

ZAUNERGROUP

SUSTAINABILITY REPORT 2023

WE TAKE RESPONSIBILITY.

ZAUNERGROUP.COM

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1. Foreword

Dear Reader

Creating lasting value was already the foremost objective when founding our company 25 years ago. Health, safety, and environmental protection have always been top priorities at Zauner.

As a family-run business, we automatically think in terms of generations.

We need to take into account the impact on our children and their children of all the action we take. Our decisions need to be fit for generations to come. That's why we do everything in our power to ensure future generations inherit a world worth living in.

Responsible corporate management built on the foundations of our values has always been more important to us than short-term profits. We started systematically introducing a concept of holistic sustainability management at our company five years ago. This was terra nova back then for many in the industrial plant construction sector.

We published our first sustainability report, entitled **We Take Responsibility,** in September 2020. All of the feedback we have received from our stakeholders since has been extremely positive.

In the meantime, sustainability has become a guiding concept for the times in which we live, and the challenges of recent years have clearly shown that we can successfully master crises due to our sustainable corporate culture.

The extremely positive development of our business in the last three years proves that sustainability and commercial success are not mutually exclusive, and that success is dependent on the environment, society, and the economy in combination with each other.

We received the Austrian SDG Award 2020 in the category for large companies from the Senat der Wirtschaft organization for our pioneering role in the area of sustainable engagement. We have also reached Gold status in the internationally recognized sustainability ranking organized by EcoVadis.

We are firmly on track and these achievements both motivate and oblige us to continue pursuing our ambitious goals with determination and commitment. This, our second sustainability report, defines the transformation we need to undergo in order to become a net-zero company. We invite you to read the following pages to discover what we have achieved so far and what we aim to achieve in the near future.

We Take Responsibility is and remains our guiding principle at ZAUNERGROUP.

The Group's largest operational business unit underwent a well-planned management transition in January 2022. Roman Zauner and Andreas Beck have since been successfully managing Zauner Anlagentechnik. As shareholder representatives and general managers of Zaunergroup Holding, Manfred Zauner and Franz Maurer continue to supervise the company's strategic direction by supporting the new management team in an advisory role.

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We are and remain a family-owned and operated company in which our employees understand and appreciate the strategic path we have taken and are actively involved in the implementation of our sustainability program.

We look forward to continuing our trust-based collaboration and hope you enjoy reading this report.

Manfred Zauner
General Manager
Zaunergroup Holding

Roman Zauner
General Manager
Zauner Anlagentechnik

Andreas Beck
General Manager
Zauner Anlagentechnik

Franz Maurer
General Manager
Zaunergroup Holding

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2. About this report

As highlighted in our first CSR report, ZAUNERGROUP has attached considerable importance to sustainable management for many years. The values practiced by the company shape a corporate culture characterized by an awareness of responsibility. We are convinced that it is necessary to take action **today** in order to safeguard quality of life for future generations. This can only be achieved if a practical balance is struck between economic, environmental, and social goals.

It was under the title *We Take Responsibility,* that the company published its first CSR report in 2020, relating to the preceding year. This motto ideally supplements the existing maxim of *Safety creates safety* since both fundamental principles are integrated into our holistic understanding of sustainability.

When we talk about sustainability at ZAUNERGROUP, then we always mean a multi-dimensional approach which covers the following areas:



This report on our 2021/22 financial year outlines the further development of sustainability management (formerly CSR management), the activities we have undertaken since the last reporting period, and the plans we have for the coming years. The focus here is on the preparations to comply with the requirements of the Corporate Sustainability Reporting Directive (CSRD), which will be relevant for the company from the 2025 financial year.

In order to be optimally prepared for the numerous formal and content-based requirements, an interdisciplinary project team accompanied by external sustainability experts is developing the contents defined by the regulatory stipulations in terms of non-financial reporting. In several workshops...

- The context has been clarified,
- An ESG opportunities and risks analysis performed,
- The existing stakeholder analysis reviewed,
- The business model analyzed,
- The value chain mapped,
- A materiality analysis (based on GRI) performed, and finally
- The list of material topics prepared.

