

# **“We aspire to continuous improvement.”**

Sustainability report 2024



Our Liquid Tool. **Your Success.**

## **Blaser Ballooning**

Aside from machining, ballooning is our second passion. In 1989, Peter Blaser had the idea of carrying our company name out into the world with a hot air balloon. From this idea came our company's own ballooning group with 70 members in Switzerland, Germany, and the USA. Countless customers and employees have floated across the beautiful landscapes in this gentle vehicle, which is warmly welcomed all over the world. Seeing the world from above is an impressive experience – it encourages us to take care of our planet.

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Anyone who visits our headquarters in the green Emmental valley will immediately notice that sustainability is one of our core values: Our laboratory, production, and warehouse are all located in a groundwater area and are surrounded by bodies of water and residential buildings.

## To the point

Since 1936, Blaser Swissslube has stood for lubricant solutions that offer measurable added value and are gentle to both people and the environment. Our family-owned Swiss company develops, produces, and sells a comprehensive range of metalworking fluids and lubricants of the highest quality, performance, and reliability for a variety of industries. With a team of application experts, customized services and excellent products, we help our customers to fully capitalize on the potential of their machines and processes, thus turning the metalworking fluid into a key success factor – a Liquid Tool.

With local subsidiaries and distributors, we are close to our customers in over 60 countries. The headquarters are located in Hasle-Rüegsau in the heart of Switzerland. Our production sites are located in Switzerland and the USA. In our five laboratories around the globe, our specialists in chemistry and microbiology develop new products and offer comprehensive services, while we test new solutions and simulate customer processes using state-of-the-art machine tools at our in-house technology center.

### **Sustainable right from the start**

The first product of our company founder Willy Blaser was a shoe cream that made the leather boots of farmers in the Emmental valley supple and water-repellent. This not only extended the life of the shoes but also kept the farmers' feet dry. In 1947, he launched the all-purpose cleaner Servita. This was biodegradable long before the term even existed. Willy Blaser was also a pioneer in the social field: His company pension fund was founded in 1946, two years before the Swiss state introduced its pension fund and social security system.

### **Focus on added value**

This desire to always achieve the best for customers, employees and the environment is what drives the Blaser family to this day. In 1974, Willy's son Peter Blaser introduced the metalworking fluid Blasocut, which remains naturally stable thanks to its unique Bio-Concept. Today, Marc Blaser and our 600 employees worldwide ensure that our customers can demonstrably produce in a more economical and environmentally-friendly way.

### **Living our values**

We take our responsibility seriously along the entire value chain. In the 1990s, Peter Blaser worked with employees to develop our Blaser Constitution with a view to the future. The basic values enshrined there are as relevant today as they were 30 years ago. In all our activities, we look for economically, socially and ecologically balanced solutions and conduct our business with integrity, in a way that conserves resources and is socially responsible.

**“We measure our success by the satisfaction of our customers – thanks to following our corporate philosophy in thought and deed.”**

Blaser Constitution

## Five questions for Marc Blaser



For Marc Blaser, a third-generation CEO and enthusiastic balloon pilot, sustainability means acting in a manner that reconciles economic success with ecological and social responsibility. The goal is to design operating processes in such a way that they are not only efficient and profitable today, but also leave behind a livable environment for future generations.

### **What makes your company sustainable?**

We always take a holistic approach. Our innovative product developments and efficient operating processes protect the environment while creating measurable added value for our customers. We strive to give equal weighting to ecology, social issues and the economy because we are convinced that economic success in the long term can only be ensured if it is based on sustainable practices. We therefore invest in environmentally friendly technologies and working methods, promote the health and well-being of our employees and are committed to the community. This holistic approach helps us minimize risks, seize opportunities and build on our strong reputation as a responsible business partner and employer.

### **What does this mean for your customers?**

Our products and solutions are designed to combine maximum effectiveness and durability. Together with our unrivaled application expertise, they enable our customers to work longer, better and faster, achieving massive improvements in many areas. Because we work with our customers to optimize their production processes, they are able to reduce production time, material wear, reworking, scrap, energy consumption and disposal volumes, which directly leads to a reduction in CO<sub>2</sub> emissions. We also help them monitor and maintain our products properly in order to maximize their lifespan.

