

The Bareiss Sustainability Promise.

WHAT IS A PROMISE?

„With a promise, we commit ourselves to a specific action or inaction in the future.“

„Our promise addresses a concern of the person to whom I am making the promise. The content of the promise must be meaningful to the other party.“

„With our promise, we commit ourselves to the promised action. Even if it results in disadvantages for us, the promise is binding.“

„The other party can rely on the execution of the promised action.“



bareiss.de

bareiss®



AT A GLANCE


FOUNDED IN 1954



MORE THAN 80 EMPLOYEES WORLDWIDE


3 BRANCHES


PRODUCTION AREA
MORE THAN 4,000 m²



CUSTOMERS IN MORE THAN
80 COUNTRIES WORLDWIDE


MORE THAN 75,000 CUSTOMERS



MORE THAN 25 PATENTS
SINCE 1954



ISO 17025
DAKKS / ISO 17025 ACCREDITED
LABORATORY SINCE 1996



MEMBER OF THE
DIN AND ISO COMMITTEE

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EDITORIAL

We live in demanding times.

As entrepreneurs and individuals, but also as parents, we face numerous concerns that prompt reflection. What kind of world do we want to live in and leave behind? How do we treat others with respect? How can we ensure the well-being of ourselves and our surroundings? How do we future-proof our company?

As managers, it's a daily challenge to strike the right balance between striving to lead in sustainability and meeting market demands. At times, it's difficult to satisfy both.

The Bareiss Sustainability Promise documents our efforts and commitment to people, the environment, and the economy. Here, we outline what we're currently achieving and where we aim to improve.

With this promise, we commit to continuous improvement and finding the optimal balance between profitability and sustainability in the present, while always striving for better in the future.

This is a promise to ourselves, to act according to our best conscience. A promise to you, our valued employees. A promise to you, esteemed customers, and suppliers. And it's a promise to our children and our environment.

To always do the best we can, and then a bit more.



Katrin Shen

Oliver Wirth

The management of Bareiss Prüfgerätebau GmbH.

THE BAREISS PRÜFGERÄTEBAU GMBH

Bareiss develops and manufactures testing equipment used in the production of many everyday products. We ensure that your car's steering feels just right, that washing machine seals hold tight, and that tomatoes remain fresh. Our name is globally recognized for innovative and certified testing devices across various industries including automotive, cosmetics, rubber and plastics, pharmaceuticals, food processing, and agriculture. As a family-owned business, we have been shaping the evolution of hardness testing for 70 years, establishing ourselves as a trusted partner worldwide for all testing technology needs.

Our quality and product safety processes are meticulously planned, controlled, and monitored to uphold our company's principles. This ensures compliance with customer specifications, regulations, and other requirements presented to us. Therefore, our management system is certified by TÜV Süd according to DIN EN ISO 9001:2015 standards.

Located in Oberdischingen, a small community on the edge of the Swabian Alb with 2,000 residents, we have deep roots in our hometown where personal relationships are cherished. Our success has allowed us to expand globally, engaging with new people, gaining fresh inspirations, and continually evolving. With gratitude for life and nature, we strive to give back through sustainable thinking and actions.

Comprehensive environmental protection is equally prioritized alongside the high quality of our products and efficient occupational health and safety practices. Bareiss holds certification from TÜV Süd according to DIN EN ISO 14001:2015 standards, integrating environmental goals into our overall corporate objectives.



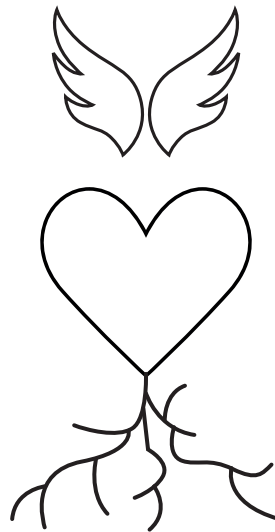


Who we are: Wings thanks to roots.

