

2023

Sustainability Report



**Corporate
Social
Responsibility**



Ideal-tek SA
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Introduction



Company profile

Name

Ideal-tek SA

Headquarter

Via Giuseppe Motta 4, 6828 Balerna

VAT number registration

CHE-106.873.814

Commercial sector

Manufacturing and trade of precision tools

Other brands

Products and services

1. **Tweezers:** thanks to their specific structure and the materials they are made of, tweezers allow for accurate handling of samples, substances, and items in contexts such as laboratories, electronics, engineering, and cosmetics.

2. **Cutters and Pliers:** tools used in the electronics, microelectronics sectors, and for precision mechanical work, including the manufacture and repair of medical devices, jewelry, watches, and electronic devices.

3. **Precision scissors:** our wide range of shapes and features are suited to various applications, from medical device manufacturing to electronics. Designed for precision, they are made from high-quality stainless steels to offer exceptional and consistent performance over time.

4. **Probes and Spatulas:** available in various sizes, shapes, and materials, they are widely used in laboratories, microscopy work, and the electronics industry for a wide range of applications.

5. **Scalpels and Blades:** precision, consistency, and reliability are the main features of these high-quality instruments widely used in various sectors, including electronics, jewelry manufacturing, and microscopy.

6. **Workbench Accessories:** tools for precision work that are used in various sectors, from electronics to laboratory analysis, cosmetics, jewelry, and watchmaking.

7. **Testers:** combining the best craftsmanship in the production of positioning tools with the most advanced technologies in the field of measuring instruments. Ideal-tek Smart Tweezers are among the most innovative products. They measure capacitance, resistance, and inductance of electronic components with high speed and accuracy, evaluating circuit impedance.

8. **Visual Inspection Instruments:** Ideal for applications in various fields, from electronics to laboratory analysis, forensic medicine, jewelry, and watchmaking. The category includes high-precision digital microscopes, magnifying lenses, and lamps with white and UV light.

Our history



1964 Foundation

Ideal-tek S.A. was founded by Franco Grisoni and Marco Grassi as Ideal-Outils s.a. to produce and sell precision tools to the electronics and micro assembly industries.

1994 ISO9001

Ideal-tek obtained the ISO9000 standards, the first in its industry.

2003 New Markets

Ideal-tek started to sell its products in the watch and jewellery markets, gaining a large market share in a short period of time thanks to its versatility and speed in understanding the needs of end users.

2016 New Buildings

Ideal-tek moved again; into an even larger building in order to increase production capacity and introduce further manufacturing efficiencies.

2021 Rebranding

The Ideal-tek trademark turns blue. The white sail in the blue sky represents the two passions of our founders: travel adventures and innovation.

1988 New facilities

Ideal-tek moved its plants to Balerna to increase its production capacity. It also started to automate its manufacturing processes.

2001 Sandro Grisoni Takes Over

Sandro Grisoni, Franco's son, took over the management to preserve the Ideal-tek company philosophy.

2010 Distribution Network Expansion

Ideal-tek expanded its distribution network into the Medical device manufacturing and Microscopy industries.

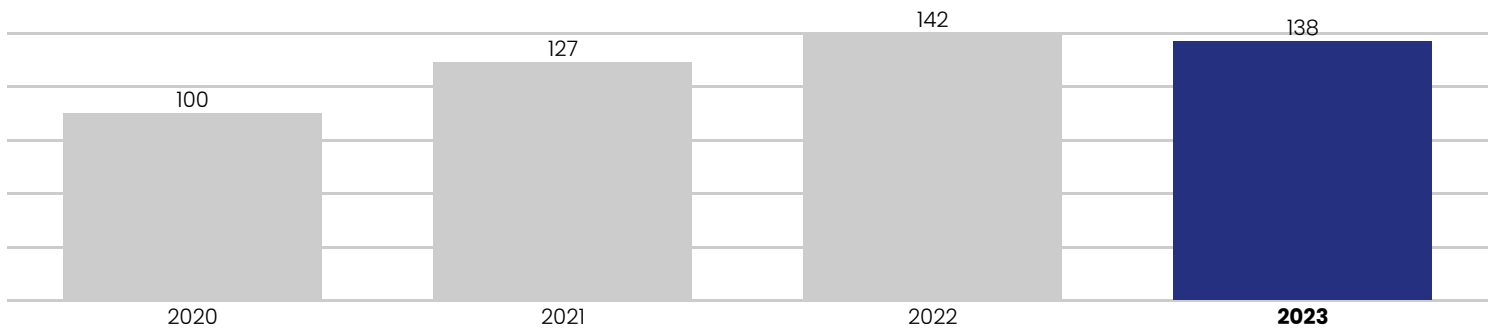
2017 ISO 13485

Ideal-tek has achieved ISO 13485 Medical Device Certification. This internationally recognized certification is another milestone that demonstrates Ideal-tek overall commitment to continual improvement.



