# Growing sustainably

Sustainability report



We are a benchmark in the manufacture of machine tools and are working towards being a benchmark in sustainability, because we want to bring the best for the people and the planet while pursuing our business objectives.

We have it clear, our individual and singular approach has worked out, and now, we wish to share it with you. Find out about the sustainable essence of Danobatgroup in the abridged version of our sustainability report.

# Growing sustainably 2022 Summary of the sustainability report **DANOBATGROUP** Summary of the sustainability report 2022

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# Letter from the President and CEO

Because of its cooperative spirit, the search for a balance between economic growth, environmental protection and social welfare has always been key at Danobatgroup. In recent years, with the aim of bequeathing a brighter future to the next generations, this goal of balance has been actively pursued. Committed to the Sustainable Development Goals (SDGs) as set out by the UN, sustainability has been included across the business and governance model of the Group. An important decision that lays the foundation for the Group's future beyond 2024. With technological innovation as its flagship, Danobatgroup is committed to achieving sustainable growth and extending it to society as a whole.

In economic terms, 2022 was the year of recovery, achieving a turnover of 277 million euros. A record figure made possible thanks to the effort, commitment and resilience of each and every one working in the companies of the Group after two particularly challenging years marked by the pandemic.

In 2022, Danobatgroup made the largest investment in its history. More than 35 million euros to extend and modernise the facilities of Danobat, Soraluce and Goimek, built with sustainability criteria, in order to meet the new demands of the machine tool and advanced manufacturing sector.

Thanks to this investment effort, the Group reinforces its value proposition, enhances its competitiveness and centralises the activity, keeping its main hub of activity in Guipúzcoa.

With a view to Danobatgroup's environmental commitment, the Group invested 1 million euros in the installation of more than 2,500 solar panels at its production plans.



In order to enhance its value proposition and competitive position, Danobatgroup acquired a majority stake in Novak, a company specialising in precision machining.

In 2022, Danobatgroup adopted the new Legal Compliance Procedure approved in 2021 into its governance model, which has required the introduction of a new code of ethics and several related policies.

With a view to Danobatgroup's environmental commitment, the Group invested 1 million euros in the installation of more than 2,500 solar panels at the Danobat, Soraluce and Ideko plants. This will also be done in the near future at the Goimek plant.

Currently in the final approval process, to its subsequent execution during 2023-2024, in 2022 Danobatgroup has carried out a mobility diagnosis and has specified different proposals for improvement. Its main

objective is to reduce the environmental impact of commuting to the workplace by providing possibilities for a more efficient use of means of transport, taking measures to minimise work trips and, especially, putting an end to the inefficient use of private vehicles, both by employees and by suppliers, visitors and customers.

With a workforce of 1,423 people, we meet the objectives of generating quality employment set out in Danobatgroup's strategic plan for 2021-2024. Also in 2022, various initiatives were undertaken, such as further expanding the equality plans in five of the Group's companies, and intensifying continuing training of all personnel through new systems such as on-demand training platforms.

Danobatgroup's commitment to society materializes in a three-year contribution of more than 1 million four hundred thousand euros to social initiatives. It should be noted that the Group continues to develop the Elkarrekin Eragin initiative, a participative project in which the people of the Group companies propose and choose three 3-year cooperation programmes. 525.000€ has been allocated for the entire programme.

Aware of the long road ahead, Danobatgroup strongly believes that by liaising with our stakeholders and driven by the commitment and involvement of the people in the organisation, steady progress will be made, because not only do we strive to be a benchmark in advanced manufacturing, but we also wish to be a benchmark in sustainability.

Andres Mazkiaran Chairman of Danobatgroup



Pello Rodriguez
Managing Director of Danobatgroup



# **About Danobatgroup**

Danobatgroup is an industrial group specialized in the development of advanced manufacturing solutions, digital, sustainable and committed to the people and the environment.

The Group, part of the MONDRAGON Corporation, has over 65 years' experience in the development of high-precision systems and in the application of manufacturing-oriented technologies, especially in the fields of grinding, turning, milling, boring and multifunction machines for strategic and highly demanding sectors, such as aeronautics, the automotive industry, power generation, capital goods and the railways.

