eMPower

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Gates. We power positive impact P. 17 Driving sustainable transformation in the industry

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GATES. WE POWER POSITIVE IMPACT

At the core of Gates' environmental sustainability efforts is the Eco-Innovation process.

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Sustainability goals have a capital importance at Axel Johnson International as the company is implementing a group wide sustainability strategy.

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WARSAW FOR ALL AND ALL IN WARSAW: THERE IS A FLAVOUR FOR EVERY TASTE

Warsaw proves to be a true treasure, that unveils its gems to those curious enough to look for them.



For both EPTDA and myself, personally, a first change is my new role as EPTDA President, a new challenge for me as of October 1st. This doesn't change anything for me as a member, but I feel responsible to carry out, together with the Board and the Bureau, the agreed projects and plans, aimed at developing our association, to fit the ever-changing needs of its members. Let me take this opportunity to thank all my predecessors and all contributors in any forms and with any roles, for the work done so far, to make the association what it is today. I reassure you that I will continue to do my absolute best to contribute as active member, volunteer, and, now, President.

Before tackling the governance related developments, I want to highlight a few other changes that are happening now, that I am glad to welcome. One is the record number of First Timers attending the EPTDA Annual Business Convention, the highest number ever of people joining the EPTDA convention for the first time. This is a great achievement – first, it brings more networking opportunities for convention delegates and new business opportunities for all EPTDA members. Second, it means that the EPTDA members and, by extension, our companies and our industry as a whole, can benefit from fresh ideas and perspectives. This surely helps to bring innovation, which is the cornerstone of sustained economic growth.

EPTDA is undergoing a transformation process, started a few years ago and we are now beginning to see the first outcomes.

There is a strong correlation between new people and the main theme of the EPTDA Annual Business Convention for this year, "Sustainability" – new ideas and different perspectives are not only more than welcome to develop a sustainable business but essential. I believe it's clear to all of us that we need to re-think the way we are doing business and developing our strategies, to cope with a world completely changed. Changes bring challenges, and we might now have to think differently, approach the business with a new mindset and maybe also modify our leadership style. Are we ready to do it? We have all been experiencing how the previous concept of diversified and globalized supply chain is showing its weaknesses, also from the

CHANGES BRING CHALLENGES, AND EPTDA IS READY TO FACE THEM

Luca Martelli EPTDA Incoming President

sustainability standpoint, and we have been seeing what the new threats might be, or already are. However, we can learn from each other, find the new answers together, respecting our differences and without affecting our competitive advantages. EPTDA is a good environment where to learn and develop oneself, by sharing best practices, by asking questions and communicating with others of the same industry.

This leads me to another change that I would like to highlight: the new program structure of the EPTDA Annual Business Convention. Surely, you noticed that the new agenda provides delegates with an impressive amount of time dedicated to networking, the real engine that makes the EPTDA annual meeting one of the finest and most appreciated in our industry. During past annual conventions, we collected comments from people asking for more meetings for the MD-IDEX and more time allocated to open networking sessions. This edition's program is the result of all the ideas gathered, such as: the Intelligence Bar, where everybody is free to share ideas, collect information on the whole package of EPTDA services and tools, propose new initiatives, or simply have a friendly chat with peers - the Networking Breakfast, an open slot that people can freely manage to arrange for business breakfasts, inviting other delegates to attend, through the app and/or without it, just by dropping a message or inviting guests personally.

Myself, the Board and the Bureau are eager to see how well this will work and I take the opportunity to invite you all to share your feedback regarding the new program structure. In general, don't hesitate to share your suggestions via the survey after or during the Convention. Your expectations are the main resource to head our association in the right direction. Last, but not least, back to the governance related changes, EPTDA will go through a process of transforming its governance structure, with the main purpose of making the organization's processes more transparent, more efficient, and more attractive and inclusive for all members, while also developing additional members' benefits. Volunteering to become an EPTDA active contributor remains a must. From my experience, being a volunteer means to devote part of your free time to the association, but also to be part of the decision-making process, to share ideas and provide suggestions, collaborating closely with the Board and the Bureau, and having a unique opportunity to grow professionally and personally.

EPTDA is still a young organization, and its core strength resides in its members. As long as we, members, are open to embracing both changes and challenges that will come with the evolution of the market, we can be sure that the EPTDA association will grow stronger and increase its attractiveness. As I said in other occasions, in my opinion we have to be considered "THE" association in which all Power Transmission and Motion Control professionals can identify themselves, thus we need to expand our base with more networking opportunities, while also considering finding new ways to develop a more sustainable business, for our future generations.

PROGRAM HIGHLIGHTS

WED, 28.09

14:00 - 17:30

EPTDA LEADERSHIP ACADEMY WORKSHOP

Sustainability program: do we need a new leadership & governance style?

• Jean-Gilles Burioni

WED, 28.09

19:00 - 22:30

WELCOME RECEPTION & DINNER

• Hilton Foyer & Ballroom

THU, 29.09

09:00 - 09:30

THU, 29.09

09:30 - 11:00

EL

OPENING KEYNOTE & PANEL DISCUSSION

Mainstreaming sustainability: a climate for change

Gabrielle Walker

THU, 29.09

19:30 - 23:00

COCKTAILS & BUFFET DINNER / FREE EVENING

Intelligence Bar

PRESENTATION

Polish Market

• Jan Chadam

THU, 29.09 11:30 - 15:30

FRI, 30.09 09:30 - 13:30

8 sessions on Thursday & 9 sessions on Friday.

Hilton Ballroom

MD-IDEX

THU, 29.09

16:00 - 17:30

FRI, 30.09

09:30 - 18:00

OPEN NETWORKING SESSIONS

• Intelligence Bar

FRI, 30.09

19:00 - 00:00

CLOSING EVENT

Zagrywki

Check out the full program on the convention website and app.

eptdaconvention.org/program

MEET THE SPEAKERS



JEAN-GILLES BURIONI Founder of IntegRHence

After 15 years in Manufacturing, where he was European Continuous Improvement Leader for 5 production sites and 8 distribution centers, Jean-Gilles Burioni was asked to implement the "Operational Excellence" program within the banking area for Bank of Luxembourg's headquarters and its 12 subsidiaries in Europe. After 5 years in the Fund Management sector, he developed the same mindset within the IT group at global level. He is a trainer for the advisory sector of the Big Fours.

28 September | EPTDA Leadership Academy Workshop



GABRIELLE WALKER Founder & Director of Valence Solutions

Gabrielle Walker is an expert strategist, speaker and moderator focused on unleashing capitalism on climate change. Gabrielle is a TED speaker and works with global companies at boardroom-level, analyzing emerging trends, challenging conventional thinking and driving meaningful action. Through its partnership with the UNFCCC High Level Champions for Climate Action, Valence Solutions participated in many COP26 events in Glasgow.

29 September | Opening Keynote Presentation





An economic practitioner with many years of experience in business management, Jan Chadam specializes in strategic management, finance management, value management, human capital management and risk management. These key competencies were developed over 20 years as CEO of various companies in industries such as aviation, agriculture, telecommunications, oil and gas.

29 September | Polish Market Presentation

WHERE WE STAND & WHERE ARE **WE HEADING?**

Koen Lauryssen **EPTDA Head of Operations**

One thing all businesses have in common is the process of evaluation. "The making of a judgement about the amount, number, or value of something", as it is briefly defined in the dictionary. Numbers can't lie, they say. Most of the time this is true, and history has its stories with bad boys caught with the wrong numbers.

> Now, about the value of something? Sure, one thing we can use are standards, quality standards, measurements, processes, and a variety of other solutions. Again, years of practice, research, sharing or borrowing ideas and so on, have led us to all these standards. Because we need to have a measurement tool that can be used or applied by most, if not all of us.

And that would be, in a nutshell, the idea of a business evaluation. Reality is more complex and painful than the above lines, everybody working in the business environment knows that.





Let's not forget that an active organization like EPTDA is a dynamic, living, moving forward organism, energized by its members.

In my role as Head of Operations, or Activity Manager for EPTDA, as I like to say it, one of my responsibilities is to periodically evaluate and draw conclusions on where the association is standing. Based on these evaluations, together with the EPTDA Leadership and the rest of the Bureau, we can further draw the future of EPTDA.