### **How important is sustainability to your management?**

Sustainability is an integral part of our strategic and operational decision-making processes. It influences everything from leadership to product development, supplier selection and customer support. We do not see sustainability as an additional task, but as a key factor for innovation and long-term success. Our goal is not only to fulfill the requirements of our stakeholders through sustainable action, but also to play an active part in solving our global challenges.

### **What are the drivers of sustainability?**

The drivers for our sustainability efforts are many and varied. The basis is our commitment to giving equal weighting to ecological, social and economic aspects of our actions. We are convinced that this is the only right way to run a business. We are also motivated by the wishes and expectations of our customers and employees. The younger generation, in particular, both within and outside our company, motivates us to keep finding new and better ways to minimize our impact on the environment and take on even greater social responsibility.

### **What do you want to achieve with this sustainability report?**

“We aspire to continuous improvement. Let us go on.” This is the last sentence of our Blaser Constitution, in which our core values are anchored. This sustainability report not only serves as proof of our long-term commitment to environmental and social responsibility, but it is also a promise to improve continuously and responsibly.

**“The world is all the more impressive as seen from above. Ballooning teaches us to look after our planet.”**

Marc Blaser, enthusiastic balloon pilot and CEO

## Environmental – our environmental responsibility

People and the environment have always been dear to Blaser Swissslube. We are committed to protecting the environment by reducing or completely eliminating our environmental impact and by continuously improving our environmentally oriented performance. We therefore use energy, water and other resources carefully and efficiently.

It is a given for us to comply with and, if possible, exceed legal, ethical and regulatory requirements, as well as our own environmental protection requirements. A good example is the electricity consumption at our headquarters in Hasle-Rüegsau, which we cover 100% with green electricity generated through hydropower.

### Energy optimization

We have been calculating our Corporate Carbon Footprint (CCF) since 2022. However, for many years, we have been successfully implementing reduction measures and improvements in energy use in nearly all areas and in various ways to continuously reduce the resulting CO<sub>2</sub> emissions. In this way, we minimize existing consumers, upgrade to new technologies and adapt processes and procedures. Here are a few examples:

**Lighting:** In the areas of production and logistics, we have so far upgraded over 1000 fluorescent tubes to LED technology with motion and daylight sensors. The electricity savings achieved amount to around 75%. In addition, the work environment is much better illuminated.

**Heating, elevators and general awareness-raising:** Various measures have led to a reduction in the energy required to heat our premises. We have lowered the room temperature and are now using energy-intensive devices only in a very targeted manner. In addition, we have invested in three new elevators, which consume about 25% of the electricity used by the old ones. We have also largely implemented the suggestions of the federal government's awareness campaign, enabling us to save 164 MWh annually.

**Compressed air generation and heat recovery:** We have completely renewed our compressed air system and its entire pipeline network, and eliminated leaks of over 2800l/h. At the same time, we have also optimized heat recovery. Instead of cooling generated process heat, we now use it to heat our raw material tanks, allowing us to save over 40 MWh per year.

### Energy savings through recipe optimization:

In 2023, we identified significant potential for energy savings in our production processes. Of the 59 mixture recipes we reviewed, 36 were optimized: Unnecessary heating and cooling processes were eliminated, resulting in a substantial reduction in energy consumption without compromising product quality.

This is a prime example of how targeted adjustments can have a significant environmental and sustainability impact. These insights are consistently incorporated into the development of new recipes.

### The Bio-Concept

We aspire for our products and services throughout their entire life cycle to be environmentally friendly and conserve resources, and to prove their worth in the challenging field between state-of-the-art technology, economic efficiency and ecology. A good example are the water-miscible metalworking fluids in our Blasocut product family, which we have been continuously developing for 50 years. They not only impress with their wide range of applications and stability, but also – thanks to their Bio-Concept – with their excellent human and environmental compatibility. This unique concept supports the growth of benign water bacteria, thus preventing other, undesirable microorganisms from spreading. This keeps the metalworking fluid naturally stable, eliminating the need for biocides with a primarily bactericidal effect.