Danobatgroup has a long-standing and firm commitment to innovation and developing pioneering technology, which hinges on its ability to anticipate the challenges of the future and develop solutions that become mainstream on the market.

Danobat and its subsidiaries Overbeck and Hembrug, Soraluce, Goimek and Latz, the Ideko research centre and the central services of the Danobatgroup form the largest domestic manufacturer on Spain and one of Europe's leading producers of machine tools.

Danobatgroup is a group that is highly committed to the community in which it operates. The Group combines its international vocation with strong local roots. A commitment stemming from its co-operative DNA, which, since the early days, has permeated its day-today activities, extending to the social, environmental, economic and governance spheres.







1,423 Professionals

>90% **Export** 

277 M€ Turnover

>9%

R+D+i Investment



### Production plants in:

- SPAIN
- THE NETHERLANDS
- GERMANY
- ROMANIA

### Centres of Excellence in:

- SPAIN
- THE NETHERLANDS
- UNITED STATES

- GERMANY
- ITALY

CHINA

+ Sales and service offices in other countries











### **Main Sectors:**

AEROSPACE

AUTOMOTIVE

- CAPITAL GOODS
- RAILWAYS

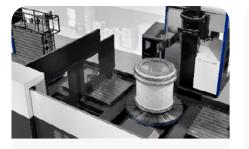
RENEWABLE **ENERGIES** 



# **Cooperatives** and brands













With a track record of more than 60 years hinged on innovation, Soraluce drives the machine tool sector thanks to its continuous innovative contributions in the field of engineering making it a benchmark in the sector.

With more than 3,000 machines installed on the market, Soraluce offers a wide range of milling machines, boring machines and vertical lathes, multifunction solutions and automated lines and systems. The company provides professional consultancy services in machining engineering by assessing its customers' production and machining processes and proposing solutions for optimisation in line with the quality, efficiency and cost parameters required by the investor.

Soraluce's success is based on first-class quality, top class service, cutting-edge in-house technology, a great capacity for customisation and its clear international focus.



Danobat has been providing its customers with technologically advanced and fully customised manufacturing solutions and services for 69 years. As a result, the company has established itself as a leading provider of advanced manufacturing solutions.

The company has three renowned brands:

Danobat specialises in the development of innovative equipment, such as grinding machines, lathes and robotic systems for machining, and offers high-value services in the field of manufacturing.

Overbeck, with more than 90 years of experience, is a prestigious German developer and manufacturer of high-precision internal, external, face and radius grinding machines.

Hembrug designs, builds and sells ultra-precise, fully hydrostatic hard turning machines as well as hybrid machines with turning and grinding capabilities.



Goimek is a specialist in precision and large machining services for strategic parts in highly demanding industries such as aerospace, wind power and capital goods. It has the most advanced production means and state-of-the-art testing instruments.

For more than 40 years, Latz has been designing and manufacturing cutting tools in high speed steel and hard metal for sectors such as the automotive, aeronautics and capital goods industries, meeting the most demanding production challenges and offering customised solutions for any customer need.

**LATZ** 

The technological centre Ideko is specialised in advanced manufacturing technologies and aims to generate, capture, and develop new technology capable of adequately meeting current and future challenges of industry.

Specialising in manufacturing technologies has enabled it to develop advanced solutions to improve the production capacity and competitiveness of its customers across strategic sectors.

# Partnerships and inter-cooperation

To be able to meet the demand from industry for certain technology, Danobatgroup constantly seeks strategic partnerships and collaborations with other relevant players. It also diversifies its value proposition and explores new business opportunities through the acquisition of companies, participation in start-ups and through collaboration agreements with complementary companies.

As part of its commitment to new business, Danobatgroup has strengthened its position in digitisation and Industry 4.0 through the acquisition of Savvy Data Systems in 2015. With the creation of Endity Solutions in 2020, the Group has also become a player in the field of non-destructive inspection. And, through the acquisition of Novak company in 2022, the Groupp has expanded its capabilities in grinding and machining on revolving parts.

