



LEONHARD WEISS

SUSTAINABILITY REPORT

BUILDING IN ACCORDANCE WITH
HUMAN BEINGS, NATURE, ENVIRONMENT

2021

● WE BUILD THE WORLD OF TOMORROW



LEONHARD WEISS-Management from left: Steffen Schönfeld, Marcus Herwarth, Ralf Schmidt, Christian Ott, Alexander Weiss, Stefan Schmidt-Weiss, Robert Kreß



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● HUMAN BEINGS, NATURE AND ENVIRONMENT IN FOCUS

Dear Readers,

You are holding the LEONHARD WEISS sustainability report 2021 in your hands, in which we give insights into our thoughts and actions. The year 2021 was full of challenges, at the height of summer Germany experienced a flood in the valley of the river Ahr, which brought unspeakable suffering to the people in that region – family members of our employees were also affected. We helped promptly and unbureaucratically in many places.

In addition to that, the second year of the pandemic provided economic and entrepreneurial challenges. Once more we were able to prove that the LEONHARD WEISS family is a strong team, united by values like social cohesion, mutual understanding, and solidarity. The Corona crisis and its effects on us as a company once more put the focus on our values and the team spirit, at the office, at the workshops or on the construction sites.

Another point of focus is naturally our main activity - construction work. We, the LEONHARD WEISS family, are aware of the importance of our role as company of the construction sector, but also as part of the community für maintaining and creating our joint future.

By joining United Nations Global Compact in 2021 we clearly commit to their principles in the fields of human rights, working standards, environmental protection and fighting corruption. The entire company with all its locations and construction sites not only adheres to these principles, but also promotes them further – we do that with our inherent joy of building. Because our manner of facing the climate change, digitalisation and the capacity for innovation will considerably influence the question if following generations will be able to conciliate prosperity with sustainable economic activity.



We would like to achieve all this together with you, our customers and business partners, our suppliers and subcontractors, our shareholders, as well as our employees, as a modern, innovative, and familiar construction company – we hope you enjoy reading our sustainability report and look forward to the exchange of opinions with you.

Yours sincerely,

LEONHARD WEISS-Company Management

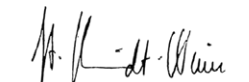

Marcus Herwarth


Robert Kreß


Christian Ott


Steffen Schönfeld


Ralf Schmidt


Stefan Schmidt-Weiss


Alexander Weiss

● EXPERIENCE THE JOY OF BUILDING

A family-owned company, already in the fourth generation, LEONHARD WEISS is one of the most successful construction companies in Germany. Know-how, innovations, quality, as well as reliability and adherence to schedules mark our work. All this is possible thanks to over 6,000 employees, who work for this success, at the main locations Göppingen and Satteldorf, as well as further 25 German locations and European representations in Norway, Sweden, Poland,

Romania, and the Czech Republic. We see to it, that infrastructure is upgraded, participate in upgrading the communication and energy networks and realise working and living spaces. With three operative business divisions we serve customers on the national and international scale. Our scope of performances ranges from individual performances made to measure to complex general solutions from one source.

BUSINESS DIVISIONS



ROAD AND NETWORK CONSTRUCTION



ENGINEERING AND TURNKEY CONSTRUCTION

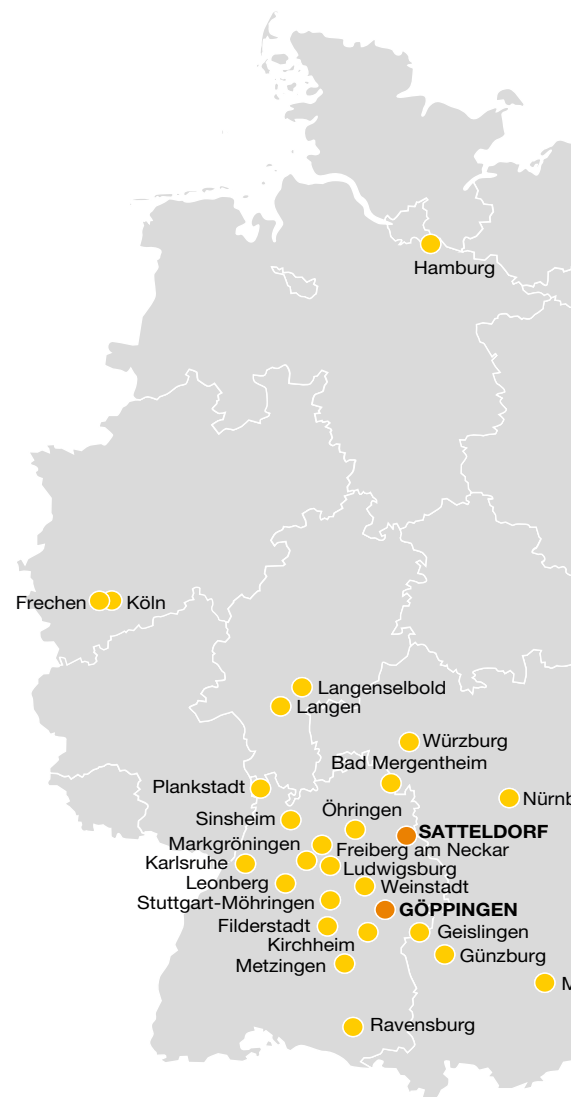


TRACK INFRASTRUCTURE CONSTRUCTION

BUSINESS UNITS

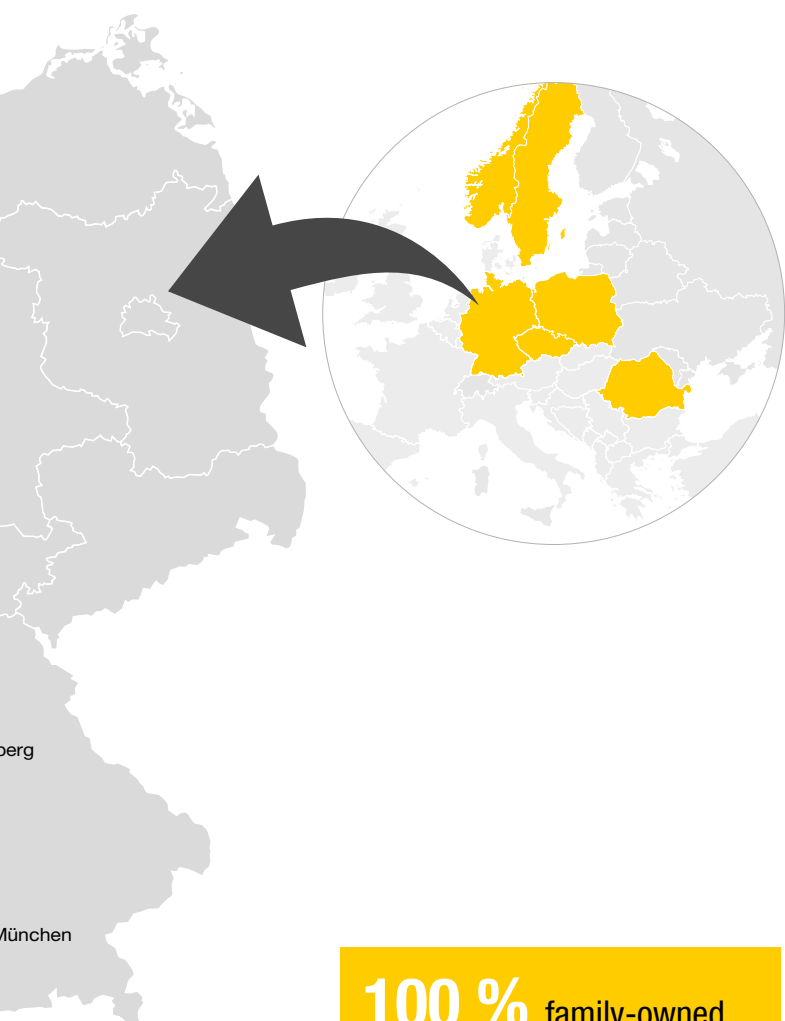


PERSONNEL AND COMMUNICATION,
RESOURCES AND PARTICIPATIONS,
TECHNOLOGY, CORPORATE MANAGEMENT



Since our foundation in the year 1900 we strive to make building attractive for our customers, but also for our employees. This is also reflected by our mission statement „Experience the Joy of Building“, which was developed in 1989 together with our employees. Already at that point we defined our values and the responsible contact with human beings, family, and environment. We have been true to these values as a family-owned company up to today.

For all our respect for traditions, we are open for innovative and modern approaches. We consider the change within the construction sector as an opportunity: digitalisation and automation will clearly improve the coordination with all participants; the use of climate-friendly technologies and materials will expand the creative possibilities of construction. We are sure that a good future can be created, and we are prepared to make an active contribution to it.



Date: 31/12/2021 / LEONHARD WEISS-Group



For better readability, we only use the masculine form; however, female/diverse are always included.

● BUILDINGS BLOCKS OF SUSTAINABILITY

VISION & VALUES

The mission statement of LEONHARD WEISS is a strong foundation on which we base our activities. It describes our binding principles and values.

„Experience the joy of building with LEONHARD WEISS by paying attention to social values and by treating human beings, family, and environment respectfully in our activities“. This principle has already been guiding us since 1989. It is our ambition to be a responsible, fair, and economically sustainable company characterised by a respectful and trustful interaction. This understanding is also reflected by our vision. „Innovative“, „Modern“ and „Familiar“ are the pillars on which we base our actions.

INNOVATIVE

With creativity and courage for innovation we will continue to offer existing and new services which are excellent and set standards in our sector. We are sure that we will contribute to the construction of the future and that we will play a pioneer role in it.

MODERN

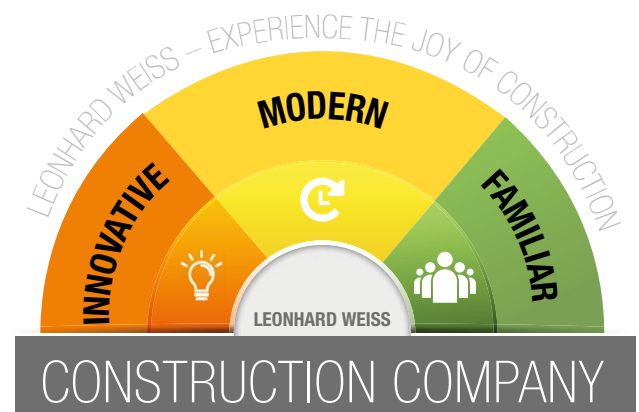
Modern for us means to have the mentality to combine necessary changes and innovations with the values of our familiar construction company. It is characterised by our principles and virtues like curiosity, courage and determination, an open culture of failure, transparency, appreciation, modesty, and joy. We look ahead, keep up with the times, and actively shape the future.

FAMILIAR

We will stay a family-owned company in the future and live our mission statement. The shareholder families are present within the company and will stay present.

Our vision is closely connected to our sustainability activities. For this reason, our company management decided to enlarge our vision in 2020: „We are the innovative, modern and familiar construction company“. Our every-day construction work does not only consist of working, designing, producing, and building. For us it means „Building in harmony with human beings, family and nature“.

We want our activities to considerably contribute to the creation of an infrastructure in Germany (and abroad) which facilitates the energy revolution, improves mobility and habitat, counters the climate change, makes supply and communication available and thus improves the general standard of living of humanity. We want to set an example and take responsibility.