After approximately two years and a half since I stepped in, I can confirm that EPTDA is looking good when talking about numbers and quality. Despite the turmoil imposed by the pandemic, and still facing its consequences, I can confirm that EPTDA is strong, both in terms of numbers and quality. The EPTDA Annual Business Convention in Warsaw is a valid indicator of this evaluation – with over 300 participants and almost 50% of them being First Timers, this edition is one of the richest in networking opportunities EPTDA ever had in its history.

Sustainability, this year's main theme for the event, was chosen based on the evaluation of the current trends and the feedback received from EPTDA members. Planning is another important process for the wellbeing of a business. Therefore, planning your business taking into consideration current trends, forecast, risk evaluation and reality is part of a business success. Sustainability is not that new in the business area, but it covers such a large palette that it is difficult to pin it down. For each type of business, sustainability has its own appearance, representing in essence,

similar problems. In Warsaw, our keynote speaker, Dr. Gabrielle Walker, will touch some very important points on the sustainability map in the business industries. Therefore, the EPTDA Annual Business Convention can be the starting point of a productive community discussion, that can further develop in theme related projects for and together with the EPTDA members. Just an idea.

Where do we go, as organization? That's a laborious question that is looking for its answer. The short version is "EPTDA is going forward to new horizons". The medium-long version is that EPTDA is looking forward to further developing and setting standards of quality for the Power Transmission Motion Control industry, providing its members with high quality benefits, encouraging transparent actions and communication

with its members, listening to their feedback and taking the best course of action for meeting their needs.

All of these require an active dialogue on both sides, and I am extending my invitation to all of you, to get in contact with me or any of my team members from the EPTDA Bureau, as well as with EPTDA leaders. Let's not forget that an active organization like EPTDA is a dynamic, living, moving forward organism, energized by its members. EPTDA is standing with its members and it's going wherever it can bring them the most relevant benefits.

Evaluating, making decisions, and implementing them can be sometimes the dreariest process. It can make us feel uncomfortable, stressed, nervous, far away from our comfort zone. But looking at the "where we go?", imagining what is awaiting us after we get through this tedious process is the most inspiring motivator. Or sometimes, it's just a necessity, something that needs to be done, and not because other say so, but because we are looking forward to better and more efficient times.



Level leadersh

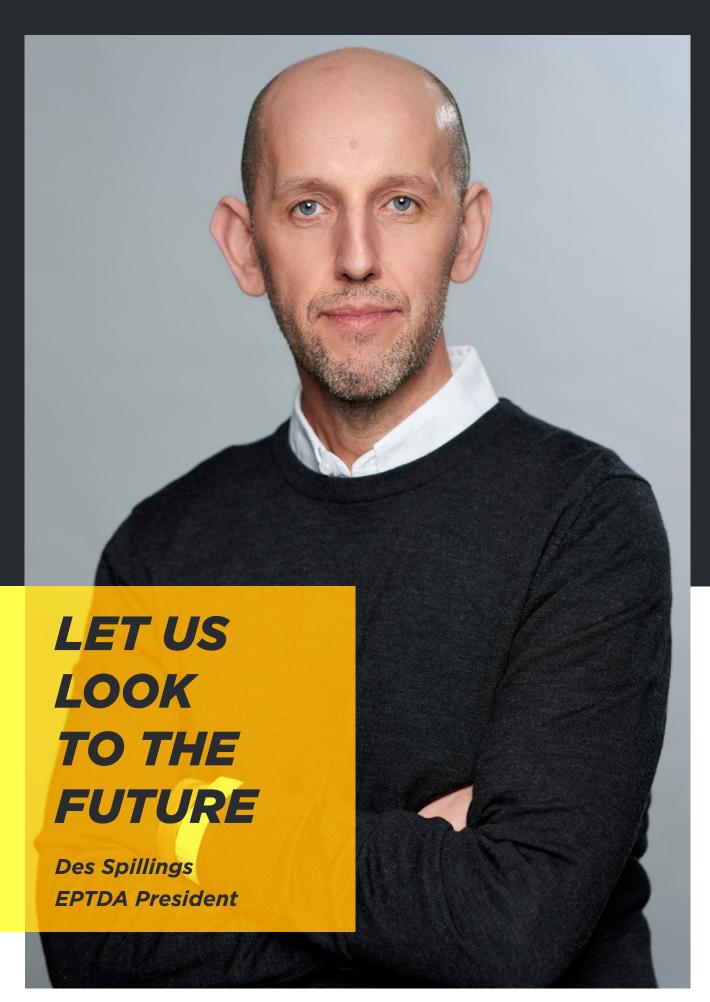


INTERACTIVE LEARNING



ENHANCING LEADERSHIP SKILLS





◆ I am so happy to meet you all at our EPTDA 2022 Annual Business Convention in Warsaw. It has been a while since we were all able to meet in person, but today we finally have the opportunity to meet in person and shake hands with friends and colleagues.

I extend an especially warm welcome to all the First Timers who join us. This year we have a record regarding the number of persons who are participating for the first time at an EPTDA convention: over 150 new faces. For everybody attending for the first time, I invite you to enjoy the EPTDA experience to the fullest! Join in, engage and take part. EPTDA is a place where you will take out what you put in and the rewards both professionally and personally can be great.

New people bring new ideas and new solutions and will keep us looking to the future.

The convention's main theme this year is "Sustainability". We must, for our own good, as well as for those who will follow us, try and implement a focus on sustainability in our formal and informal agendas. Sharing experiences and best practice, learning from each other, researching, and testing new ways of doing business, with the main purpose of saving what can still be saved and improving our lives. It's not an easy task, it has its ups and downs, but perseverance is the key. EPTDA is encouraging you, as business professionals, to communicate and share your results related to sustainability, new products, and technologies with this business community.

You have an open communication channel via EPTDA, so feel free to use it.

Use the EPTDA Annual Business Convention as your networking platform. Starting this year, the EPTDA Leadership and the Bureau have worked on planning numerous networking opportunities for you. Meet with each other, either in an organized manner during the MD-IDEX sessions, or at any

time – open networking sessions are available for you. Communicate and meet each other, use all these opportunities. If there is something that we could have learned from the long pause that happened since we met last time, in September 2019, is that we should be more aware of the importance of a live meeting, of the present moment, while keeping an eye on the future.

During my mandate as the EPTDA President, I had the chance to experience the power of adaptation of this organization. EPTDA accelerated its digitalization process, focusing more on webinars, digital business reports, digital meetings, surveys, and projects. Now, in Warsaw, we have the chance to talk about these, to discover the actions behind the scenes, by interacting with the people who made them happen or who were a part of these processes. The EPTDA community, as a whole, has proven to be strong and understanding, adapting to the new conditions required to survive and thrive in this rapidly changing environment.

I would like to thank each and every one of you for being strong and staying next to EPTDA, for being interested in joining EPTDA, using this convention as a way of testing what EPTDA is about. No matter the reason, what matters is that you are here and I thank you for taking the time out of your hectic schedules to be present here in Warsaw.

You are the people who make EPTDA what it is today and what it will be tomorrow.

My mandate is ending at the same time as the EPTDA convention this year, but I know for sure that the future President, Mr. Luca Martelli, will carry on and further continue to develop the organization and broaden the EPTDA community. He is a very experienced leader and has the EPTDA's best interests at heart.

I wish to leave you with one main idea: EPTDA is composed of the people from the Power Transmission and Motion Control industry. You are these people; you are the people who make EPTDA what it is today and what it will be tomorrow. I am part of this community as well and I will, like most of you, continue being an active member and supporter of this organization. Therefore, let us all look to a bigger and brighter future. •







Our world is evolving. Increased demands for efficiency, along with changing legislation and the rising cost of energy means it's time to upgrade to synchronous belts. We have adopted a strong commitment to sustainability to help our customers face these challenges, delivering durable solutions through our products.

Gates® belt systems are lighter, safer and more efficient, saving you energy, improving the safety and wellbeing of your employees and protecting margins.

To ensure your operations stay optimized and future-proofed...

Join the evolution.



GATES. WE POWER POSITIVE At Gates, we are driven to p materials science to enginee exceed expectations. We lev of innovation to inspire solu

Gates® Corporation is a leading manufacturer of application-specific fluid power and power transmission solutions.