Our data

Turnover



2023 Number of Products or Services Provided

Over 1 million pieces

Production and trade of precision instruments including:

- Tweezers
- Cutters and Pliers
- Scissors and Tools
- Probes and Spatulas
- Scalpels and Blades
- Bench Accessories
- Testers
- Visual Inspection

2023 Customers N. (local, national, international)

162 customers

24 national customers
138 international customers

2023 N. of Employees

62 employees

26 women
36 men

2023 Types of Employee Contracts

Full-time contracts and Hourly contracts

58 employees hired full-time with a permanent contract and 4 employees hired hourly

Our sustainability report

Sustainability



Sustainability

For Ideal-tek sustainability means balance

Well-being

Strongly committed to supporting and enhancing the well-being of the ecosystem

Tangible actions

CSR Integrated into Corporate Strategy

Certifications

ISO 9001 and ISO 13485 certified

Sustainability concept

For Ideal-tek, sustainability is a collective commitment essential to protecting the planet, promoting equity, and ensuring a prosperous future for future generations. Being sustainable means having the ability to meet our current needs without compromising the ability of future generations to meet theirs. This involves three dimensions:

Environmental

Concerns the conservation of natural resources, pollution reduction, and ecosystem protection. It means adopting practices that do not deplete the planet's resources and do not harm the environment. Ideal-tek adopts ecological systems to safeguard the environment, such as Eco Ventilation and Eco Heating and Cooling System. It also follows REACH/RoHS regulations and is reducing plastic use in packaging.

Social

Involves promoting equality, human rights, and social justice. It also involves creating resilient and inclusive communities. As indicated in the following chapters, Ideal-tek is particularly committed to the well-being of its employees and the local community.

Economic

The ability to maintain a stable economy in the long term. This means balancing economic growth with responsible financial resource management. Ideal-tek is committed to maintaining sustainable governance through its ability to innovate.

Ideal-tek tangible actions

CSR Integrated into Corporate Strategy

Ideal-tek places sustainability and corporate social responsibility (CSR) at the center of its strategy, integrating ethics, transparency, and responsible innovation into its business model.

ISO Certifications

Ideal-tek holds **ISO 9001** for quality and **ISO 13485** for medical devices, demonstrating adherence to high standards and commitment to continuous improvement. The certification body is Bureau Veritas Certification.

ISO 9001, with its general requirements, establishes a corporate governance model that covers various management aspects. The correct adoption and implementation of this standard not only increase Ideal-tek's organization, resilience, effectiveness, and efficiency but also lay the foundation for managing various CSR practices.

By structuring its organization around these principles, Ideal-tek has initiated a cultural shift that prepares it to face challenges of all kinds, including those related to sustainability, thus demonstrating its commitment.

Governance



Values

Transparency,
Reliability, Agility,
Courtesy,
Sustainability

Commitment

Governance
based on trust

Code of Ethics

Ideal-tek is committed to a sustainable future by balancing business success with a positive impact on society and the environment, while adhering to its corporate values:

Transparency

Professional ethics is a priority. Ideal-tek works constantly to be as open and transparent as possible in communication and all daily business operations.

Reliability

Professional ethics is a priority. Ideal-tek works constantly to be as open and transparent as possible in communication and all daily business operations.

Agility

Ideal-tek quickly adapts to the dynamic environment in which it operates, prioritizing the needs of stakeholders.

Courtesy

Respect and courtesy are essential elements in how Ideal-tek does business, reflected in all its relationships.

Sustainability

Environmental responsibility, ethics and transparency, support for local communities, employee well-being, and responsible innovation are values that impact every area of Ideal-tek's business operations.

