materials with secondary raw materials through innovative shredding and sorting technologies
- Reduction in the carbon footprint of products through smart machine controls and optimized drive concepts
- Electrification of machines and equipment
- Advancing digitization to reduce travel activities
- Support for customers in emerging and developing countries with project financing for faster implementation of waste management concepts
- Manure spreading close to the ground to reduce nitrogen losses and odor emissions



- Promotion of the circular economy through new and improved technologies and innovations
- Use of compost and bark mulch as an organic fertilizer and protection against soil erosion
- Eco-design of the products
- Minimization of the wear and tear of tools
- Predictive maintenance concepts
- Komptech as a solution provider



# EXAMPLE FIELDS OF ACTION AND THEIR SPECIFIC CONTRIBUTION TOWARDS THE SDGs

In the following, some ongoing and planned projects and initiatives from different areas are presented along with their specific contribution towards achieving the focus goals in particular. Each project also supports other goals, as there are often positive impacts in many dimensions.



## 5.1

RENTAL & USED, REMANUFACTURING



## 5.2

REDUCTION OF GREENHOUSE GAS EMISSIONS

Project: CO2mptech

Waste management in Ghana



## 5.3

CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS

**Innovation – Digitization**

Innovation and recyclability

Further development projects

Digitization

Innovation and investment



## 5.4

FOCUS ON EMPLOYEES

Komptech in Motion/Farmtech in Motion

Health and nutrition

Education and vocational training

Mental fitness – Instahelp

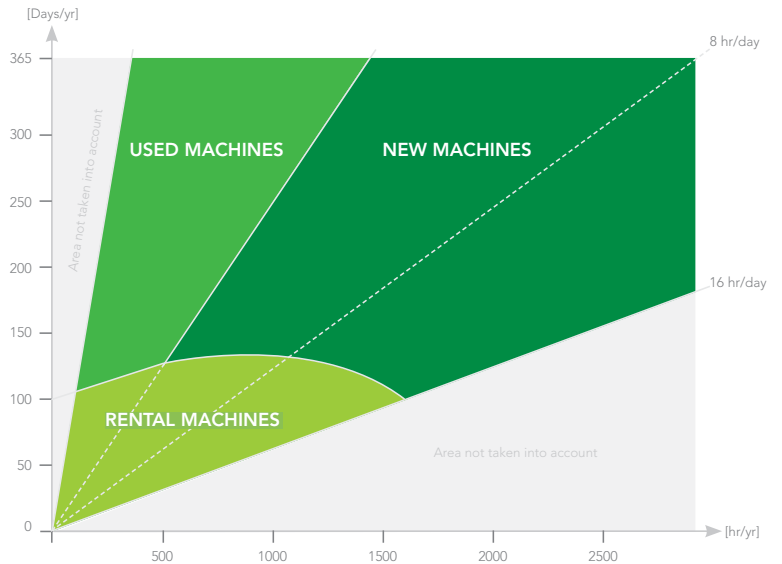
Help in emergency situations – We Care





# RENTAL & USED, REMANUFACTURING 5.1

Komptech not only offers new machinery and equipment, but also “certified used” machines and rental machines. This way, it can reach a greater number of customers for whom a new machine is out of the question for various reasons. Over the last few years, this business area has seen very positive growth. The business model for renting out used machines takes into account the principle of the shared economy. This means that peaks in capacity as well as interim solutions for machine failures can be dealt with in a way that makes both economical and ecological sense.



The conditioning of used machines and components and the regular servicing of rental machines considerably extends the service life – which results in significant savings of resources needed to produce new machines.

Customers who do not want to purchase a new machine or who simply do not have sufficient material to process can nevertheless continue to develop the regional infrastructure with a rental or used machine and can support the sustainable development of communities by operating waste recycling plants. At the same time, through the return of used machines and used components, there is also an opportunity to recondition individual components and thus considerably extend their service life:

- High-quality, damaged components from the field, such as planetary gears, hydraulic pumps and diesel particulate filters, are completely reconditioned (new sealing kits, new bearings, replacement of diesel particulate filters) and can subsequently be reinstalled.
- Diesel motors are given a general overhaul several times (new pistons, injectors, big end bearings, sealings, etc.)
- Worn shredding drums are repaired, broken teeth are welded back on again and the drums are re-armored, for example.