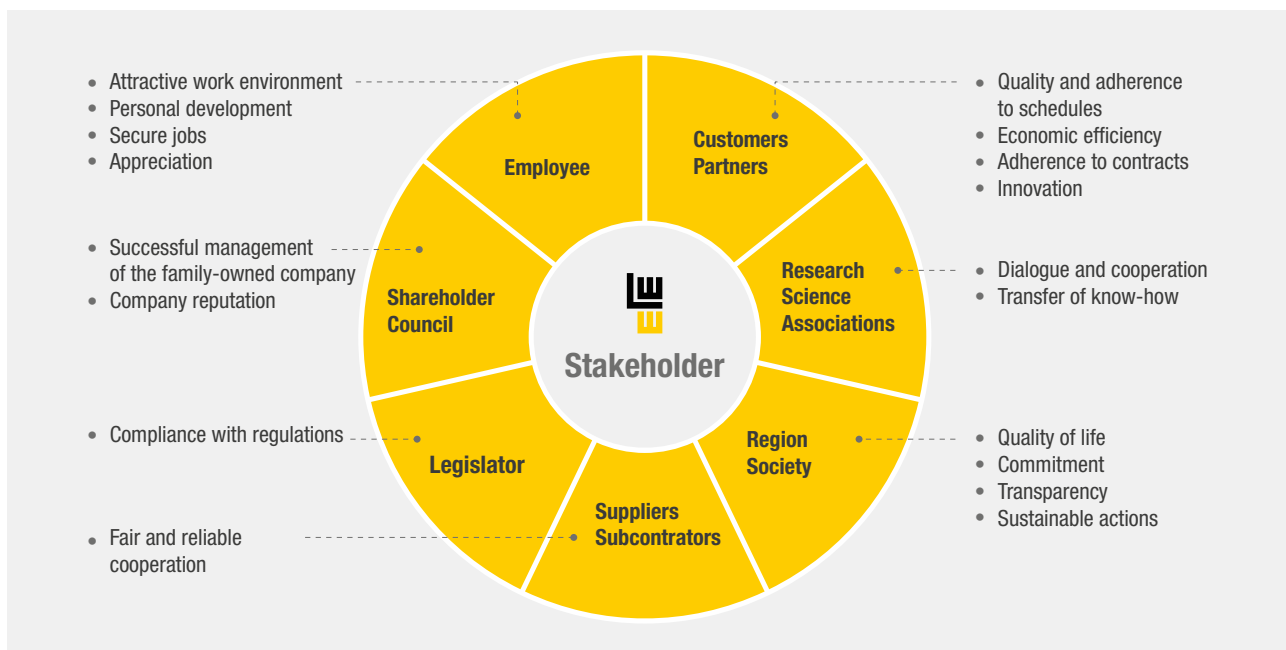


STAKEHOLDER DIALOGUE

In connection with our activities, LEONHARD WEISS is in touch with numerous stakeholders, that is to say: persons, groups, or associations with a legitimate interest in us as a company. With respect to our open and trustful company culture we have always valued the dialogue. By means of various communication platforms like social networks, associations, trade fair participations and project work we ensure a continuous exchange. We think this is essential in addition to open dialogue and constructive feedback, in order to learn from each other and improve with every step. In this manner we strengthen the trust in the trademark LEONHARD WEISS and support the reputation of our company. For this reason, we would like to carry out a well-focussed stakeholder survey in the coming years, on the basis of which we substantiate our materiality matrix and identify the effects of CSR-aspects and CSR-activities.

In the sense of the revision of ISO 9001:2015 we intensively worked on identifying our stakeholders. In this way we have already been able to define the groups relevant for us and their expectations. These groups are customers and partners, shareholders, employees, suppliers, and subcontractors, but also the areas research, science, and associations, as well as the region and society in which we are active. We are certain that for long-term success the appropriate consideration of the expectations of these groups is indispensable.

IMPORTANT STAKEHOLDERS AND THEIR EXPECTATIONS



Excerpt associations:

Hauptverband der Deutschen Bauindustrie e. V. | Deutscher Beton- und Bautechnik-Verein e. V. | buildingSMART Deutschland e. V. | VDBUM (Verband der Baubranchen Umwelt- und Maschinentechnik e. V.) | BVMB (Bundesvereinigung Mittelständischer Bauunternehmen e. V.)

OUR ROUTE TO SUSTAINABILITY

As a protagonist of the construction sector, we can observe that sustainability is gaining in importance in many areas. Construction investors demand proof of sustainable activities. On the employment market and among our own staff we recognise an interest in environmentally conscious and sustainable actions, and the legislative body also increases the companies' duties. In this large modification process, there are opportunities as well as risks for companies. To recognise this early on and generate measures is our manner of positively shaping the future and at the same time successfully keeping up our economic activities. We consider

sustainability an opportunity to live up to our values as family-owned company and to stand out from our competitors by more sustainable activity. Therefore, we have formulated the goal for 2019/2020 to develop a sustainability strategy corresponding to our perception of values.

LEONHARD WEISS' key to success has always been working together, acting from the centre and closely involving all employees. Especially on the route towards sustainability this approach is indispensable. For this reason, representatives from the respective divisions and business units strongly participate in this development process next to the upper and lower management.

In order to evaluate our perception of sustainability and our actions up to the present, we have also founded an internal sustainability team, which reviews all sustainability actions and directly reports to the board of LEONHARD WEISS.

In numerous workshops with senior managers and experts, key aspects were determined, questions gathered, ideas developed, effects discussed and detected which responsibility and risk we bear as a construction company. From these dialogues many initiatives emerged in 2021, which will continue to guide us in the future.



WE SUPPORT



The focus was put on the wholistic contemplation of sustainability (from the ecologic, economic, socio-cultural perspective). The results of all workshops were methodically reviewed, analysed, and prioritised.

Since 2021 we commit to the Corporate-Responsibility-Initiative of the UN Global Compact and their principles in the

areas human rights, working standards, environment, and fight against corruption.

Based on the principles of the UN Global Compacts and the corresponding SDG, we identified the fields of sustainability relevant for us:

ETHICS & COMPLIANCE



RECYCLING ECONOMY & WASTE



INNOVATION CAPACITY



ENERGY & CO₂-EMISSION



EMPLOYEE DEVELOPMENT & FURTHER TRAINING



TRAINING & RECRUITING



HEALTH & SAFETY AT WORK



COOPERATIVE BUILDING



COOPERATIVE MANAGEMENT & CULTURE



SOCIAL COMMITMENT



SUSTAINABLE PRODUCTS & SERVICES



We proudly look back to everything we have achieved. At the same time, we realise what is awaiting us. The integration of further stakeholders will be part of it with the topic „effects of sustainability and CSR-aspects for LEONHARD WEISS“, the continuous evaluation of the identified fields of action and their effects, as well as the further development of our materiality matrix.

Based on the results of the workshops three binding company-wide long-term sustainability goals were defined. These are to be substantiated in the years to come, fully incorporated into our company strategy, and our actions will be guided by them.

ENVIRONMENTAL PROTECTION – WE REDUCE OUR CO₂-FOOTPRINT

Resource-conserving actions cannot be solved by means of a gross concept but require a differentiated consideration. CO₂ is a main factor when it comes to climate change. Voluntary and legal initiatives are started on a worldwide scale, in order to reduce the emission and thus fight global warming. By reducing the CO₂-footprint we mean a wholistic approach. We are guided by the international Standard „GHG-Protocol“. We take responsibility here and will identify sensible measures to minimise our CO₂-footprint.

PROFITABILITY – WE SEIZE OUR OPPORTUNITIES GENERATED BY SUSTAINABLE ACTIONS

Sustainable economic activity will promote us as a company. The requirements of our customers are changing. We want to actively shape the dynamic market of the construction sector, in which the topic sustainability becomes more and more important, and offer sustainable products and services to our customers.

SOCIAL MATTERS – WE CREATE AN ECOLOGIC, SUSTAINABLE COMPANY REPUTATION

Already today, LEONHARD WEISS makes a considerable contribution to the topic sustainability. Up to the present we have not sufficiently presented these activities and communicated them to our customers and to the public. But especially the surveys conducted during the workshops proved, that exactly this will be important for us in the future. We want to inform about our measures now and in the future and thus create an authentic sustainable reputation for our company. We are certain that our commitment in the field of sustainability will be a relevant decision criterion for our attractiveness as employer, as well as for contract award procedures in the future. This is one of the reasons why we consider this topic very important.



INTEGRATED MANAGEMENT SYSTEM

As one of the leading construction companies in Germany we must live up to the increasing demands of our customers, the public, but also our growing LW family, in order to stay successful. The Integrated Management System (IMS) combines the fields of action compliance, data protection, health and safety at work, as well as environmental management at Leonhard Weiss. Requirements from various legal, as well as internal standards are taken into consideration, depicted in processes, lived by our employees, and developed continuously. As universal basic system the IMS contributes to the use of synergies, avoidance of redundancies and creation of transparent and wholistic processes.

The IMS is an efficient instrument for the entire company to assure quality, increase customer satisfaction and at the same time fulfil the legal and normative requirements. The consideration of the IMS fields of action and definition and implementation of measures is coordinated by a managing organ and supported by experts.

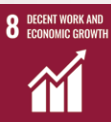
Already in 2020, the IMS was broadly tested in connection with a certification. 2021 the three awarded certificates for the areas Quality (ISO 9001), Environment (ISO 14001) and Health and Safety at Work (ISO 45001) were confirmed by the annual supervision audit.

Also in 2021, we were awarded the Silver Award for sustainability performances by the rating agency Eco-Vadis. In the medium term we aim at further improving our performances, in order to achieve the Gold Status.



The certificates underline our efforts in the field of the three sustainability areas social matters, environment, and economic efficiency. The IMS paves the way for sustainable action and supports it by means of an integrated and process-oriented management.





8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



15 LIFE
ON LAND



17 PARTNERSHIPS
FOR THE GOALS

PARTNERSHIP AND BUILDING

● MODERN BUILDING FOR GENERATIONS

SUSTAINABLE CONSTRUCTION PROJECTS

The manner of execution of construction projects has changed over the past years. Next to classic construction, sustainable construction is developing, employing more and more renewable construction materials and resource-saving materials.

GOLD FOR THE PROJECT TC2

We are a member of the German Society for Sustainable Building (Deutsche Gesellschaft für nachhaltiges Bauen (DGNB)) since 2021. In addition to the formal step, we put our commitment to sustainable building into practice directly. We proudly regard the Technology Centre TC2 in Stuttgart, for example, which offers its tenants a modern and sustainable home with the largest possible flexibility on a total of 16,250 m² rentable space.

The complex does not only please the eye, however:

The new building was certified with the sustainability award DGNB Gold and fulfils the most up-to-date requirements thanks to its sophisticated building technology. The clear separation of the components facilitates a correctly sorted dismantling of the individual parts during a future demolition, as well as their recycling.

The finishing of the building was carried out according to LEED criteria, which required a well-oriented exchange between the respective trades and with the respective interfaces already during the planning phase.



BREEAM®



INNOVATION & DIGITALISATION

As a family-owned company it is our ambition to look ahead and pave the way for the future. Innovations and digitalisation often come together and are the building blocks we trust in. To act in an innovative manner is a state of mind for us: to be in favour of new aspects and seize opportunities. Digitalisation, however, is the pulse supporting us and facilitating our every-day work.

A RELIABLE SYSTEM IN THE FIELD OF CONSTRUCTION

With a wholistic, individual and systematic approach we want to realise construction projects as



SYSTEM IM BAU
BY LEONHARD WEISS

partners. We merge the best aspects of individual construction and the modular world of building. Individuality, sustainability, transparency, economic efficiency, and efficient building technology are the factors of success with which we want to offer our customers turnkey construction performances in the future. On the basis of Building Information Modeling (BIM) we develop economic and innovative solutions, which we will start to put into practice in 2022.