On this basis, strategic directions and objectives were defined for every material topic, so that these can ultimately be reflected using adequate KPIs and indicators. We are also working intensively to

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fully map our corporate carbon footprint and, building on this, have defined a climate path which is based in the mid and long terms on the goals of the Green Deal.

Sustainable action starts at the management level, which is why Management plays a central role in the interdisciplinary sustainability team and was always represented at the related workshops.

CSRD defines the same reporting limits which also apply to the consolidated financial statements as a reference framework. From the 2025 financial year, the non-financial report will be integrated into the management report section in order to comply with CSRD requirements. This means that an update on key sustainability issues will in future be published after every financial year rather than every three years as was the case.

This report, which will be published in September 2023, encompasses the companies **Zaunergroup Holding** (ZGH), **Zauner Anlagentechnik** (ZAT), and **Zauner Industrie-Service** (ZIS). References to ZAUNERGROUP relate to the companies ZGH, ZAT, and ZIS.

It was not necessary to include in this report any restatements with regard to the preceding report. This report is essentially based on GRI Standards but will not be submitted to Global Reporting Initiative or audited by third parties. With regards our material topics, this report also makes reference to the Sustainable Development Goals (SDG) of the United Nations. We have identified SDG 12, Responsible consumption and production, as also being important for us and have therefore added this.

Management systems

The areas of occupational health and safety (45001), environmental protection (14001), and quality (9001) have been certified based on current ISO standards, end-to-end, and for all business areas. Our compliance management system is based on ONR 192050.

Awards and memberships

Zauner Anlagentechnik voluntarily subjected its sustainability performance to an EcoVadis rating review and was able to achieve Gold status for the year 2022. We regard this as a starting point for further steps on our defined path to greater sustainability.



In 2020, Zauner Anlagentechnik received the SDG Award granted by Senat der Wirtschaft in the category applicable to large companies. This outstanding recognition is awarded to pioneers who act as best practice examples of action to achieve global sustainability goals.

In November 2020, we signed the UN Global Compact to become part of the world's largest and most important initiative for responsible corporate management and sustainable development. As a company, we are firmly committed to actively implementing the ten universal principles in the areas of labor, human rights, environment, and anti-corruption. We also support the 17 Sustainable Development Goals (SDG) of the United Nations.

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3. We are Zauner

3.1 Facts and figures

ZAUNERGROUP is one of Austria's leading employers in the industrial plant construction sector and currently has around 800 highly qualified and motivated personnel. Zauner Anlagentechnik, the largest operational business unit of ZAUNERGROUP, offers a wide range of services encompassing the design, commissioning, and maintenance of industrial systems, including piping construction, district heating and cooling systems as well as engineering and construction services for various industry sectors, such as pharmaceuticals, biotechnology, fine chemistry, and power station engineering. After 25 years in the industrial plant construction business, ZAUNERGROUP is one of the most successful plant construction companies in Austria, with projects and subsidiaries in numerous European countries. An overview of these is provided in the following chart:

Locations

Austria (AT)

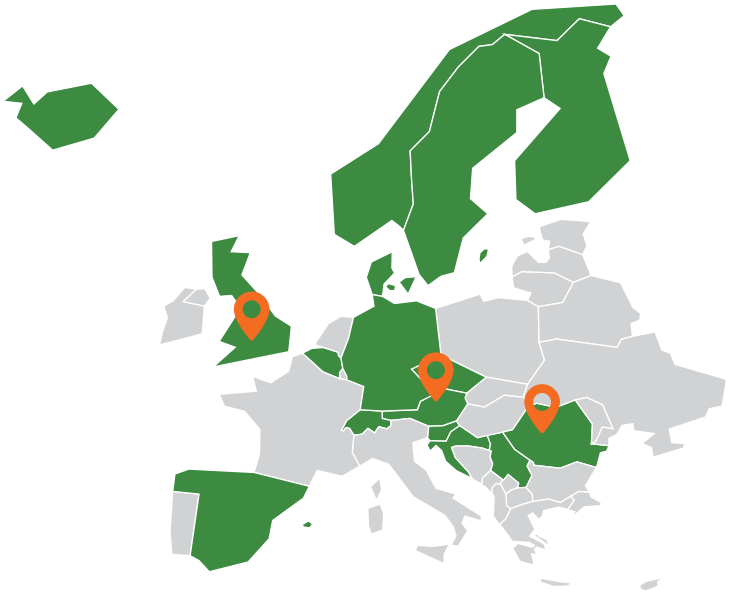
Zauner Anlagentechnik
Wallern, Traiskirchen