For 70 years, we have been manufacturing and developing high-quality testing equipment in the interest of our customers. As a family-owned business in the third generation, we have evolved into an internationally recognized brand. We take great pride in our long tradition of innovation and unity.

We have established ourselves as a flexible and adaptable team that enjoys experimenting and collaborating to bring new ideas to life. Our employees are characterized by empathy and sensitivity, enabling us to successfully work on projects and understand others, ensuring the best results for our customers daily.

We are independent, self-motivated, and choose the best partners to



achieve our goals. In our core competence, we are strong and autonomous, demonstrating our strength in challenging situations by acting courageously and taking responsibility. As a creative team, we are grounded, practical, and driven by a strong desire for precision.

We have a deep connection to nature and the world around us, advocating for sustainable thinking and actions. Through our warm and loyal relationships with partners and employees, we foster a positive familial work environment.

We are constantly seeking new and original solutions to problems and encourage each other to give our best. We stand for innovation with precision rooted in tradition.

FOR THE
COMM-
UNITY

bareiss®

bareiss®





#1

Our employees are part
of the Bareiss family.

As a family-owned business, founded by the inventive spirit of an individual in modest circumstances and grown steadily over time, we have a deep connection to each other and to our employees. Located in a rural area, our paths are short and connections have grown over generations. We share the same values and aspirations for our lives. At Bareiss, we see ourselves as a family—a community of individuals pursuing common goals and supporting each other.

We always have an open ear for the concerns and issues of our employees, and beyond professional relationships, we are there as contacts and support in times of need. As a family-owned business with direct, personal contact and a flat hierarchy, every employee is valued as a person, and their well-being is our concern.



#2

We prioritize the occupational health and safety of our employees.

Protecting our employees is a top corporate priority firmly embedded at the highest levels of management. We cultivate daily awareness of workplace hazards and actively involve employees in identifying potential risks preemptively to foresee and prevent workplace accidents.

Workstations in production and administration meet ergonomic standards and undergo continuous analysis and adaptation based on the latest insights.

We treat our experienced, senior employees with respect and adjust their working conditions to accommodate their health needs. Maximizing each employee's potential in conjunction with optimal health protection is central to our approach.



#3

Family and work are compatible.

Life changes and continually presents us with new tasks and challenges. At Bareiss, we see ourselves as partners to our employees in navigating these situations together and ensuring a fulfilling, healthy daily life.

Every employee whose work does not require them to be physically present at our production facility has the opportunity to perform their duties from home. To better balance family and work life, we are always ready to implement part-time arrangements for childcare or caregiving responsibilities. In our practiced job-sharing model, employees share responsibilities for a role, offering them more flexibility in their personal lives.

Flexible working hours allow our employees to manage their schedules according to their personal needs and preferences.



#4

Qualified training and education
are key to our philosophy.

The training of our own skilled workers is deeply ingrained in our corporate ethos and practiced daily. Our apprentices are dear to us, and learning the necessary skills for their profession is as central at Bareiss as nurturing individual strengths, improving weaknesses, and fostering personal growth. Through our training programs, we cultivate the qualified professionals required for the production of our precision testing equipment.

We regularly conduct internal training sessions in production and administration. It is natural for us to grant employees leave for external training opportunities.

Our knowledge management ensures the expertise of our employees, while processes and workflows are continually evaluated, analyzed, and optimized. This focus on ongoing innovation and efficiency enables us to develop and manufacture high-quality, serviceable products that meet the needs of our customers. Passing on knowledge gained through years of experience to younger employees is a cornerstone of Bareiss's corporate philosophy.



#5

We support individuals and organizations in our region.

At Bareiss, the well-being of our community is close to our hearts. We support people in our region through donations and other measures aimed at helping the socially disadvantaged. This commitment is part of our dedication to a sustainable and socially responsible society. Through our contributions, we actively strive to strengthen and support the local community by assisting those in difficult situations and promoting social cohesion. Our goal is to have a positive impact on life in our region and contribute sustainably to the well-being of society. With over 70 years deeply rooted in Oberdischingen, Bareiss feels a strong connection to the place and its residents.

