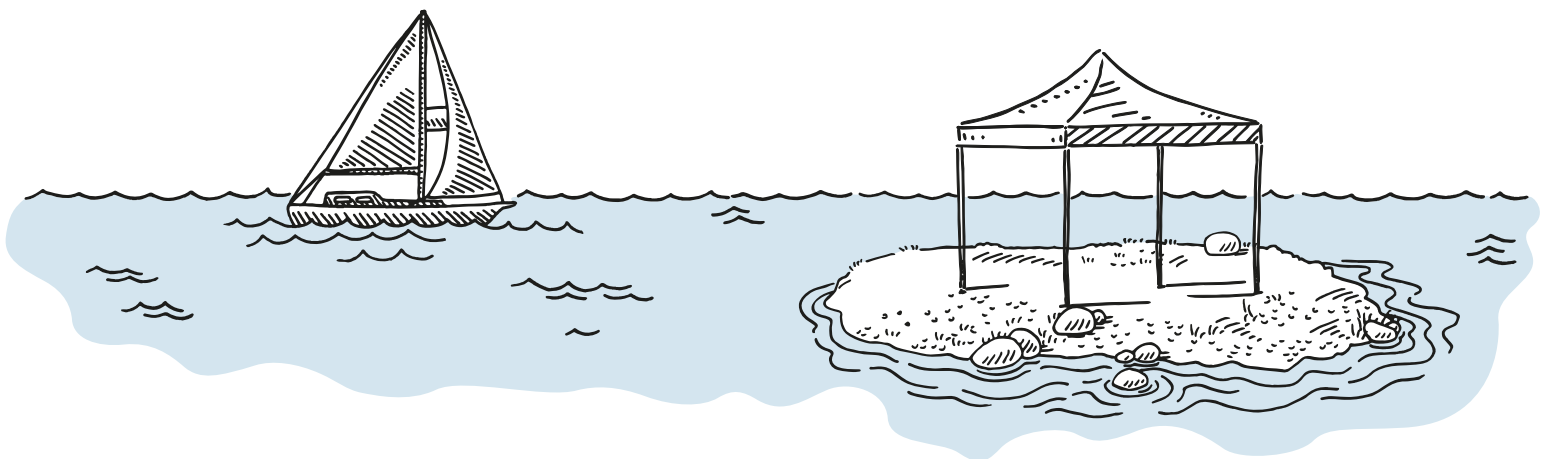




# ON COURSE

## STATUS REPORT 2023



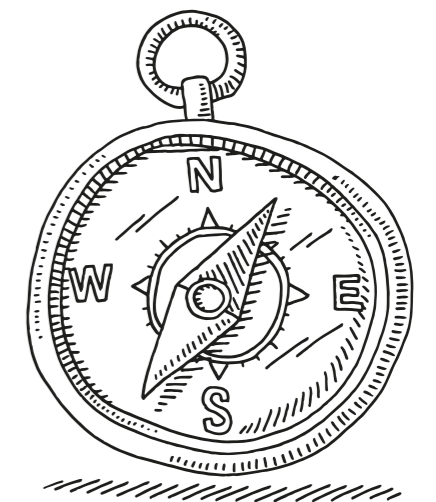




“For a passionate sailing enthusiast like myself, the compass is one of the most important navigational instruments at sea. When making decisions about which direction to take as an entrepreneur, I often rely on my inner compass in addition to business figures. This also takes into account personal values and taking on responsibility in the sense of sustainable corporate orientation. A sound common future requires a joint effort. We’re committed to this and want to make our contribution along the path to greater sustainability.

The pollution of the oceans in particular is a growing problem that I as a sailing enthusiast encounter again and again: it is something that genuinely worries me. If we continue on the path we are currently on, calculations indicate that the amount of microplastics in the oceans could increase 50-fold by the end of the century. This is precisely why we need to move away from single-use plastic and ensure that less waste ends up in the world’s oceans. Intact ecosystems are the basis of life for all species living there – but they are essential for human survival, too. That’s something we should be aware of.”