United Kingdom (UK)

Zauner Mechanical UK
London

Romania (RO)

Zauner Romania
Satu Mare



At our company, we don't just talk about sustainability, we also pursue a consistent action plan to achieve our ambitious goals. We promote environment-friendly technologies such as exhaust scrubbing, e-mobility, and CO_2 separation (DAC). Our aim here is to design environmentally sustainable business processes and minimize environmental footprints.

At ZAUNERGROUP, we train highly qualified welders at our own welding academy in Romania. As a family-run company, we attach considerable importance to sustainability as well as protecting our employees and the environment. We regard ourselves to be a part of society and adhere to values during our business activities such as responsibility, safety, trust, integrity, uniqueness, and respect. Our high level of customer satisfaction confirms our approach and motivates us moving ahead.

The company's last three financial years highlight a series of above-average growth rates. This successful development of business is primarily attributable to our international projects in the areas of life sciences, battery manufacturing, and data centers. We focused here on opening up markets with considerable growth potential and have continuously expanded our presence in these countries (Denmark and Sweden).

In order to be able to ensure our usual high service standards despite the rapid growth, over the past three years we have invested heavily in our sites and in steps to further internationalize our business operations.

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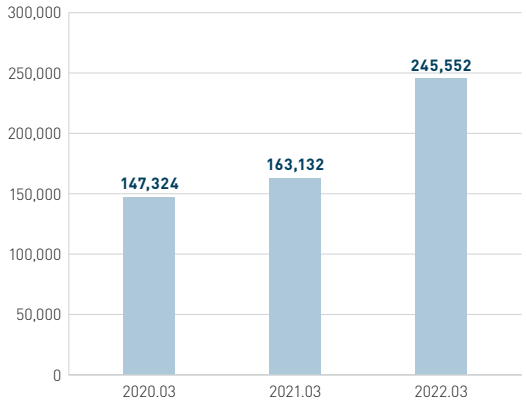
ZAUNERGROUP in TEUR

Operating performance (2022.03)	Change to prior year
245,552	50.52%

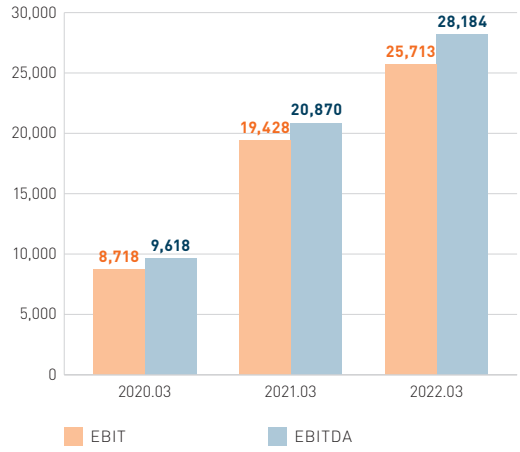
EBITDA (2022.03)	Change to prior year	EBITDA margin
28,184	35.05%	11.48%