♠ At Gates, we are driven to push the boundaries of materials science to engineer products that continually exceed expectations. We leverage our rich heritage of innovation to inspire solutions that will power the next hundred years. We invest continually in Research and Development and technology, so our products not only outperform industry standards... they exceed our customers' expectations. We invest in

our people, bringing real-world experience that enables us to solve our customers' diverse challenges of today and anticipate those of tomorrow. And we are constantly expanding our product catalogue and value-added service offerings to support every facet of our customers' operations.

Whether building original equipment or maintaining products in the aftermarket, we enable companies in a diverse set of industries to be more efficient, productive, and profitable.



SUSTAINABILITY THROUGH ECO-INNOVATION™

Already aligned with the United Nations Sustainable Development Goals (UN SDGs) and grounded in the company's core values, Gates' sustainability efforts are making significant progress against metrics in the four areas of our Governance, Technology, Environment, Stewardship (GTES) framework. Gates also reports in accordance with Global Reporting Initiative (GRI) Standards, the world's most widely used standards for sustainability reporting, creating even more transparency into the progress the company is making.

At the core of Gates' environmental sustainability efforts is the Eco-Innovation process, which delivers products that feature greater efficiency, safety and a smaller environmental footprint throughout their full life cycle. Eco-Innovation relies on the combination of materials science advancements, product design optimization and process engineering improvements to deliver products that require less material to meet demanding customer requirements, and which are made using manufacturing processes that generate less waste and require less energy, water and produce fewer Greenhouse Gas (GHG) emissions.

Highlights from Gates' 2021 Sustainability Report include significant reductions in GHG emissions, water consumption and waste generation, as well as new supply chain due diligence and transparency. All part of our commitment to an industry and world that is greener, cleaner and more efficient.

KEY INSIGHTS FROM THREE OF OUR EXPERTS

We asked three of our most experienced employees a series of questions about a range of subjects – from R&D achievements to product innovation, sustainability impacts, to the benefits of switching from chain to belt. Here are some of their answers which provide key insight from Frederik Schelstraete, Product Line Manager, Synchronous Belts, Heinz Watzinger, Global Product Line Manager, Thermoplastic Polyurethane (TPU) and Paul Kerfoot, VP Industrial Division, EMEA.

How do you believe Gates proves its commitment and dedication to its customers across all industries?



FREDERIK SCHELSTRAETE

We question the status quo into our product offering and always set challenging benchmarks when introducing new products to the market.



HEINZ WATZINGER

Gates Thermoplastic Polyurethane (TPU) offers a high on time delivery rate and provides excellent customer service and application engineering support.



PAUL KERFOOT

Constant investment in innovation, people, capability and capacity. A great example occurred when all of our EMEA manufacturing facilities' customer service and our distribution centers remained fully open during the Covid pandemic. This was highly appreciated by our partners.

From a research and development perspective, what would you say are three of the biggest achievements from Gates that relate specifically to chain to belt replacement?

Paul: Innovation – new product lines and upgrades to existing product lines. Sustainability - more than ever our products fulfil requirements of the current business environment of our customers. Profitability – our products facilitate profitable sales growth for our distribution partners.

What would you say has driven Gates to its current position as global leader in chain to belt products and services?

Frederik: The relentless research to bring performance products into the market. We test our products thoroughly before bringing them to market to guarantee that the user will get a long and reliable working application.

Paul: Our products not only achieve all the stated performance criteria, they exceed them. They are acknowledged as having an excellent life cycle cost and they are widely available from the strongest Power Transmission distribution partners in Europe.

What do you think is the most exciting and positive thing about the future of chain to belt?

Paul: Our value proposition is more relevant than ever. It directly supports many of the end customer requirements on their own sustainability journey. It allows our distributors to focus on and support these requirements and grow their sales profitably.

Heinz: Replacing steel cable by TPU synchronous or flat belt reduces the size and weight of the entire drive system, resulting in lower energy consumption and longer life time - means less material waste.

Frederik: No more chain stretch, lubrication or greasy chains, chain and sprocket wear, regular complete chain and sprocket replacement. With a belt solution lasting on average 3 times longer over roller chain, there is less maintenance involved combined with a clean and dry belt application. The reduced replacement cycles will have a positive effect on the overall factory footprint and helps support a greener future.

JOIN THE EVOLUTION.



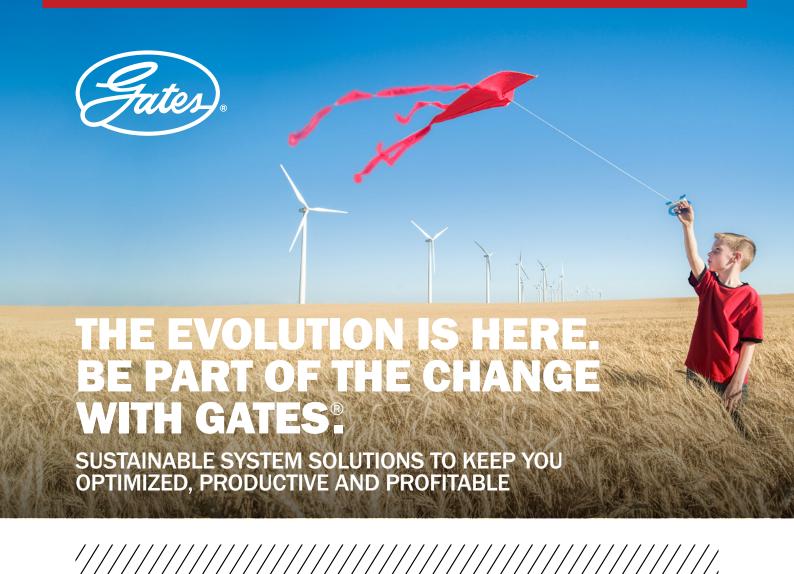
→ Gates.com

ALWAYS EVOLVING, FOR A MORE SUSTAINABLE FUTURE.

At Gates, we drive change, constantly looking for new ways of working that are better for both our customers and the environment. The shift in thinking towards more sustainable ways of working is not a new concept.

Our products and solutions are better for your people, performance, profits and, crucially, the planet. We're leading the focus on sustainability and efficiency, whilst simultaneously improving process and production, with the complete system solution of belts and sprockets and the largest breadth of high performing belts in the market. Now's the time to be part of the change and drive a commitment to sustainability forward. Now's the time to evolve with Gates. •





As our world continues to evolve, and global demands increase, it's more important than ever for industries to seek innovative, value-based solutions that reduce energy costs and tackle rising CO₂ emissions. Gates® offers a new way of thinking. We've been pushing the boundaries of materials science to deliver a diversified portfolio of products that are lighter, longer lasting, and more environmentally friendly. So, you can focus on getting any job done effectively - and we'll help make sure your operations are optimised efficiently.

HOW ARE WE EVOLVING?

Gates Corporation is a leading global manufacturer of highly engineered power transmission and fluid power solutions.

For more than a century, we've been continually innovating in research, development, and technology to solve industry challenges of today, and anticipate those of tomorrow.

Our broad portfolio of products and customercentric services play an essential role in applications across industrial on-highway, industrial off-highway, mobility and recreation, automotive, energy and resources as well as diversified industrial markets.

Delivering end-to-end solutions that enable each application to operate with reliability, efficiency, and safety.

COMPLETE SYSTEM SOLUTION OF BELTS AND SPROCKETS FOR CHAIN TO BELT CONVERSION

Evolve with Gates, and upgrade to outstanding quality products that exceed industry standards, and benefit from 100% maintenance savings, increased uptime, less environmental impact, and improved working conditions.

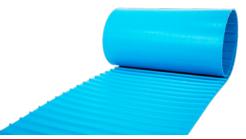


SUSTAINABLE SOLUTIONS THAT WORK

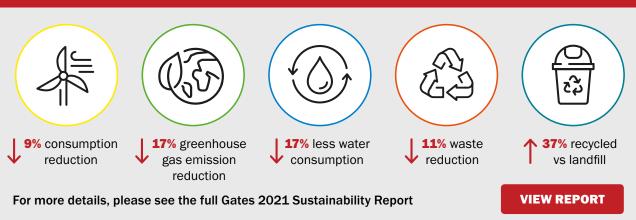
Gates® has adopted a strong commitment to help meet industry's decarbonisation requirements, delivering performance transparency across the supply chain. Our efforts are aligned with the United Nations Sustainable Development Goals (UN SDGs) and we have been making significant progress against metrics in all four areas of our framework focus – Governance, Technology, the Environment, and Stewardship.