We value and respect the importance of local clubs and organizations that significantly contribute to the vibrant life of our community. Their dedication not only promotes various activities but also fosters unity and enhances social interaction. Our support through donations and in-kind contributions to these organizations is a commitment we take seriously. The vitality of our community and the camaraderie among its people are matters close to our hearts. Therefore, we are always open to collaborating with local clubs and organizations to further enrich and strengthen life in Oberdischingen together.



#6

We are a supporter of volunteering
among our employees.

Backbone of society – this is often how volunteer work is described, due to its significant societal impact. Those who volunteer take on social responsibility and have the opportunity to make a difference, provide assistance, and create lasting change. As a company, we aim to support this.

Having responsible employees who contribute to the community and civil protection makes us proud. It is natural for us to grant leave to these employees, whether unplanned due to an assignment or planned for upcoming activities that cannot be carried out otherwise within the local association.

#7

We are all equal.

As a society, we are called upon to create structures that enable every individual to be a valuable part of society. Inclusion, to us, means that every person naturally belongs, regardless of their appearance, language, disability, beliefs, or whom they love. We offer every person an equal opportunity.

We recognize each person's strengths and do not define them by personal characteristics. Therefore, at Bareiss, every person receives equal pay for equal work. There are no gender-specific roles at Bareiss, only competence and suitability.





#8

Good conduct, appreciation, and peaceful coexistence are essential to us.

In an increasingly harsh world where spoken words carry less weight and truths are flexible, we place special emphasis on good conduct and peaceful coexistence. Traditional values are fundamental to us. We treat others as we would like to be treated ourselves. Small words and gestures hold great significance and demonstrate our appreciation for others.

Each person is a part of the larger whole and contributes significantly to achieving our goals. Mistakes are seen as opportunities for growth. This also means that everyone bears responsibility and contributes to the success of the company. This secures our collective future.

For our employees, customers, and suppliers, we aim to be a counterbalance to poor manners and lead by example with courtesy. As solution partners, our goal is to conclude every conversation or call, whether internal or external, with a positive approach towards resolution.



FOR THE
ENVIRON-
MENT



#9

We develop products that contribute to reducing food waste and enable new methods of food production.

Approximately one third of the food produced worldwide is wasted between production and consumption. This is often caused by transportation damage, improper storage, technical issues in production, as well as internal quality control and overproduction.

Every discarded food item represents a high consumption of energy, water, and other resources throughout the chain from cultivation to trade, which could otherwise be used more effectively with better food inspection and monitoring. Therefore, at Bareiss, we focus on developing testing equipment in this field to contribute our expertise towards conserving resources.

For instance, our mobile handheld hardness tester, the HPE III Fff, allows us to test the firmness of fruits and vegetables. This helps determine the perfect harvesting time or optimal shelf placement, thereby avoiding overripeness or underripeness of the produce.

#10

Water is a precious resource
and must be protected.

Water is essential for life on Earth, as without liquid water, life would not have originated or be possible on our planet. However, many people take the availability of water for granted, as it appears to be abundant on our blue planet. Yet, only 1% of the world's water resources are directly available as drinking water, and it is unevenly distributed.

Despite living in a region with relatively abundant water, protecting water resources is a significant goal for us. At Bareiss, we prioritize the sustainable use and conservation of this crucial resource.





#11

We use photovoltaics
to generate our electricity.

With nearly 2000 hours of sunshine per year, Baden-Württemberg benefits from a favorable geographical location and a mild climate. Therefore, we utilize our roof surfaces for generating electricity through photovoltaics and for solar thermal energy. This helps us reduce our CO2 footprint. Our solar power system produces emission-free, silent, resource-efficient, and renewable electricity that is 100% environmentally friendly. Any surplus electricity we generate is fed back into the power grid.



#12

We exclusively use electricity
from renewable energy sources.

