



**UN Global Compact  
Communication  
on Progress 2016**  
*Gebrüder Weiss GmbH*





# UN Global Compact Communication on Progress 2016

Company name	Gebrüder Weiss GmbH
Address	Bundesstrasse 110, 6923 Lauterach
Country	Austria
UNGC member since	November 3, 2011
Contact name	Wolfram Senger-Weiss
Contact position	Managing Director
Sector	Industrial Transportation
Date	December 2017

## Portrait of Gebrüder Weiss

With around 6,500 employees, 150 company-owned locations and a turnover of 1.36 billion euros in 2016, Gebrüder Weiss ranks among the leading transport and logistics companies in Europe.

In addition to its core business of land transport, air & sea freight and logistics, the company also operates a number of highly specialised industry solutions and subsidiaries under the umbrella of Gebrüder Weiss Holding AG, based in Lauterach (Vorarlberg, Austria). This includes logistics consultancy x|vise, tectraxx (industry specialist for hi-tech businesses), inet-logistics (software solutions for TMS transport management), dicall (telephone service, consulting and telemarketing), Railcargo (railway transport) and the Gebrüder Weiss parcel service GWP, a shareholder in the Austrian company DPD. This bundling of services allows us to respond to customer needs quickly and flexibly.

Having implemented a variety of ecological, economic and social initiatives, the family-owned company, which has a history going back 500 years, is considered a pioneer in terms of sustainable business today.

Who we are, what we do and what we stand for: [watch our corporate film](#)

## Company Mission Statement

**“We aim to fill our customers with enthusiasm, which is why our daily work is based on an exceptional quality of service.”**

Based on its home markets in the Alpine-Danube region as well as Asia and North America, Gebrüder Weiss develops sector- and customer-specific transport and logistics solutions that enable the seamless meshing of production, business and transport processes.

For some time now, sustainability has involved much more than simply regulating our level of traffic on the roads. Intelligent logistics begins with the analysis of the entire system of procurement and distribution processes of our customers. We review existing supply chains and select the appropriate means of transport on an individual basis. When logistics chains are optimally matched with one another, everything works like clockwork. Synergies are used, CO<sub>2</sub> emissions are reduced and profitability increases.

# The Orange Strategy

## Added value for customers.

As well as goods and data, Gebrüder Weiss also moves people who come into contact with the orange network, internally or externally. We are moving forward with our customers, with a forward-looking approach and innovative ideas. As a logistics specialist, GW controls global supply chains. We offer global solutions through our international network. Our main aim is Service Excellence.

We aim to impress with our services and products, to move our customers. We are aware of our financial and social responsibility as a business and seek environmentally-friendly solutions. As an independent company with a good capital base, marginal dependency on banks and a broad range of services, we will direct our actions towards sustainability and act responsibly and economically. The GW vision is rooted in the mentioned independence.

We don't think in quarters, we think in generations. That is why we don't act with merely short-term goals in mind but, on principle, with our long-term objective before us: we want to be the best, not the largest transport and logistics service provider.



## Statement of Support



### Dear Stakeholders,

Only a healthy company is able to act in a sustainable manner and to fully live up to its corporate responsibility. The successful business performance achieved strengthens and expands our sound financial position.

For us, sustainability means taking active responsibility; this has been the case for generations and remains one of our core values to this day. Today's global economy is based on the division of labour and relies on the ability to smoothly overcome barriers of distance and time. That is why our business model at Gebrüder Weiss entails optimising the flow of goods and commodities. At the same time, we aim to save resources through intelligent control of the supply chain as well as by indicating and facilitating more resource-efficient transport solutions.

At all levels of corporate activity, economic, social and environmental factors are taken into consideration as equally as possible, in order to create long-term values for the company, the environment and society. In our [Code of Conduct](#), we have set down the values we live by and which form the basis for our decisions and business practices. Our staff enjoy the freedom to place an individual emphasis or indicate new potentials, and are encouraged to do so – whether for CSR initiatives or with a view to process improvement. We offer attractive working conditions in a challenging environment and provide our employees with numerous opportunities for personal development.