At the core of our integrated approach to sustainability is the Eco-Innovation™ process. Across our global footprint, we have been combining materials science advancements, product design optimization, and process engineering improvements to reduce greenhouse gas emissions, energy consumption, waste generation and water consumption.

By optimizing resource efficiencies, we help to minimize our own environmental footprint as well as the footprints of our customers. In 2021, we have achieved: More resourceful, less resources. Our Synchro-Clean™ TPU belt is composed of high quality, abrasion-resistant polyurethane – for safe, hygienic, fully optimized operations that use less energy and water.



IN 2021, WE HAVE ACHIEVED



Our efforts for sustainable development are deep rooted in our decision making and how we conduct our business. That means our commitment extends from not just expanding our product catalogue, but in supporting all of our stakeholders with value-led service offerings. In this dynamic, and ever-changing world, we offer tailor-made solutions that are built to benefit every aspect of your operations, pioneering innovation that will power the next 100 years. **Join the evolution. View the full range at Gates.com**





EPTDA LEADERSHIP ABOUT

1.

Sustainability is often said to foster innovation and bring more efficiency to companies. How would you say this is applicable for your company by describing its sustainability journey so far?





Karel Kreibich Jr.
Project & Production
Manager, Sales
Representative
Contra Praha s.r.o.

I think that the goal of any healthy company should be both efficiency and the desire to improve its product. If we accept the low quality of products, service and subsequent limitation of development, we throw away the advantage of the European industrial tradition and culture and accept the conditions of developing and totalitarian markets, which are characterized by

lack of experience, the absence of business morality and a lack of long-term vision. If we, as a company focus on quality, the result is long-term customer satisfaction, which leads to improving the sustainability of the customer and our business in all respects. Quality means sustainability and sustainability means survivability. From the point of view of our company, this is an inevitable path.



Joanna Gansel
Sales Manager,
International
Fenner Drives

Sustainability is a key part of our Product Innovation Roadmap to 2030. At Fenner Precision Polymers we have integrated sustainability in three important areas:

1. Increasing our usage of sustainable materials in our products.

Over the next several years, we will be increasing our usage of recycled steel/nylon in our products; testing biobased materials; and partnering with our parent company, Michelin, on sustainable materials used in tires for applicability to our products.

2. Life Cycle Analysis – understanding how our products impact total Lifecyle. Our products are designed to perform better than our competition. We are currently modeling the total life cycle to quantify this for our customers. Our technical teams collaborate

with our customers to design the solutions that meet their needs, in their applications. This tool will allow us to broaden that solution and its impact to their environmental footprint.

3. Reducing our VOC's and carbon footprint.

We are investing in new equipment and processes to reduce our usage of volatiles in our products. Ever since we became part of the Michelin Group, we have worked with the company to incorporate new materials and advanced testing methods to reach our sustainability targets for our business. This has been a shift in our mindset and approach to the environment in a good way. We have always been compliant when it comes to the environment, but the change has been to lead and be part of the solution for our customers.

SUSTAINABILITY & THEIR EXPERIENCES



Zoltan ArkovicsManaging Director
BDI Europe Ltd.

BDI has adopted the SASB standards and works with supplier partners to capture defined metrics. Those standards include but are not limited to: Supplier Energy Management; Supplier Data Security; Supplier Product Sourcing, Packaging and Marketing; Supplier Labor Practices; Supplier Workforce Diversity and Inclusion.



Luca MartelliChief Executive Officer
TRM

Sustainability is often considered something that comes at higher costs and as a competitive disadvantage, especially when a company competes with others not dealing with the same issue. On the contrary, sustainability can bring new ideas that can rise the yield of a company. In general, the question about sustainability leads to making a deep analysis of every single process, and while being driven by the compliance, the company can also find ways to cut unnecessary expenses and then generate costs savings. We, as a company, approached sustainability the other way around, analyzing what

affected our business performance the most, from a cost perspective.

We just paved the way to sustainability, but there is certainly more to do. To answer the question, we approached sustainability initiating a process of transformation of our company, changing the way we were used to think about products, processes and business models, with the aim to improve the effectiveness and efficiency of our operations, by lowering our costs and by reducing our impact on the environment at the same time, then bringing better economic results as final outcome.



Paul Kerfoot
Vice President
EMEA Industrial
Gates Europe

Technology and innovation serve as the foundation for many of our environmental sustainability efforts. Gates coined the term Eco-Innovation™ to describe the approach we take when developing new products; we focus on using less material to achieve similar

or better performance, seek to replace chemicals of concern with alternatives and source them from local suppliers to shorten supply chains and reduce the associated environmental footprint. (please see our sustainability report at www.gates.com/sustainability)



Paul WeedaSales Manager EMEA,
South-East Asia
The Timken Company

Taking responsibility for our impact on the environment is critical to our success as a highly ethical business. From our products to our processes, there are many ways Timken and our global team members can reduce our collective environmental footprint. Plastics is a global issue that has to be addressed, and we are committed to doing our part – not just to eliminate our own plastics use, but to help our customers increase what they can reuse and recycle in their own operations.

Over the last few years, our manufacturing facilities have implemented several programs resulting in nearly 350 tons of plastic being recycled annually. As part of our Corporate Social Responsibility Program, Timken is expanding those reductions by eliminating certain forms of single-use plastic, including bubble dunnage used in cases and graphic Timken cartons. Dunnage is packing material used around a product to help protect it during shipping.



Henrik WalterChief Executive Officer
Nomo Group

Sustainability has been a major focus for The Axel Johnson International group, that we are a part of for many years. Sustainable production is an integral part of our value proposition today, as we help OEM customers designing power dense and energy efficient bearing &

power transmission systems into their applications. For MRO customers, we offer a great number of sustainable solutions including repair, recycling, lubrication reduction, and more through their equipment's full life cycle, ensuring their sustainability performance.

2.

Considering the consequences of a two-year pandemic worldwide, the current challenges with the supply chain, the hiccups with logistics and deliveries, and the problems triggered by the war in Ukraine, with its immediate and imminent consequences for fossil fuel use and price increases, how does your company see the role of sustainability for its future on the market?



Zoltan ArkovicsManaging Director
BDI Europe Ltd.

BDI focuses on what we can influence within our channel. By implementing these standards and providing support, BDI can control electricity, gas and water consumption, etc.

In turn, BDI sees how this sustainability helps keep BDI stable in an unstable market.



Paul Kerfoot Vice President EMEA Industrial Gates Europe

Gates has been a pivotal player in providing power transmission, fluid power and fluid conveyance solutions to industrial and transportation applications across a wide range of industries for over 110 years. By continuing to demonstrate

integrity in all that we do, we honor our history and confidently move forward on our sustainability journey in order to ensure continued long-term value for our employees, communities, customers and shareholders.



Luca MartelliChief Executive Officer
TRM

I first would say that the pandemic before, and the war later, drew and shifted the attention of the entire world to different values, at individual and company level. What happened and is still happening has changed the rules of the game at all levels. Dependency on some resources, as well as discontinuity of some crucial services have opened the debate inside all companies and raised many questions. We started realizing what we probably already knew before, but we did not take it into much account, maybe because we thought it was very unlikely to happen. Nowadays some exogenous variables have become topics of primary interest in our companies.

However, pandemic, war and logistics problems are nothing more than threats, among many others, which might bring and create disruption. We, as a company, have been working in different directions, to try to mitigate possible

effects of disruptions of any kind, adopting ordinary and extraordinary measures to support our business continuity. Complexity should raise our level of attention, because we have seen how much the impact could be on our business if anything happens, no matter where geographically, because we are now in a very interconnected world. As a single company, we should thoroughly analyze our supply chain at every stage and check how vulnerable it might be with all people involved, based on the old and new (or still old) threats we have recently experienced.

At the association level we could do a lot to find better ways to cooperate more efficiently and lower the risk or consequences of any disruption for our end customers, which should be our common objective, no matter whether we are manufacturers or distributors.