Beat Bär  
CEO Pro-Tent AG





# OUR PATH TO DATE

Pro-Tent is a leading manufacturer of aluminium folding tents. The company has been based in Rütli near Zurich ever since it was first established in 1989. From here, our team controls product development, administration and logistics.

**1989** Heinz Stöckler invents the aluminium folding tent. Until then, similar systems were only made of steel – unwieldy and heavy.

**1990** The Pro-Tent folding tent system “Series 1000” sells like hot cakes and it soon becomes clear: there is an almost endless range of potential applications.

**1995** Pro-Tent launches the Pro-Tent 2000 series – the first modular version of the original idea with extensive accessories.

**2000** The folding tents have been marketed under “Stoeckler Bio Agrar AG, Division Pro-Tent®” up to this point. Now an independent company is created from the already well-known brand – Pro-Tent AG is founded.

**2004** The new system Swissmodul 4000 (today’s Pro-Tent MODUL 4000) takes the market by storm. The basic idea: all accessories are anchored in the slots of the Omega profile.



**2005** Pro-Tent transfers the complete production of the Pro-Tent MODUL 4000 folding frame to the BSZ Foundation in Einsiedeln.

**2012** The Bär family takes over Pro-Tent AG, with Beat Bär as the new CEO.

**2015** Expansion of in-house production and a re-focus on Europe as a production location.

**2016** Pro-Tent establishes its own branch in Germany with headquarters in Hadamar-Niederzeuzheim, Hesse.

**2020** Pro-Tent presents the Pro-Tent 5000 – a new folding tent system for areas of application where special stability is required or desired. The folding frames are manufactured at the BSZ Foundation in Einsiedeln. Production of the 2000 series is also relocated the BSZ site in Schübelbach, so all Pro-Tent systems are now manufactured at the BSZ Foundation.

**2021** A specially adapted tent solution is developed for rescue and emergency forces based on the Pro-Tent 5000 series, marketed under the name Pro-Tent 5000 Rescue.

**2021/22** In order to support the company’s continuous and sustainable growth, operational processes and structures are realigned and in-house sewing and printing capacity is expanded.

# OUR MISSION STATEMENT

The sustainable successful development of our brand is not based on good business results alone. A good reputation and the trust of our customers and business partners are priceless for us. Our actions therefore follow clear moral and ethical principles.



## CUSTOMER ORIENTATION

Customers are at the centre of everything we do. Our services are permanently oriented towards their needs and requirements.

## INNOVATION AND QUALITY

We stay ahead of the competition through innovation and the pursuit of perfection.

Annual innovation expenditure approx. **5%**\*

## DEVELOPMENT

The enthusiasm for the Pro-Tent brand drives us to continuously develop the company and our products.

## TEAMWORK AND COMMITMENT

Our work is characterised by mutual respect and appreciation. We contribute to our success through qualification and commitment.

## SWISS COMPANY

As a Swiss company, we are committed to Switzerland as the location of our company. In terms of social sustainability, our responsibility is to preserve jobs and therefore the financial security of our employees.

\*average share of turnover from 2020 to 2022

# OUR MINDSET

As a company, we can only be successful in the long term if we live up to our ecological and social responsibilities. We firmly believe that the quality and durability of our products are the key to true sustainability. That is what we strive for – every day, and in everything we do.

## OUR SUSTAINABILITY PRINCIPLES

### QUALITY

For us, quality and sustainability go hand in hand. After all, the longer the life of a product, the fewer resources are consumed. This requires well thought-out design, the use of high-quality and hard-wearing materials and excellent workmanship.

### CONTINUITY

Our aspiration to offer high-quality products and act in an ecologically and socially responsible manner is something we have maintained ever since our beginnings. We are not guided by short-term trends but by our own convictions and the needs of our customers.