In 2011, Gebrüder Weiss joined the UN Global Compact and we will continue to support this initiative. The ten principles in the areas of human rights, labour, environment and anticorruption correspond with our values and are included in our Code of Conduct. With this Communication on Progress, we like to share our 2016 activities with our stakeholders. We are looking forward to continuous exchange with you.

### **Wolfram Senger-Weiss, MBA**

Managing Director  
Gebrüder Weiss GmbH

# Facts and Figures

## The Gebrüder Weiss Group

### GW Service Portfolio



#### 15th Century

GW is the oldest transportation company in the world

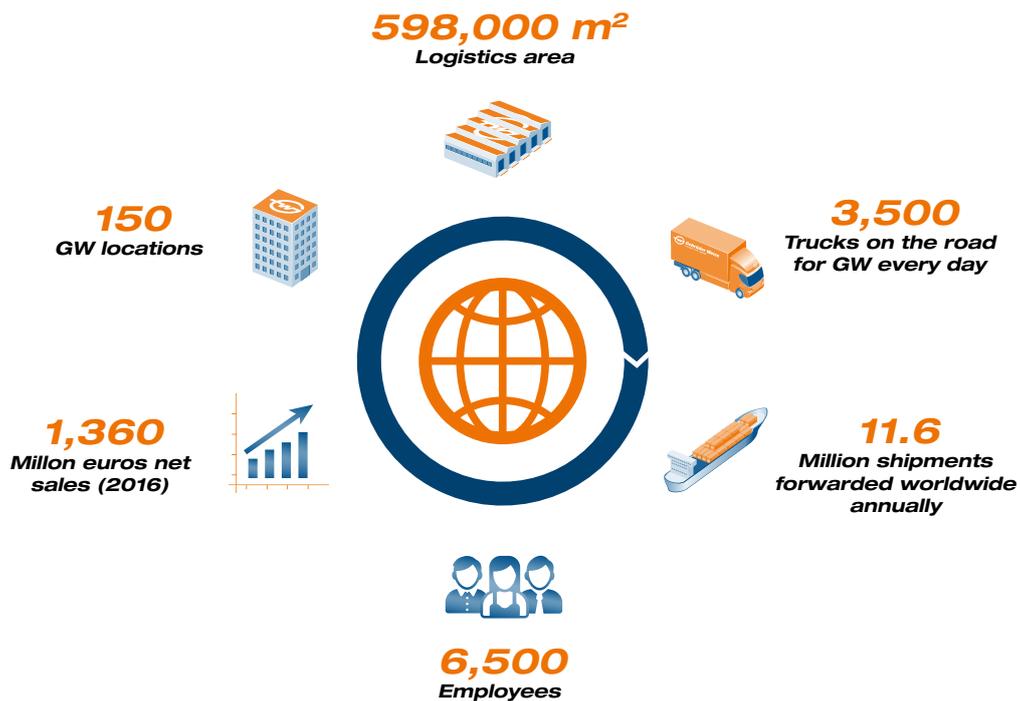
#### As of 1989 – Global Expansion

CEEC, China, Far East, USA, Canada, UAE, and India

#### 2005 – Generational Change

#### As of 2009

Macedonia, Montenegro, Georgia, Turkey, Russia and Kazakhstan



### Certificates within the GW group

- Quality Management EN ISO 9001
- Environmental Management ISO 14001
- Information Security Management System ISO 27001
- Authorised Economic Operator (AEO)
- TAPA Certificate
- Certification IFS Logistics
- HACCP Certificate
- SQAS-Testat