Paul WeedaSales Manager EMEA,
South-East Asia
The Timken Company

All concerns mentioned in the previous question and accelerated climate change have triggered the need for the role of sustainability. The full Timken company has this high on the agenda initially to

be increasingly more sustainable as well as contribute to the environment and profitability of our company. It is an interesting process to find the balance in the three mentioned points.



Henrik WalterChief Executive Officer
Nomo Group

What was earlier labeled as purely sustainability activities and goals have now become business critical for all businesses. I am convinced that energy efficiency, and a circular approach to maintenance and operations are

here to stay as the new normal. The distribution channel has a critical role to play here, guiding customers to innovative solutions providing enhanced reliability, safety, and energy efficiency.

3.

Corporate sustainability has three pillars: environmental sustainability, social responsibility, and governance (or economic sustainability) – also known as planet, people, and profits. How would you say any or all these areas were impacted by a more sustainable approach for your company?



Joanna Gansel
Sales Manager,
International
Fenner Drives

"People, Profit, and Planet" is our framework for developing our strategy at Fenner. This is at the root of all Michelin Group companies and, as leaders, we develop all our short and long-term strategic plans with a good balance of people, profit, and planet in our thinking. To make every employee feel like a leader, Michelin and Fenner focuse on collective responsibility to ensure that decisions are taken at the most appropriate level, with feedback and transparency highly appreciated by everyone. If we fail to address the problem, we take it up to the next level. As an example, Fenner Precision Polymers is currently

consolidating our six PA office sites to one location, to help increase engagement and efficiencies across our teams.

As we grow, both organically and through acquisitions, we are investing in operations to increase efficiencies through automation; reducing our footprint by consolidating operations and evaluating new materials and processes to support our sustainability targets. We have specific KPI targets for the next several years to reduce our carbon footprint, increase our sustainable materials and quantify the life cycle analysis of our products.



Luca MartelliChief Executive Officer
TRM

Our company started to reconsider its approach with the aim to be more sustainable from an economic standpoint, to secure positive results in different conditions and/or bring better results, possibly. This led us to save resources, becoming more sustainable with the aim to have a minor impact on the environment, by reducing waste. This process necessarily involved people, promoting more responsible attitudes towards waste in general (thus cost savings), generating greater interest to protect and save the working

environment where people live for almost half of their time. In our specific case, we observed how much gender has also to do with sustainability and experienced how women acted as powerful agents of change, with a very high sensitivity towards the issue of green efficiency.

Summarizing, people, profits and planet are strictly intertwined, in a virtuous circle that cannot underestimate any of the three contributions to create a more sustainable business, with greater results for the company and for the environment.



Karel Kreibich Jr.
Project & Production
Manager, Sales
Representative
Contra Praha s.r.o.

The most environmentally friendly approach is to manufacture every item/product just once, or use it is as long as possible. This is an important fact that is often overlooked. A car that has traveled 1,000,000 Km will probably be much more environmentally friendly than any new model, if you factor in its carbon footprint including

production and expected lifetime. Our company focuses on the distribution and production of quality products with a long service life. Despite the fact that we have taken further steps to increase the sustainability and ecology of the operation, I consider the decision to trade and produce quality goods to be the most fundamental.



Zoltan ArkovicsManaging Director
BDI Europe Ltd.

BDI found that all areas are impacted by having a more sustainable approach. Where there are standards, there is focus and intention. On the environmental scale, suppliers are using less energy and producing less waste. With the social aspect, BDI sees fair labor practices and diversity and inclusion in the workforce which leads to BDI being able to have the right person in company roles.

BDI's commitment to continuous improvement includes the creation of ESG specific role within the organization. This role will incorporate managing ESG activities and compliance, targeted sustainability and GREEN opportunities.

All the efforts BDI has put into place to maintain SASB standards helps BDI have economic sustainability for the long term.



Paul Kerfoot Vice President EMEA Industrial Gates Europe

In 2020 we established a GTES framework to provide focus for our Sustainability efforts. It starts with:

Governance: conducting business with integrity and maintain ethical and comprehensive corporate oversight, which enables

Technology: engineering products and processes that push the boundaries of innovation, while Environment: continuously improving the environmental sustainability of our products and operations by

Stewardship: actively empowering and enhancing the experience of our employees and communities.



Henrik Walter
Chief Executive Officer
Nomo Group

Reflected on my previous answers providing a sustainable product and service offering is already an integral part of our value proposition, ensuring that we minimize our own and our customers' impact on the environment. We have also committed to reduce our CO_2 emissions according to Green House Gas Protocol's Scope 1 and 2 by 50% until the year 2030, with the year 2020 as a baseline. We will make this

happen by focusing on energy efficiency, electrification, and the use of renewable energy sources. However, every link in the chain is important. By teaming up with suppliers who share our values and meet our sustainability standards, we make sure all links in the chain share the same goals, a sustainable supply chain. In cooperation with our suppliers, we continuously improve the quality and safety level of our products. •



MECHANICAL SCREW JACK: THE LOWEST EFFICIENCY IN THE ESG AGES

Alessandro Maggioni General Director of Unimec S.p.A. ▶ In 2011 I wrote for Unimec, the company I own and represent, an article named "The lowest efficiency in the green economy", published in the Italian technical newspaper "Power Transmissions". It was the period of the solar plants "boom" and most of the constructors were looking for mechanical screw jacks in order to allow solar panels to follow the sun orbit through the elevation movement. It was also the period of new EU norms in efficiency, especially in electrical components, and the concept of "sustainability" moved its first steps in the individual consciences.



Nowadays, the scenario is deeply changed and the ESG is a way to see sustainability by different and complementary points of view; this philosophy can be applied to the company and its production, and they're deeply connected to each other.

THE COMPANY

Applying ESG in the company is not as easy as it seems: until 2020 there were different regulations (more than 800) valid only for a single country, and only two years ago the ISO standard 26000 tried to summarize them in a norm system, but the path to complete the scheme is quite long. At Unimec we maintain the three most important system integration certifications: ISO 45001 for safety, ISO 14001 for environment, and ISO 9001 as a major cap that is able to keep under control all the other processes, including the GDPR prescriptions or the operating model provided by the law 231, specific to Italy and able to guarantee the maximum level of attention regarding different crimes.

Applying ESG is a direct and massive cost, at times compensated by partial savings, and quite often not appreciated by the market: the power transmission is a "low-cost market" where components sometimes are

pointed simply as "steel", removing all the production technology behind it. At Unimec we use water-based paint instead of solvent and we adopt non-hazardous substances in accordance with the REACH regulation; Our suppliers are mostly located in Italy or Europe and to visit them and to ensure that our supply chain is ethically compliant, we have a bench test capable of recycling electrical power. But all these efforts are hard to convey to the market, because of the purchasing process which involves more than one person or bureau, i.e. technical, purchasing, logistic, maintenance and, sometimes, even the owners themselves! When only one person needs to buy something (B2C), it is possible to breach deep to his sensibility and convince them to pay more money for a sustainable company. On the other hand, in a B2B process, more people are involved in the purchasing process and each of them has to justify their choice, especially through cost-saving factors, and consequently cheaper products invade the market, transforming an ESG policy in a losing strategy. In the power transmission market, ESG is not yet a direct driver to business growth; also, the recent "greenwashing" operations have dragged the ESG value down.

THE PRODUCTS

The ESG policy can also be applied to the design of power transmission components, and from this point of view the facts are changing. In all industrial plants there is a lot of mechanics and, especially due to friction, they dissipate energy: so, it's mandatory to design and make transmissions whose efficiency is as high as possible, staying of course within a range of commercial costs. But there is a unique exception: the mechanical screw jacks.

Perhaps less well known than its hydraulic cousin, mechanical jacks were designed 500 years ago and had the signature of a certain Leonardo da Vinci; its particular feature is an absolute irreversibility, that is, the ability to support a load without the aid of brakes or locking systems. The internal frictions alone are capable of generating some kind of miracle: a threaded rod of 20 mm in diameter moves bodies of 1000 kg, one of 250 mm supports loads of 200 tons! All this comes at a price: very low efficiency, sometimes less than 25%. So how can a machine that transforms 75% of the incoming energy into heat fit into the new global "green" trend? Why should a designer consider the mechanical jack when choosing the transmission with which to handle a load?