# 5.2 REDUCTION OF GREENHOUSE GAS EMISSIONS



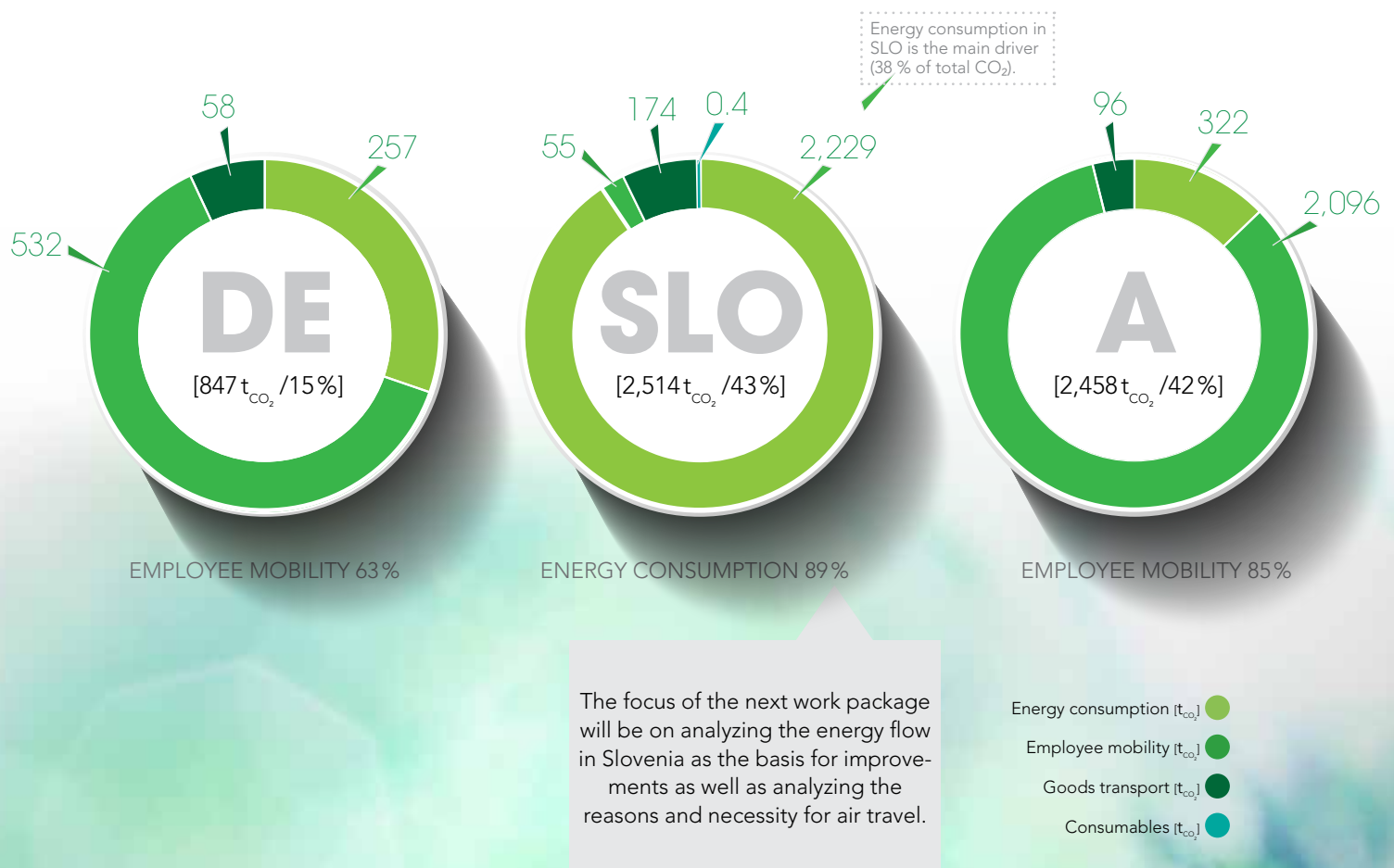
## Project CO<sub>2</sub>mptech

Since fall 2020, the company has been working with the Technical University of Graz on the CO<sub>2</sub>mptech project. The main objective is to precisely analyze the primary causes of CO<sub>2</sub> emissions within the company in order to achieve carbon neutrality in the medium term.