EBIT (2022.03)	Change to prior year	EBIT margin
25,713	32.35%	10.47%

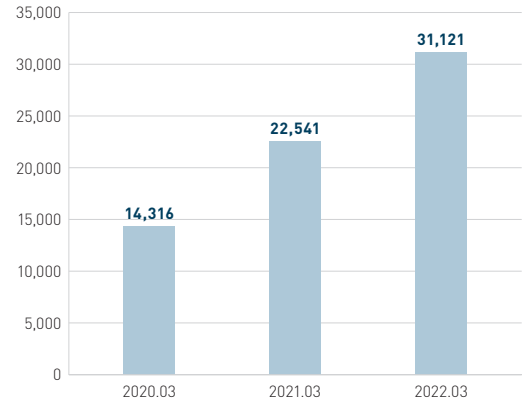
Operating Performance



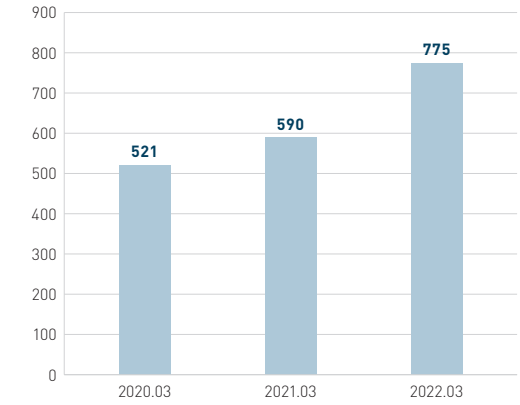
EBIT/EBITDA



Equity



ZAUNERGROUP Headcount*



* Entire ZAUNERGROUP (incl. foreign subsidiaries)

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3.2 Vision / values / strategy

Our vision

Our vision is for us to be the safest company in the industry, in the interests of our employees and all our business partners. Our motto, *Safety creates safety*, is an expression of how we think, decide, act, and how we want to be seen by others.

Our values

Our success is based on sustainable values and leadership principles. These provide us with orientation and shape the culture of collaboration within our teams and with our partners.



As mentioned above, in January 2022 management of Zauner Anlagentechnik was handed over by Manfred Zauner and Franz Maurer to Roman Zauner and Andreas Beck, who have since been successfully overseeing this operational business unit of ZAUNERGROUP. This change process also entails reviewing the existing corporate values and subjecting them to a critical re-evaluation. Given that this relates to a longer process, no outputs were yet available at the time of publishing this report in September 2023.

Scan here to view Our Values.

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Our strategy

Forward-looking planning, the efficient use of resources, and a commitment to continuously improving and developing further are core strategic elements of ZAUNERGROUP. Our strategic cornerstones are regularly reviewed at annual strategy meetings and realigned if necessary. In the interests of acting sustainably, our aim is to extend our planning horizon to encompass future generations. During the course of our sustainability project, we have already identified the strategic elements of our business model which form part of our future development and are also aligned with our motto *We Take Responsibility.*

Code of conduct

Our code of conduct forms the foundation for all our business activities and decisions. It provides a moral basis for ethically and legally appropriate behavior on the part of all ZAUNERGROUP employees, as well as for third parties acting on our behalf.

Scan here to view our code of conduct.

Health, safety, and environment policy (HSE)

As a family-run business, our top priority is to create lasting value and to protect not only our employees but also the environment. At the end of the day, there is nothing more important than having done everything possible to ensure that everyone can return to their families healthy.

IT'S TIME FOR SAFETY! Our HSE policy is based on the following pillars:

- **Leadership:** Role models form the most important element of our occupational health and safety concept. Regular safety inspections, risk identification, and efforts to raise risk awareness based on face-to-face dialogue are the key aspect here.
- **Personal responsibility:** Our employees support and look after each other. Our *Stop the Job* policy allows everyone to immediately trigger or impose a stop on unsafe working practices.
- **Education and planning:** All employees are optimally qualified and trained. We take the aspects of our HSE policy into account in corporate planning and firmly commit to implementing HSE action at the workplace.
- **Communication:** We engage in an intensive exchange of information with our business partners in order to ideally meet their safety requirements. This leads to constant improvements.



