



Responsibility  
Has Many Facets

“Miba’s activities are oriented to commercial success, environmentally friendly, sustainable processes and a sense of responsibility towards our employees and society.

Corporate Social Responsibility is in the Miba genes and helps move us steadily towards our vision of ‘No power train without Miba technology’.

As an owner-managed company, Miba pursues a strategy of long-term, value- and earnings-oriented investment and growth.

At Miba there are many sides to CSR – find out more in this brochure.”



Peter Mitterbauer, CEO Miba Group

2010/11

# 33%

## of Employees

... at the sites in Austria did an apprenticeship at Miba. Many of them are now in managerial positions. Training of apprentices has a long history at Miba, going back to 1927 when the company was founded. Since then, Miba has trained over 1,200 apprentices. In any given year, around 120 young people are in an apprenticeship at Miba. For the past two years, Miba has also been offering apprenticeships at its Slovak sites. Alongside their professional training and development, Miba also helps apprentices develop their social competencies.



A Wealth

of Ideas

Encouraging new ideas is firmly anchored in Miba's Vision 2015. Miba has set a goal that every year each employee should come up with two ideas for improvements. For many years, at locations across the globe, Miba has drawn on employees' potential for driving innovation. In the 2009-10 business year, Miba staff submitted a total of 3,176 ideas, or 1.2 ideas per employee. Most of these suggestions for improvements have already been implemented.



# 300 Cars

In common with other companies in the region, Miba's Vorchdorf sites use energy generated from wood chips. A biomass heating plant operated by 53 local farmers achieves annual CO<sub>2</sub> emission reductions equivalent to the annual CO<sub>2</sub> emissions of 300 cars. Miba is concerned not only about CO<sub>2</sub> emissions associated with the energy it consumes; it also makes CO<sub>2</sub> emissions a priority in its products. Miba technology makes motor vehicles, trains, ships, aircraft and power plants more efficient, more reliable and more environmentally friendly.



**-309 Tons = 25% Less Waste**

Although sinter production is a very resource-efficient process, it does produce waste in the form of sinter scrap and iron powder. Last year, Miba Sinter Austria reduced that waste by a quarter based on approximately unchanged production volumes. Production residues fell by 177 tons of sinter scrap and 132 tons of iron powder. Hence, the company not only reduced waste levels but also made more efficient use of valuable raw materials.

# -309 Tons

**Teresa**, who is studying technical physics at the Vienna University of Technology, is writing her master's thesis in collaboration with Miba. Her thesis topic is low-melting-point sputter coatings. "By working with Miba, I'm able to gain practical experience in the field of thin-coating technology. The knowledge base and technical systems there, and the fact that they take good care of me in a collegial atmosphere, make it the ideal setting for my scholarly work," she explains.

## Lifelong Learning ...

**Daniel**, now in the third year of his Miba apprenticeship, learned the basics of metal processing during his pre-vocational year (for Austrian teenagers who intend to leave school following the ninth year of their compulsory education). He is one of the more than 300 young people to date who have received basic practical training at Miba as part of their education. "In addition to theory, we learned about filing, milling, turning and drilling. For me, the best part was that we learned a lot about the company," says Daniel.

## ... Starts at a Young Age



**João Paulo**, a 22-year-old Brazilian, is just one of the 140 young people to date who have received free training from Mahle Metal Leve Miba Sinterizados (MMLMS) as part of its Formare training program. In this program, the employees of MMLMS provide technical and practical training to young people. "Along with school, I received a year's training in preparation for my career at Mahle Miba. Now I'm working as a grinding machine operator and am very proud of my career so far," says João Paulo.

# WORKSHOP

"Children and young people in Romania have a lot to learn about how to stand on their own two feet. That's why it's important to nurture their talents and invest in their education. In conjunction with Miba, we've been able to set up a carpentry workshop here. The kids love creating minor masterpieces and can discover and develop their manual skills. Tinkering around also does a good job of healing wounded souls," notes Father Georg Sporschill SJ, founder of the CONCORDIA social projects. For over 20 years, CONCORDIA has been helping street children and young people on the way to an independent future.

# A Fresh Breeze and New Markets

Miba is geared to new technologies and future-oriented growth markets. The wind power industry offers tremendous potential for Miba. Worldwide, around 20,000 new wind power plants are built every year.

**Higher energy load ratings mean greater performance for the same cost:** Miba is developing new friction linings for wind turbines.

**New developments for safe progress:** Miba Gleitlager has applied for patents for planetary bearing bushings for wind power transmissions and exchangeable rotor bearing pads for wind turbine generators.

**Greater height for better performance:** Miba Automation Systems' mobile machinery for processing steel and concrete towers for wind power plants make it possible to build taller towers. That, in turn, significantly boosts a plant's performance.



**The full Miba Corporate Social Responsibility Report  
is available for download at the Miba website [www.miba.com](http://www.miba.com).**