Danobatgroup intercooperates proactively with other MONDRAGON companies. In this field, the Capital Goods project to drive the industrial resources within the Industrial Automation division at MONDRAGON is a fine example, where Danobatgroup pursues synergies in the field of machine tools together with the companies Fagor Arrasate, Fagor Automation and Mondragon Assembly.

The group actively participates in clusters and collaborates with local entities such as Debegesa, Hegan and Bind 4.0, as well as with local public entities such as Innobasque, the Basque Council for Science and Technology, the Basque Government, Provincial Councils and Town Councils.

Finally, Danobatgroup is involved in sectoral initiatives, both locally and internationally, such as AFM, VDW, AMT and UCIMU, among others.

Commitment to new business:







Partnerships in which Danobatgroup is particularly active and/or in which participates in their decision-making bodies:









M O N D R A G O N A S S E M B L Y

























# Ethical, solidary and participatory management model

# **Objectives**

- To adhere to an ethical and responsible business behaviour.
- To achieve the highest standards of co-operative governance and economic performance.
- To be publicly recognised as a company of integrity, transparency and accountability.
- To increase partnerships, strategic collaborations and intercooperation.





Danobatgroup is made up of a group of Cooperative Companies that operate in accordance with an inclusive-participative business model. A humanistic management model that seeks to improve the competitiveness of the company and to bring the development of the workers to a higher level. This encourages participation of all members in the socio-economic project, involvement in its implementation and operation, and to share the responsibility for the results.

### **Governance structure**

Danobatgroup's organisational model is hinged on two pillars: the governing bodies of each partner company and the Group's intercooperative bodies.

This allows for inter-cooperative management of Danobatgroup's operations, where each partner company retains its autonomy and independence, while at the same time it transfer some functions to the Group's corporate bodies, where inter-cooperation and the participation of people from different companies in the governing bodies is promoted in order to achieve more efficient and effective management. Thus, the members are the ones who decide the course of the cooperatives and the Group.



### Danobatgroup's intercooperative governing bodies

- Governing board
- Board of Directors
- General Assembly

### Governance in each company

- Governing board
- Social Council
- Supervisory committee
- Board of Directors
- General Assembly

### **Specific committees**

Committees have also been set up to coordinate and respond to strategic planning. The number of committees varies according to the needs of the moment.

### **Bodies of MONDRAGON**

Participation in the General Board, the Industrial Board, the Permanent Committee and the MONDRAGON Congress.

# **Inter-cooperative** solidarity schemes

Solidarity, as a lever for social transformation, is another tool embedded in Danobatgroup's management.

After the results of each cooperative are approved, a solidarity system is deployed which allocates funds as follows:



8% + an additional 5%

to compensate the losses of those cooperatives that have obtained negative results.



to financial funds of the Division.



to MONDRAGON Corporation funds. After the redeployment, and subtracting corporate tax, the surplus is distributed in accordance with the following rules:



At least the legally required amount is allocated to the Contribution for Cooperative Education and Promotion and Other Purposes of Public Interest (COFIP) and to the Mandatory Reserve Fund.



The remainder of the Net Surplus is used for Cooperative Dividends and the Voluntary Reserve Fund.



# **Compliance**

The companies of the Group operate in accordance with the provisions defined by the fundamental conventions of the International Labour Organisation (ILO), related to respect for freedom of association and the right to collective bargaining, non-discrimination in employment, the elimination of forced or compulsory labour and the abolition of child labour.

Within this general framework of action, and with the aim of fighting corruption and bribery, among others, the main companies of the Group have developed a Compliance Programme that includes the Code of Ethics, supported by policies on anti-corruption, conflict of interest, privacy and confidentiality, conflict and harassment, and also a Criminal Risk Prevention Manual.

In terms of subcontracting and supplier management, there is a specific Code of Conduct that guarantees respect for human rights, the environment and the fight against corruption.

In addition, Information Security standards have been implemented to ensure confidentiality, intellectual property and the proper use of IT equipment. In 2022, progress was made in the implementation of updated policies and procedures arising from the revision of the Code of Ethics in the main companies of the Group.

- Implementation of the monitoring system of the operation of the Criminal Risk Prevention System.
- Implementation of the Irregularities Reporting Channel
- Constitution and regulation of the Compliance Committee.
- Creation of the Ethical Channel.
- Communication of everything related to Regulatory Compliance to all the people in the organisation.