We consider BIM as a cooperative work method with varied potential, which we want to develop further together with all construction participants. As a member of building SMART e. V. LEONHARD WEISS supports sector-wide standards.

REDUCTION OF DUST EMISSION THANKS TO A WATER SPRAYING FACILITY

Construction work has a considerable influence on the environment. Especially during summer and dry weather periods, there is often a lot of dust emanating from the construction sites. The reduction of dust emissions can be achieved by means of watering the area concerned. Water wagons and dust binding machines are put to use for example.

In order to be able to water smaller construction sites or sites with difficult access, we developed and produced a

compact water spraying facility especially for this application. This facility can be attached to a wheel loader and thus be used on every construction site.

LEAN-CONSTRUCTION

By means of the LEAN methods we create leaner and more efficient processes, waste generating capacities are identified and continuous improvements achieved.

One example from the world of LEAN is the optimisation of workplaces according to the 5S method. Workplaces (for ex. storage containers, storage spaces, toolboxes) are tidied up and optimised by means of a methodical approach. Superfluous objects are removed, all other parts are attributed a fixed place. Already in 2020, we have developed a standard system for the equipment of our storage containers. Thanks to this storage system times of searching are successfully reduced, transparency is increased and damages to tools are avoided and thus resources saved. In 2021 we already used 20 of these „EDELWEISS Containers“. For 2022 we are planning to increase the number to 100.

E-MOBILITY – THE MOTOR OF THE FUTURE

As a construction company we are active all over Germany and abroad. We need to travel many and partly also long distances. Therefore, we want to contribute to the reduction of the emission of greenhouse gases by expanding our means of e-mobility. On the one hand, we do this in our own fleet, on the other hand as an experienced service provider by building charging stations. In this business we cover the entire value-added chain of e-charging technology from one source.

Electric company cars

The internal project #Elektropioniere (electro-pioneers) was started in autumn 2021. The aim is to complete our fleet with electric company cars in 2022. Independently of the hierarchy, a large range of vehicle models is available to all entitled employees. In addition to that, we are planning the erection of the first e-charging stations at the locations Göppingen and Satteldorf at LEONHARD WEISS. A seven-figure budget is planned for this project. The charging infrastructure for our electric company car drivers in Göppingen will be built by our trainees and in Satteldorf by the employees of road and network construction. We thus support our trainees in acquiring the expertise of tomorrow and strengthen their awareness for sustainable actions letting them take part in challenging projects.



E-construction site

Not only in road traffic electric motors are gaining in importance. LEONHARD WEISS used the first prototype of a battery-operated rammer on one of our construction sites, which works at the place of use without any emissions. We thus contributed to the continuous improvement and further development of emission-free or emission-reduced equipment.

Furthermore, we carried out the project „e-construction site“ in Stuttgart in 2021. That was an opportunity to closely examine the advantages and disadvantages of emission-reduced machines, as well as the change of process to electrically actuated construction machines. The use of so-called zero-emission-equipment does not only have a positive effect on the CO₂-emissions, but also considerably reduces the noise level.



COOPERATION WITH COLLEGES / UNIVERSITIES

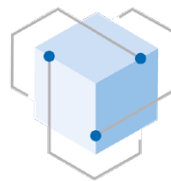
Sustainable actions are closely connected to foresight and the courage to tackle new challenges. We have therefore decided to enter into various cooperations with colleges and universities and to actively take part in research projects. We consider the cooperation with colleges and universities an important factor for receiving input on new topics and at the same time transport potential practical aspects into development early on.



CENTER CONSTRUCTION ROBOTICS AND THE REFERENCE CONSTRUCTION SITE AACHEN

In connection with our longstanding membership in the Center Construction Robotics (CCR) of the RWTH Aachen a further research project started in the course of the year, in cooperation with the partners Eiffage and Liebherr from the industrial sector and the CCR of the RWTH Aachen from the scientific sector. The aim of the joint project is the increase of process quality in reinforced concrete construction. By means of highly modern technologies processes and results of construction activities are recorded and evaluated in a so-called digital twin. In combination with further BIM (Building Information Modeling) data, various cyber-physical-systems are tested and developed further.

The role of LEONHARD WEISS as a project partner is to make it possible to test the developed concepts and prototypes under real conditions, among others. On the specially created reference construction site Campus West at the RWTH Aachen a demonstrator is being created step by step during the project, which is to prove the practicability of the developments. The focus of research at the CCR is principally the harmonious interaction between human being and machine.



GOVERNMENT-FUNDED RESEARCH PROJECTS: INTERNET OF CONSTRUCTION (IOC)

The research project started in 2019, funded by the Federal Ministry of Education and Research, serves the examination of an information network for inter-company cooperation in the production chains of the construction sector. The results achieved in the consortium (headed by the RWTH Aachen), like for ex. the IoC-System, support the entire value-added chain. All participants are integrated with their activities – from prefabrication, delivery, work schedule planning, construction site installation up to a detailed construction site monitoring.

The first part of the demonstrator for testing the individual research results of the work groups was created by LEONHARD WEISS on the reference construction site at Campus West in Aachen in October 2021. The examination of the IoC-System for the trade of reinforced concrete under real conditions was the focus at that time. The aim of the physical demonstrator is the validation of the newly developed IoC-System by integrating and connecting various cyber-physical systems at the construction site.



FIELD RESEARCH CONCERNING THE INFLUENCE OF UNDERGROUND CABLES ON SOILS AND PLANTS

Together with the researchers of the University Hohenheim and constructional support of LEONHARD WEISS the power supply network operators TenneT and TransnetBW are examining the effects of maximum voltage lines on agriculturally used plots of land.

For the project SuedLink-line the power supply network operators want to transport the power generated by wind farms in the North of Germany to Bavaria and Baden-Württemberg. However, the farmers are afraid, that the route could have effects on the soil. Possible effects are determined by means of four identical test fields at different locations over a period of four years.

LEONHARD WEISS supports the project on all fields. By means of heating conductors, laid underground in protective plastic ducts, underground cables of the route are simulated, which emit heat. A direct current is connected to the heating conductors. This current heats them up and makes them emit heat into the ground. The heating conductors for the field research have approximately the same dimensions as those, which will later-on be used by SuedLink. This research is an example of a reaction to the stakeholders' needs and fears under realistic conditions and with the support of objective, scientific experts already during the planning phase of such large projects.

Field research



● BUILDING AS PARTNERS

SUPPLIER MANAGEMENT AND PURCHASING

Due to the various business divisions and the broad range of performances our purchasing organisation has a decentralised structure. Representatives of every purchasing organisation, so-called purchasing coordinators, are in contact with each other in regular purchasing meetings with the aim of identifying comprehensive synergies and purchasing volumes and bundling know-how and resources. Their common factor and guideline is our purchasing manual which describes specific regulations for responsible purchasing.

The largest part of our purchasing volume is the cost of material, which amounted to about € 772 mio. in 2021 (2020: € 700 mio.). For the choice of our suppliers, we pay special attention to short distances and mainly buy products made or treated in Germany. This especially applies to large volu-

mes of bulk goods like ballast and asphalt. For this reason, about 98 % of our direct suppliers are from Germany.

Sustainability aspects are already obvious in our purchasing activities in different forms today.

Some examples of sustainability aspects are listed below:

- Regular supplier and subcontractor evaluations, by means of our established QM system and document management, during which current certificates are obtained.
- The execution of selective supplier evaluations in case of large tenders where environmental factors are taken into account.
- A cooperation, newly agreed in 2021, for the use of rental vehicles, for which a financial bonus is earmarked for being invested in reforestation projects.



- The purchase of software and hardware for which sustainability criteria and certificates are an integral part of the tender documents and for which we work together with well-known partners, who pay attention to the avoidance of too much packaging material, to recycling and the saving of resources.

In order to further establish sustainability in our delivery chain, our purchasing manual and our contract documents will be amended by sustainability aspects. We pay attention to law-abiding behaviour, as well as to the adherence to social and ethical minimum standards. The „code of conduct for subcontractors, suppliers and other business partners“ includes those principles, which from the point of view of LEONHARD WEISS are an indispensable basis of any kind of cooperation. With the contractual agreement our subcontractors, suppliers and other business partners commit themselves to adhering to these principles and respectively transmit them to their partners. A breach of the guideline can lead to the termination of the business relationship. During the reporting year 2021 no breach of these principles was reported to LEONHARD WEISS.

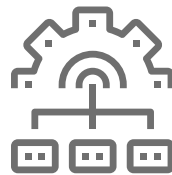
QUALITY MANAGEMENT

Quality is an integral characteristic of our work. It encourages us to keep improving all the time, represents the core of our competitiveness and thrills our customers. With excellent performance, adherence to schedules and economic efficiency we want to make the „joy of building“ concrete.

Already since 1995 LEONHARD WEISS is successfully certified according to ISO 9001:2015. We consider quality always from the holistic point of view. Starting with our suppliers and subcontractors, we believe in reliable partners, who fulfil our quality requirements. Our employees are also of basic importance. In addition to an open culture of failure, we therefore support the capacities of our employees and strengthen their quality awareness. Furthermore, we have an integrated decentralised quality management organisation, which is professionally monitored by our Integrated Management System (IMS).

One of the central points of our strategy is the adherence to our high quality standards by means of preventive measures. For this purpose the specialist division Integrated Management

System started the project „LEOBASE“ in 2021. This platform offers secure processes and facilitates a simple and understandable access to documents and processes, creates clear roles and responsibilities, gives distinct orientation, as well as user-based views. It qualifies for a planning and conceptual



LEONHARD WEISS
LEOBASE

approach.

In addition to the quality requirements of our customers we commit to legal rules and standards. By means of annual audits, external ones, as well as internal ones, we regularly evaluate our processes and the adherence to our internal rules and standards.

In 2020, 149 measures of improvement could be generated from the internal audits. In 2021 the number had already increased to 197 measures of improvement. This assures the continuous optimisation of our system. The efficiency is regularly monitored and proven.

IDEA MANAGEMENT

Our idea management, „3i“, is an efficient tool for actively integrating our employees into the shaping of their every-day work. Together with professionals the persons who had the ideas can put them into practice and thus optimise processes, for example, or improve safety at work. Since the implementation in 2014, a steady increase of ideas generated by our employees can be reported.

At the beginning of the year 2021 the criteria of preliminary evaluation defined for the submission of ideas were updated. This has reduced the number of submitted proposals but increased the potential of realisation, as the quality of ideas submitted has improved. The key figures of the year 2021 reflect this tendency with 188 ideas submitted and a rate of realisation of 59,04 %.



188
Ideas



111
Realised ideas



59.04 %
Rate of realisation




BUSINESS ETHICS AND COMPLIANCE

For LEONHARD WEISS business ethics and compliance represent an element of successful company management and customer orientation. Law-abiding behaviour is an indispensable precondition of our entrepreneurial activity, which considerably contributes to our success. Next to legal prescriptions and other binding rules of the states in which we are active, all company intern rules and standards are binding for all employees. In addition to that, ethical standards like integrity, fairness and social responsibility are a matter of course for us as a value-oriented family-owned company.