By using electricity from renewable energy sources, we actively contribute to avoiding greenhouse gas emissions. The majority of these gases are produced during the combustion of fossil fuels such as oil, coal, and natural gas. Renewable energy from water, wind, or solar radiation is almost unlimited and replenishes itself.

While we cannot yet fully meet our electricity demand through photovoltaics alone, we purchase additional electricity that is exclusively generated from renewable sources.



#13

We promote electromobility.

Electric vehicles drive emission-free and quieter than conventional vehicles, making them more climate- and environmentally friendly overall.

By providing electric charging stations, we aim to encourage our employees to switch to environmentally conscious mobility and to use electricity from renewable sources for this purpose.



#14

We are reducing our carbon footprint.

Human-caused increasing CO₂ emissions in the air lead to the so-called greenhouse effect. As CO₂ levels rise in the atmosphere, less of the Earth's emitted heat can escape into space. This results in warming of the Earth's climate, which contributes to melting polar ice caps and glaciers and rising ocean levels. Climate changes are now visible and palpable in our daily lives.

We too want and need to make our contribution to mitigate climate change and reduce CO₂ emissions. Only as a community can we manage this crisis and prevent a climate catastrophe for ourselves and future generations. This also means taking new and uncomfortable paths and investing in sustainable technologies.

By investing in solar thermal energy, we reduce our dependence on fossil fuels. We generate our own electricity and exclusively purchase power from renewable sources. We use heat pumps powered by green electricity.

We are transitioning our company fleet to electric vehicles and continuously optimizing them with the latest technology to enable electric mobility over longer distances.

These efforts are part of our commitment to combat climate change and ensure a sustainable future.



#15

We reduce our resource consumption.

Only a sustainable use of natural resources and a reduced consumption of resources enable sustainable growth and intergenerational prosperity.

The sharp decline in biodiversity and ongoing forest loss is alarming. Therefore, we at Bareiss want to contribute to the preservation of biodiversity and the protection of terrestrial ecosystems. Located in a rural area near nature reserves, this topic is particularly close to our hearts.

Waste separation and prevention are central concerns for us. The more waste that is recycled, the less waste needs to be disposed through incineration. This helps to reduce greenhouse gases and protect the climate. Additionally, it is an important contribution to combating the pollution of seas and oceans. By separating our waste, we can make a valuable contribution to environmental protection.

At Bareiss, it is part of our company philosophy to develop and produce our devices from recyclable materials and in a way that facilitates repairs.



FOR THE
CIRCULAR
ECONOMY

#16

We take responsibility in organizations and associations.

At Bareiss, we understand the importance of taking responsibility in organizations such as Südwestmetall, the Chamber of Industry and Commerce (IHK), and relevant standards committees. Our involvement in these bodies allows us to actively participate in shaping industry standards, working conditions, and norms.

We value collaboration with social partners to promote a balanced and fair work environment that equally considers the needs of our employees and company growth. Through the IHK, we gain access to valuable know-how, resources, and a strong network that supports our development.

Our contribution to the standards committee is crucial for the development and establishment of standards that ensure the quality and safety of our products. This commitment reflects our dedication to innovation and excellence, strengthens our industry, and ensures our contribution to the positive development of sectors and the economy.





#17

We are expanding our product portfolio to include additional industries.

The in-house development of our products is the heart of our company. This enables us to address global needs, develop new products, and adapt to customer requirements. Our innovations and inventiveness ensure job security at our Oberdisingen location and keep us competitive. In the future, we aim to bring and strengthen our knowledge and developments in other industries as well. By diversifying our product portfolio, we can balance market fluctuations and provide stability for both the company and our employees.





#18

We are certified.

We are certified according to ISO 9001 and ISO 14001. ISO 9001 is a certification for quality management systems that promotes efficiency and customer satisfaction. ISO 14001, on the other hand, focuses on environmental management, emphasizing sustainability and minimizing environmental impacts through systematic approaches and continuous improvements. Both certifications set global standards for companies worldwide.