As a first step, the CO<sub>2</sub> emissions were measured systematically at all sites. The Greenhouse Gas Protocol industry standard was applied and all Scope 1 emissions (e.g. production and logistics) and Scope 2 emissions (e.g. purchased electricity) and selected Scope 3 emissions (e.g. employee mobility) for the base year 2019 were taken into account. All additional upstream and downstream Scope 3 emissions (e.g. material sourcing and use, shipping of products, use and disposal) were excluded from the analyses.

The analysis of the data provided by Komptech revealed a total emission of 5,819 tonnes of CO<sub>2</sub> equivalents, most of which occur in Slovenia (43 %) and Austria (42 %), with 15 % occurring in Germany. The biggest causes of CO<sub>2</sub> are air travel (41 %) as well as the consumption of electricity (26 %) and heating oil (17 %). Due to the fact that the Austria site already uses solely green electricity, huge CO<sub>2</sub> savings were achieved ahead of the project.

Besides air travel, the greatest potential identified for reducing CO<sub>2</sub> emissions was the energy consumption at the site in Slovenia, which is responsible for 38 % of Komptech's total CO<sub>2</sub> emissions. In 2021, the next steps will be taken towards the sustained reduction of CO<sub>2</sub>.





# REDUCTION OF GREENHOUSE GAS EMISSIONS 5.2

## Waste management in Ghana

Since 2018, Komptech products have been supplied to Ghana. Further projects were implemented following the initial project and a fourth is in the planning stage.

Komptech supplies the most cutting-edge household waste processing plants. Recyclable materials are separated from the discarded waste, are recycled and used in particular to create compost (~50 %) which is sold to the state for the vegetation of parks and streets, for example. A side effect which must not be underestimated is the reduction in the formation of methane, which has a far stronger impact than CO<sub>2</sub>. For each processing plant installed, approximately 50,000 t CO<sub>2</sub> equivalents are saved.

These projects in countries in the Global South also create lots of jobs (approximately 200 per processing plant), increase regional value creation and thus give many people a new perspective. In the meantime, a local in-house service technician has also been trained.

Collaborating locally with the customer can also lead to additional cooperations outside of the actual projects:

One of the objectives of the Zoomlion Foundation is the promotion of environmental awareness among the local population, with the aim of contributing towards sustainable future development. It is their conviction that children in particular who learn about sustainability early on in their lives share this knowledge with their families, at their schools and in society. Komptech is working towards supporting an educational program for the Zoomlion Foundation, which is aimed at teaching children in Africa how to handle waste responsibly.



Komptech is also involved in a training project with ICEP, which focuses on enabling people who are interested in completing funded university-level training in the area of waste management.



# 5.3

## CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS



### Innovation – Digitization

In the development of new products and services, as well as the further development of existing products, Komptech always keeps an eye on sustainability. As a result, innovative approaches can make a valuable contribution towards achieving the SDGs in many areas. The company often also works with cooperation partners from research and development.

### INNOVATION AND RECYCLABILITY

- During the machine development stage, extensive simulation programs are used to develop the machine entirely virtually. This shortens the development cycles and reduces the effort involved to create prototypes and carry out testing.
- Only high-quality components are installed, to maximize the service lives of the machines.
- Thanks to the modular layout of the machines, the individual assemblies can easily be dismantled and forwarded for recycling.
- No special tools are required to disassemble the machines, therefore this can be done in normal repair workshops.
- By using cable harnesses for the electrical installation of the machines, the very complex and time-consuming disassembly of electronic components is greatly simplified and the time required is drastically reduced.
- Usable materials which are difficult to recycle, such as fiber-reinforced composites, are avoided in the design. Steel plates which are much easier to recycle are used as an alternative.
- Thanks to the use of electronic spare parts catalogs, the layout of the machine is easily recognizable in the exploded, which makes the final assembly of the machine much simpler.



# CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS

# 5.3

## Innovation – Digitization

### FURTHER DEVELOPMENT PROJECTS

For several years, all the new and further development projects have been aimed at optimizing the efficiency level of all machines, as well as advancing the electrification and hybridization of the product portfolio (diesel-electric drives and direct-electric drives). To this end, the Crambo and Terminator **e-mobile** product series was created in 2020, for example. This series uses an electric motor instead of a conventional diesel motor. Up to 70 % energy savings are achieved at a comparable machine throughput capacity. In addition, no waste gases are emitted locally. A brand-new drive system was developed for the stationary Terminator. A new machine type is now available under the name **Terminator direct SL**. It combines the flexibility benefits of a hydraulic drive with the high efficiency of a direct-electric drive. This results in energy cost savings of up to 30 %.

The **Grind Smart** project funded by the European Regional Development Fund (ERDF) focuses on optimizing the shredding process in order to reduce energy consumption and machine wear during shredding.

The **Rewaste 4.0** research project considers the overall optimization of the treatment processes to reduce the consumption of resources.

Generally, the Komptech brand stands for the use of high-quality components. As a result, the customers expect a long-lasting product and of course minimized resource consumption for spare parts and repairs. The latest motor generation with the most cutting-edge waste gas technology is used. This means the consumption in g/kWh and pollutant emissions are kept as low as is currently technically possible.

ENERGY SAVING  
~70%



# 5.3 CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS

## Innovation – Digitization

### DIGITIZATION

Komptech has been advancing the digitization of customer processes for years. Here the value to the customer is the top priority. With Komptech GO!, our in-house digitization strategy, we offer our customers, sales partners and employees a continually expanding selection of apps for optimizing their everyday working lives.

The **SHARE!** app is our communication platform within the overall sales organization. It enables us to share information worldwide 24/7. Even the training courses organized as part of the Komptech E-Cademy are available in this app, where they can be accessed at any time. This automatically reduces the need for classroom training, without compromising the level of knowledge that is shared. This approach also saves unnecessary travel costs.

**ASSIST!** is an online service information system which provides our service technicians with all the information they need to solve problems, regardless of time and location. Thanks to the intuitive function for searching for product information, problems can be resolved quickly. The **CONNECT!** app offers Komptech's customers transparent administration, optimized job planning and continuous monitoring of their machines. Important information on the machine status, diverse statistics, the current location and much more is available in real time via the app. Furthermore, it is a means for Komptech to easily and efficiently support troubleshooting.

Thanks to these two apps, the service quality is significantly increased while the risk of unnecessary service work is reduced. The **BUILD! & RENT!** apps help the sales employees to submit efficient quotes. This means that customers can be given quick and unbinding information via digital means.





# CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS

# 5.3

Innovation – Digitization

## DIGITIZATION

Komptech supports the **KI Waste** project as a technology partner in the area of mixed waste management. As part of this project, the Technical University of Graz and the Joanneum Research Forschungsgesellschaft mbH have been collaborating with the Know-Center in Graz since January 2021 to remodel and optimize the entire process for recycling machines.

The data generated through image recognition is analyzed together with time series data. In future, the results will support the remodeling of the treatment process and enable machine learning. This offers the customer increased efficiency, higher recycling rates and reduced energy consumption, which has a positive impact on the environment and therefore upon us all.

The project started at the beginning of 2021 and is planned to last two years. The aim is to create marketable systems and products over the next three to four years, based on the findings.



# 5.3

## CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS

Innovation – Digitization

### INNOVATION AND INVESTMENT



At Komptech, innovation is not limited to products but also extends to all processes within the company. Continually investing in innovation and improvements at all sites in Austria, Germany and Slovenia is a matter of course for Komptech. Through these investments, the company also attaches great importance to the sustainable further development of processes and procedures as well as improving occupational safety. Here is a selection of projects that were implemented over the last few years:



# CONTINUOUS FURTHER DEVELOPMENT OF ALL PRODUCTS

# 5.3

Innovation – Digitization

## INNOVATION AND INVESTMENT



- 1 The production of steelwork and paint with an optimized material flow is centralized at one production site to minimize company-internal transportation.
- 2 By using simulation software, scrap offcuts generated during laser cutting in component manufacturing can be minimized.
- 3 The new painting facility with the latest filter technology, as well as the use of single-coat and quick-drying paint minimizes the energy consumption required for painting, and reduces the need to perform the energy-intensive burn-off process for cleaning the grating.
- 4 Welding fume extraction at the production facility in Slovenia is coupled with a heat recovery system for the hall.
- 5 In procurement, the use of a scheduling cockpit enables the optimization of batch sizes when making purchases, which in turn leads to a reduction in costs and transport for supplier components.
- 6 At the Frohnleiten site, a fire alarm system was installed, as well as a digital time recording system for all people at the site. This makes it possible to act faster in the event of an emergency.



# 5.4

## FOCUS ON EMPLOYEES



Komptech considers its employees to be an important resource – therefore investing in programs and initiatives to increase satisfaction in the workplace is a matter of course. The programs are very diverse:

### Komptech in Motion/Farmtech in Motion

Komptech in Motion/Farmtech in Motion is a sports program which essentially enables all employees at all sites to take part in sporting activities together – with support from the company. Bonus points are awarded for initiatives launched by employees. These points can be converted into a bonus at the end of the year. The company pays the participation fees for various competitions (business runs etc.) and provides sports shirts to all participants.

The year 2020 was of course very unusual, as hardly any sporting events could be held from March onwards. However, shortly before the lockdown it was still possible to hold a ski day. Some competitions were organized online (e.g. Wings for Life World Run, Graz Marathon), some with a severely restricted number of participants (e.g. Mürzathon Adventure Run, Sorger Half-Marathon) and special safety precautions, while many others were not held at all. Hopefully more activities will be possible in 2021 again.



# FOCUS ON EMPLOYEES 5.4

## Health and nutrition



### HEALTH

As part of occupational medical care, various workshops have been held over the last few years covering topics such as “Healthy Backs – Lifting Correctly” and nutritional tips for everyday working life.

The AUVA health bus visited Frohnleiten one day in 2019 and the employees could voluntarily undergo a wide range of tests (sight, lung capacity, etc.) and also receive advice from a doctor.

The company doctor also offers consultation appointments during regular visits. Furthermore, many vaccinations were offered to the employees free of charge (e.g. flu vaccination).



### CANTEEN

At the **Frohnleiten** site there is no canteen, but fresh food is delivered every day (by a local bakery and a butcher from Frohnleiten), and a fruit and vegetable basket is provided twice a week. Tea and coffee is also available free of charge. Employees can order frozen menus from a menu manufacturer via an online system and part of the costs are reimbursed.

In **Slovenia**, locally supplied canteens are available at both factories, and the company switched to a new, high-quality provider in 2019.

In **Oelde**, there is unfortunately no canteen, but there is a well-equipped break room.



### WORKPLACE

A great deal of importance is attached to ergonomic working, both in production and in the office area. Most of the employees are already working at height-adjustable desks and are provided with high-quality headsets for online and telephone meetings (which have increased in number due to the coronavirus pandemic). The production workers in particular are encouraged to submit suggestions for improving the working conditions in their areas by means of an incentive system.



### CORONAVIRUS

Throughout the course of the coronavirus crisis, site-specific safety concepts were developed. The existing options for working at home were widely extended to all areas wherever possible. The company also provided masks, of course. Where necessary or in the event of a suspected case, the company organized PCR tests to prevent the virus from spreading within the company. Three employees at the Frohnleiten site also received training on how to perform throat swabs for rapid antigen tests. These tests are made available to the employees free of charge.

For 2021, group-wide actions focused on the subject of healthy nutrition are planned.



# 5.4 FOCUS ON EMPLOYEES

## Education and vocational training



Willingness for life-long learning and continuous further development form an important basis for a satisfying working life. The Komptech Group supports its employees through a diverse range of further training measures, from workplace-specific courses through to personal development (e.g. communication, manager training, competence checks) and the option to take educational leave.