Cases of corruption

0

Human Rights Violations

0



# Communication, transparency and cooperative training

Danobatgroup is characterised by a culture of transparency and fluid internal communication through various bodies, such as the board of directors, the governing board, committees and employee meetings.

The companies of the Group have also established internal tools such as the employee portal and the e-mail communication channel, among others, to inform about relevant issues.

In 2022, several measures were introduced to encourage active listening, such as the organisational culture survey, in which 66.5% of employees participated.

In the field of cooperative training, people with varying professional profiles participated in different training programmes.

66.5%

participation in the organisational culture survey



Cooperative training



# A group committed to people

# **Objectives**

- To be a benchmark in safety and welfare of workers.
- To be pioneers in the machine tool sector in the implementation of measures to promote equality, inclusion, diversity of opportunities and non-discrimination.
- To be a driving force for the development of talent in the STEM field, both for our people and for society.
- To generate an optimal environment for the personal and professional development of the people of the company.













### A group committed to people

Danobatgroup has a corporate social approach that puts people at the centre. It is firmly committed to the personal and professional development of all people of the organisation, prioritisation their well-being and employability. The Group promotes a safe and healthy environment, where diversity, non-discrimination and equal opportunities are guaranteed, and the solidarity wage principle is applied, guaranteeing sufficient and fair remuneration.

We adhere to a policy of anticipating future employment needs in the advanced manufacturing sector by attracting talent, fostering STEM vocations and collaborating with various educational entities.

1423
Working people

947
In the Basque Country
867 Cooperative members





# Solidarity wage

The Group applies the principle of solidarity wage throughout the organisation, and sets a narrow salary range between positions with less responsibility and those of senior management.



x 4.5

Maximum pay gap between Danobatgroup employees

# **Health and safety**

Health and safety is a strategic priority for the Group, extending to all levels of the company.

All Group companies have implemented their own Occupational Risk Prevention Management Systems, in compliance with the relevant legislation and regulations, such as the Occupational Risk Prevention Act and the ISO45001 standard. A Health Surveillance Plan is also followed to ensure the health of employees. Rates for the companies of the Group are as follows:

- Risk prevention plan.
- Own occupational health service.
- Lagun Aro, social welfare system.
- The "Healthy Company" project pursues a better health for all employees.
- Support service for people travelling abroad.
- Health and safety training and communication.



Incidence rate

**15.18** 

The average incidence rate of Danobatgroup is well below the average for industrial companies in the Basque Country, which peaks at 62.03.



Absenteeism

3.8



878

Consultations



Analyses

975

## **Talent attraction and management:**

Danobatgroup is committed to the personal and professional development of its people, a commitment to, on the one hand, look after people and on the other hand, keep their employability at the highest possible level. On this matter the Group is committed to strategic management of talent, so that its human capital can develop their full potential, satisfy their aspirations and meet their goals.

Talent attraction as well as advocating STEM vocations are two ways to meet future employment needs in the field of advanced manufacturing.

Contribution to training through dual training, placements, final projects/master's degrees and work-linked training schemes

+50

people were trained at Danobatgroup through the various existing formulas.

Promotion of STEM vocations through the following initiatives:











Agreements and collaborations with universities and teaching centres:

- University of the Basque Country UPV/EHU
- School of Engineering of the University of Navarra -Tecnun
- Mondragon University
- University of Deusto
- IMH-Machine Tool Institute

Talent management:

- Encouragement of internal promotion.
- Program of conversations for the development and management of people's aspirations.
- Experience management at all levels.
- Individual personal development plans.
- Onboarding processes.
- Boosting a culture of individual development.
- Collaboration with international organisations for exchanges and stays abroad.