The first answer is its structure: a mechanical jack does not work with pressurized lubricants. This means that the possibility of breaking / cutting the gaskets or flow pipes and consequent leakage of lubricant is practically nil; this is a great application advantage over the "cousin" hydraulic jack which, with not inconsiderable frequency, tends to disperse larger quantities of oils, perhaps non-toxic, but still polluting, into the environment. A mechanical jack is compact; therefore, it requires

Photo 3 Unimec mechanical screw jack
Photo 4 A sustainable application:
the solar panel elevation





fewer materials and less machining during the construction phase, and generally requires less space during the installation phase. It does not need pipes or control units, it just needs a motor and a power socket, sometimes a control handle. Pulleys and sprockets, suitable for winding ropes and chains, have large volumes. If properly maintained, the mechanical jack is an LLC (long-life component), capable of lasting more than 20 years in operation. This reduces the number of spare parts and scrap; moreover, a functioning system does not generate disservices and waste for its restoration.

The second answer has to be found in the safety area. The ESG is associated with that of "sustainability", which implies a well-being of the human being in terms of quality of life, ergonomics, and safety. There are few machines in the world that are safer than a mechanical jack: the ropes must be free from defects along their entire length; chains have, proverbially, a weak link; a hydraulic system can collapse due to the breakage of a simple gasket, a classic self-braking motor, in the event of a black-out, loses its peculiarity. For safety purposes, a mechanical jack has only one parameter to monitor: the integrity of the nut thread. The load remains immovable whether there is a power outage, a cut on a gasket or a bearing failure...

Of course, the mechanical screw jack is not for everyone. Its real strength gives the better performance in the applications for which it is naturally designed: handling and support of large loads, with a high degree

of precision in linear positioning and low frequency of insertions, to the limit of almost-static. In these applications, the mechanical jack has no rivals: it is true that it consumes a lot in its movement, but then, once stopped, the energy saving is absolute. No energy to maintain the pressure levels in the hydraulic power packs, no energy to keep the classic self-braking motors in tension, no additional bulk for static braking systems.

THE FUTURE

What are the technological developments that will guarantee the mechanical jack another 500 years of glorious existence in the world of mechanical power transmissions? First of all, the development of recirculating ball spindles has allowed the jack to range in application fields that were not its own, characterized by important work cycles and high speeds. Another "green" branch of development is related to the larger use of polymer transmissions. They are light, with a low energy impact from their production, which does not require further mechanical processing. Furthermore, the choice of the right polymer and a functional molding process allows operation in the total absence of lubricant, with undoubted ecological advantages.

In the age of ESG, when the microchip shows that what is impossible today is ridiculed tomorrow, the basic principles of classical mechanics and thermodynamics remind us that to lift something really heavy, there is no other way than a classic, strong and tested mechanical jack. •













ELEMENTS OF ITALIAN DESIGN









CREATING A SUSTAINABLE FUTURE: A MEASURE FOR SUCCESS

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The term "environmental sustainability" – encompassing things like reduction of power and fuel consumption, pollution mitigation, and conservation of natural resources like water − has become part of the vernacular, and end customers and investors are looking toward businesses to drive change. The industrial manufacturing and distribution pipeline is no exception.

But where does a company begin, and what are end customers and investors seeking from businesses? Companies like EcoVadis and CSRHub offer software to assess a company's Environmental, Social and Governance (ESG) criteria. Today, tracking, reporting and measuring ESG standards is a multibillion-dollar business. Ratings are based on several areas like environmental, labor and human rights, ethics and sustainable procurement impacts. ESG benchmarking can shine a light on areas where companies need to improve or are making progress; it's often a determining factor for stakeholders.

"We have customers who solely make decisions based on our ESG score," says Bill Shepard, Vice President of BDI. "If they have a choice between buying from someone with a high ESG score, and someone with a low ESG score, and everything else is equal, they may choose to go with the company with the higher ESG score because it helps them with reporting their own compliance."

Key focus areas for many companies, and particularly manufacturing and distribution, are processes that reduce energy, water, emissions and waste. Collectively, this helps push organizations closer to a zero-carbon footprint, or at least a less invasive one.

Renewable energy – its single, largest, individual end-market sector – and other sustainable practices are one of three key areas on which The Timken Company is directing its CSR efforts.

"We engineer products that support renewable energy, create less waste and increase efficiency for our customers across industries," says Doug Knauf, VP Distribution and Regional OEM (US & Canada).

The company has committed \$75 million in capital investments through early 2022 to expand its capabilities in its renewable energy business across its global footprint. "Timken is a mainstay in many industries where bearings and power transmission products have significant impacts on sustainability," Knauf continues. "Our solutions lower energy and fuel use in traditional applications like commercial vehicles. That helps customers reduce their carbon footprints. We're also helping to increase the viability of renewable energy sources like wind turbines and solar applications."

Timken is also eliminating certain forms of singleuse plastic, including the bubble dunnage packing material used to help protect products during shipping. Since 2019, they've eliminated the use of 2.7 million feet of plastic packaging.



Over the past year, BDI has begun adopting ESG principles to implement a CSR business model. "If someone's keeping an eye on their utility expense and has goals to reduce it, they're going to produce better returns," says Shepard. "That same thought process can be applied throughout the entire supply chain." Modifications demonstrate to BDI employees that energy reduction impacts all areas of its operations.

From the warehouse to sales and executive offices, something as basic as indoor lighting becomes a more sustainable practice creating smarter, more efficient facilities. "We're installing motion sensors in our offices and warehouses so that when the space is empty, the lights turn off automatically but turn on when someone enters. Time-based control thermostats help us regulate air conditioning in offices. Actions similar to what people take in their homes are

now standard in businesses," says Shepard.

According to the Governance & Accountability Institute, Inc., 90 percent of S&P 500 companies now issue public sustainability reports to demonstrate their eco-credentials and sustainability. Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) are just two organizations providing the framework and accounting standards measuring company key performance indicators for stakeholders.

"We released our first CSR report three years ago to formally measure our sustainability efforts," says Knauf. "The greatest value comes from projects where we can help our customers become more efficient or contribute to a sustainable industry – sometimes both. An example is our industrial repair and service business, where we help our customers extend the lives of vital equipment while also reducing environmental impact by recycling more than 1,000 tons of steel and 75 tons of copper each year from service parts that can't be reused." As concern for emission reduction and rapid climate change continue to escalate, businesses will remain challenged to adapt and adopt innovations that cut costs and bolster eco-credentials. Ultimately, building sustainable practices fosters opportunities for greater partnerships, business relationships and community and global relations.

"Our CSR efforts will continue to center on improving the lives of individuals and communities, benefiting the planet and strengthening our business," says Knauf. "We will focus on what we know best and align all our initiatives with our engineering expertise to help build a more efficient and resilient world. We encourage the same from our peers and customers, so together we can create a greater positive impact on the global economy and workforce."

"We're always looking for ways to improve by reducing waste and develop efficiencies. The demand is there for everyone to self-report, be audited and scored by third parties, and then maintain continuous improvement, measurement and reporting," says Shepard. "Overall, companies that are monitoring their waste and reducing it will perform better and be a better investment for someone looking to invest, buy stock, or even acquire the company – whatever the goal."

"Reporting helps our customers better understand our efforts to be a good corporate citizen," says Knauf. "The programs we commit to have the potential to address real problems with innovative solutions for our customers, while creating shared value for other stakeholders."







What would you consider to be the most impactful results your company has achieved on this transformation process?

We have worked a lot with facilitating knowledge sharing in different forums this past year, which has created a greater understanding for our companies of sustainability related questions. A good example is how to increase energy efficiency. Apart from implementing energy mapping to identify opportunities to save energy and cut CO_2 emissions, our companies also get inspiration from other companies in the group. We provide tools to identify relevant activities and take actions to improve their sustainability performance. I would say that this is our greatest achievement.

Ms. Ripa, you have been with Axel Johnson International for just over two years now and it has not been an easy start with challenges such as the Covid pandemic, disruptions in the supply and transportation chains, and now a war in Europe. What keeps you motivated on your personal journey of raising awareness about sustainability and implementing its values and principles?