COMPLIANCE-SYSTEM

In agreement with this understanding, our compliance system is an integral part of LEONHARD WEISS. It defines the general principles of our actions among each other, towards suppliers and subcontractors, as well as customers and other third parties. The code of conduct is the basis and common point for all employees – including all affiliated companies on the national and international scale. In addition to that, suppliers, service providers and subcontractors who work for us, are contractually obliged to adhere to our principles. Our compliance system includes the following core points:

-  Human being, work, social matters
-  Economic ethics
-  Environmental protection and sustainability
-  Reports of misconduct

TRAINED EMPLOYEES COMPLIANCE

2019	2020	2021
669	404	984

Compliance is also an integral part of our company from the organisational point of view. There are several contacts available to our employees for questions or even reports of compliance violations. Furthermore, there is a close exchange between the persons of contact of the divisions and a central body of coordination. Real and efficient compliance is indispensable for an efficient compliance system. In order to further strengthen the strong company culture in connection with this aspect, awareness-raising and training measures are of central importance. We are thus very pleased that we were able to increase the low percentage of trainings in 2020 due to the pandemic by intensively pursuing this line of action. We are further planning to increase the reporting possibilities for reports concerning compliance violations in 2022.

FIGHT AGAINST CORRUPTION

We do not tolerate any criminal business practices – especially no form of corruption. Company management and all employees make the highest demands concerning the avoidance of and the fight against corruption. We make all decisions exclusively on the basis of entrepreneurial considerations and expect the same behaviour from our business partners. In no manner we influence the decisions of our business partners and their employees, government officials or other third parties by offering or granting personal benefits. We do not tolerate the attempt of other persons to influence our activities in this manner and do correspondingly not demand any illegal personal benefits or accept these.

DATA PROTECTION

In the course of technological progress and digitalisation, data are becoming more and more important. The notion on which data protection is based states, that the informal self-determination is a basic personal right, which must be guaranteed. We should thus take data protection seriously. The attention we pay to data protection and its regulations is an important signal towards our partners and our own employees. It is proof of responsibility and reliability. LEONHARD WEISS therefore continuously works on the intensification of data protection within the company.

By means of the data protection officer, the data protection coordination body and the company intern rules and standards we define a framework, in which the protection of personal data is taken into account appropriately.

DATA PROTECTION MISHAPS REPORTED

2019	2020	2021
0	0	3





7 AFFORDABLE AND
CLEAN ENERGY



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION

CLIMATE AND ENVIRONMENT

● ENERGY, MACHINES, ENVIRONMENT

ENVIRONMENTAL MANAGEMENT

The construction process directly influences our environment. In our times, in which we are confronted with the climate crisis, the threat to biodiversity and environmental pollution, this fact is even more present than ever. At LEONHARD WEISS this awareness is an integral part of our mission statement since 1989. Social responsibility for us also means responsibility for our surroundings – the environment – in which we live. Directly on site at the construction site we are part of it. According to our notion of values we do not only want to work in natural surroundings, but also in harmony with nature.

LEONHARD WEISS has the goal of reducing the damage to the environment resulting from business activities. The highest priority is to combine ecology with economy by means of environmental management.

In order to achieve this, we analyse and evaluate our environmental activities regularly. We take guidance in the requirements of the standard ISO 14001.

A core point of the environmental management system is the determination, evaluation and classification of environmental aspects and their potential effects on the environment. On this basis we develop measures to reduce these effects.

ENERGY AND CLIMATE

GREENHOUSE GAS EMISSIONS

The climate change is one of the biggest challenges of the present. Companies play an important exemplary role. In order to fight climate change, we accept the challenge to reduce our greenhouse gas emissions.

With about 90 % the largest part of energy consumption is caused by the use of fuel. It is mainly used for the operation of the construction machines and equipment, as well as for their transport to and from the construction sites. The use of company cars is a further field in which fuel is consumed. In addition to that, diesel generators are often used for the power supply of construction containers in case there is no power supply at the construction site.

A further considerable part of energy consumed is the use of electric energy. The locations Göppingen, Satteldorf and Bad Mergentheim are powered by green electricity to 100 % from water-power plants and partly by our own photovoltaic installations. 2021 the plants generated a total of 407 MWh, 77 % of which was used locally by us, and the rest was supplied to the power network. Further locations and the construction sites are currently still mainly powered by a mixture of electricity. The third relevant part of the energy consumption is owed to the use of heating energy for heating buildings and construction containers. This energy is mainly generated by the use of gas (85 %) and heating oil (15 %).

Energy consumption in MWh	2019	2020	2021
Heating energy	8,851	8,721	9,003
Electricity ¹	5,600	6,362	7,791
Fuels ²	180,879	175,890	199,275
Total energy consumption	195,330	190,973	217,723

¹ About 33 % of the electricity consumed is used for the operation of buildings and work yards. 67 % is consumed on construction sites.

² For the use of fuel we also record the private use of company cars. The fuels used are mainly diesel (95 %) and small quantities of petrol (approx. 5 %).

An increased volume of orders also requires an increased use of energy. We thus regard our total consumption of energy compared to our turnover. In 2021 the energy intensity quotient amounted to about 114 MWh / mio. EUR turnover and could be reduced by 15 % compared to the previous year.

The energy consumption is calculated on the basis of the invoices of the utility companies, service charge statements, the meter reading of the counters, as well as on extrapolations. If a conversion of the consumption was necessary, the conversion factors were used according to the bulletin for the determination of the consumption of energy (Federal Office for Economy and Export Control, date: November 2020). The emission of greenhouse gases stands in direct connection with the consumption of energy.

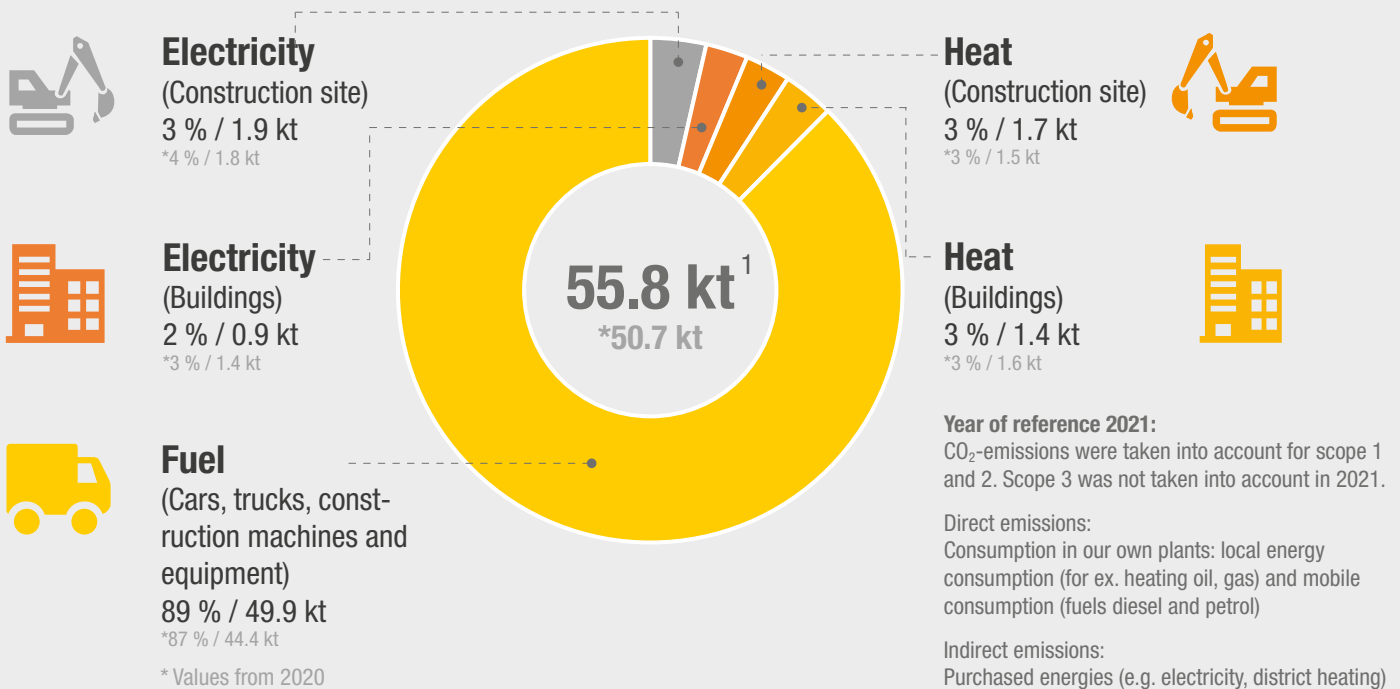
With the aim of reducing the CO₂-footprint, in order to fight the climate change, the emission of greenhouse gases was displayed according to scope 1 and 2 (displayed as CO₂-equivalents), which were determined for the first time in 2020. The data gathering was continued in 2021, the point of reference was the energy consumption shown above.

In 2021 the CO₂-footprint amounted to 55.8 kt (2020: 50.7 kt).

CO ₂ -footprint 2021 in t	Construction sites	Buildings	Total
Heat	1,728	1,405	3,133
Electricity	1,859	933	2,792
Fuels			49,906

CO₂-footprint

Directly / indirectly caused CO₂-emissions



For scope 1 all emissions were taken into account which were caused by direct combustion in our own plants and machines. The main source of greenhouse gas emissions is the use of fuels like diesel and petrol. Furthermore, the use of oil and gas for heating purposes was taken into account for scope 1. Scope 2 reports the emissions caused by the purchase of energy. These mainly refer to the use of electricity and partly long-distance heating.

In order to make these notions more clear within our organisation, we carried out the workshop „CO₂-footprint at LEONHARD WEISS“ in 2021. During the workshop, various processes and activities were identified as sources of emissions, and recommended courses of action were derived. Next to the sources of emissions already reported in scope 1 and 2 commuting and travel of employees, as well as the use of materials were especially regarded as relevant sources of emissions for scope 3. For a better breakdown of CO₂-emissions the processes for data collection will be adjusted in a next step.

¹ Explanation increase of emissions: the increase of the CO₂-footprint is due to the fact, that the construction performance has increased by 12% compared to the previous year, in spite of the Corona pandemic, the result of which was a correspondingly increased consumption of energy. The duty of care towards our employees also forced us not to use buses for the transportation of passengers but rather individual cars or vehicles with a reduced total number of passengers according to the regulations of distance and hygiene.

VEHICLE FLEET

ROAD VEHICLES

About half of the total combustibles used is consumed by the use of road vehicles, which are used to supply the construction sites with machines, materials and personnel, as well as for further working purposes. Next to the trucks, these vehicles are also buses and individual cars. For the purchase of all vehicles, we always take into account the latest technological standards. Almost 95 % of all road vehicles correspond to the exhaust emission standard EURO 6. The consumption of fuel per 100 km of the individual vehicle groups has slightly decreased over the past years. Due to the large number of individual cars, the main part of consumption is caused by this group of vehicles, in spite of the fact that individual cars consume considerably less fuel than trucks.

In order to reduce the consumption of fuel and thus also the emission of greenhouse gases in the field of road vehicles, processes are being optimised and drive technologies are being tested.

Average fuel consumption in l each 100 km	2019	2020	2021
Passenger car ¹	7.33	7.04	6.98
Van / estate car	10.99	10.77	10.52
Small truck ²	20.58	19.45	19.34
Truck	50.79	40.32	44.02

Percentage of fuel consumption by road vehicles in %	2019	2020	2021
Passenger car ¹	35	33	32
Van / estate car	20	20	20
Small truck ²	16	17	16
Truck	29	30	32

¹ Also includes the private use of company vehicles

² all trucks with less than 18 t are considered small trucks

CONSTRUCTION MACHINES

Next to the road vehicles, the construction machines, among which we also count the construction equipment, are responsible for an enormous part of the fuel consumption and thus considerably contribute to our emissions. Measures which are meant to reduce the consumption of fuel and the emission of greenhouse gases are already being taken in the field of construction machines.