# Training and professional development:

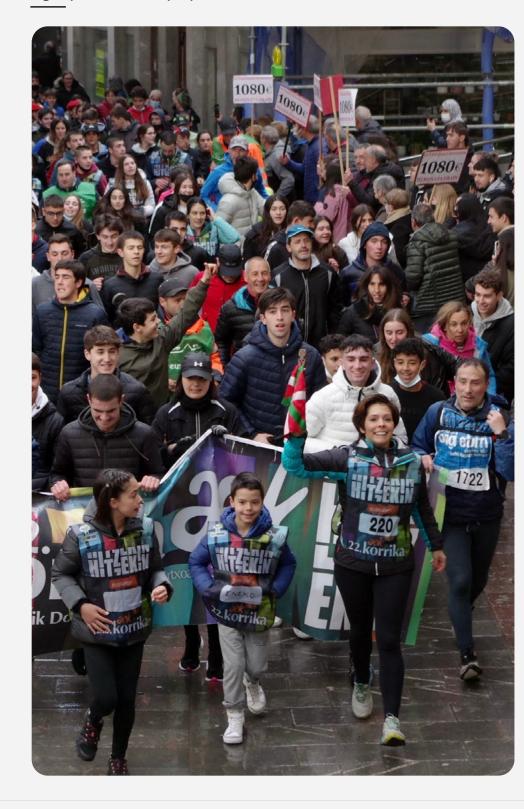
Danobatgroup has a clear commitment to the professional development of the people in the organisation, based on the premise that each person is the owner and protagonist of their own employability, and that each person takes on the leading role of their preparation. For that reason, Danobatgroup is committed to continuous training of its professionals throughout their careers.

Average hours of external training per year per person

20.38







# Standardisation of the Basque language

Since the early days of Danobatgroup, the Group has been particularly sensitive to the Basque language and culture, and much work has been done to enable people to work in their mother tongue if they wished to do so. Steps are now being taken to increase its use by motivating people to use it in their daily work.

€ 200,470

investment on Basque language plans in 2022.



All Danobatgroup companies are accredited with the BIKAIN quality certificate in language management, awarded by the Basque Government.

# Diversity, equality and non-discrimination

Although the machine tool sector is traditionally a male-dominated sector, Danobatgroup firmly believes in equal opportunities for people, and that an organisation with different ages, genders, races, etc. substantially enriches any activity that takes place in the companies.

- The Group adheres to the equal pay principle, irrespective of gender.
- Equality plans are implemented in most of the Group's companies, where equality and diversity is ensured in all operations, adhering to gender equity management policies, advocating non-sexist communication and raising awareness of equality issues, among other aspects.
- Progress has been made in the work-life balance by offering reduced work hours, special voluntary working hours, the possibility in some of the companies of the Group of not working on Friday afternoons and the option of teleworking.
- The Ada Byron and Gladys awards have been sponsored to promote equality and STEM vocations among women.



Wage gap for the Danobatgroup companies as a whole

**14.4** 

The underlying cause of the pay gap in certain age groups is the lower number of women in the workforce, a reality that is especially notable in the representation of women specialised in STEM careers.

The average number of women in decision-making bodies exceeds the overall average number of women.



14.89% Total average of women



18.48%
Average of women in decision-making bodies

# A group committed to the climate and environment

# **Objectives**

- To reduce the environmental impact generated by the consumption of raw materials.
- To improve energy efficiency and reduce consumption from non-renewable sources.
- To minimise the environmental impact of products throughout their life cycle.
- To reduce waste generation and move towards a circular economy through recycling.
- To continue the transition to a zero-carbon future.
- To adapt environmental management systems to customer requirements.













Aware of the importance of preserving our planet for future generations, the Group is strongly committed to the environment and the fight against climate change. In this respect, action is taken and policies in line with its environmental responsibility are implemented.

One of the main goals of the Group's companies is to reduce its carbon footprint. To achieve this, the use of renewable energies is adopted, and energy efficiency in all processes and systems is being improved.

# **Environmental management**

The Group's main companies have an Environmental Management System (EMS) certified in accordance with ISO 14001. This system applies to the Elgoibar, Itziar, Mallabia and Bergara facilities. Although the rest of the Group's companies located in the Basque Country do not have their own certification, they apply the same environmental management system as the above-mentioned companies.

At Danobat, the Environmental Management System is complemented by the Energy Management System, certified according to ISO-50001.

Due to the nature of the activities of the Group, the actual environmental impact is contained. However, Danobatgroup does not let-up in the the continuous improvement of all identified environmental indicators.