### Thermal oil recooling: Efficient and intelligent

The central thermal oil recooling system for the mixing plants has been fully modernized, automated, networked. The cooling circuit is activated as needed when the process plants automatically report the cooling requirement. Process waste heat is primarily used to heat the raw material tanks, and a dry recooler is used if additional cooling is required.

Energy-efficient components as well as continuous process data recording and evaluation enable optimized control and significantly reduce energy consumption in the cooling process.

**“We take environmental concerns seriously at all times both in thought and deed.”**

Blaser Constitution

Naturally stable thanks to benign water bacteria: Blasocut with its unique Bio-Concept.



## Social – our social responsibility

People have been our focus at Blaser Swisslube ever since our company was founded. This includes our employees as well as our customers and other stakeholders. Willy Blaser introduced a company pension fund as early as 1946, and in 2017 we were awarded the Bernese Social Star for our exceptional social commitment.

### Trust and respect

As a family-run business, we cultivate a cooperative working environment, characterized by trust, personal responsibility and respect. We treat each other with decency, openness and mutual respect across all hierarchy levels. We address tensions and conflicts openly and solve them together.

### Safety and health

Safety and health are of the utmost importance at Blaser Swisslube. We adhere to both statutory regulations and our own defined framework conditions, set targets and monitor their fulfillment, thus ensuring an optimal working environment. We carry out regular safety audits to ensure that we are meeting our targets and use the findings to continuously improve. We also actively promote health, for example by offering fruit free of charge and providing financial support for gym memberships.

### Responsibility towards our customers

For us, social sustainability means not only taking responsibility for our own employees, but also for our customers. When selecting raw materials, for example, we carefully review how critical ingredients can be avoided to reliably minimize the safety and health risks associated with the use of our products.

### Focus on training and professional development

We recognize that highly trained employees are essential – not only for us, our customers and partners, but also for society as a whole. Accordingly, we promote the personal and professional development of our employees by systematically developing their specialist knowledge and social skills through our Blaser College, external education, and on-the-job learning. We offer training in metalworking fluids and machining for our customers and industry partners, and we train 19 apprentices in Switzerland in the areas of laboratory, logistics, IT, and commerce. In addition, we work closely with universities, technical colleges and other educational institutions in several countries. We are not only committed to basic research and training the next generation of machining experts, but we also support projects to enable students to gain international and intercultural experience.

### Focus on children and young people

Every year, we make substantial donations to local, national and global associations and non-governmental organizations in Switzerland and at the locations of our subsidiaries. We particularly support aid organizations for children and young people, as well as local youth sports clubs, as the well-being of future generations is especially important to us.