Diesel particle filters (DPF) and SCR catalyst systems

Since 2016 all diesel operated construction machines with over 35 kW are equipped with a diesel particle filter as a standard. To reduce hazardous nitrogen oxides SCR catalyst systems are installed in the machines.



Remote maintenance for construction machines

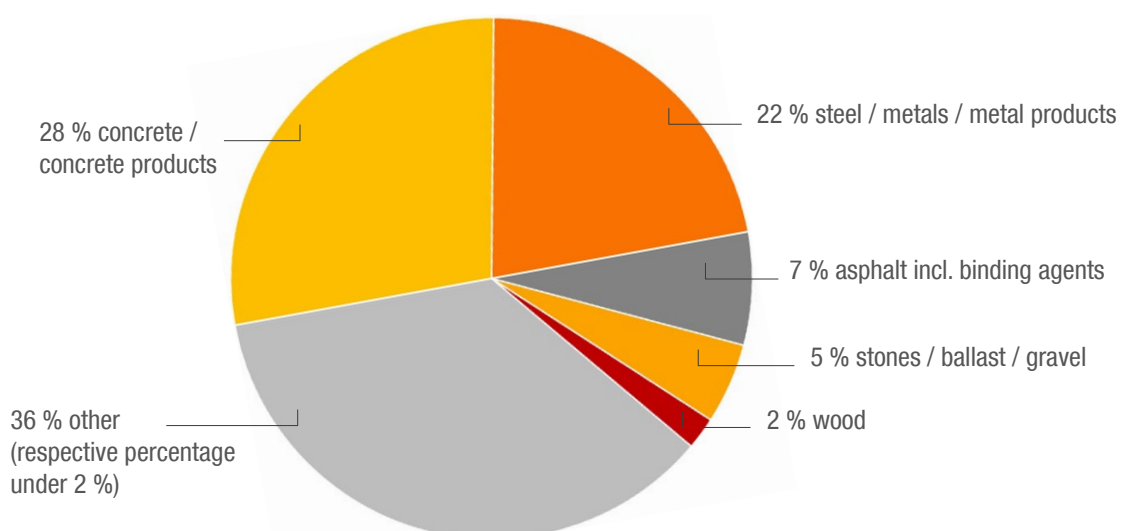
For a smooth use of construction machines on the construction sites, these require regular maintenance. The maintenance works are partly directly carried out at the construction sites and coordinated by means of a dispo tool. Tasks can thus be bundled, and travel distances reduced. With the implementation of the cloud-based platform Trimble Connected Community (TCC) or the app WorksManager travel to construction sites for reading out error messages on site is dramatically reduced: The office is connected to the construction site by a wireless connection. 3D model data can be entered into the machine directly by means of the remote access. Errors and questions can thus be solved by remote maintenance. In addition to that, this method minimises the waiting and down times and reduces external service performances by manufacturers on the construction site.



THE USE OF MATERIALS AND MATERIAL FLOWS

The construction sector is one of the particularly resource-intensive sectors of the economy. Already during the production of construction materials there is waste material. Sustainable building and the recycling use of materials are therefore important objectives for us. In the sense of a sustainable recycling management, we make an effort to reduce the use of resources and to reuse products and materials and treat them accordingly for this purpose.

The most important materials for LEONHARD WEISS are concrete and concrete products, as well as steel (products) and further metals, which are part of the particularly energy- and emission-intensive materials. These stand for almost half of our entire purchasing volume with reference to the purchase prices.



In addition to that, further mineral construction materials like for ex. soil, ballast and recycling material are relevant construction materials. Thanks to our material flow management the demand for such materials is covered by surplus material from other construction sites, if possible. Our platform „material flow LEONHARD WEISS“ offers an internal marketplace for the use of mineral waste and efficiently makes the connection between material demand and surplus. In the sense of recycling management, the platform contributes to the reuse of waste and at the same time saves natural resources. In addition to that, long transport distances to dump sites can be reduced.

There are also further methods which reduce the demand of raw materials and save resources and reduce the excessive consumption of energy for production.

TREATMENT OF SOILS

As construction material, soil must correspond to certain requirements, in order to be suitable for the respective application. Not all natural soil materials excavated during construction measures fulfil these quality requirements. That means that they cannot be used as construction material without any further treatment. If these soils are treated and used in construction, they needn't be dumped and replaced by new materials. We want to avoid waste, save transport distances, and use resources responsibly. LEONHARD WEISS therefore takes great care of the treatment and reuse of excavated soil on site. By means of our liquid soil units we can, for example, treat soils to become a temporarily pourable and self-compacting backfilling construction material. For every construction measure we carry out a suitability test in our laboratories certified according to RAP Stra and



„The prevention of CO₂-emissions and a responsible treatment of the resources of our planet is increasingly the focus of social discussions - no matter if in the media, at work or with our own children at the breakfast table. For us as construction experts, sustainable construction has been an important topic for a long time. In addition to that, we consider all excavated soil as valuable resource for our buildings and want to spoil as little as possible of it.“

Robert Kreß,
Manager Road and Network Construction

develop a recipe. The temporarily pourable and self-compacting backfilling material offers special advantages for backfilling utility trenches, buildings, and shock-sensitive structures. In the mobile units, the soil is mixed with the correct quantity of water, additives, and binding agents. The mobile unit has a capacity of up to 40 m³/h, and the construction sites can thus work quickly and directly. For smaller construction projects we are currently developing a smaller liquid soil unit, which can be actuated by an excavator.

RETROFIT – TECHNICAL MODERNISATION OF TRACK CONSTRUCTION MACHINES

Instead of taking the machines out of service, two track construction machines underwent a general overhaul by the company Robel Bahnbaumaschinen GmbH in 2021.

The consumption of materials and energy was considerably lower than for the production of a new machine. During the so-called retrofit they are brought to a mint condition, are made future-proof and equipped with the latest technology. Part of this overhaul is the exchange of parts which are no longer available, in order to guarantee a secure supply of spare parts in the future.

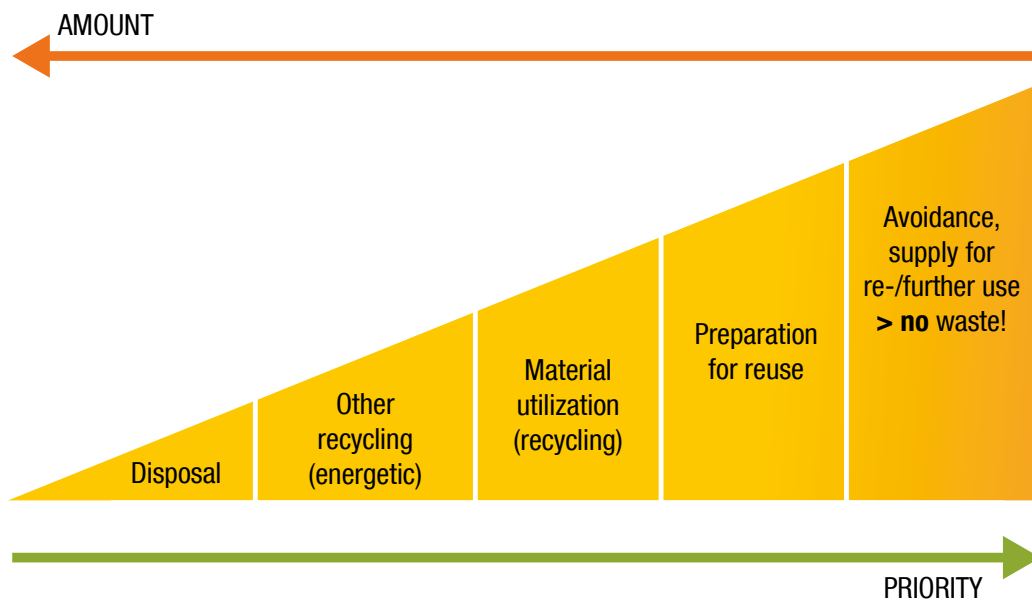
USE OF ALTERNATIVE MATERIALS

Binding agent alternatives

We can work in a more resource- and energy-saving manner with novel materials. We want to focus more and more on these materials and make their use part of our every-day work. Their use is therefore tested regularly on our construction sites. An example is the use of calciferous paper ashes for stabilising soils. The fly ash is a waste product of the paper factories and can be reused as construction material. This saves resources and reduces the energy demand compared to the use of traditional binding agents like for ex. fine lime or cement. Since the successful and extensive examination of the practicability, as well as the environmental effects, paper ash is now being used increasingly in practice.

WASTE MANAGEMENT

The construction sector is considered one of the largest waste producers with a percentage of 52 % of the entire waste produced in Germany¹. The largest part of the waste products is so-called mineral waste, like soil, stone, or demolition waste. For a construction company there is not a lot to be done about this, as the generation of the waste is already predefined during the planning of a construction project. We consider waste as valuable resources for our construction projects. It is thus our objective to reuse it or find further opportunities of using it. Before demolition materials are disposed of, the option of reusing them or further using them are checked by a waste-technological examination. Disposal is always the last option. The highest priority is accorded to the transmission to a material use (recycling) or a further process of using waste like for ex. for the generation of energy.



During construction projects hazardous waste is also produced regularly. This waste is mainly tarry road demolition waste. But there are further materials like for ex. railway track ballast, which must be professionally disposed of. There are special requirements for the disposal of hazardous waste materials, especially when it comes to the documentation of the disposal procedure.

	Hazardous waste of construction sites disposes of	Quantity 2021 in t
1st	17 03 01* Coal tar bitumen mixtures	18,306.91
2nd	17 05 03* Contaminated soil / stones	713.50
3rd	17 01 06* Demolition waste with impurities	53.92
4th	17 09 02* Construction and demolition waste containing PCB	12.75
5th	17 06 05* Construction materials containing asbestos	9.82
	TOTAL	19,096.90

¹ Source: VDI Zentrum Ressourceneffizienz
<https://www.ressource-deutschland.de/themen/bauwesen/>
 Date 12.04.2022
 * hazardous waste

CERTIFIED WASTE MANAGEMENT COMPANY

In respect of the hazardous waste our internal waste management company supports the construction sites for professional questions and matters in the field of waste legislation and guarantees a professional and law-abiding transport of waste from the construction site to the waste management company.



WASTE MANAGEMENT AT THE COMPANY PREMISES

Next to the hazardous waste generated by the construction sites, this kind of waste is mainly produced by the maintenance and cleaning of the vehicle fleet. These works are mainly carried out at our own workshops. We thus developed a comprehensive waste concept for our workshops, in order to assure a law-abiding collection and disposal of waste. In addition to that, measures were developed to improve data collection and evaluation. In 2021, 71 % of the hazardous waste could be transferred to reutilisation. The recycling ratio amounted to about 40 %. In order to further improve the reutilisation and recycling ratio, the waste concept is in continuous development.

	Disposed hazardous waste from company premises	Quantity 2020 in t	Quantity 2021 in t
1st	Sludge from oil traps	112.89 ²	73.30
2nd	Used oils (mineral oil and synthetic oil)	53.10	57.89
3rd	Lead acid batteries	19.41	21.84
4th	Binding agents with oil and oil filters	12.00	18.02
	Total quantity of hazardous waste from company premises	205.89	177.22
	Ratio of hazardous waste ³	22.2 %	21.5 %

² General inspection + renovation works

³ Ratio of hazardous waste compared to the total quantity of waste of the business unit Technology (company premises incl. workshops)



HUMAN BEING AND SOCIAL COMMITMENT

● SUCCES FACTOR HUMAN BEING

CHALLENGE AND SUPPORT

Enthusiastic people make a difference at LEONHARD WEISS. One of the most important values of our family-owned company therefore is the conviction that our employees must be regarded as a success factor. In a company structure based on appreciation and mutual trust special results are achieved. With a wholistic view, LEONHARD WEISS works towards creating an attractive work environment and relies on a company-internal, comprehensive attractive wage package.