Direct costs incurred tied to the environmental management system and resources dedicated to environmental risk prevention.

€ 637,851

UNE-ISO 14001 Environmental Management System

UNE-ISO 50001 Energy Management System

## **Waste management**

The companies of the Group whose main activity is the manufacture of machinery have implemented a waste management system that regulates the three types of waste: hazardous, non-hazardous and urban waste.

Each year, the Group gradually increases waste recycling, not only of industrial waste, which was recycled in the past as well, but also of urban waste.



Encouragement of actions aimed at improving waste recycling.

# Sustainable Use of Resources

The resources used by the Group are energy (Gas and Electricity), water and raw materials required for production purposes.

Over the years, various reforms have been carried out that have had a positive impact in terms of gas and electricity consumption (system for detecting and eliminating compressed air leaks, LED lighting with light regulation, monitoring and control of the heating and lighting system, enabling efficient management).



1 M€

invested in solar panels.



GHG reduction of

**250**Tn/ year



Actions to reduce raw material consumption, such as the replacement of coolant at Goimek with MQL (minimum quantity lubrication).

15% reduction in coolant consumption

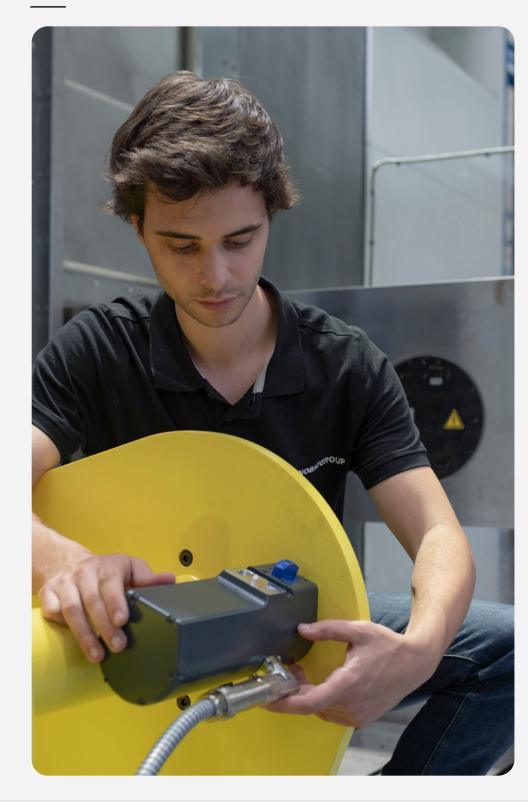


Electrical power consumption:

28% Renewable

72% Non-renewable





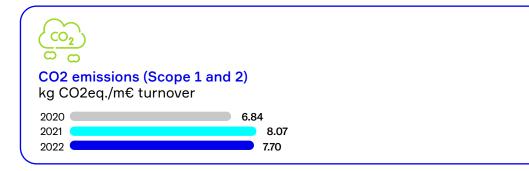
# Climate change and measures to prevent and reduce pollution

Danobatgroup maintains a continuous effort to reduce the environmental impact of its activities and to combat and adapt to the consequences of climate change.



### Mobility plan

For the implementation of the plan in 2023-2024, in order to reduce the negative impact of commuting by more efficient use of transport modes, a comprehensive mobility diagnosis was carried out in 2022 and a number of proposals were launched.





An Organisational Carbon Footprint measurement tool was defined to assess and quantify greenhouse gas emissions (Scope 1, 2 and 3) in most of the companies of the Group from 2023 onwards.

## **Environmental impact of products**

Minimising the environmental impact of products throughout their life cycle is a key factor in Danobatgroup's sustainability strategy.

Clear proof of this commitment is the certification of an environmentally friendly design model. This is the case of Soraluce, a company within the Group, which holds a certificate issued by AENOR for over ten years certifying that the design of its machines is carried out within the framework of an Ecodesign Management System in accordance with the ISO 14006 standard.

It should also be noted that the companies of the Group carry out intense research to improve products and services, making them more technologically advanced and minimising their environmental impact.