Environmental Responsibility

Concrete actions such as proper recycling, waste reduction, and limited use of plastics mitigate Ideal-tek's impact on the environment. New solutions, such as the installation of a photovoltaic system, are being considered.

Ethics and Transparency

With certifications such as ISO9001 and ISO13485, Ideal-tek guarantees the quality of processes and transparency of operations.

Support for Local Communities

Through support actions and sponsorships, the company supports numerous local entities such as Tennis Club Chiasso and Hockey Club Lugano.

Employee Well-being

Numerous agreements with fitness centers and medical centers, in addition to the support of a psychological assistance service, allow employees to benefit from accessible services for all.

Responsible Innovation

By making responsible innovation a pillar, Ideal-tek develops safe and sustainable products.

Trust and a Culture of Continuous Learning

Within Ideal-tek, corporate governance is based on strong mutual trust across all levels of the organization and on a culture that values continuous learning and innovation, even through the analysis and resolution of errors. Trust is the fundamental pillar of the operational structure, promoting open and transparent communication. The company believes that a work environment where employees feel safe and valued is essential to achieving operational excellence.

Ideal-tek adopts a culture that considers mistakes not as failures but as opportunities for growth and improvement. Employees are encouraged to do their best, knowing that every mistake, while inevitable to some extent, can offer valuable insights. This approach allows challenges to be faced with greater resilience and innovative solutions to be developed, contributing to the company's long-term sustainability and success.

Governance: Best Practices



Team Building

Solid and engaging corporate culture

Awards

Recognitions of employee value and contribution

Team Building

Ideal-tek regularly organizes a series of events aimed at strengthening the relationship between employees and the company itself, including the following:

Corporate Events

Opportunities to foster communication among colleagues, better understand the company's progress, and strengthen the sense of belonging to the team.

Annual Town Halls

Important meetings between leadership and the entire staff, allowing everyone to understand management's goals and feel like an active part of the company's spirit. Three meetings are planned per year.

Meetings with Key People

Quarterly meetings where the most important corporate topics and the main challenges facing Ideal-tek are shared.

Annual Team Building Event with Key People: Group activities that represent an opportunity to unite and strengthen bonds among Key People.

Summer Event

An event dedicated to the entire staff that includes a dinner where employees celebrating their jubilees are honored.

Christmas Event

An aperitif or dinner where Christmas greetings are exchanged.

Recognition and Awards

Ideal-tek is committed to recognizing the value and contribution of its employees. Awarding recognitions and prizes is a concrete way to motivate and value people who stand out for their commitment and performance.

Evaluation

Ideal-tek applies control measures to ensure compliance with corporate ethical standards through annual behavior assessments that analyze employees' adherence to ethical standards during the working year.

Control

Ideal-tek uses control mechanisms to ensure correct decisions and fairness, especially in conflicts of interest. Goals are defined, monitored through KPIs, and evaluated annually by management. The strategy is documented, and strategic initiatives are shared internally.

Market



Innovazione

Individual
at the center of
the operation process

Suppliers

320 suppliers, of which
180 are local

Raw materials

Quality
and Certifications

Sedex

Supply chain control

Market

Ideal-tek operates in the precision tools sector, where, thanks to an innovative and strategic approach, it has managed to grow and consolidate.

The history of Ideal-tek's innovation begins in 2001 when Sandro Grisoni took over the management of the company. From the early years, he understood the importance of diversifying markets and directed commercial efforts toward Asia and Europe, as well as new market segments such as watchmaking and life sciences, eventually expanding further into the United States.

Corporate Events

One of Ideal-tek's distinctive aspects is its focus on process innovation. A series of improvements have been implemented that have led to more effective and efficient operational management, semi-automating production processes and combining craftsmanship with modern technologies. As Grisoni highlights: "We have built and implemented machines that are managed by our artisans, keeping people at the center of the process."

Digitalization has been another key area of innovation. Ideal-tek has invested significantly in data management, transitioning to SAP BI ERP and promoting the development and acquisition of software dedicated to data collection and acquisition. This digital transformation has improved decision-making capacity and further increased operational efficiency, contributing to the overall sustainable growth of the company.

Product

Raw Materials

Ideal-tek constantly strives to ensure high-quality standards for its raw materials and finished products. Technical data sheets and certificates of conformity received from suppliers are recorded to ensure they meet the strict quality standards required by Ideal-tek.