## Gebrüder Weiss Progress on the UNGC's Principles in 2016

	The principles	Our commitment	Systems	Measures to progress
Human rights	<b>Principle 1</b> Support and respect the protection of internationally proclaimed human rights	We have stipulated our binding commitment to international human rights and human dignity without exception in our Code of Conduct. By integrating the Code of Conduct into our General Terms and Conditions, we involve our suppliers in our commitment to observe human rights.	<ul style="list-style-type: none"> <li>• GW Code of Conduct</li> <li>• GW Occupational Health and Safety System</li> <li>• GW HSEQ Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Groupwide training on the Code of Conduct implemented</li> <li>• Health and Safety Management System implemented</li> <li>• Works Council active, in countries where compliant with local laws</li> <li>• Contact points defined, for questions as well as reporting violations</li> </ul>
	<b>Principle 2</b> Make sure that we are not complicit in human rights abuses			
Labour	<b>Principle 3</b> Uphold the freedom of association and the effective recognition of the right to collective bargaining	Competent employees are our success factor. Gebrüder Weiss advocates freedom of assembly and collective bargaining. Our cultural diversity is regarded as an asset and discrimination against individuals or groups of people will not be tolerated. Gebrüder Weiss strictly condemns child labour and any form of forced or compulsory labour.	<ul style="list-style-type: none"> <li>• GW Code of Conduct</li> <li>• GW Human Resource Development</li> <li>• GW payroll accounting</li> </ul>	<ul style="list-style-type: none"> <li>• Groupwide training on the Code of Conduct implemented</li> <li>• Annual appraisal interviews implemented</li> <li>• Active participation in the annual collective bargaining for the Austrian freight forwarding sector</li> <li>• Provision of a flexible working hour model</li> <li>• Contact points are defined, for questions as well as reporting violations</li> </ul>
	<b>Principle 4</b> The elimination of all forms of forced and compulsory labour			
	<b>Principle 5</b> The effective abolition of child labour			
	<b>Principle 6</b> The elimination of discrimination in respect of employment and occupation			
Environment	<b>Principle 7</b> Support a precautionary approach to environmental challenges	At Gebrüder Weiss, the environment holds a 'very special place', and we regularly show this in the selection of transport modes and how we carry out our daily business. We are committed to the responsible use of resources and recognise the subject of environmental protection as a long-term challenge and worthy objective for investment. We are doing our utmost to reduce our environmental impact, by investing in state-of-the-art technology, and improving infrastructure and processes.	<ul style="list-style-type: none"> <li>• GW Code of Conduct</li> <li>• GW Environmental Management System (ISO 14001 certified)</li> <li>• GW HSEQ Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Only the current highest "EURO" class of heavy goods vehicles is considered for new purchases</li> <li>• Transport route optimisation, to increase load factor of vehicles</li> <li>• Vehicle telematics implemented, to increase fleet efficiency</li> <li>• Measuring energy consumption</li> <li>• Testing alternative fuel trucks (LNG, electric)</li> <li>• Calculation of greenhouse gas emissions for transports performed</li> <li>• Modernising and increasing efficiency of facilities</li> <li>• Waste disposal and waste separation system</li> </ul>
	<b>Principle 8</b> Undertake initiatives to promote more environmentally friendly technologies			
	<b>Principle 9</b> Encourage the development and diffusion of environmentally friendly technologies			
Anti-Corruption	<b>Principle 10</b> Work against corruption in all its forms, including extortion and bribery	Gebrüder Weiss adheres to the principles of transparency, responsibility, integrity, solidarity, civil courage, justice, democracy and supremacy of the rule of law. GW expressly distances itself from any form of corruption, including extortion and bribery. Our employees and business partners are therefore bound to neither offer nor accept any improper benefits which could influence commercial decisions.	<ul style="list-style-type: none"> <li>• GW Code of Conduct</li> <li>• GW Compliance System</li> <li>• GW Anti-Corruption Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Groupwide Compliance Online Training implemented</li> <li>• Supplier Relationship Management System implemented, including compliance screening of business partners</li> <li>• Compliance Office implemented</li> <li>• Contact points are defined, for reporting violations</li> </ul>