# **UNE-ISO 14006**

**Ecodesign Management System.** 

New models Soraluce machines with Ecodesign certification

+3

Participation in research projects aimed at making the manufacturing equipment and systems developed by the companies of the Group more efficient and sustainable:

- MAPE
  KAIA
  PRECISION 4.1
  LEVEL-UP
- ARTE2 ANDREA SUSTWINABLE

# **Commitment to** the sustainable development of society

# **Objectives**

 To improve living conditions and promote sustainable development in the communities in which we operate.











The Group plays an active role in the local community from where most of the workforce come, and as such contributes to its welfare. A part of the profits is destined to economic and social progress of the community.

Local purchasing is also encouraged, in line with the commitment to the environment and to contributing to the economic development of the community.

# Mechanisms and activities that drive economic and social progress in local communities of Danobatgroup

To generate a positive impact on society, the Group supports and finances social transformation initiatives through established mechanisms and criteria.

The companies of the Danobatgroup allocate 10% of their net profits to the Funds for Cooperative Promotion and Other Public Interest (COFIP).

In this framework the Elkarrekin Eragin programme is noteworthy, an initiative that supports social transformation through the active involvement of the people of the Group. The projects of the programme are put forward and selected by the people of the Group itself. The duration of these projects is 3 years, a solid long-term commitment and support for the chosen organisations in each project.

In addition, the Danobatgroup companies donate 20% of their COFIP to MONDRAGON's FEPI (Intercooperative Education and Promotion Fund).

**COFIP** 



### +100 entities













































**ELKARREKIN ERAGIN** 

€ 525,000





3 years of support to 3 entities:



**FEPI** 

€ 162,106

Aimed at supporting activities in the field of job creation for young people (Gaztenpresa). The Corporate Science and Technology Plan, the promotion of educational centres, (such as As a Fabrik of Mondragon University) among others.

## Local and committed supply chain

Danobatgroup promotes the adoption of the Group's core values of respect for human rights among its suppliers through its supplier code of conduct. Likewise, Danobatgroup is committed to local purchasing, in line with its environmental commitment and its interest in regional economic development.