This package bundles various components: financial compensation exceeding the collective labour agreements for working away from home, profit sharing for all employees, promotion of the work-life-balance for ex. by means of working hours based on trust, and on construction sites away from home planned long week-ends (where possible), well-planned personal and professional development supported by the company-internal LEONHARD WEISS Academy, company pension scheme, as well as many further extras. All these points create ideal framework conditions for working and set an example in the construction sector.



JOB AND PRIVATE LIFE

„BERUFUNDFAMILIE“

LEONHARD WEISS has practised a family and life-phase-oriented personnel policy for years now and thus makes it possible for employees to combine work and private life in the best possible manner. With recurring audits „beruf-undfamilie“ we regularly derive measures and give new impulses.



MOBILE WORK

Digitalisation changes our every-day work at our offices, but also on our construction sites. Today, we are more mobile and flexible than ever before. We have taken these developments into account for our orientation early on. A major part of our terminals is already mobile (for ex. tablets, laptops, smartphones). Initiated by the Corona pandemic, mobile work is an important building block for LEONHARD WEISS regarding the aspect job and family. Together with the workers' council we therefore implemented a labour-management contract in 2021 defining the framework for mobile work at LEONHARD WEISS. This mobility underlines our demand for a modern workplace and efficient work.

LW PULSE CHECK



At the end of the year 2020 we evaluated our work atmosphere and our attractiveness as employer by means of an anonymous employee survey called „LW Pulse Check“. The results of this survey are very valuable for us. We now know exactly where we stand as employer and will further develop our strengths, in order to increase our lead as one of the best employers of the sector. At the same time the results showed our potential, which we consider a real and serious opportunity of improvement.

In 2021, the individual results were presented to the business areas. On this basis the respective HR-business partners support the divisions and develop concrete measures and offensives of improvement. Among others they recommended to use strengths detected by the Pulse Check results as guideline for appraisal interviews.

In connection with the intensive review of the results, we have also identified two fields of action which we want to further in 2022:

- Development of a new notion of management by starting the initiative „Fitness Training – Modern Management“.
- Completion of our LW health program for strengthening the mental and psychical health of our employees by means of external social counselling.

For further advancement and in order to determine our progress another LW Pulse Check is planned for 2023.



LW ATTRACTIVE WAGE PACKAGE

What makes an employer attractive? On the basis of this question, we regularly scrutinize our organisation and consider how we can further improve as employer to become even more attractive for potential new colleagues.

The appreciation and acknowledgement of all employees is a long-standing tradition in our family-owned enterprise. Only satisfied and motivated people can achieve excellent performances. LEONHARD WEISS' benefits have considerably exceeded the collective labour agreement for many years already.




APPRENTICESHIP AND FURTHER TRAINING

APPRENTICESHIP AND DUAL CURRICULUM

Today is the right time to invest into tomorrow – LEONHARD WEISS has been following this notion since 1972 with apprenticeships at our own company. There is a choice of 21 vocational jobs for potential graduates. In order to create the perfect surroundings for a successful professional training, LEONHARD WEISS is currently building a new training centre, which we are planning to move into in 2022. At the moment we have a total of 364 young people in professional training or in a dual curriculum or cooperative academic studies, 121 of whom have started in September 2021. We are proud to be able to offer dedicated trainees an unlimited employment contract after they have successfully terminated their professional training. LEONHARD WEISS' training system is convincing, which is reflected by the large number of awards. We want to offer learning in step with actual practice not only to our trainees. A total of 40 dual or cooperative students (Construction Engineer Plus) are gaining practical experience in addition to their theoretical knowledge.

TRAINEES AND STUDENTS

	2019	2020	2021
 TOTAL	327	325	364
EMPLOYMENT RATIO AFTER TRAINING*	79.5 %	86.5 %	77.6 %

* Trainees who then start academic studies and come back to LW at a later point in time are not taken into account here.

COOPERATIONS WITH UNIVERSITIES

We prefer developing our young experts and managers from our own company. We can offer permanent positions to 26 % of the interns, student trainees, or thesis students who work with us during their studies. In order to enthuse students and win them over for LEONHARD WEISS, we invest into the development of young professionals at the universities we cooperate with, the university of technology in Stuttgart, the university Biberach, the university Karlsruhe and the university Würzburg. In addition to our cooperation agreements, we are present at 15 to 20 university fairs per year and offer excursions as well as specialist lectures.

LEONHARD WEISS ACADEMY

We support the professional and personal qualification of our employees by means of our company intern academy. We are continuously optimizing personnel development and offer a varied company intern program of seminars and further education, which is open to everyone. Initiated by the Corona pandemic teaching of new competences is increasingly carried out by means of online training in addition to trainings with people present.

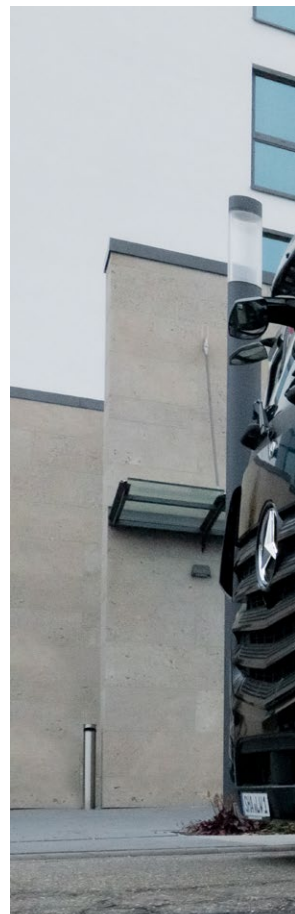
TRAINING MEASURES



	2019	2020	2021
Seminars in total	1,545	1,348	1,275
E-Learnings	20	142	617
Seminar participations	13,413	10,696	10,042

By means of our program EINFACH.WEITER.BILDEN digital learning was further developed at LEONHARD WEISS. Next to the acquisition of ready-made learning contents there is an increasing demand for teaching our own topics adapted to the company. We therefore started the project „Choice of an Author Tool“ in 2021. In 2022 our first own e-learning is to be implemented for the topic compliance.

LEONHARD WEISS AKADEMIE



LW TRUCK

In order to reach employees all over Germany, for example on the construction sites, at our locations and at many other places, LEONHARD WEISS uses the LW truck with the latest technical equipment since November 2021.

No matter if events, trainings, workshops, the participation in trade fairs or visiting schools or universities – our LW truck is a mobile location of learning and meeting. The interior of the LW truck was planned to be extremely flexible to be able to offer many different fields of application. Thanks to separating walls and modular furniture different scenarios can be created.

The swing-out trailer offers us about 56 m² of communication, training, and workshop space. In 2022 the LW truck is meant to go on tour all over Germany.



● KEY FIGURES

PERSONNEL

VARIETY IS ONE OF OUR STRENGTHS

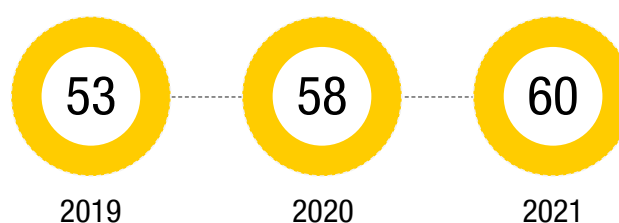
Many different persons have found their professional home with LEONHARD WEISS. Differences and contrasts make us interesting – and unify us at the same time. We are a large LEONHARD WEISS family. A family in which age, sex, nationality, religion, sexual orientation, physical and mental handicaps play no role at all. Because in a global economy and multicultural society we consider exactly this variety a strong factor of success.

We fight any form of discrimination and treat every employee with respect and dignity. This notion is also communicated on our social media channels, like for example on the International Day Against Racism. LEONHARD WEISS respects and support the internationally recognised human rights. No employee may be exposed to verbal, psychological, sexual, or physical violence or harassment.

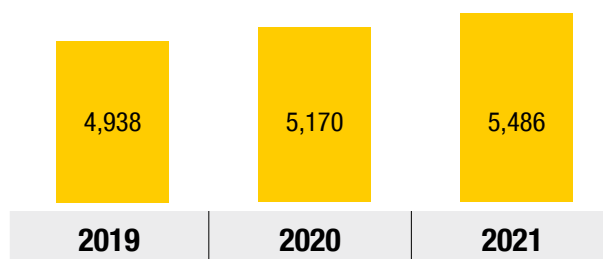
DISTRIBUTION ACCORDING TO CONTINENTS AND COUNTRIES



NATIONALITIES AT LEONHARD WEISS



NUMBER OF EMPLOYEES

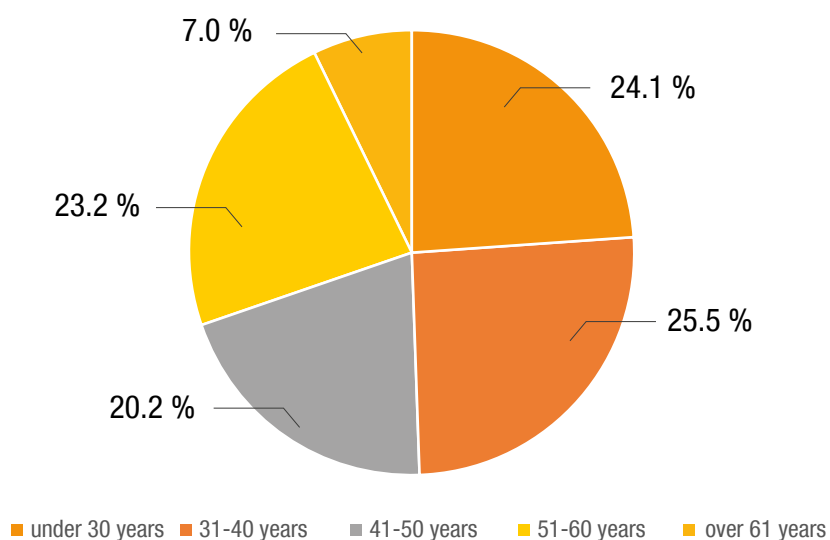


PROFESSIONAL CATEGORIES



	2019	2020	2021
INDUSTRIAL	3,194	3,307	3,456
COMM./TECHN.	1,744	1,863	2,030

AGE STRUCTURE



12.8 %

RATIO OF WOMEN

6.7 %

RATIO OF TRAINEES

LABOUR TURNOVER RATE

2019	2020	2021
9.5 %	7.1 %	9.1 %

EMPLOYEES ACCORDING TO WORKING TIME MODELS

Full time	95.6 %
Part time	4.4 %

HEALTH AND SAFETY

HEALTH AND SAFETY AT WORK

The health and safety of our employees are very important and need to be protected, because they considerably contribute to our success as a company. As a family-owned company we make an effort to pay attention to each other and to keep the health and well-being of the individuals in mind. It is our aim to recognise risks early-on, guarantee smooth operation and construction site processes, assure work without accidents, and support responsible actions on all levels.

Guided by ISO 45001 we steer and review our health and safety at work management in regular meetings and audits.

Our employees' interests are represented by the company council, trade unions, professional associations, as well as other forms of employee representations. In the field of health and safety at work our employees are integrated into the processes. In order to enable our employees to take responsibility for their safety and the safety of their colleagues, numerous trainings and instructions concerning all aspects of risk recognition and safe behaviour were carried out in 2021. In addition to the instructions carried out at the individual divisions and business units, over 2,000 employees have participated in safety trainings at our LEONHARD WEISS Academy in 2021.