### PARTNERSHIP

Our primary goal is not selling per se, but building solid, mutually beneficial partnerships. This also includes cooperation with our suppliers. Long-term business relationships make us a reliable partner for them.

### RESPONSIBILITY

As a company, we bear responsibility and are very aware of this: for the people we work with; for the relationships with our customers, suppliers and business partners; for sound collaboration and the common good at our locations; for the environment in which we live.

## WE SUPPORT THE GLOBAL GOALS.

In 2015, the United Nations presented 17 sustainable development goals to be achieved by 2030. The goals outline an ambitious global agenda to reduce poverty and hunger, improve health, enable equality, protect the planet and much more. It is an important vision shared by many governments and companies around the world. We too are committed to all 17 goals, focusing especially on those where we believe we can make the greatest possible contribution.

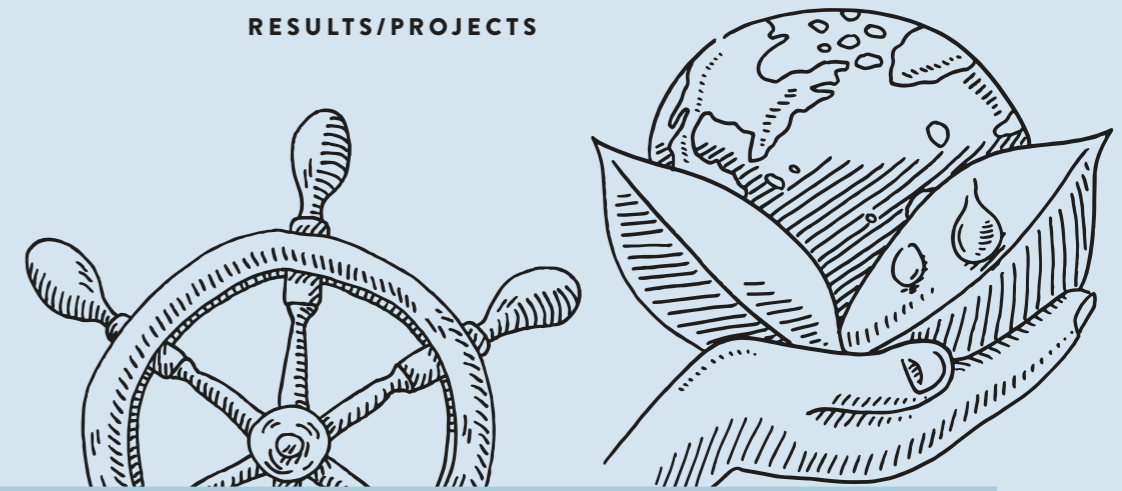


# STATUS AND LOOK AHEAD

## STATUS

The following is a summary of the most important results of the projects we formulated in 2020.

AREA	PROJECT
Corporate governance	<b>Expand digitalisation: ACHIEVED</b> Media discontinuities were eliminated, inter-company processes in the form of digital interfaces were introduced within the Group.
	<b>Reduce the complaint rate: ACHIEVED</b> The complaint rate was reduced from 3.4% to 2.9%. We're now looking reduce it further.
	<b>Stakeholder dialogue on sustainability: TO BE CONTINUED</b> In ongoing dialogue with business partners, customers and employees, we strive to reconcile different interests and to build and maintain trust. We engage in proactive dialogue with our suppliers so as to raise awareness of sustainable production.
Products	<b>Increase the share of recycled polyester fabrics: ACHIEVED</b> Initially it was only possible to increase the share slightly in 2021 – based on the realisation that as long as conventional alternatives exist, the additional costs often stand in the way of a decision in favour of a recycled version. For this reason, we decided to switch entirely to recycled materials. First of all, the colours were changed in April 2023; all other elements will follow by the end of the year.
	<b>Reduce resource requirements along the supply chain: TO BE CONTINUED</b> By imposing rigorous requirements on our suppliers and moving to a new production hall for our sewing and printing shop, whose electricity needs are covered by a photovoltaic system, we were able to reduce resource requirements on a proportionate basis.
	<b>Development of the "Second Life" concept: TO BE CONTINUED</b> In an initial conceptual approach, about 50 frames from sponsoring deployments were repaired and marketed again. In addition, damaged customer frames were recycled into parts and returned to the production process. An assessment needs to be carried out regarding the extent to which this labour-intensive process can be optimised so that it can be continued.
Employees	<b>Continue to promote and support the personal development of employees: ACHIEVED</b> In annual staff appraisals, we jointly look for opportunities to take on new competences and areas of responsibility so as to enable employees to advance within the company. The cost of external language and professional development courses is covered by individual agreement.
	<b>Strengthen employee involvement / set up an ideas box for more sustainability: ACHIEVED</b> Brainstorming for greater sustainability in the company is an integral part of our regular team meetings. This takes the place of the originally planned installation of an ideas box, since the participation process becomes more active in this way – which is also the opinion of staff members themselves.
	<b>Continue regular exchange with BSZ: ACHIEVED</b> Regular visits and personal dialogue will continue to take place.