Collaboration with training institutions is considered extremely important; students can write their dissertation or Master's thesis in cooperation with Komptech or complete an internship at the company, and gain initial professional experience through dual courses of study in parallel to working part time at Komptech.

In 2018 and 2019, as part of the "Green Boost your Summer" program, two young people were able to complete an internship at Komptech Americas. This program will be continued as soon as the coronavirus situation permits.

With the **E-CADEMY**, Komptech is expanding the existing range of training to include a virtual format. Individual product, process and service training sessions are delivered online both for the employees and for the customers and sales partners. The SHARE! platform enables the organization and documentation of training sessions. Classroom-based and online training offers for personal development are organized centrally by the Hirtenberger Group.







## Mental fitness – Instahelp

During the early stage of the coronavirus crisis in April 2020, the management team of the entire Hirtenberger Group took an important step towards supporting employees during these challenging times, through the cooperation with **"Instahelp"**.

Instahelp is an online platform which all employees at the German-speaking locations can access directly and anonymously, and via which they can benefit from up to four online advisory sessions by entering a company code. The code is displayed at several places throughout the company, making it easily accessible to everyone. The company does not receive any information about the people who have taken up the offer. Only anonymized statistics with regard to the number of sessions used are compiled along with a rough overview of the reasons for psychological stress (work, family etc.).

Instahelp also regularly provides information on the topic of mental health, which the employees can view on the intranet or on posters to help them in their everyday working lives.



# 5.4

## FOCUS ON EMPLOYEES

### Help in emergency situations – We Care



In July 2020, eight employees from the Hirtenberger Group (four at the Hirtenberg site and four at the Frohnleiten site) founded the We Care non-profit association.

We Care is financed by donations through which it can quickly and non-bureaucratically help employees in emergency situations. The upper management and the owner family offered support to the association in the form of donations.

### WE CARE PROVIDES SUPPORT WITH

Cases of great misfortune

Medical costs/medication

Medical aids (braces, wheelchairs)

Rehabilitation and treatment sessions

Repair after a natural disaster

Difficult moments in life

Divorce/separation

Death

Illnesses

Addiction

Finding a doctor, organizing appointments for treatment and operations etc.



The association was able to contribute specifically towards the cost of urgently required operations, organize legal advice and provide support for the construction of a house that was severely damaged by bad weather.

The employees who are involved in the association complete the necessary activities during their working hours.



# ALL SDGs AT A GLANCE - SEE THE BIG PICTURE!



The concentration on important goals at Komptech, as described in chapters 5 and 6, of course does not mean that no action is being taken towards achieving the other goals. Therefore, the following overview briefly outlines all the goals. This presentation of course can never be complete, and any attempt to describe everything in detail would result in an unmanageable list. It is thus not possible to highlight all the interconnections and reciprocal effects. However, a simplified overview is important and can be provided.



CONTRIBUTION WITHIN THE  
ORGANIZATION



CONTRIBUTION AS PART OF  
OUR FIELD OF BUSINESS



# 6.1



## NO POVERTY



Support for employees of the Hirtenberger Group in (financial) crisis situations by the We Care association. This has also raised awareness of these topics, as such problems often occur in secret.

Temporary employment contracts are used only during the induction period, after which they become permanent.



Creation of regional added value for the customer: The creation of jobs creates new perspectives for people AND regions, brings people out of poverty and enables a better standard of living.

# 6.2



## ZERO HUNGER



Canteen with local suppliers in Slovenia, cooperation with local food suppliers at all sites, free fruit and coffee.



Promotion of sustainable agriculture: Production of compost to extract materials which are in turn beneficial for food production and at the same time reduce the level of deposited waste, which also leads to lower methane emissions.

Soil improvement through the use of organic fertilizers (mist, manure and special compost) instead of mineral-based fertilizers.

Protection against soil erosion caused by the movement of wind and water by spreading mulch and bark mulch.

Spreading of manure close to the ground for the environmentally-friendly fertilization of the soil, reduced nitrogen losses and lower odor emissions.

## GOOD HEALTH AND WELL-BEING



# 6.3

Extensive offers to promote occupational health as part of the "Komptech in Motion/Farmtech in Motion" sports program.