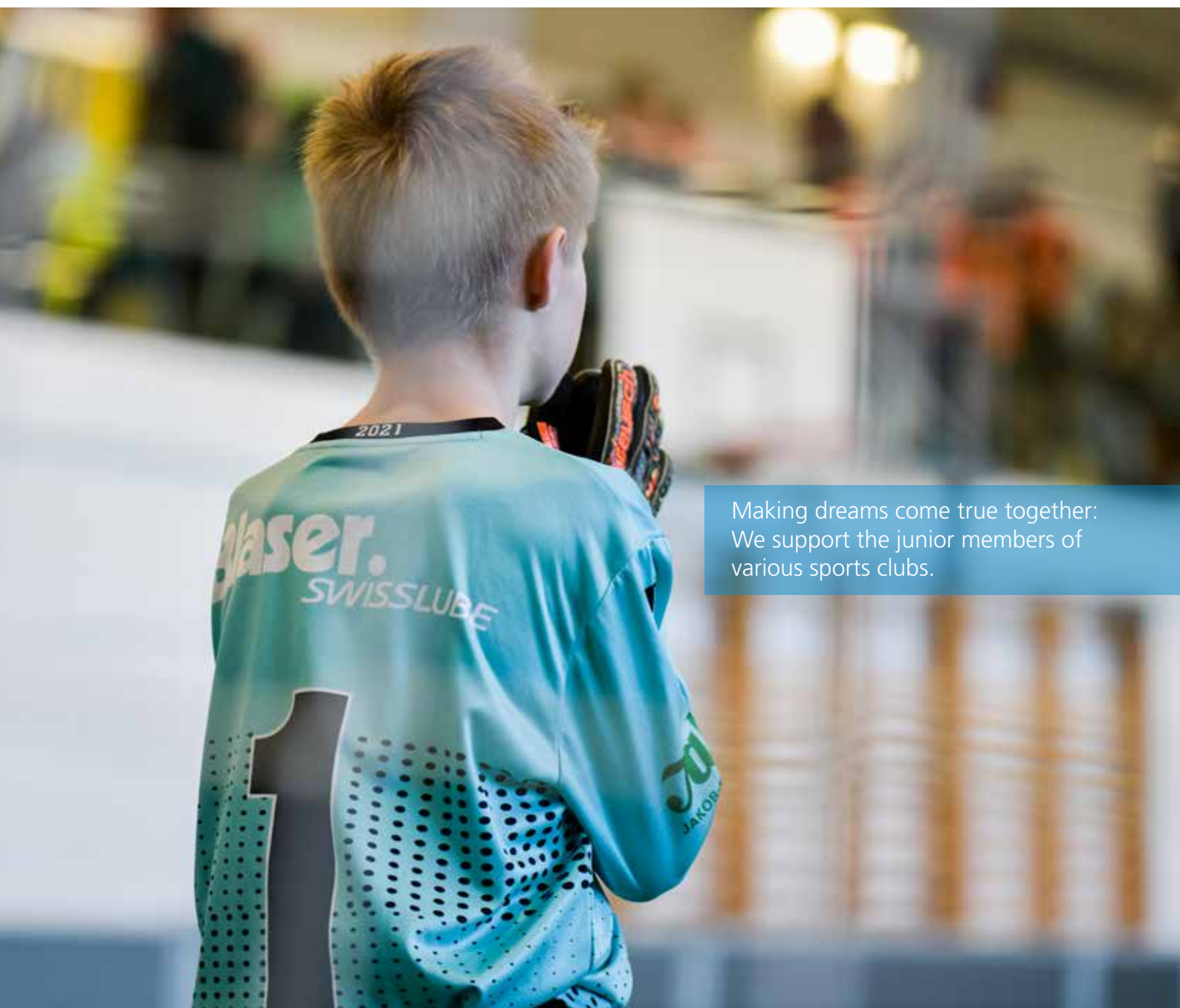
**“We uphold personality development and coaching by on-the-job and off-the-job training.”**

Blaser Constitution

## Social key figures: employees

	2024	2023	2022	2021
Average age (years)	45.2	44.2	44.0	43.8
Age distribution (%)				
≤ 30 years	16	20	21	20
31-40 years	16	15	14	16
41-50 years	26	26	27	25
>50 years	42	39	38	39
Average length of service (years)	9.5	10.3	9.5	9.2
Staff turnover* (%)	4.2	4.7	6.1	6.2
Women in management positions (%)	3.2	7.0	8.0	7.1

\* Employees who leave the company at their own request



Making dreams come true together:  
We support the junior members of  
various sports clubs.

Putting our values into practice around the world: We maintain close contact with our subsidiaries and business partners, such as here at Global InterAct 2024 at our headquarters in Hasle-Rüegsau.



## Governance – managing our company responsibly

Since our founding, Blaser Swisslube has built a strong reputation based on knowledgeable staff, customer focus, and high-quality products and services. Customers, business partners, shareholders, authorities and the public trust that we will always act responsibly and in compliance with the law.

We have anchored the basic values and rules of conduct for our sustainable corporate governance in our Blaser Constitution and Code of Conduct. The Constitution describes our core values, while the Code of Conduct serves as a guide for correct conduct in everyday business. It applies to the board of directors, members of the executive team, managers, and all employees worldwide.

### Integrity – our foundation

We expect all employees to actively participate and take responsibility for implementing and complying with the Code of Conduct. We are committed to conducting our business in compliance with high ethical standards and applicable laws. Accordingly, our daily actions and our interactions with each other and with our external stakeholders are characterized by ethical and compliant behavior. We are committed to complying with local, national and international laws, regulations, contracts and internal company guidelines, policies and instructions. As an internationally operating company, we also respect local conditions and rules, provided they do not contradict our Code of Conduct. Corruption and bribery in dealings with business partners, especially through intermediaries, will not be tolerated. We are committed to fair competition in relation to competitors, customers and suppliers.