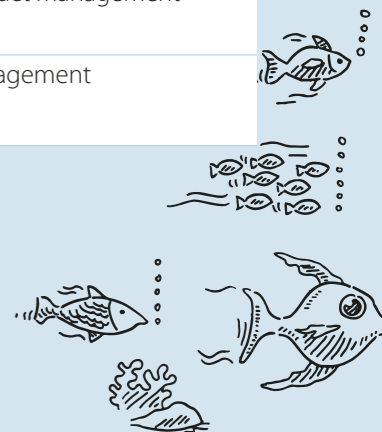
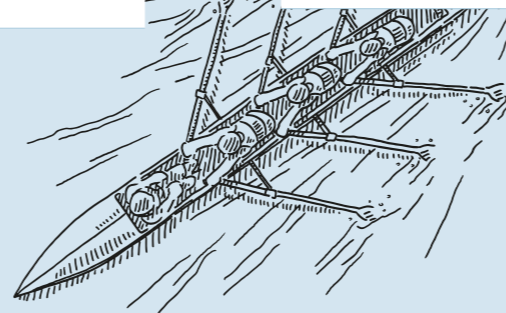


AREA	PROJECT
Environment	<b>Reduction of mobility emissions / purchase of electric vehicles: ACHIEVED OR DEFERRED</b> The proportion of air travel has been reduced, and video conferencing is replacing face-to-face meetings that previously required travel in many cases. In this connection, the acquisition of electric vehicles has been postponed for the time being.
Suppliers	<b>Reduction of upstream transport emissions: ACHIEVED</b> All suppliers are encouraged to reduce transport emissions and choose the lowest-emission transport option.
	<b>Conversion of all packaging material to recycled qualities and/or recyclable materials: TO BE CONTINUED</b> All in all it was possible to convert about 90% of our packaging material, 100% in the case of cardboard boxes. The transparent polybags for storing the side walls were replaced with biodegradable PLA bags. A new design with secondary use is planned for the high-quality transport bags of the tent roofs, since the bags are no longer needed for storing the roof after initial assembly.
Society	<b>Continue sports sponsorship and expand where possible: ACHIEVED</b> We continued to support various local organisations in 2021 and 2022.
	<b>Maintain social and cultural engagement at local level: ACHIEVED</b> All suppliers are encouraged to reduce transport emissions and choose the lowest-emission transport option.
	<b>Increase donation volume: ACHIEVED</b> The donation volume was increased by 30% in 2022 compared to 2020. In 2022 for the first time , we supported "The Ocean Cleanup", a project that aims to fish plastic waste out of the oceans.

## OUTLOOK

Here is an overview of the other projects we have defined as part of our sustainability strategy.