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3.3 Management focused on sustainability

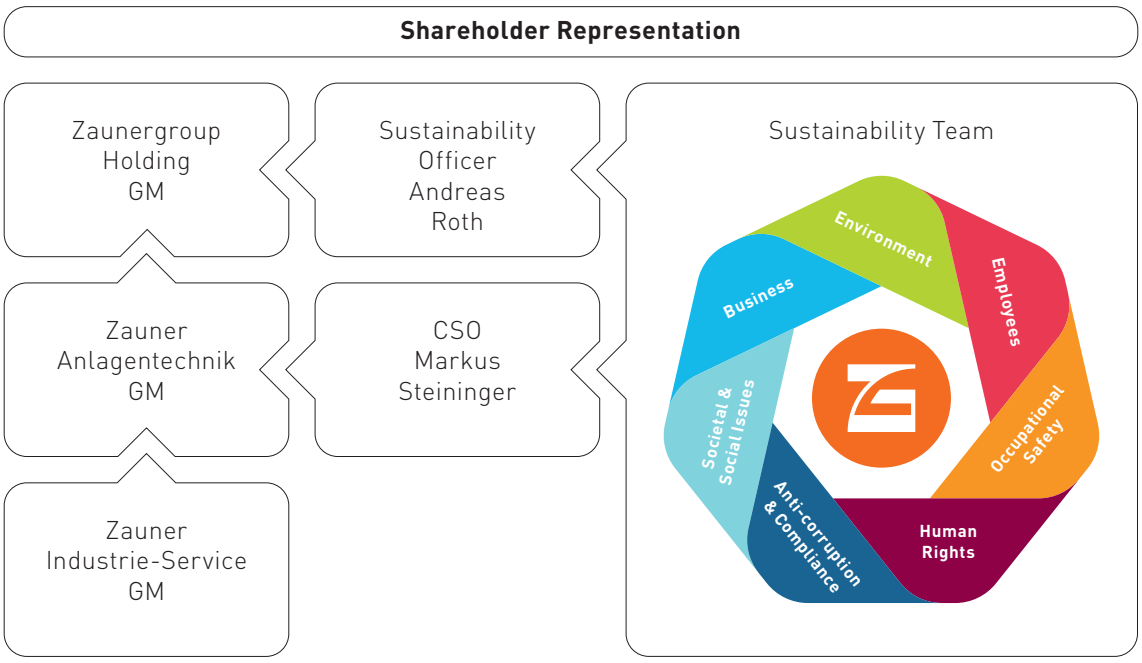
Sustainability needs to be deeply rooted in our organizational structure as the key to enabling our transformation to become a sustainable company. A key success factor here is ensuring that Management accepts responsibility for sustainability.

Our founders, Manfred Zauner and Franz Maurer, have attached significant importance to a responsibility-based corporate culture at ZAUNERGROUP from the outset. In 2019, Franz Maurer initiated an holistic approach to sustainability management at a very early point in time compared to other industry players. He is also a member of the interdisciplinary sustainability team and, in this capacity, plays a leading role in the further development of sustainability management.

Even after handing over management to Roman Zauner and Andreas Beck, Manfred Zauner and Franz Maurer remain involved in the strategic direction of ZAUNERGROUP in their roles as shareholder representatives and general managers of Zaunergroup Holding. Roman Zauner and Andreas Beck are forging ahead on the defined path to the company's sustainable transformation. They report regularly to the shareholder representatives on progress related to the implementation of the sustainability strategy.

As Sustainability Officer, Andreas Roth is the central point of contact and interface between the sustainability team and the general management of Zaunergroup Holding.
As Chief Sustainability Officer (CSO), Markus Steininger coordinates the implementation of sustainability action plans at Zauner Anlagentechnik and reports to the general management of Zauner Anlagentechnik.

Sustainability management is a cross-functional role at the company and the interdisciplinary sustainability team therefore also consists of employees holding the most important positions within the organization. These individuals coordinate sustainability-related activities in their respective areas and are responsible for implementing this action.