50%

of suppliers are from the Basque Country and Navarra

70% Spanish suppliers



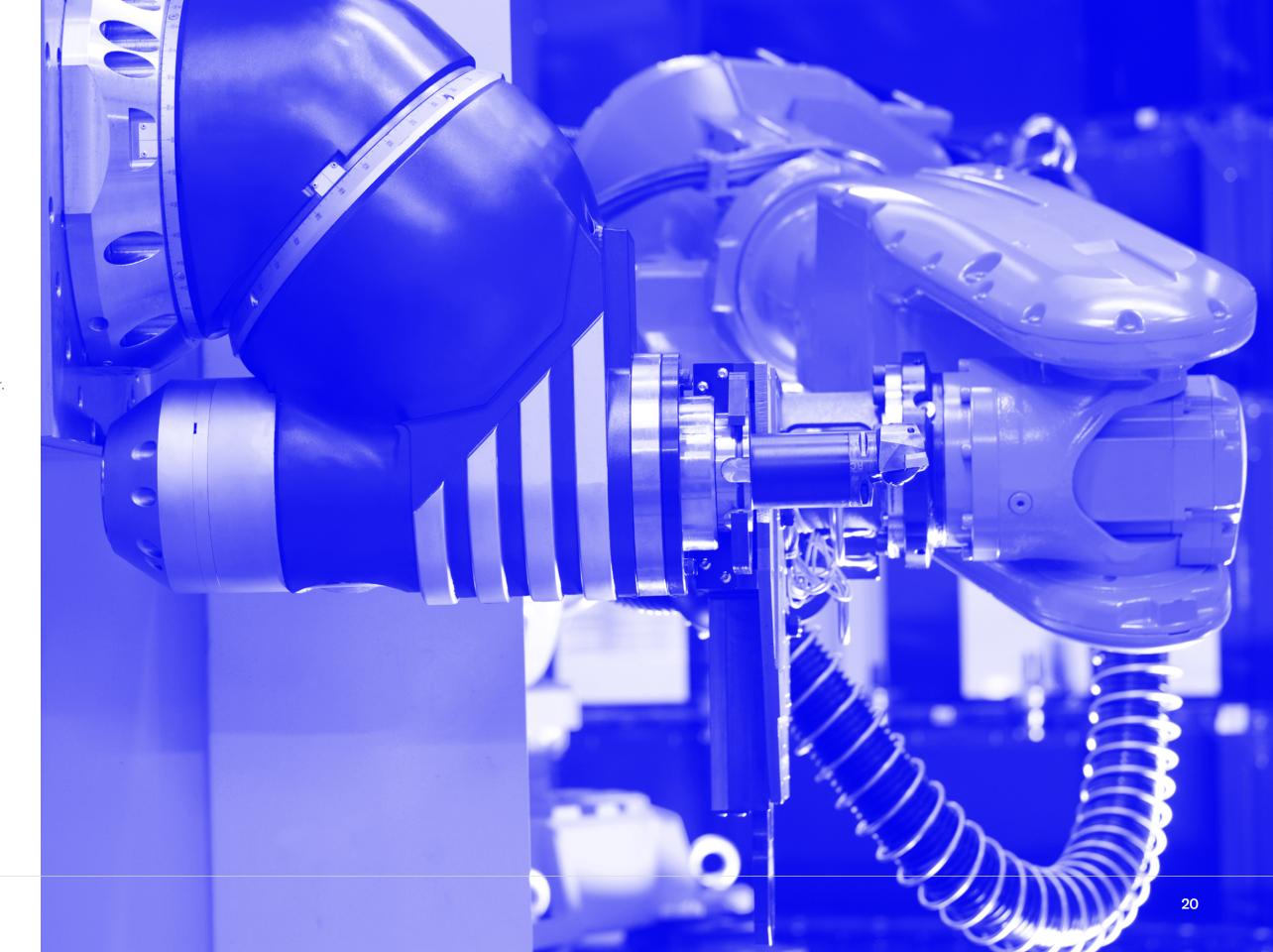
# Quality, excellence and innovation

# **Objectives**

- Commitment to offer quality products to customers.
- To ensure the security and privacy of the customer.
- To innovate to achieve efficiency and improve customer satisfaction.







Danobatgroup considers innovation to be of vital importance in order to develop new technologies, products, services, solutions and processes for sustainable growth. This innovation yields concrete and significant benefits for customers.

The companies of the Group develop the best products and services tailored to the needs of their customers. The approach and direct relationship with customers translates into their loyalty and trust, supported by the customisation and flexibility to meet their demands, all together forming the key differentiator of Danobatgroup.



R+D+i investment:





Active patents:

**44** patent families



People involved in R+D+i:

15% of Danobatgroup's total workforce



Running R&D projects:

**50** 

projects for all Group companies

# Technology that brings the factory of the future closer

To move towards the self-sufficient, smart and sustainable factory of the future, Danobatgroup is axed around three technological lines: precision, zero-defect manufacturing and automation, digitalisation and artificial intelligence applied to industrial processes.

# Commitment to customer and product quality and safety

To maximise customer commitment, the companies of the Group keep close contact with a constant back-and-forth dialogue through different channels to precisely gauge the customer's expectations, receive their queries and complaints, and offer a streamlined, personalised and quality response.

The guarantee of product quality and safety of the machine tool manufacturing companies of the Group is supported by ISO 9001 certification and, in the case of Ideko, on UNE 166000.

Also, it keeps close contact with AFM to keep up to date with regulations and participates in forums and working groups to ensure it is up to date on machine safety.





Improved communication channels with customers.

### Ideko, Danobatgroup's innovation engine

Ideko was set up in 1986 to meet the technological challenges of the Danobatgroup companies and, since then, it has been leading innovation in the machine tool and advanced manufacturing sector, transforming technological research into real solutions for the challenges posed by its customers.

## **Open innovation**

All Danobatgroup companies have adopted open innovation and systematically develop it. By considering agents outside the organisation itself, open innovation allows the companies of the Group to have access to a higher level of knowledge and other technologies. This process is materialised through partnerships with both national and international entities and organisations.



An "Open Call for Startups" has been launched to identify potential solutions for artificial intelligence applied to advanced manufacturing.



# **DANOBATGROUP**