What motivates me is when our companies take initiatives and understand that having a sustainable approach creates business value. To me, working with sustainability is a win-win situation since we are able to work with something that generates less negative impact on the environment, as well as new business opportunities.

The Covid pandemic has, of course, been challenging in many ways. Perhaps foremost in the big disruptions in the supply chain. However, thanks to our sustainability team's audits in China and close relationship with our Chinese suppliers, the situation has been manageable. Thanks to our local presence, we could mitigate the worst negative effects. The pandemic has also forced us to find new ways of communicating, which has accelerated the use of online knowledge sharing forums.

Ms. Ripa, with a background in CSR and sustainability and several years of accumulated experience in this field, your involvement in several industries has certainly gained you both a broader and deeper perspective on sustainability over the years. Would you consider the Power Transmission / Motion Control industry one where sustainability is relevant and aspiration to change for the better?

The power transmission industry plays a vital role in the transition to more energy efficient processes in industry. I would even consider this vital for the transformation. Our solutions enable our customers to reduce energy consumption and thereby become more sustainable. The whole concept of a bearing is to minimize friction and reduce energy consumption. IOT and condition monitoring are also examples of solutions that can help save energy, reduce downtime and extend product lifetime – all to improve sustainability.

Vision	Unite susta	Axel Johnson International		
Focus Areas		SUSTAINABLE SUPPLY CHAIN By working closely with suppliers who share our values and meet our sustainability standards, we move towards a sustainable supply chain.	SUSTAINABLE OPERATIONS Through resource efficiency and highly engaged employees, we strive to achieve sustainable operations.	SUSTAINABLE CUSTOMER OFFER Through our technical know-how and expertise, we provide our customers with the most sustainable products, services and solutions to improve their sustainability performance.
Themes	PEOPLE	All our tier 1 direct suppliers are fulfilling our requirements in the Code of Conduct.	We are the most attractive employer in our industry.	We enhance our customers' occupational health and safety through our customer offers.
	CLIMATE	All our suppliers are working systematically to reduce CO_2 emissions.	We reduce our CO ₂ emissions in line with the Paris agreement's 1.5-degree target.	We contribute to lowering our customers' environmental footprint through our customer offers.
	CIRCULARITY	In partnerships with suppliers, we develop and innovate circular products.	We minimize waste and see all waste as a resource.	We provide circular customer offers through maintenance, redistribution, remanufacturing and recycling.

We have great opportunities to utilize our technical knowledge and industry experience to help customers choose products for the right application and use them in an optimal way. The energy crisis might even get worse when electrification of e.g., the automotive industry really takes off. I firmly believe that we will see an increased focus on energy consumption in industrial processes.

Axel Johnson International is very proud of the group's leading role in sustainability and the ability to influence partners and collaborators to also embark on a more sustainable journey. Has this high sustainability ambition created difficulties to continue collaborations with some suppliers or customers?

No, rather the opposite. By having a close collaboration with suppliers and customers, we can support them and contribute to improve their sustainability performance. We feel that our ambition within sustainability have made us even more attractive as a business partner since customers want to be associated with companies that actively work with sustainability and can support their sustainability aspirations.

From your personal experience working with different companies and in different industries, do you believe that the role of the Sustainability Officer has changed over the years?

It has changed a lot. Before, the focus was more on reducing the negative footprint caused by operations. Today, working with sustainability is more about understanding how the megatrends such as the climate change impact our business and our customer offer. Therefore, it has become more strategic and a part of business development. We focus on the whole value chain rather than narrow it down to our own operations.

What are the biggest challenges you are currently facing with sustainability and what is the biggest ambition of Axel Johnson International with sustainability for the medium- and long-term?

The biggest challenge is to deliver a more sustainable customer offer. With our new strategy, we raise our ambitions and look at the effects of our actions across the entire value chain. This will help us gain a deeper understanding of how to adjust our businesses to stay relevant over time. •



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MEET MEGADYNE!

♠ MEGADYNE IS BORN / The history of Megadyne starts in 1957 in a small town near Turin (Italy), where Corrado Tadolini launched his own production of flat rubber drive belts. His small "corner shop business" soon experienced strong economic growth. Modern technologies and the Tadolini family's natural technical and engineering skills led to the development of new polyurethane belts. With this success, the company established itself on the national market and shortly after expanded its horizons to international locations.

Today, Megadyne – as a member of AMMEGA Group – develops and manufactures power transmission belts, matched components, and complete belt systems for a diverse range of applications. As a reliable partner for original equipment manufacturers and aftermarket distributors, with manufacturing plants in Europe, North America and Asia, Megadyne provides its customers with a large range of products: thermoset and thermoplastic polyurethane belts, rubber timing and v-belts, pulleys, clamping plates, timing bars and complementary products, including made to order.

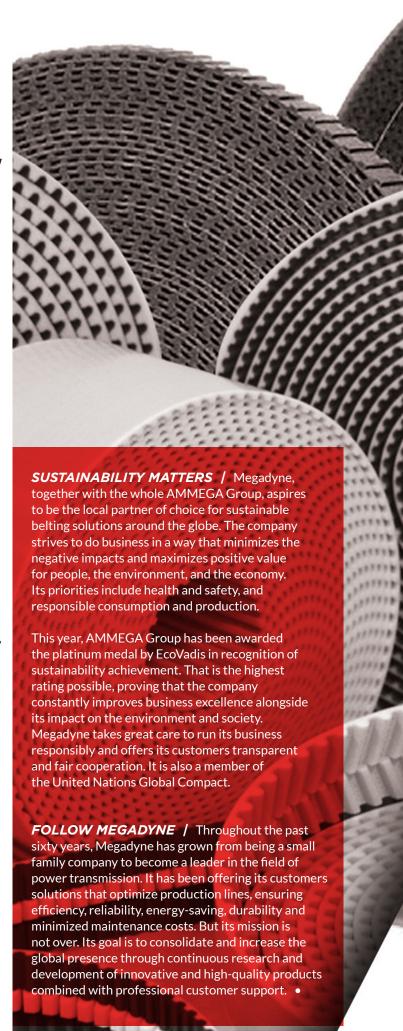
STRONGER TOGETHER | In the new millennium, Megadyne made a further leap forward thanks to several company acquisitions that allowed to obtain a strong commercial and manufacturing presence across the globe (such as America, China and Europe) and to offer its customers increasingly complete and innovative solutions for a wide range of applications and industries. Further development was yet to come.

In 2018, Partners Group, the private equity company, acquired Megadyne together with another world leader specializing in industrial handling: Ammeraal Beltech. The merger of the two companies gave rise to the AMMEGA Group – a truly global provider of belting solutions.

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McGill® Metric Camrol® cam followers feature LUBRI-DISC® seals that provide positive protection against contamination and loss of lubricant.

Rollway[®] bearings play a significant role in the open ball and roller bearing industry, providing high quality bearings to OEM and end users for over 100 years.

<u>Link-Belt</u>® mounted spherical roller bearings prove their performance with outstanding misalignment capabilities, field adjustable clearance, and excellent sealing options.

Sealmaster® mounted ball bearings are engineered to reduce downtime. The IP69K-rated PN Gold™ offers corrosion resistant solutions for washdown environments.

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<u>Rexnord</u>[®] <u>KleanTop</u>[®] belts provide a plastic modular belting solution for conveyor applications requiring adherence to strict hygiene regulations.

Rexnord MatTop® & TableTop® chains are engineered to satisfy a wide range of conveyor applications, with straight running and side-flexing chain designed to convey flawlessly.

<u>Perceptiv</u>[™] condition monitoring enables our customers to improve productivity, increase uptime, and enhance safety by monitoring equipment from a distance.

COSY NETWORKING WITH A TWIST OF...









• To ensure that BearingNews and Motion+Drives magazines are doing their part to protect the environment, the parent company, iMotion Media, has developed a strategy to offset the carbon footprint of its printed magazines. The twofold approach includes a fully supported tree planting campaign in conjunction with each newly released edition, and the use of recycled paper in the printing process.

Sustainability is no longer just a buzzword. Members of the global community have become increasingly aware of human impact on the environment. As a result, a massive movement is driving private sector companies to responsibly manage their environmental, economic, and social resources to safeguard the well-being of future generations.