Product Life Cycle

Great attention and artisanal care are given to every stage of the product life cycle, from design to distribution. Manual skill, durability, and reparability of products are crucial aspects in the design and production of the precision tools offered by Ideal-tek. At the end of the product life cycle, responsible disposal practices are promoted.

Suppliers

Local Suppliers

Whenever possible, Ideal-tek prioritizes local suppliers for raw material purchases, favoring the growth of the local community and economy. Currently, the company works with approximately 320 suppliers of products and services, of which 180 are Swiss.

Selection

Ideal-tek carefully considers both social and environmental factors in the choice of its suppliers, as sustainability and ethics are crucial components in the decision-making process, ensuring responsible and environmentally friendly sourcing.

Sedex Member

Ideal-tek is a member of Sedex, one of the leading collaboration platforms for sharing supply chain data used to improve ethical and responsible business practices in global supply chains. Membership in Sedex allows Ideal-tek to share information on ethical and sustainability practices with its customers and suppliers, ensuring transparency and accountability in all business operations. This commitment strengthens Ideal-tek's position as an ethically responsible company, improving the overall sustainability of its activities.

Market: Best Practices



Packaging

Paper and biodegradable materials

New Markets

The focus of expansion is sustainability

Certificates

Certified materials
FSC

Sustainable Packaging

Elimination of Non-Recyclable Packaging

Ideal-tek actively works to eliminate all non-recyclable packaging materials. This step is essential to reduce environmental impact and underscores the company's responsible approach to more sustainable production practices.

Transition to Paper Packaging

The company is replacing all primary plastic packaging with paper or biodegradable alternatives. This initiative responds to a growing demand for eco-friendly solutions from consumers and represents a significant step towards reducing dependence on highly polluting plastics.

Secondary Packaging

For secondary packaging, Ideal-tek is adopting FSC-certified materials or materials with at least 30% recycled plastic content. This ensures that the materials used come from responsibly managed sources, promoting sustainability and circularity in the product life cycle.

Sustainability in Growth Strategy

Ongoing Projects

New projects and product innovation aim to integrate sustainable solutions that meet environmental standards and improve product effectiveness.

Expansion into New Markets

Ideal-tek plans to expand into new markets where sustainability is a critical success factor. This growth strategy aligns with the adoption of responsible market practices, ensuring that expansion is not only economically advantageous but also respectful of the environment and local communities.

Growth and Responsible Practices

The company strives to align its growth with responsible practices, adopting strategies that support sustainable development. This includes the adoption of ethical sourcing policies, investment in clean technologies, and commitment to minimizing the environmental impact of its operations.

Human Resources



Welfare

Flexible timetable,
leave

Mental health

Psychological
support for
employees

Employees

Gender equality,
incentives,

The management of professional and private life

Managing Professional and Private Life

Ideal-tek regulates employment relationships with its employees through the company's internal regulations. Regarding sustainability and well-being, the company uses several tools, including:

Flexible Hours

As part of personnel management, Ideal-tek offers a flexible hours model for administrative staff, compatible with business needs. In this case, the start and end times can vary between 07:00 and 09:00 and between 16:00 and 19:00, respectively.

Maternity Leave

Ideal-tek guarantees salary coverage (80%) for the maternity period up to 16 weeks of work absence. In this way, the company is committed to facilitating a better balance between private and professional life, granting two more weeks than legally required.

Workforce

Presence of Female Staff

Women make up 40% of Ideal-tek's workforce. Currently, none of them hold managerial positions.

Compensation

Ideal-tek rewards its employees' efforts through an incentive policy that includes bonuses based on personal and company performance (administrative staff) and on seniority, experience, and role (production staff).

Training

Continuous training of employees is a fundamental pillar on which Ideal-tek constantly invests. The company actively encourages participation in various refresher courses, including English language courses, cybersecurity, and origin of goods. Additionally, Ideal-tek supports various other external training paths chosen by employees. The importance and effectiveness of the training offer have tangible effects within the company: for example, the position of Business Data Analyst at Ideal-tek is held by an employee who had the opportunity to attend the Master in Business Intelligence and Big Data Analysis at the University of Milan-Bicocca, thanks to corporate financial support. The commitment to training reflects the value the company places on its staff and its vision of continuous improvement.

