



Final report (Guidelines for enterprises of MTS)

D2.2.a

DESIGN-MTS: *DEfining Social responsibility Interventions for Grounded Networking in Machine Tool Sector*

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¹ **PU**= Public; **CO**= Confidential, only for members of the consortium (including the Commission Services)

The DESIGN-MTS Project CSR Guidelines for European Machine Tool Enterprises

The European machine tool industry aims at achieving world class competitiveness in an innovative and sustainable way. To this end, the sector delivers excellent production equipment and solutions to all other manufacturing industries. As an enabling sector with connections to the sectors in critical domains such as energy, transport, space and medical, it has a multiplier role to spread these solutions onto the manufacturing base. The sector is knowledge-intensive and, thus, the investment made in people and innovation plays a vital role in generating socially and environmentally responsible solutions. The guidelines below suggest actions including good practices from the sector and aim at raising CSR awareness; facilitating the implementation of a strategic approach to CSR; and fostering a coordinated management of a CSR platform in the sector. Although an SME-dominated sector, integrating CSR thinking in the business strategy can help the industry meet increasing societal and customer expectations. This can consequently help create greater business and social value, with a positive impact on the image of the sector. The guidelines are an outcome of the DESIGN-MTS project and lay down general guiding principles, and manufacturers may have their own principles, policies and standards.

People

People are the most important assets of the industry. The human resources function is critical to achieving success in any organization and enterprises are expected to take an active role in promoting wellbeing of their workforce as far as employability, workplace solutions and active aging are concerned. This also implies that enterprises build trust with and contribute to the local community where they have a business base.

Some actions include:

- Promoting active ageing and skills development through life-long learning programmes
- A clean, safe and healthy workplace that meets or goes beyond standards and stimulates motivation, innovation and collaboration and training needed for prevention of occupational diseases, accidents, and dealing with emergencies
- Constructive dialogue with social partners
- Where operating internationally, priority to the employment and advancement of nationals of the host country, including sourcing and distributing through local enterprises where practical
- Promoting diversity and offering opportunities to vulnerable groups such as women, people with disabilities, children, indigenous peoples, and migrant workers and their families
- Creating more and better jobs requiring advanced knowledge and skills
- Creating opportunities for community members, for example by increasing local procurement
- Partnership with education institutions and academia to ensure continuous follow of skills into the industry: traineeship and apprenticeship programmes and industrial postgraduate degrees in cooperation with academia in the areas where there is a skills gap such as electronics, mechanical engineering, IT and technical sales.

Environment

Enterprises are encouraged to provide environmental-friendly solutions in order to maximize the sustainability of the manufacturing along the value chain. All the products and services provided by the industry are expected to meet environmental standards in the design, manufacturing, distribution and after-sale phases. This holistic approach includes both managerial and technical practices used to improve the environmental performance of the sector along the value chain.

Actions include but not limited to:

- Corporate vision putting an emphasize on environmental protection
- Prevention of pollution and reduction of emissions of pollutants into the air, water and soil in business operations
- Environmental-friendly products and services that meet or exceed standards and regulatory requirements
- Environmental procurement – evaluation of suppliers of goods and services on whether they also are environmentally friendly
- Guidance for customers to improve their environmental performance continuously and marketing strategies promoting the use of energy-efficient products along the value chain

Fair Operating Practices

Businesses exist in a fierce and global competitive environment. Nevertheless, they are expected to compete fairly and by complying with laws. This also implies that enterprises develop long-term and reliable relations with suppliers and buyers along the value chain. This integral approach includes the following actions:

- Respect for the rule of law, accountability, transparency, and honesty
- Complying with national and international competition rules
- Policies and practices that promote respect for property rights and traditional knowledge
- In procurement and purchasing decisions, using criteria that select socially responsible products and companies
- Due diligence and monitoring of the suppliers, with a view to preventing compromise of the organization's commitments to social responsibility
- Export controls
- Promotion of broader adoption of social responsibility through networks of stakeholders