WORK ACCIDENTS



RATIO OF ACCIDENTS ON THE BASIS
1 MIO. HOURS WORKED (AR)



RATIO OF ACCIDENTS ON THE TMQ

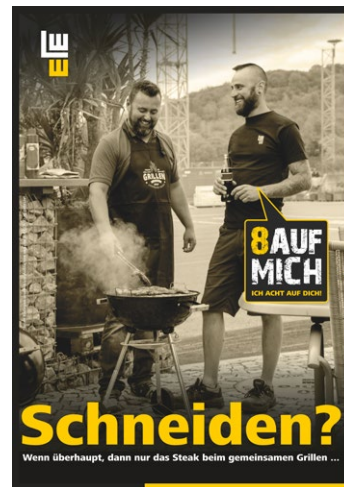
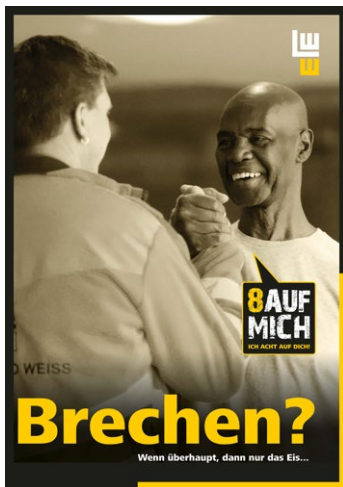
AR = Accident rate / TQM = Thousand man quote

	2019	2020	2021
RATIO OF ACCIDENTS ON THE BASIS 1 MIO. HOURS WORKED (AR)	35	34	34
RATIO OF ACCIDENTS ON THE TMQ	54	52	51

As a company active in the construction sector, we are confronted with a higher ratio of accidents compared to other sectors. Our accident key figures show, however, that we are improving a little every year. In spite of that, they urge us on and make it obvious, how important the measures taken and the efforts in the field of health and safety at work are and that it is worthwhile to keep going without tiring.

We have therefore taken the initiative to minimise the accidents occurring at our construction sites:

- already in 2020 we have developed a company-wide campaign for safety at work, which was put into practice in 2021. With „8 AUF MICH – ICH ACHT AUF DICH!“ (Pay attention to me - I pay attention to you!) we focus on four thematic core areas and draw the attention to the most common sources of accidents. In the sense of our company culture, it is our aspiration, not only to take care of ourselves, but also to pay attention to our fellow human beings. In addition to that our employees are asked to participate in improving safety at work by contributing their ideas and suggestions and openly communicate potential deficiencies. 44 out of 188 submitted ideas referred to the field of health and safety at work.
- The completion of our digital first aid log book by a complete and up-to-date indication of health and safety at work key figures for the rapid taking of measures.
- The professional increase of capacities within the health and safety at work organisation.



An insight which we have gained from the activities of the past and which we will take into account for our future definition of goals is, that we must further strengthen health and safety at work in our company culture, in order to be able to create a safe working environment in the long term. This also means that we will integrate the numerous employees on the construction sites more strongly. Responsibility in the sense of sustainability starts in the thoughts and actions of every one of us. Only if we all act in concert, we will reach our goals: to internalise health and safety at work and live it – for the benefit of our highest value: the human being.

OCCUPATIONAL HEALTH MANAGEMENT

Health, well-being and working capacity of our employees are relevant resources for the success of our company. Highly performing employees can write their own success story at LEONHARD WEISS. We want to support every one of them individually, wholistically and in the best possible way. That is the only way to achieve satisfied, motivated, and especially healthy employees in the long term.

For this reason, our occupational health management exceeds the legal requirements in the fields of health and safety at work and rehabilitation by far. In the field of health promotion, we offer a large range of health promoting measures to our employees. These are adapted to the various target groups, so that all employees can benefit from them.



Our active health promotion consists of a varied offer of courses in addition to the company internal sports groups. Trainers and moderators offer low-threshold access to health promotion at our locations. Next to sportive contents there are also topics like nutrition or mental health. Variety during every-day work is also on offer by means of our „Active Break“, a training unit of a quarter of an hour, which employees can take part in twice a week during working hours – due to the Corona pandemic per livestream. Furthermore, our employees can work out flexibly, no matter what location or construction site they work at, because we have thousands of sports partners all over Germany or they can opt for digital training. This is facilitated thanks to a cooperation with an external partner. We hope to be able to enjoy sportive team spirit again next year during company running events or sports events like our internal UW-Cup. During the reporting year these could not take place due to the pandemic.

In order to assure company-wide occupational health promotion, our Steering Committee Health meets several times per year. The committee is composed of members of the various divisions, company management, organisational development, members of the works council, and experts for the individual fields of health promotion. We continuously evaluate and optimise the systematic sustainable organisation of health promoting structures, processes and offers and define new goals to assure steady improvement.

**EMPLOYMENT MEDICAL EXAMINATION**

The prophylaxis and prevention of occupational diseases and the maintenance of employability of our employees, as well as the further development of occupational health promotion are extremely important for us. We consider employment medical examinations not only our duty, but also an important tool for the early detection and prevention of occupational diseases and work-related health disorders. In this context we offer our employees a large range of obligatory, preventive, and voluntary check-ups. LEONHARD WEISS is also monitored by authorised company physicians who have the professional obligation of secrecy according to the code of medical ethics.

PREVENTION: ACTIVE AGAINST SKIN CANCER

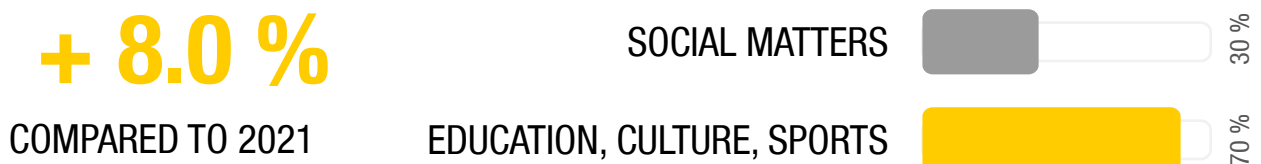
In 2019 we started the program „Heroes of Heat“. The aim was to draw attention to the harmful solar radiation and its effects. We are very happy that our employees' awareness in this field has strongly increased since then. For the preventive protection of our employees who carry out activities outside, we offer the voluntary check-up UV radiation. Due to this voluntary check-up skin cancer can be efficiently prevented or detected at an early stage.

CRISIS MANAGEMENT: CORONA PANDEMIC

The Corona pandemic had a lock on our business and construction site activities during the year 2021. The prevention team already drafted during the year 2020 always reacted promptly and quickly to changed conditions, rapidly adapted the LEONHARD WEISS regulations, which certainly contributed to the fact that there were no larger failures. As a precaution the employee celebration was postponed again for another year and larger events like the works meeting, pensioner celebrations and jubilees, as well as the welcome celebration for the new trainees were cancelled to protect our staff and their families or they took place as online events. In addition to that, all employees were equipped with self-tests over the legally prescribed quantity and additional payments were made. Our intranet – LEOWORLD, as well as personal letters to all employees facilitated a rapid and consistent communication also in 2021.

DONATIONS AND SPONSORING

It has been an important concern of LEONHARD WEISS for many years to give part of our economic success back to society. As a family-owned company we are aware of our social and entrepreneurial responsibility and have always supported cultural, sportive, and charitable institutions. The focus of our activities and donations amounting to about € 650,000 lies on the regional level.



EXAMPLES OF SUPPORT FOR EDUCATION, CULTURAL MATTERS AND SPORTIVE COMMITMENT

LEONHARD WEISS as a large employer also makes a contribution in the cultural field and regards sponsoring of sports associations as additional benefit for society and the feeling of cohesion of citizens. As team spirit is strongly present in our company, the focus is put on team sports. Part of this is also the sponsoring of the handball team FRISCH AUF! Göppingen, as well as the basketball team HAKRO Merlins Crailsheim. Both associations play on the highest level of national league but also support amateur sports and especially children and adolescents with many youth teams, part of which are also successful on the international scale. LEONHARD WEISS further supports events in the cultural field, the education of children at kindergartens and adolescents at schools and universities.



SOCIALES COMMITMENT

SUPPORT OF FLOOD-AFFECTED AREAS

We will all remember the summer 2021 due to its long periods of rain. In July 2021 pictures of floods reached us – especially in the valley of the river Ahr – pictures of destroyed houses and people in need. In order to support the emergency services in the flood-affected areas on site, employees spontaneously moved from various sites to the area of calamity. Without hesitation they helped to rescue people from their houses and supported the search for missing persons and helped with clearing works. LEONHARD WEISS made vehicles and equipment available free of charge and could thus make a small contribution coping with the catastrophe.

FINANCIAL SUPPORT

Next to Radio7 Drachenkinder, we support further social institutions and associations with financial donations to help them fulfil their task and achieve their goal of supporting ill, handicapped or traumatised children and adolescents.



SOCIAL CONSTRUCTION SITES AND SOCIAL PROJECT OF THE TRAINEES

In cooperation with Radio7 Drachenkinder we have been putting into practise one social project per year for many years now. In 2021, our trainees who are in the second year of their professional training created a playground for the Heilpädagogische Tagesstätte (therapeutic pedagogy day-care centre) of the Dominkus-Ringeisen-Werk in Ursberg. Furthermore, a school in Eislingen received support by our trainees for the construction of a roofed bike parking area.



● PERSPECTIV AND GOALS






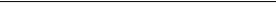





In connection with the three superordinate sustainability goals of LEONHARD WEISS specific numerous measures for the various divisions were defined during the past year, which also promote the aspects environment, economic efficiency and social matters and underline our efforts in the field of sustainability.










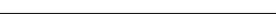


ENVIRONMENTAL PROTECTION - WE REDUCE OUR CO₂-FOOTPRINT

STATUS 0 25% 50% 75% 100%	MEASURES	REALISATION
<div><div></div></div>	Participation in research projects for reducing CO ₂ in construction materials and equipment	continuously
<div><div></div></div>	Promotion of mobile working and online events and car sharing for the reduction of travel distances	continuously
<div><div></div></div>	Expansion of e-mobility for company cars	continuously
<div><div></div></div>	Expansion of product portfolios for renewable energy	continuously
<div><div></div></div>	Promotion of the use of equipment and working materials with alternative drives	2022-2025
<div><div></div></div>	Development of a wholistic environmental management system, expansion of the area of application of the environmental certificate DIN ISO 14001	2022-2024
<div><div></div></div>	Increase of the recycling ratio and improvement of waste disposal	2022-2023
<div><div></div></div>	Identification of the status quo of our CO ₂ -footprint and definition of the potential of reduction	2021-2023
<div><div></div></div>	Determination of the power consumption of IT equipment	2022-2023
<div><div></div></div>	Creation of a uniform register of hazardous substances	2021-2022

ECONOMIC EFFICIENCY - WE SEIZE THE OPPORTUNITIES PRESENTED BY SUSTAINABLE ACTIONS

STATUS	MEASURES	REALISATION
	Development and execution of a LEAN training, especially for managers	continuously
	Implementation of sustainability aspects in the purchasing process	2022-2023
	Execution of CSR-audits with relevant subcontractors and top suppliers	2022-2023
	Determination and evaluation of customer satisfaction by means of digital solutions in further pilot areas	2021-2023
	Expansion of the reporting possibilities for compliance reports by implementing a digital reporting tool	2022
	Expansion of the compliance awareness and training possibilities by implementing compliance-e-learning	2022
	Expansion of modern and innovative workplaces on the construction sites by increasing the number of «EDELWEISS-Containers“ to 100	2022
	Creation of a central platform combining all management systems and assuring company-relevant work processes	2021-2023
	Creation of a company-wide legal register	2021

SOCIAL MATTERS - WE CREATE AN ECOLOGICAL, SUSTAINABLE COMPANY REPUTATION

STATUS	MEASURES	REALISATION
	Long-term communication concept for enhancing the ecologic company reputation	continuously
	Increase of our attractiveness as employer	continuously
	Increase of our score of points with Ecovadis	continuously
	Stakeholder dialogue for substantiating our materiality matrix	2022-2023
	Digitalisation of our health and safety at work documentation	2023-2024
	Continuation of our initiative LW Pulse Check	2021-2023
	Promotion of the mental and psychical health of our employees in the professional and private field by means of extern social counselling	2022
	Awareness measures for improving the awareness in health and safety situations by means of dialogue, trainings and integration of the management and the industrial employees	2022-2023
	Membership in UN Global Compact	2021
	Membership in DGNB	2021
	Improvement of safety at work and reduction of AH ratio by means of awareness measures: health and safety at work campaign Kampagne 8Aufmich!	2021
	Silver Award EcoVadis	2021

● GRI-INDEX AND IMPRINT

The present sustainability report of LEONHARD WEISS GmbH & Co. KG refers to the year 2021. All information was recorded between 1st January and 31st December 2021. The contents and figures were determined by means of internal data collection in our business divisions and business units. We worked with great care in collecting, processing, and publishing these contents. We cannot, however, totally exclude errors.