AREA	PROJECT	RESPONSIBLE
Corporate governance	Carry out a customer satisfaction analysis in order to be able to respond even more effectively and specifically to customer expectations.	Marketing
Products	Switch to recycled aluminium. In the long term, only materials certified according to recognised recycling standards will be used in the production of our folding tents.	Head of Purchasing/ Product Management
Employees	Establish a dual training programme at our sewing and printing site together with other local partners.	Management





# OUR PRODUCTS

Pro-Tent is a brand product. As a manufacturer, we live up to this aspiration and seek to deliver a sustainable product that works perfectly and reliably even after 10 or 15 years of intensive use. In this connection, our high level of vertical integration with our own product development, manufacturing, sewing and printing is of great benefit. We know who assembles our tent frames, who sews our tent roofs and side walls and who puts the finishing touches to a Pro-Tent with an individual print motif. This means we are one of the few European folding tent manufacturers able to guarantee the quality of our folding tents and a responsible production process – unlike the many suppliers who only import tents. We source our aluminium profiles, polyester fabrics and accessories from a small circle of selected suppliers. We have been a reliable partner to them for many years, thereby creating the basis for sound social and working conditions in these companies as well.

From 2023 onwards we will only be using recycled polyester materials certified according to the criteria of the GRS (Global Recycled Standard) in the production of the roofs and side walls. To this end, we worked with the manufacturer in a three-year development and test phase to repeatedly check and further optimise the fabrics until we were fully satisfied with the result and our strict quality specifications were met without any restrictions.

Due to the complex manufacturing process, the price for the fabrics is about 10% higher than the previous product. However, only about 50% of these additional costs are included in the calculation of our sales prices. We see the remaining additional costs as an investment in the long-term, sustainable orientation of the Pro-Tent brand.



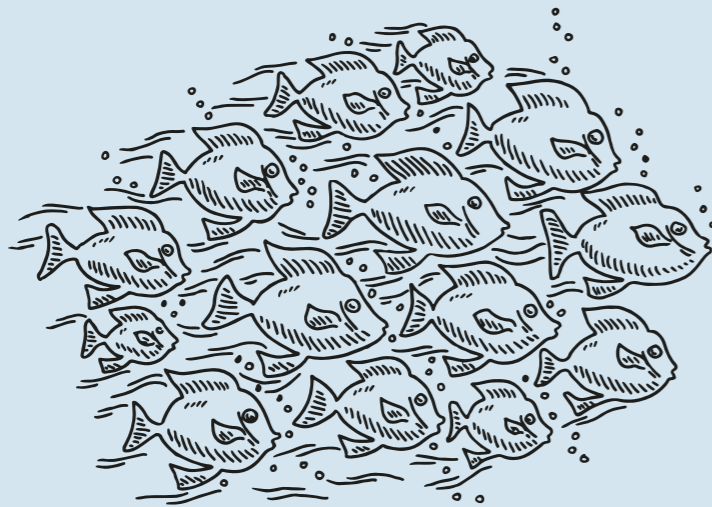


# STANDING TOGETHER

“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” – this is what it says in Goal 8 of the Global Goals.

For us, this means recognising the individual character of each of our employees – with all their strengths and weaknesses. We see equality, diversity, respect and inclusion as an opportunity, and we seek to offer our employees the basis for a fulfilling working life based on an open corporate culture.

All employees contribute equally to the success of our company: in purchasing, assembly, sewing and printing, in sales and marketing, in order processing, in accounting and in the warehouse. Finding and retaining qualified and motivated employees therefore remains a central task at Pro-Tent AG.



Total number<sup>1</sup> of employees 2023

72



Proportion of women/ men 2023

Women

54%

Men

46%



Employment types 2023

Permanent

100%

Fixed-term

0%



Proportion full-time/ part-time 2023

Full-time

97%<sup>2</sup>

Part-time

3%

<sup>1</sup> in the Pro-Tent Group  
<sup>2</sup> from 90% workload



The BSZ Foundation in Einsiedeln has been part of the big Pro-Tent family since 2005. Here, people with disabilities assemble our tent systems. Manufacturing a premium product that is appreciated worldwide fills the BSZ employees with particular pride.