### Responsibility of every employee

The executive team is responsible for compliance with the Code of Conduct. Our superiors act as role models and exemplify a high degree of social and ethical competence. They ensure that the Code of Conduct is implemented and complied with in their area of responsibility. They promote a culture of compliance and provide their employees with appropriate information about legal and contractual obligations, as well as internal regulations that are relevant to the performance of their respective activities. They also ensure that each employee is familiar with and understands our Code of Conduct and its contents as part of the annual appraisal interview. All employees are obliged to know and comply with the external and internal provisions relevant to their work, to align their behavior with the Code of Conduct and to consult their colleagues, superiors, or the person responsible for the Code of Conduct in case of questions or uncertainties.

You can find our Constitution and Code of Conduct here: [blaser.com/constitution](https://blaser.com/constitution)

**“We give clear and regular information.  
We like people to ask questions.”**

Blaser Constitution

## Greenhouse gas balance 2022-2024

The creation of a greenhouse gas balance was a crucial step in quantifying our emissions and setting reduction targets. From this, we derive specific measures to reduce our direct and indirect emissions. This includes, for example, optimizing our logistics to reduce transport volumes. To achieve our ambitious targets, we work closely with suppliers, industry partners, distributors, and other partners.

### **Corporate Carbon Footprint**

For the 2022 financial year, we had the greenhouse gas balance and corporate carbon footprint (CCF) of our Swiss headquarters determined for the first time by a certified, renowned sustainability consulting firm and, for the years 2023 and 2024, we also had the CCF of our production facility in the USA determined. The calculation was performed in accordance with the standard of the Greenhouse Gas (GHG) Protocol with the system boundary "gate-to-gate" (i.e., excluding purchased raw materials), which is internationally recognized as the most widely used standard for accounting for greenhouse gas emissions by companies.

### **Significant decrease compared to the previous year**

We were able to significantly reduce emissions in 2024 compared to the previous year, even though the figures from our production site in Goshen, NY (USA) were again taken into account. The main reason for this is the difference in capital goods between the two years.

### **Setting and achieving targets**

We have decided to optimize our energy consumption with a target agreement as part of an annual monitoring process with the support of an accredited energy specialist. We report on actual energy consumption, CO<sub>2</sub> emissions, production indicators, and the impact of the measures implemented. This allows us to check whether we are on track to meet the efficiency targets set out in the target agreement.

**"We reach our goals by teamwork."**

Blaser Constitution

## Corporate Carbon Footprint (CCF) of Blaser Swisslube

Classification*	Emissions by category	2024		2023		2022	
		[tCO <sub>2</sub> e]	% share	[tCO <sub>2</sub> e]	% share	[tCO <sub>2</sub> e]	% share
<b>Scope 1</b>	Stationary combustion	721.43	18.01	626.37	10.77	706.84	9.83
	Mobile combustion	337.77	8.43	342.71	5.89	450.91	6.27
	Fugitive emissions (refrigerants)	0.00	0.00	0.00	0.00	0.00	0.00
	Process emissions	0.00	0.00	0.00	0.00	0.00	0.00
	<b>Sum</b>	<b>1059.20</b>	<b>26.45</b>	<b>969.08</b>	<b>16.67</b>	<b>1157.75</b>	<b>16.10</b>
<b>Scope 2</b>	Purchased electricity consumption	440.76	11.00	545.00	9.37	220.27	3.06
	District heating/District cooling	0.00	0.00	0.00	0.00	0.00	0.00
	<b>Sum</b>	<b>440.76</b>	<b>11.00</b>	<b>545.00</b>	<b>9.37</b>	<b>220.27</b>	<b>3.06</b>
<b>Scope 3</b>	<b>Upstream Scope 3 emissions</b>						
	3.1 Purchased goods and services	42.87	1.07	28.34	0.49	36.95	0.51
	Consumables and fresh water	28.39		19.39		27.67	0.38
	Paper and print products	14.48		8.95		9.28	0.13
	3.2 Capital goods	736.62	18.39	2422.47	41.67	4704.67	65.44
	3.3 Fuel- and energy-related emissions	297.94	7.44	273.32	4.70	278.89	3.88
	3.4 Upstream transportation and distribution	0.00	0.00	0.00	0.00	0.00	0.00
	3.5 Waste generation in operations	465.14	11.61	474.93	8.17	431.08	6.00
	3.6 Business trips and hotel accomodation	625.72	15.62	791.24	13.61	139.67	1.94
	3.7 Employee commuting (incl. home office)	336.92	8.41	309.45	5.32	219.49	3.05
<b>Sum</b>	<b>2505.22</b>	<b>62.55</b>	<b>4299.76</b>	<b>73.96</b>	<b>5810.75</b>	<b>80.83</b>	
<b>Total sum</b>	<b>4005.18</b>	<b>100</b>	<b>5813.83</b>	<b>100</b>	<b>7188.77</b>	<b>100</b>	