Psychological Support

In the context of its ongoing commitment to employee well-being, Ideal-tek SA has integrated professional psychological support services within the organization. This program is led by Dr. Giada Maria Tonelli, a psychotherapist, group analyst, and work psychologist with extensive experience in mental health and organizational well-being. The service offers individual and group counseling designed to help employees manage stress, improve interpersonal communication, and tackle professional and personal challenges. Through regular sessions, workshops, and tailored programs, the service actively contributes to building a healthy and supportive work environment. This choice not only highlights the company's care for employee well-being but also reaffirms its commitment to a corporate culture that values every single team member.

Human Resources: Best practices



Initiatives

Health, safety and wellness

Training

Promoting numerous training courses

Conventions

Beccaria Polyspecialist center

Commitment to Greater Corporate Well-being

Promoting a Safe and Healthy Work Environment

Ideal-tek is constantly committed to improving its work environment and safeguarding the health of its employees. In this regard, the company is active through several activities, including:

GSA Ticino Forum: Ideal-tek is an active member of the important regional network dedicated to managing well-being and health in the workplace. Among the main objectives of the Forum are the desire to serve as a reference point for entrepreneurs, managers, and specialists in the Canton of Ticino, organizing exchange meetings on specific topics, and informing and raising awareness of new social developments and regional issues.

Safety Charter: As a signatory of the Safety Charter, Ideal-tek is committed to ensuring compliance with safety rules in the workplace. The Safety Charter represents a joint commitment between Suva, employer associations, designers, and unions to improve safety conditions in workplaces.

Course on Health and Well-being Management in the Workplace: Through an agreement, Ideal-tek offers the SUPSI course aimed at identifying and managing the first signs of discomfort in the field of health and safety at work. The course is aimed at managers of production and service organizations, HR managers, safety managers, and intermediate managers.

First Aid Course: The company offers the opportunity to take a first aid course provided by the Mendrisiotta Ambulance Service and obtain a certificate valid for 2 years.

Ergonomics Course: The culture of good posture is ingrained within the company: through detailed flyers and specific aids for employees (e.g., lumbar belts, back cushions, supports), everyone is allowed to achieve adequate comfort at the workplace, thus preventing health and well-being complications.

Agreements with the Beccaria Multi-specialist Center: Ideal-tek has entered into agreements with the Beccaria Center, which acts as a general contractor for health management in the company. Through the agreement, employees and their first-degree relatives can benefit from discounted rates on services offered by the Beccaria Center and Swiss Medical Team Sagl.

Relations with the Community



HR Ticino

Awareness and understanding of local issues

Social commitment

Active support for local suppliers

Relations with the Community

Ideal-tek recognizes the importance of maintaining strong and transparent relationships with the local community. This commitment is manifested through the adoption of various dialogue and collaboration tools that allow the company to contribute positively to the well-being of the area and build long-lasting and fruitful relationships.

Collaboration with Local Entities and Associations

Ideal-tek has oriented its operational strategy towards the international market, favoring the export of its products over the local Ticino market. However, the company has engaged with local associations such as HR Ticino to raise awareness and better understand relevant local issues. This involvement allows it to remain attentive to local issues and prepare for future challenges, ensuring a strong bond with the local community.

Participation in HR Ticino allows Ideal-tek to exchange ideas, share experiences, and find common solutions to the challenges facing both the company and the local community. Additionally, Ideal-tek participates in local forums and initiatives even when corporate executives cannot be directly present. For example, the company's Chief Financial Officer (CFO) represents Ideal-tek in various training modules and forums, contributing to building strategic partnerships to address potential future problems. This proactive participation is crucial for maintaining a strong connection with the community and anticipating emerging challenges.

Supporting Local Suppliers:

Ideal-tek adopts a policy of active support for local suppliers, recognizing their crucial role in the supply chain. The company regularly visits suppliers to monitor not only the quality and punctuality of deliveries but also their financial health. This proactive approach helps suppliers maintain economic stability, reducing the risk of supply chain disruptions and ensuring continuity and quality in the services provided. In times of financial difficulty for suppliers, Ideal-tek is committed to providing support and assistance. This attitude demonstrates strong social responsibility towards the local community and contributes to creating a more stable and resilient economic environment.