Care is provided by the company doctor and safety officers, and goes beyond what is required by law.

Offer to use the services of Instahelp.

Occupational safety initiatives such as ergonomic working in production by using rotating and lifting equipment, or by providing height-adjustable desks in the office area.

Organization of driver safety training for frequent drivers.

Development of an electronic vaccine certificate by JAWA as an important contribution towards fighting the pandemic.



Adherence to all relevant safety standards for all manufactured products (e.g. CE Directive).

Good accessibility to machines for simpler and safer machine maintenance.

Work platforms integrated into the machines, for ergonomically correct working positions when carrying out repairs and servicing.

# 6.4



## QUALITY EDUCATION



Training and further education are offered and the employees are continually encouraged to take care of their own personal development. To support the employees in this endeavor, offers such as manager training, coaching, in-service training and educational leave are provided.

Internships are offered in cooperation with training establishments (schools, universities of applied sciences, universities).

Apprenticeship training

As part of the Komptech Academy, further education is available for employees, customers and sales partners (e.g. service, sales, technology, on-site customer training, webinars).



Raising of awareness through media (website, presentations, TV, magazines, etc.).

Company tours for interested outsiders are offered as part of Erlebniswelt Wirtschaft experience tours at the Frohnleiten site and the Farmtech site in Ljutomer. The visitors on the tours learn about waste management concepts and the implementation of separate waste collections.

Work is currently underway with ICEP to develop a waste management training program for developing and emerging countries.

Holding of hackerthons to generate new ideas.





## GENDER EQUALITY



# 6.5

Part-time working models and flexible working hours are well established at the company and are frequently made use of as parental leaves ends.

Working from home was also successfully rolled out during the coronavirus crisis and this option will continue to be offered afterwards.



Through the creation of jobs, in particular at customers in emerging countries, financial independence irrespective of gender is promoted.

## CLEAN WATER AND SANITATION



# 6.6

Avoidance of harmful chemicals in production wherever possible.



Promotion of the circular economy instead of landfill – protection of groundwater against pollution caused by landfill leachate.

Reduction of plastic in the sea through appropriate waste management.

# 6.7



## AFFORDABLE AND CLEAN ENERGY



Green electricity has been used at the sites in Austria since 2016, and the conversion of other sites is planned for 2021.

The use of energy-saving and CO<sub>2</sub> saving technologies is being pushed, for example by switching to LEDs in all buildings. The possibility of using district heat is being assessed.

At the site in Slovenia, there is already a photovoltaic installation and a similar installation is planned at the Frohnleiten site for 2021.

At the Frohnleiten and Oelde sites, employees can use the charging stations for electric vehicles free of charge.



Customers are informed about the energy-efficient use of products.

For many years, the Green Efficiency initiative has been working continually on optimizing the energy consumption and CO<sub>2</sub> emissions of the machines produced.

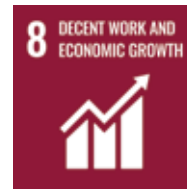
In addition, the use of cleaner energy is facilitated through electrification of the machines.

Together with customers, renewable energy projects are developed, such as the use of woody biomass as a fuel or the fermentation of biogenic waste to create biogas and generate energy.

By using refuse-derived fuels, fossil-based energy sources can be replaced.



# DECENT WORK AND ECONOMIC GROWTH



# 6.8



Improvement of the working conditions by installing high-quality filtering systems at the production facilities (welding fumes extraction, dust extraction, paint systems, etc.).

Cooperation with local firms for maintenance and construction projects.



Assumption of socio-political responsibility for the development of products and process solutions.

Development of machines under special consideration of ergonomic operation and maintenance in line with the highest safety standards.

Development of complete solutions for waste processing, from logistics through to treatment and composting and to the sale of compost, through which jobs are created locally.

Cooperation with regional companies for installation projects for construction work or the supply of conveyor systems and controllers.





# 6.9



## INDUSTRY, INNOVATION AND INFRASTRUCTURE



Consideration of more sustainable/energy-efficient technologies in the construction/ adaptation of buildings.

Collaboration with local authorities and community organizations in the planning and implementation of measures, for example with regard to transport connections and environmentally friendly mobility concepts.