2022 only for headquarters in Hasle-Rüegsau (Switzerland), since 2023 also for the production site in Goshen NY (USA).

\* The "Greenhouse Gas Protocol" (ghgprotocol.org) divides emissions into three scopes:

- Scope 1: Direct emissions
- Scope 2: Indirect emissions resulting from the purchase of energy
- Scope 3: Indirect emissions from the upstream/downstream value chain

## Focus on our customers' goals

Decades of machining experience have taught us there are complex correlations between chemistry and mechanics. We always view machine, tools, and metalworking fluid as one inseparable whole – with the result that the metalworking fluid becomes a powerful lever with a major effect on production processes and costs.

### Economic, ecological and social added value

Blaser Swisslube offers customers a unique value proposition under the name "Liquid Tool™", comprising high-performance products, specially customized services, as well as the in-depth know-how and exceptional commitment of our employees. We have demonstrably created measurable and tangible added value for thousands of customers in all three dimensions of sustainability. After all, the right solution not only has a positive effect on the service life, consumption, and disposal of the metalworking fluid, but also on process reliability, tool wear, machining time, workpiece quality, scrap, and the safety and satisfaction of the machine operators.

### A proven process

Every customer situation is different. Therefore, since 2006, we have been applying the following four steps to help our customers achieve their economic, ecological and social goals and remain competitive:

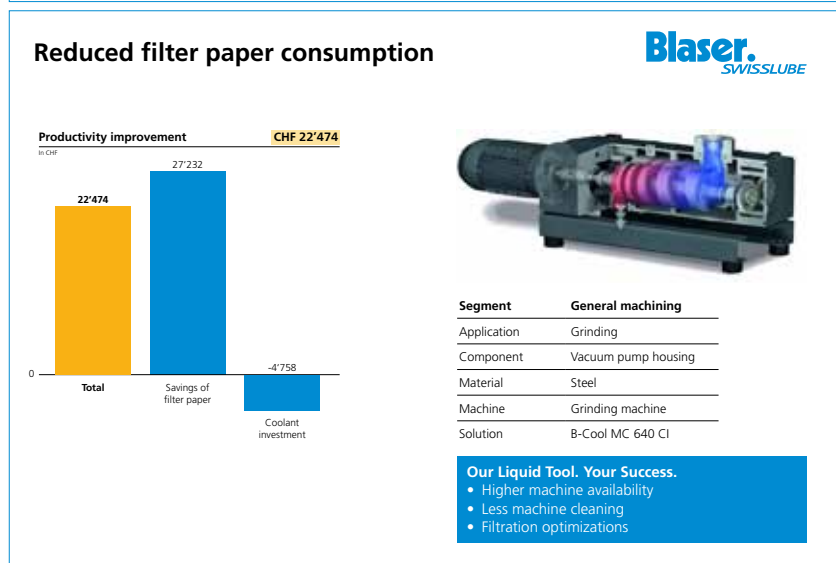
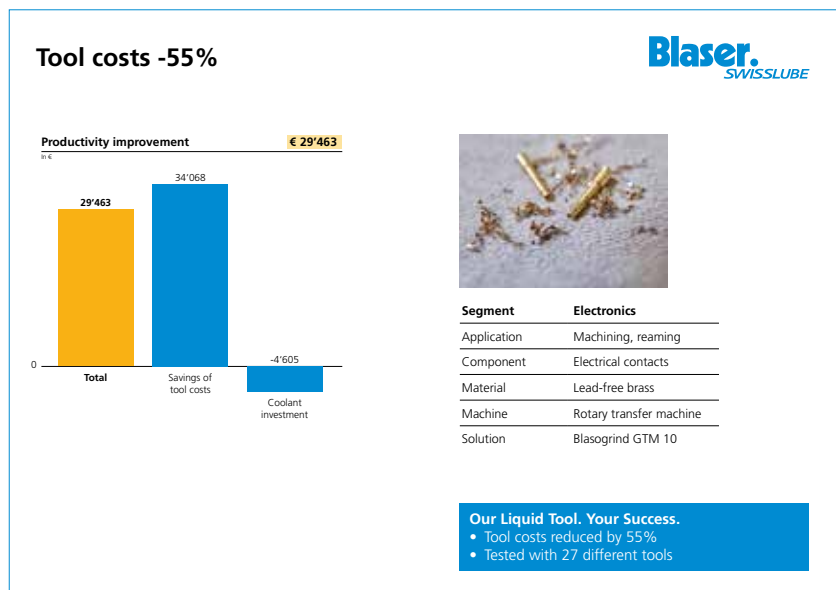
**Comprehensive analysis:** Based on the customer's requirements and goals, we analyze the entire production process on site.