Relations with the Community: Best practices



Partnerships

AITI,
Ticinoperbambini,
Forum GSA Ticino,
Cc-Ti

Transparency

First sustainability
report 2023, website
and social media

Sponsorship

Tennis Club
Chiasso, HCL, HCAP,
FC Chiasso, Rémy
Bertola

Future Plans

BE Pooler

Collaborations, Donations, and Sponsorships

Website and Social Media

Ideal-tek uses its website and social media as the main tools for communicating its sustainability practices, ongoing projects, and new initiatives. Through these channels, the company provides detailed and updated information, inviting the community to participate actively and stay informed. This open and transparent approach strengthens dialogue with the community, building trust and fostering greater participation.

Sustainability Report

By publishing its first sustainability report, Ideal-tek demonstrates a strong commitment to transparency and environmental and social responsibility. This document provides a detailed overview of the actions taken to reduce environmental impact and promote economic and social sustainability. The publication of this report reflects Ideal-tek's dedication to accounting for the progress made and pursuing long-term sustainability goals.

Transparent Communication

Website and Social Media

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Future Projects

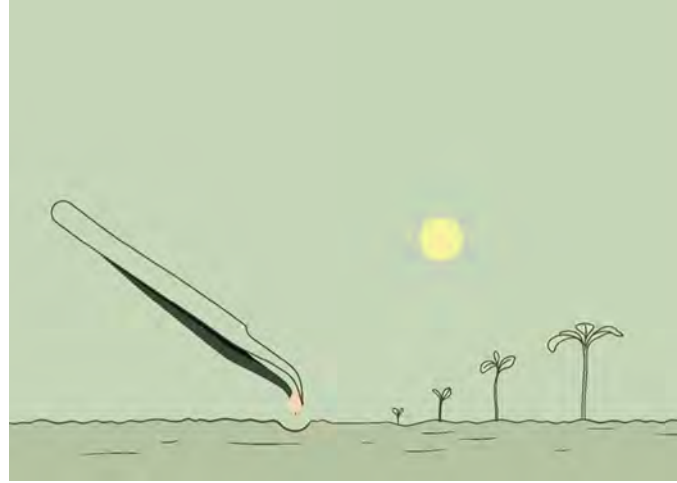
Looking to the future, Ideal-tek plans to implement innovative projects in the field of social sustainability. One such project is BE Pooler, while new initiatives are currently being evaluated.

BE Pooler

The BE Pooler project is one of Ideal-tek's innovative initiatives to promote social sustainability through shared transportation. BE Pooler is a corporate carpooling service that facilitates sharing home-to-work commutes among colleagues, with the goal of reducing CO2 emissions and improving employees' quality of life.

These initiatives highlight the company's orientation towards continuous progress and innovation in the field of sustainability.

Environmental Protection



Resource consumption

GHG, chemicals, water resources, self-consumption

Improvements

Circular economy, emergene, environmental education

Environmental Protection

Regarding environmental impact, Ideal-tek has adopted and is implementing strategies for an ecological transition in favor of environmental protection.

Greenhouse Gas Emissions

With respect to the company's main energy consumption sources, Ideal-tek has significantly reduced emissions by transitioning to an electric system that replaces the more traditional oil heating. Even in operations, the company implements efficiency strategies that extend to partners' logistics.

Disposal of Chemical Substances

Through the use of a sludge management system and collection tanks that prevent damage to the groundwater, Ideal-tek reduces the impact of residues from electroplating processes.

Water Resource Conservation

In collaboration with the relevant cantonal authorities, Ideal-tek ensures continuous monitoring of consumption. Additionally, the cooling/heating system uses a water resource recirculation system.

Self-Consumption

Ideal-tek is considering switching to electricity production through a photovoltaic system. Preliminary estimates suggest that such a system could cover approximately 60% of the company's energy needs.

Integration of Circular Economy Principles

Regarding achieving a circular system, the company implements meticulous and essential waste separation (metal, paper, glass, plastic) to ensure proper disposal and recycling processes. Furthermore, during the production phase, the company extends the life cycle of the materials it uses by reusing some components, such as sprues from injection molding, thereby reducing material needs and waste. In addition, the use of sustainable materials is standard practice in the company's production department. This approach is easily observable in both the materials used for product manufacturing and the eco-friendly packaging.

Environmental Emergency Management

The company has established a detailed emergency management plan to be implemented if necessary. To ensure that emergencies can be effectively managed, Ideal-tek provides regular training to staff, collaborates with local authorities, and continuously reviews procedures to improve response effectiveness in such situations.