The term "sustainability" encompasses a large swath of efficiency objectives that aim to go beyond the thresholds of carbon neutrality. Companies must fulfill further economic and social obligations by devising less wasteful practices. When discussing the printing of magazines, there is long-term value achieved by responsibly implementing environmentally friendly solutions associated with the use of paper.

The paper industry has focused its efforts on the sustainability of raw materials, processes, and products. Highlighted within the industry's strategy is the promotion of sustainable forestry practices and responsibly harvesting renewable raw materials. Tree planting is considered one of the most effective ways to combat global warming, as forests naturally reduce atmospheric carbon dioxide (CO_2) by removing it from the air through photosynthesis.

In line with this strategy, iMotion Media has adopted "tree planting for reforestation" as the most effective method to reduce the carbon footprint associated with the printing and distribution of Bearing News and Motion+Drives magazines. In careful coordination with the release of each printed edition, a tree planting







♦ What is the first image that comes to your mind when you say "Warsaw"? For most of us, Warsaw is not the first that comes to mind when imagining must-see destinations in Europe. And yet, Warsaw proves to be a true treasure, that unveils its gems to those curious enough to look for them.

Warsaw has an aroma for every palate: foodies, people who enjoy a fine drink, history lovers, art afficionados, sports passionate, fun seekers, out-of-the-box destination collectors.

START WITH THE BASIC NEEDS: FOOD AND DRINKS

Warsaw's culinary scene can be described as an umami map – all your senses, no matter the dietary preferences, can be satisfied in this city. Traditional Polish cuisine, Italian, Spanish, Vegan, Asian, fusion, fast-food, slow food, Michelin star restaurants, bodegas, pubs – there is something for every appetite. If you want to get familiar with Polish food, then the main suggestions are the following:



Pierogi

You will recognize them as those dumplings rich in various fillings, sweet or savoury. You can eat them as appetizer, main dish, or dessert. You can get them boiled, baked, or fried, but traditionally, in Poland, they prefer them boiled with melted butter and onions on top.



Polish comfort food, for which every family is considered to have its own recipe. The main ingredients are well, potatoes, onions, eggs and flour, which are then flattened and fried into savoury pancakes. Popular sauce choices for them are either sour cream, or a mushroom sauce.





Zurek

Considered one of the humblest, yet tastiest Polish soups, the Zurek is a sour soup which is made using fermented cereals (usually rye), then enriched with sausage, bacon or ham, and boiled eggs. It's creamy, smoky, cooked with lots of garlic and has a rich savoury sour taste. Also known as the "hangover soup".

Oscypek & Bryndza cheeses

A country with such beautiful landscapes should have its own special cheese assortments. Oscypek and Bryndza cheeses are made with sheep's milk – traditionally, from the mountain meadows of the Tatra Mountains. They're made by smoking in a wooden oven or hut called a Bacowska. For the production of these types of cheeses there is an EU subsidy which allows the shepherds and cheese-makers to continue the processes.





Golabki (cabbage rolls)

Although this dish can be found in similar versions in other countries too, the Polish version consist of cooked minced meat, often with onions and mushrooms, wrapped up in a leaf of white cabbage and stewed. Additionally, they are served with either bread or boiled potatoes, and poured over with a thick and creamy tomato sauce.

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Where can you find these Polish foods and others? In most restaurants with Traditional Polish cuisine. Here are some recommendations:

Restauracja Portretowa

Piekarska 6, 00-264 Warsaw restauracjaportretowa.pl

A small space with a warm, intimate atmosphere.

U Kucharzy

Długa 52, 00-238 Warsaw ukucharzy.pl

A popular restaurant, located in a beautiful, 17th-century Warsaw Armory building which combines traditional Polish food with a pinch of French elegance. It's recommended to make a reservation in advance.

Belvedere

Agrykoli 1,00-460 Warsaw belvedere.com.pl

This restaurant is considered one of the most beautiful restaurants in Warsaw, and it can be found in the middle of the Royal Łazienki Park. Live music is often played in the restaurant, creating a vibrant, pleasing atmosphere for a nice dinner.

Stary Dom

Puławska 104/106, 02-620 Warsaw restauracjastarydom.pl

The appropriate English translation is "old house" and it's not far from truth. This picturesque restaurant filled with beautiful wooden furniture, lamps, candles, and paintings serves some of the most popular Polish dishes.

Belvedere Restaurant, located in the building of the New Orangery in the Royal Łazienki Park



Some traditional Polish drinks to look for in the menus?

Starka

Once reserved only to noble families, this is a traditional Polish alcohol made from rye spirit, apple leaves and linden.

Deptucha

An unusual drink, made from fruit and goat's milk soaked in strong spirits. Its origins are from Western Poland's Siedlisko commune.

Wściekły Pies

Translated as "Polish Mad Dog", this is a cocktail shot that contains raspberry syrup, vodka, and tabasco sauce.

Goldwasser

Originally from Gdańsk, this herbal liqueur is easily distinguished by the flakes of real gold. Following the political turmoil and World War II, the Goldwasser is now produced in Germany, but it remains a symbol of Poland.

Kompot

A simple, yet delicious non-alcoholic drink, made from fruits and water. Sugar is optional.

Zakwas Buraczany (Beet Kvass)

A non-alcoholic drink, made of fermented beetroots, salt, garlic, and water.



Street art mural in Praga District





The most attractive trait of Warsaw is that there are places or artwork to see literally everywhere. Look up – you will notice beautiful mural artworks. Look down – you can walk on the local "Walk of Fame" dedicated to Polish stars who have contributed great things to society through education, literature, architecture, and leadership. Look on your left and that uninteresting door is the entrance to a popular cocktail bar. Keep your eyes, senses, and curiosity open and you can discover amazing sites.

A feel-good place: Praga District

Considered the most authentic part of Warsaw, this district is one of the few areas that weren't fully destroyed during World War II. Praga District is full of bars and restaurants with special designs.







2 bars and 8 types of unique activities from which everyone can choose something for themselves.

Crazy Golf Table Shuffleboard Pong Flippers

Beer Pong Foosball Skee Ball Karaoke

Not to be missed: Praga Koneser Centre

Plac Konesera 2, 03-736 Warsaw koneser.eu

Praga Koneser Centre is a renovated complex of the 19th-century Koneser vodka distillery. Here you can find the Google Campus Business Center, designer shops, art galleries, great bars and restaurants, and museums like the multimedia Polish Vodka Museum.

You can also stumble upon the lovely Blue Angels of Praga District – an iconic and unique art project that was designed and created by Marek Sułek – an art historian and critic, curator, University lecturer.





Blue Angels statues by Marek Sułek

Praga Koneser Center



NOT YOUR EVERYDAY "NICE TO SEE" PLACES

If you think museums are those boring, dusted places, filled with paintings on the walls, well, think again: in Warsaw you can enjoy some modern, interactive museums.



Neon Museum

Soho Factory Mińska 25, 03-808 Warsaw www.neonmuzeum.org

A colourful museum that provides a unique experience: a walk around retro, illuminated adverts and signs used by cinemas, bars and restaurants. A true archive of old neon signs from 20th century Poland.



A small museum comprising a large collection of everyday objects illustrates life within communist Poland.



Galeria Forty

Waldorffa, Bemowo, Warsaw www.facebook.com/ProjektFortyForty

An abandoned fort in Warsaw is now hosting this unusual art gallery. The once abandoned building, built in the 1880s, isn't easy to find, making it a favourite among adventure seekers.



The Canaletto Room (Royal Castle of Warsaw)
Plac Zamkowy 4, 00-277 Warsaw
www.zamek-krolewski.pl

The actual 18th-century paintings of Warsaw were used to reconstruct the city after being destroyed in the World War II. The reconstruction of historic Warsaw was using blueprints based on a series of paintings created by the Venetian urban landscape artist Bernardo Bellotto, also known as Canaletto, who lived in Warsaw.





Hilton Warsaw City

Our hotel is in the heart of Warsaw's financial district, within three kilometers of Old Town Market Place, The Royal Castle in Warsaw, and the Uprising Museum. Lazienki Park, Copernicus Science Center, and Warsaw Chopin Airport can be reached in 15 minutes. We offer extensive conference space, along with a pool, sauna, and steam room.







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