Innovation through internal idea management.



Thanks to the massive digitization offensive over the last few years and the development of the Komptech GO! app, there have been many positive side effects.

The life cycle of products and individual components is considerably extended and made more efficient through initiatives such as machine rental and sale of used machines.

Development of financing concepts for project financing in emerging countries with support from the Oesterreichische Kontrollbank (OeKB).

Installation concepts are designed to be modular wherever possible, so they can be expanded easily if necessary.

The electrification of products is being strongly promoted.

Great importance is attached to "eco-design" and the development of low-emission products (noise and exhaust gas emissions).

# 6.10



## REDUCED INEQUALITIES



Support for employees of the Hirtenberger Group in (financial) crisis situations by the We Care association. This has also raised awareness of these topics, as such problems often occur in secret.



Support for customers with the financing of products in developing and emerging countries.

## SUSTAINABLE CITIES AND COMMUNITIES



# 6.11

Support with regional initiatives and involvement in regional development projects.



Development of individual solutions and sustainable concepts with customers, to design waste treatment as efficiently and "inconspicuously" (noise pollution etc.) as possible.

Construction of biomass processing installations for the operation of decentralized biomass power plants.

## RESPONSIBLE CONSUMPTION AND PRODUCTION



# 6.12

Avoidance of harmful raw materials.

Promotion of regional focus in procurement.



Promotion of the circular economy.

Eco-design of products – production of long-lasting products that are easy to repair.

Minimization of tool wear and the machines' consumption of operating materials, through suitable initiatives in design and construction.

Further development of predictive maintenance concepts.

Komptech is a "solution provider" and not only sells its own products but, together with the customer, it develops the best possible solution to meet the customer's needs.

Development of shredding, screening and separation technologies with optimized fraction separation for higher recycling rates.

Involvement in research projects in order to be able to efficiently manage the continually changing flows of materials (e.g. new materials – other disposal requirements).

CLIMATE  
ACTION

Start of the recording and calculation of CO<sub>2</sub> emissions as part of a project with the Technical University of Graz in fall 2020 – the results are expected in 2021 and measures to reduce CO<sub>2</sub> emissions will be derived from them. Where required, possibilities to compensate unavoidable emissions will be assessed.

Certification according to ISO 14001.

Climate-friendly planning of maintenance and construction projects.



Reduction of CO<sub>2</sub> emissions from products (Green Efficiency) by revising the design as well as through smart machine controllers (digitization).

Electrification of machines.

Promotion of the circular economy through continuous further development of Komptech technologies.

Energy savings through waste-to-energy projects with the customer (use of woody biomass instead of fossil-based energy and use of waste products as an energy source).

Use of compost and bark mulch as protection against soil erosion.





## LIFE BELOW WATER



Avoidance of harmful chemicals in production wherever possible.

Use of environmentally friendly cleaning agents.



Use of biodegradable oils wherever possible.

Reduction of landfilled plastic waste through appropriate waste logistics and waste management.

## LIFE ON LAND



Environmentally friendly purchasing in administration (quality seal on products for daily use).



Promotion of organic farming.

Support for customers in the efficient use of biomass.

Soil improvement through the use of organic fertilizers (mist, manure and special compost) instead of mineral-based fertilizers, using the agricultural products from Farmtech d.o.o.

# 6.14

# 6.15

# 6.16



## PEACE, JUSTICE AND STRONG INSTITUTIONS



Code of Conduct as guidance for actions.

Foundation of the We Care association in summer 2020.



Support for humanitarian projects (e.g. support for SOS Kinderdorf).

# 6.17



## PARTNERSHIPS FOR THE GOALS



Membership in associations and stakeholder groups (regional and international), such as the Green Tech Cluster and respACT.

Active participation in conferences (Forum Alpbach, Africa-Europe Summit, etc.).



Targeted business development – in new markets, cooperations often bring about social benefits.

Cooperations with other companies to promote complete solutions (e.g. ALBG, Redwave).

Cooperations with research institutes (MUL, Technical University of Graz, Campus 02, Joanneum University of Applied Sciences, KNOW-Center).



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