This report was created in accordance with the Global Reporting Initiative standards "Option Core". In the future, we will report about our sustainability activities and progresses every year. The next report is meant to be published in Q2/2023.

The sustainability report is published in German and English. Reproduction, even in excerpts, is only permitted with authorisation by LEONHARD WEISS GmbH & Co. KG.

We thank everybody who has contributed to the creation.

IMPORTANT NOTICE:

In accordance with sustainability, we refrain from printing this report on paper.

We only make it available in electronic form (PDF) on our website www.leonhard-weiss.de

GRI CONTENT INDEX

NUMBER AND TITLE		PAGE	COMMENT
Organizational profile			
102-1	Name of the organization	6-7	The scope of reporting is LEONHARD WEISS GmbH & Co. KG
102-2	Activities, brands, products and services	6-7	www.leonhard-weiss.de
102-3	Location of headquarters	6-7	
102-4	Location of operations	6-7	
102-5	Ownership and legal form	6-7	
102-6	Markets served	6-7	www.leonhard-weiss.de
102-7	Scale of the organization	6-7	Key figures as at 31.12.2021 refer to the entire LEONHARD WEISS-GROUP (incl. subsidiaries).
102-8	Information on employees and other workers	37, 40-41	
102-9	Supply chain	20-21	
102-10	Significant changes to the organization and its supply chain		No changes
102-12	External initiatives	10-11	
102-13	Membership of associations	9, 15-16	
Strategy			
102-14	Statement from senior decision maker	4-5	
102-15	Key impacts, risks, and opportunities	8-12	
Ethics and integrity			
102-16	Values, principles, standards and norms of behaviour	4-11, 22-23	
102-17	Mechanisms for advice and concerns about ethics	22-23	
Governance			
102-18	Governance Structure	35-36	
102-19	Delegating authority	10-11	
102-20	Executive-level responsibility for economic, environmental, and social topics	10	
102-21	Consulting stakeholders on economic, environmental and social topics	9	
102-26	Role of highest governance body in setting purpose, values and strategy	8, 10-12	
102-29	Identifying and managing economic, environmental and social impacts	8, 10-12	
102-32	Highest governance body's role in sustainability reporting		The sustainability report is prepared in consultation with the Executive Board and approved by it.
Stakeholder engagement			
102-40	List of stakeholder groups	9	
102-41	Collective bargaining agreements	35, 37	This is around 97%. Top management is exempt from the collective agreement.
102-42	Identifying and selecting stakeholders	9	
102-43	Approach to stakeholder engagement	9	
102-44	Key topics and concerns raised	9-12, 35-37, 42-47	
Reporting practice			
102-45	Entities included in the consolidated financial statements		see business register
102-46	Defining report content and topic Boundaries	4, 8, 10-11	
102-47	List of material topics	11	
102-49	Changes in reporting		none
102-50	Reporting period	50	

NUMBER AND TITLE		PAGE	COMMENT
102-51	Date of most recent report		November 2021
102-52	Reporting Cycle		annual
102-53	Contact point for questions regarding the report	54	
102-54	Claims of reporting in accordance with the GRI Standards	4, 50-53	
102-55	GRI content index	50-53	
102-56	External assurance		There was no external examination.
KEY TOPICS			
GRI 201: Economic Performance			
103	Management approach disclosures	7	
201-1	Direct economic value generated and distributed	7	www.leonhard-weiss.de
GRI 202: Market Presence			
103	Management approach disclosures	6-7	
202-2	Proportion of senior management hired from the local community	35	
GRI 204: Procurement Practices			
103	Management Approach	20	
204-1	Proportion of spending on local suppliers	20	
GRI 205: Anti-corruption			
103	Management approach disclosures	22-23	
205-2	Communication and training about anti-corruption policies and procedures	22-23	
205-3	Confirmed incidents of corruption and actions taken		No relevant incidents are known in the reporting period.
GRI 206: Anti-competitive Behaviour			
103	Management approach disclosures	22-23	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		There are no legal violations or legal proceedings due to anti-competitive behavior, anti-trust or monopoly formation.
GRI 301: Materials			
103	Management approach disclosures	30-33	
301-1	Materials used by weight oder volume	30	
GRI 302: Energy			
103	Management approach disclosures	25-27	
302-3	Energy intensity	26-27	114 MWh / Mio. €
GRI 305: Emissions			
103	Management approach disclosures	27	
305-1	Direct GHG emissions (Scope 1)	27	53.093 tons CO ₂
305-2	Energy indirect GHG emissions (Scope 2)	27	2.792 tons CO ₂
GRI 306: Effluents and Waste			
103	Management approach disclosures	30, 32-33	
306-2	Waste by type and disposal method	30, 32-33	
306-3	Significant spills	32-33	19.274 tons of hazardous waste
306-4	Transport of hazardous waste	33	
GRI 307: Environmental Compliance			
103	Management approach disclosures	22-23	

NUMBER AND TITLE		PAGE	COMMENT
307-1	Non-compliance with environmental laws and regulations	22-23	No relevant incidents are known in the reporting period.
GRI 308: Supplier Environmental Assessment			
103	Management approach disclosures	20-21	
308-1	New suppliers that were screened using environmental criteria	20-21	
308-2	Negative environmental impacts in the supply chain and actions taken		No relevant incidents are known in the reporting period.
GRI 401: Employment			
103	Management approach disclosures	35, 40	
401-1	New employee hires and employee turnover	40-41	
401-3	Parental leave	35	
GRI 403: Occupational Health and Safety			
103	Management approach disclosures	42-45	
403-1	Occupational health and safety management system	42-45	
403-2	Hazard identification, risk assessment and incident investigation	42	
403-3	Occupational health services	45	
403-4	Worker participation, consultation and communication on occupational health and safety	42-43	
403-5	Worker training on occupational health and safety	42-43	
403-6	Promotion of worker health	44-45	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45	
403-8	Workers covered by an occupational health and safety management system		The scope of the occupational health and safety management certificate according to ISO 45001 extends to the entire LEONHARD WEISS GmbH & Co. KG.
403-9	Work-related injuries	42	
GRI 404: Training and Education			
103	Management approach disclosures	38	
404-1	Average hours of training per year per employee	38	The average seminar rate per employee is 7.3 h/year. (Assumption 10,042 seminar participations x 4 h on average / 5,479 employees of LEONHARD WEISS GmbH & Co.KG).
404-2	Programs for upgrading employee skills and transition assistance programs	38-39	
404-3	Percentage of employees receiving regular performance and career development reviews		Annual appraisal interviews are held at all levels.
GRI 405: Diversity and Equal Opportunity			
103	Management approach disclosures	40-41	
405-1	Diversity of governance bodies and employees	40-41	
405-2	Ratio of basic salary and remuneration of women to men		There are no differences in the basic salary between women and men. This will e.g. guaranteed by the collective agreement.
GRI 406: Non-discrimination			
103	Management approach disclosures	22-23	
406-1	Incidents of discrimination and corrective actions taken	22-23	No relevant incidents are known in the reporting period.
GRI 408: Child Labor			
103	Management approach disclosures	22-23	
408-1	Operations and suppliers at significant risk for incidents of child labor		No relevant incidents are known in the reporting period.
GRI 409: Forced or Compulsory Labor			

NUMBER AND TITLE		PAGE	COMMENT
103	Management approach disclosures	22-23	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		No relevant incidents are known in the reporting period.
GRI 412: Human Rights Assessment			
103	Management approach disclosures	22-23	
412-2	Employee training on human rights policies or procedures	22-23	
GRI 413: Local Communities			
103	Management approach disclosures	46-47	
413-1	Operations with local community engagement, impact assessments, and development programmes	46-47	
GRI 414: Supplier Social Assessment			
103	Management approach disclosures	21	
GRI 415: Public Policy			
103	Management approach disclosures	22-23	
415-1	Political contributions		LEONHARD WEISS does not donate to parties.
GRI 416: Customer Health and Safety			
103	Management approach disclosures	42	
416-1	Assessment of the health and safety impacts of product and service categories	42	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		No relevant incidents are known in the reporting period.
GRI 417: Marketing and Labeling			
417-2	Incidents of non-compliance concerning product and service information and labeling		There are no violations related to product and service information and labeling.
417-3	Incidents of non-compliance concerning marketing communications		These are not marketing-related violations and communication known.
GRI 418: Customer Privacy			
103	Management approach disclosures	23	
GRI 419: Socioeconomic Compliance			
103	Management approach disclosures	22-23	
419-1	Non-compliance with laws and regulations in the social and economic area		No relevant incidents are known in the reporting period.

UN GLOBAL COMPACT INDEX

Since 2021 LEONHARD WEISS commits to the UN Global Compact and voluntarily undertakes to adhere to its 10 principles. The various areas and principles are shown below, as well as the chapters reporting about their observance.



N°	AREA	PRINCIPLE	CHAPTER
1	HUMAN RIGHTS	Companies shall support and respect the protection of international human rights.	Building blocks of sustainability
2	HUMAN RIGHTS	Companies shall make sure that they do not complicit in violations of human rights.	Building blocks of sustainability
3	WORKING STANDARDS	Companies shall preserve the freedom of association and the effective acceptance of the right to collective bargaining.	Human beings and social commitment
4	WORKING STANDARDS	Companies shall advocate the elimination of all forms of forced labour.	Human beings and social commitment
5	WORKING STANDARDS	Companies shall advocate the abolition of child labour.	Human beings and social commitment
6	WORKING STANDARDS	Companies shall advocate the abolition of discrimination in recruiting and gainful employment.	Human beings and social commitment
7	ENVIRONMENT	Companies shall adhere to the precautionary principle in handling environmental problems.	Climate and environment
8	ENVIRONMENT	Companies shall take initiatives, in order to promote environmental awareness.	Climate and environment
9	ENVIRONMENT	Companies shall speed up the development and distribution of environmentally friendly technologies.	Climate and environment
10	PREVENTION OF CORRUPTION	Companies shall fight all kinds of corruption, including blackmail and bribery.	Partnership and building

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Göppingen pixabay, shutterstock.

The photos were partly already taken before the COVID-19 pandemic, or the persons had a negative COVID-19 test at the moment the pictures were taken.

Date: August 2022