Environmental Protection Training

It is important that efforts towards greater environmental protection are not isolated actions but a united front within the company. In this sense, Ideal-tek provides planned training with internal ISO audits and communicates activities during plenary assemblies and through its communication channels.

Environmental Protection: Best practices



The practice

Adoption of new technologies for environmental protection

Initiatives

New internal initiatives to reduce consumption and waste

REACH e RoHS

Compliance with international standards

Practices to Protect the Environment

New Anti-Spilling System

Ideal-tek has implemented a new anti-spilling system in the Electroplating department to prevent pollution caused by harmful spills. This system is crucial for protecting local ecosystems and ensuring public health, demonstrating the company's commitment to environmental protection.

Eco Ventilation System and Eco Heating and Cooling System

The adoption of eco-friendly ventilation and air conditioning systems represents a significant step towards reducing environmental impact. These systems improve indoor air quality and reduce energy consumption, contributing to a healthier and more sustainable work environment.

Silicon-Free Company

Ideal-tek defines itself as Silicon-Free, reducing the use of harmful materials such as silicone and promoting the adoption of more sustainable alternatives. This commitment reflects the company's dedication to environmental protection and the safety of its products.

Compliance with REACH and RoHS Regulations

Ideal-tek demonstrates its commitment to maintaining sustainable production processes and complying with international regulations, ensuring the quality and safety of its products.

Sustainable Packaging:

Ideal-tek has introduced sustainable packaging practices, drastically reducing the use of plastics and adopting easily recyclable materials. This initiative significantly reduces waste and promotes the circular economy, contributing to more responsible resource management.

Internal Initiatives

Ideal-tek has implemented several initiatives to improve operational sustainability, including:

- Replacing paper towels with reusable alternatives and electric hand dryers;
- Using paper and bamboo cups and coffee stirrers;
- Distributing water bottles and installing water dispensers to reduce plastic bottle usage.

Future Objectives

Ideal-tek is determined to continue improving its operational processes to reduce waste and environmental impact. The company is committed to pursuing a long-term sustainability path, continuously integrating new technologies and sustainable practices into its operations.

Next Steps



Economy

Production, materials and KPIs

Future Initiatives

Ideal-tek is committed to continuing its journey toward greater sustainability through a series of initiatives, particularly:

Economic Dimension

Maintaining Artisan Production

Ideal-tek is committed to continuing the production of its tools in Switzerland, valuing craftsmanship and high quality. This not only supports the local economy but also ensures the maintenance of high production standards and a direct impact on the regional economic community.

Raw Materials and Packaging

The company will further dedicate itself to researching and using sustainable raw materials and reducing the environmental impact of packaging. This includes using resources that respect the environment and human health, minimizing the consumption of non-renewable resources.

KPI for Sustainable Activities

To ensure the continuity of sustainable activities, Ideal-tek will introduce specific KPIs for CSR. These KPIs will allow the company to monitor and evaluate the effectiveness of sustainable initiatives, ensuring continuous improvement in its environmental and social performance.

Social Dimension

Education

Ideal-tek will promote educational initiatives aimed at young people to raise awareness about sustainable development and the UN Agenda. The goal is to educate a new generation that is more informed and engaged in sustainability issues.

Collaborations and Sponsorships

Ideal-tek will continue to develop collaborations and sponsorships aimed at promoting sustainability and community well-being.

Environmental Dimension

Recyclable and Innovative Packaging

Ideal-tek is committed to completely eliminating the use of non-recyclable packaging by 2024, replacing it with sustainable alternatives that contribute to reducing the company's ecological footprint. The plan is to replace all primary packaging with eco-friendly solutions that promote the circular economy, and secondary packaging will be made with FSC-certified materials or with at least 30% recycled plastic.

Photovoltaic System

Ideal-tek is evaluating the opportunity to install a photovoltaic system on the company's roof to reduce CO2 emissions and increase the use of renewable energy in its production processes.

Society

Education, partnerships and sponsorships

Environment

Plastic reduction and photovoltaic system installation

Summary

Methodological Sheet

Date of writing
the document

This document was prepared on **05.03.2024**

Data reference period

Data collected refers to the period from 01.01.2023 until 31.12.2023

Perimeter of
reference sites

The place of reference is Ideal-tek SA

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