Sustainability Team

Andreas Roth
Sustainability Officer / HSEQ

Johannes Maxwald
Head of Operations / Risk Management

Markus Angerer
Head of Organization / Controlling / IT

Thomas Fritzges
Head of Purchasing

Wolfgang Eiselt
Head of Human Resources



Petra Eder
Human Resources

Markus Steininger
CSO

Michael Weinzierl
Head of Warehousing

Tina Zauner
Marketing

Dea Ahmetovic
Legal Counsel

Walter Salzmann
CFO

Walter Müllner
Process Management / QM

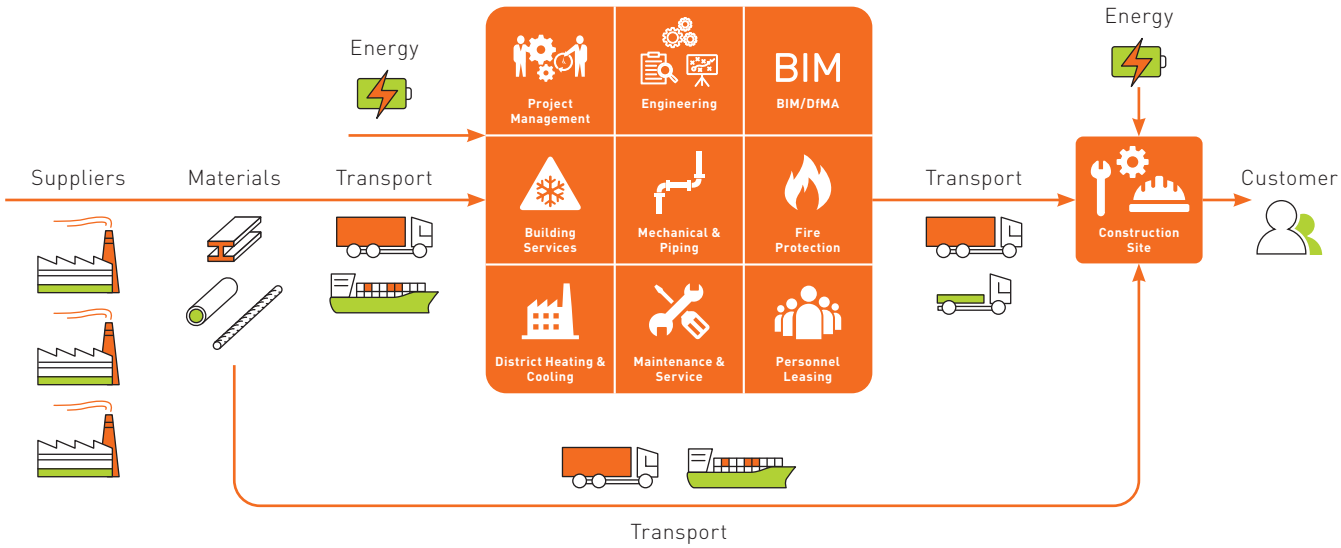
Martin Zauner
Head of Operations Zaunergroup Holding

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3.4 Business model / value chain / services

Our value chain

In terms of its value chain, ZAUNERGROUP relies on the underlying principle of being a one-stop shop. In our specific context, this means us being able to offer clients end-to-end project management. We have the necessary skills, experience, and resources to offer our clients a full range of services. From analysis, detailed planning, plant construction, supply, installation, and commissioning to servicing work and maintenance, our clients benefit from the advantages of working with a full-service provider. Our various departments work hand-in-hand to ensure a performance chain which prioritizes safety and quality from the very first step.



Project management

ZAUNERGROUP is well known for its state-of-the-art project management and has successfully implemented a wide range of large-scale projects throughout Europe. We have teams of highly skilled and certified personnel (PMP®, PgMP®) as well as a PMI©-based project management system which is constantly being further developed and focused on in training so that we can offer clients top levels of service. The focus here lies on the magical triangle of costs, time, and quality, while always taking people into account.

Engineering

We offer a wide range of services in the areas of process technology and plant design as well as EI&C planning. This includes developing concepts, pilot projects, and analyses, preparing flow, control, and PFD diagrams, developing 3D layouts, isometries, piping and detailed plans as well as generally performing complex tasks in the area of process technology. State-of-the-art software, combined with our many years of experience, are the guarantees of optimal, tailor-made solutions for client projects.