Our environmental certification demonstrates our active and compliant actions in this area. This voluntary certification highlights our commitment to environmental standards and underscores our dedication to ongoing improvement. Through worldwide standardized certifications, we are comparable and set standards in our industry. This makes us transparent to customers globally, as we adhere to an international standard.

Our ISO 9001 and ISO 14001 certifications not only attest to our quality standards but also to our environmentally conscious practices. These certifications are a testament to our efforts to produce outstanding products while establishing sustainable and eco-friendly processes. They serve as a mark of trust for our customers and emphasize our commitment to quality, the environment, and continuous improvement.



#19

We are there for our customers on site.

Our global reach, with branches on various continents, ensures our customers have short communication and service pathways worldwide. We train our employees internationally to guarantee prompt service. This allows us to efficiently and promptly respond to customer needs, no matter where in the world they are located. Through this strategy, we ensure that customer inquiries and services are handled quickly, providing continuous support and assistance regardless of geographical locations and under sustainable aspects.



#20

We develop and manufacture devices that are easy to repair and recyclable.

Bareiss is committed to producing repair-friendly devices to ensure sustainable, long-term benefits for our customers. Our development and production philosophy is built on several fundamental principles that underscore this commitment.

A key feature is the integration of replaceable power units and power supplies into our devices. This not only facilitates easy maintenance but also helps extend the products' lifespan. Additionally, all Bareiss devices are designed to be disassembled into their components and are made from recyclable materials. This approach not only minimizes waste but also significantly simplifies repairs and maintenance.

We also offer a long-term repair guarantee, enhancing confidence in the durability and reliability of our products. This assurance is supported by internal development processes and high manufacturing standards, ensuring that we maintain quality at the highest level while prioritizing reparability.

Bareiss consciously uses separable and recyclable materials, reduces the use of composite materials, and maximizes the recyclability of our products. This commitment to sustainability and reparability underscores our vision of producing products that are not only efficient but also environmentally friendly.

THE BAREISS COMMITMENTS AND THE 17 SUSTAINABLE DEVELOPMENT GOALS OF THE UN

	End poverty in all its forms everywhere.	#1 Our employees are part of the Bareiss family. #5 We support individuals and associations in our region.
	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	#2 We prioritize the occupational health and safety of our employees. #9 We develop products that contribute to reducing food waste.
	Ensure healthy lives and promote well-being for all at all ages.	#2 We prioritize the occupational health and safety of our employees. #3 We ensure a balance between family and work life.
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	#4 Qualified training and further education are integral to our corporate philosophy. #7 We are all equal.
	Achieve gender equality and empower all women and girls.	#7 We are all equal.
	Ensure availability and sustainable management of water and sanitation for all.	#10 Water is a precious resource and must be protected.
	Ensure access to affordable, reliable, sustainable, and modern energy for all.	#11 We use photovoltaics to generate our electricity. #12 We exclusively use electricity from renewable sources. #13 We promote electromobility.
	Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.	#16 We take responsibility in organizations and associations. #17 We expand our product portfolio to other industries.

	Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation.	#16 We take responsibility in organizations and associations. #17 We expand our product portfolio to other industries. #18 We are certified. #19 We are there for our customers on site.
	Reduce inequality within and among countries.	
	Make cities and human settlements inclusive, safe, resilient, and sustainable.	#5 We support individuals and associations in our region. #6 We are a volunteer-friendly employer.
	Ensure sustainable consumption and production patterns.	#20 We develop and produce repair-friendly and recyclable devices.
	Take urgent action to combat climate change and its impacts.	#14 We reduce our carbon footprint.
	Conserve and sustainably use the oceans, seas, and marine resources for sustainable development.	#15 We reduce our resource consumption.
	Protect, restore, and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.	#15 We reduce our resource consumption.
	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels.	#8 Good manners, appreciation, and peaceful coexistence are essential to us.
	Strengthen implementation tools and revitalize the global partnership for sustainable development.	#16 We take responsibility in organizations and associations.