### Status report with improvement suggestions:

We develop concrete measures and, together with our customer, define the goals for the test phase.

**Reality check with on-site testing:** We test and document our solution in the customer's production environment, allowing the customer and their employees to experience the improvements firsthand.

**Implementation and support:** Once the tests have been successfully completed, we define the next steps together with the customer, including training and customized support. Afterward, we support our customers in their continuous improvement efforts so that they can also increase their competitiveness and achieve their goals in the long term.



For each customer we calculate the added value that we can generate with our Liquid Tool.

**“We measure our success by the satisfaction of our customers.”**

Regardless of industry, application, or material: We have proven in thousands of Liquid Tool studies that we create economic, ecological and social added value for our customers.



# Outlook

Blaser Swissslube has been taking a holistic approach ever since our company was founded. We take responsibility for all our actions in the three areas of environmental, social and governance (ESG) and seek solutions that are economically, socially and environmentally balanced. In doing so, we not only want to continuously make our own activities more sustainable, but also actively help our customers achieve their sustainability goals. Because that is the only way we will succeed in handing over our planet to future generations as a place worth living in.

## People remain our focus

Our social responsibility is and remains a key element of our sustainable business governance. We want to be an attractive employer for our employees and support them in their professional and personal development. We also want to ensure that our customers can work with our solutions as safely and comfortably as possible. And we are committed to supporting the next generation – through a wide range of apprenticeships at our headquarters and by supporting training programs, youth sports clubs and aid organizations.

## Reduction of our environmental impact

We will continue measuring the greenhouse gas emissions of our production sites in the future to monitor the effectiveness of the measures and drive further savings.

## Sustainable value chain

Our purchasing department has been checking suppliers for their social sustainability (working conditions, respect for human rights) for quite some time. In the future, we will increasingly incorporate ecological criteria into the evaluation and selection of our suppliers. We are also constantly optimizing our logistics, which means that we are continuously reducing our transport volume.

## Innovation and optimization

Our research focuses on developing and optimizing products and solutions that measurably improve effectiveness, safety, and energy efficiency for our customers. In addition, our field and customer service teams ensure that customers use and maintain our solutions correctly so that they can get the most out of them for as long as possible.

## Product Carbon Footprint

We want to calculate the Product Carbon Footprint (PCF) for our products so that our customers can produce their life cycle assessments (LCAs). In addition, we will develop internal assessment standards that go far beyond the PCF, so that we can evaluate and further develop our products in terms of all sustainability dimensions.

## Greenhouse gas savings for customers

We not only want to calculate the economic added value that we generate for our customers, but also the ecological impact on their products and processes. Because if, for example, tools can be used for longer, reworking and scrap minimized, or the consumption and disposal frequency of the metalworking fluid reduced, this not only reduces our customers' total costs, but also has a positive effect on their emissions balance.

**„We aspire to continuous improvement. Let us go on.“**

Blaser Constitution





Test us. It's worth it.  
[blaser.com](http://blaser.com)



Our Liquid Tool. **Your Success.**