In the ISO-9001 certified company, individual teams are responsible for different production steps. For example, one team cuts and rounds aluminium profiles, while another drills, mills and cuts the profiles. Another is responsible for function control and packaging. After each operation, the workpiece is checked twice by team members and the group leader. While everything has to happen quickly in a purely performance-oriented company, at BSZ the employees take

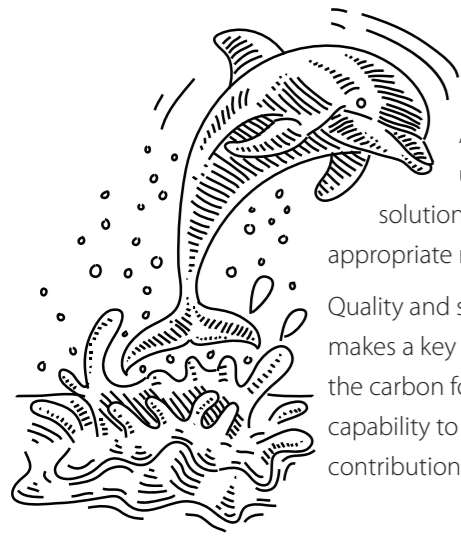
the necessary time for all work steps. Each aluminium profile is processed with great care, which in turn is reflected in the quality of the products. For this reason, our cooperation with BSZ is an enrichment for us in every respect. During regular visits we exchange ideas and there is plenty of good cheer as well – you can really feel the passion for our product.





# NO PLANET B!

Climate change affects us all. It doesn't stop at national borders. The effects that are already visible and tangible today are endangering the livelihoods of large sections of the population in less developed regions of the world. Biodiversity is declining worldwide, entire ecosystems are threatened.



As a company, we are part of the problem because of our consumption of natural resources and the CO<sub>2</sub> emissions we cause. As such we must be part of the solution, too, and contribute to minimising our ecological footprint by implementing appropriate measures.

Quality and sustainability go hand in hand for us. In this spirit, the durability of our products makes a key contribution to reducing the consumption of resources and the improving the carbon footprint of our production cycle. But we want to do more – and we have the capability to so. We firmly believe that every measure, however small, makes an important contribution.



**Repairing is more sustainable than buying new products:** contrary to the trend towards ever shorter product lifecycles, our folding tents are designed in such a way that if damage occurs, repair is always an option. In most cases, our systems can be repaired in a few simple steps. Our spare parts service, repair instructions for each model and telephone repair support are available for this purpose.



The electricity at our all our production sites comes from renewable sources and is therefore **100% emission-free.**



Production at BSZ Einsiedeln is **100 % CO<sub>2</sub> neutral.**



We prefer to publish our corporate publications in digital form ; printed editions are produced on a **climate-neutral** basis.

# SPORT CONNECTS PEOPLE

We love sport: As a company, we see it as our responsibility to make a contribution to society. Our connection with sport with its diverse outdoor events and competitions is obvious given the nature of our products.

Sport connects people and strengthens our society. It conveys values such as tolerance and fairness, and it brings people of different cultures and social backgrounds together. Sport is part of a healthy lifestyle and supports integration and education. These are good reasons for us as a brand and a company to identify with sport in all its facets.

Biking, running, swimming, gymnastics, hockey and many more: – our commitment includes local and national sponsorship of various sports and events as well as support for clubs and individual athletes – with and without handicaps.

It gives us great pleasure to support and accompany them, so we are not only present at the events and competitions as an official tent partner but can often be found among the spectators, attending the events in person, too.





Sustainable thinking is demonstrated through action. On both a large and small scale, it is important to keep an eye on how things impact on people, society and our environment and act in a measured and conscious manner.

If you would like to find out more about Pro-Tent and our views on sustainability, we will be more than happy to answer your questions.

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