Building information modeling / design for manufacturing and assembly (DfMA)

Our digital engineering department and BIM team do far more than just develop models. We leverage of expertise and experience to create a collaboration platform. Our DfMA methods increase productivity and quality while at the same time reducing costs.

Building services

ZAUNERGROUP supplies everything for pharmaceutical plants and data centers, from optimized engineering and material procurement to installation and commissioning. We build sanitary installations for potable water and design centralized and decentralized potable water heating, wastewater, and condensation management systems in accordance with applicable regulations and standards.

Mechanical and piping

ZAUNERGROUP designs, supplies, and installs pipes and piping systems for all industrial sectors while also guaranteeing top quality and timely delivery. Our experts are masters of all metal welding techniques as well as welding, gluing, and laminating plastic and GFK materials and connecting glass pipes. Large-scale projects with over 400,000 working hours are implemented swiftly and to the full satisfaction of our clients.

Fire protection

With coordinate the construction of systems with local authorities and planning bodies, from drafting the concept to installation, and also offer maintenance and servicing. We are experienced in planning and installing fire protection systems for data centers with an overall capacity of more than 300 MW.

Energy engineering and compact stations

We offer energy technology planning for, and the construction and maintenance of, energy centers fired with biomass or conventional fuels as well as for district cooling centers. We specialize in heat and cooling grids made of plastic jacket piping systems and also offer long-term maintenance and support services. Our clients here are domestic and international energy supply companies.

Maintenance and service

ZAUNERGROUP offers inspection and maintenance services based on defined standards as well as turnaround projects in the chemical and petrochemical sectors. Our expertise in servicing existing installations is based on our experience of planning and installing such systems, which is also the key to high levels of flexibility and reliability.

Personnel leasing

ZAUNERGROUP offers personnel leasing services as a means of providing experts as temporary employees. This enables our clients to gain access to our experienced employees and the top-quality work they perform. Our cost-saving consultancy services are goal-oriented.

Zauner Romania

Zauner Romania has formed part of ZAUNERGROUP since being founded in 2003. Our nearly 20 years of experience enable us to offer reliable, top-quality implementation of projects in the energy, oil, and chemical sectors as well as for waste incineration plants and battery manufacturing facilities. We concentrate on off-site manufacturing, relying here on our expertise in the areas of BIM and digital construction.

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4. Materiality analysis

The materiality analysis plays a central role in our entire sustainability management process. This is the tool which enables us to identify the non-financial contents of this report. The CSRD legislation defines the high level of importance of the materiality analysis by means of so-called double materiality. This requires a company to select the material topics based on two different perspectives: the inside-out and/or the outside-in perspective.

The outside-in impacts are focused on aspects such as how climate change and associated impacts affect the company in question. Such sustainability-related risks, as well as opportunities, can in part also have major financial impacts.

The inside-out perspective is still new for many companies. The key issue however is clear: Companies should accept responsibility vis-a-vis society and the environment for the impacts of their actions. The precondition for this is awareness of the environmental, economic, and social impacts of the company's actions.

An analysis such as this requires the in-depth involvement of all relevant stakeholders in order to ensure that the findings take into account the various perspectives as the key to a balanced overview of a company's sustainability.

4.1 Opportunities and risks

ZAUNERGROUP already has a long tradition of risk management which systematically captures and evaluates economic risks. The analysis of climate-related opportunities and risks however is still relatively new. In the course of preparing this second sustainability report, a risk and opportunities analysis was performed with the sustainability team during a workshop. This involved differentiating between physical and transitory risks, and subsequently evaluating the relevant risks and opportunities in terms of their probability and financial impact. This entailed identifying not only direct risks and opportunities but also those which are indirect.

Opportunities

- Zauner Anlagentechnik at the leading edge of change
- New regulatory requirements create new project opportunities
- Repowering and upgrading environmental systems
- Potential of wastewater treatment plants
- DAC systems
- New technologies and systems
- Demand for artificial fertilizers

Risks

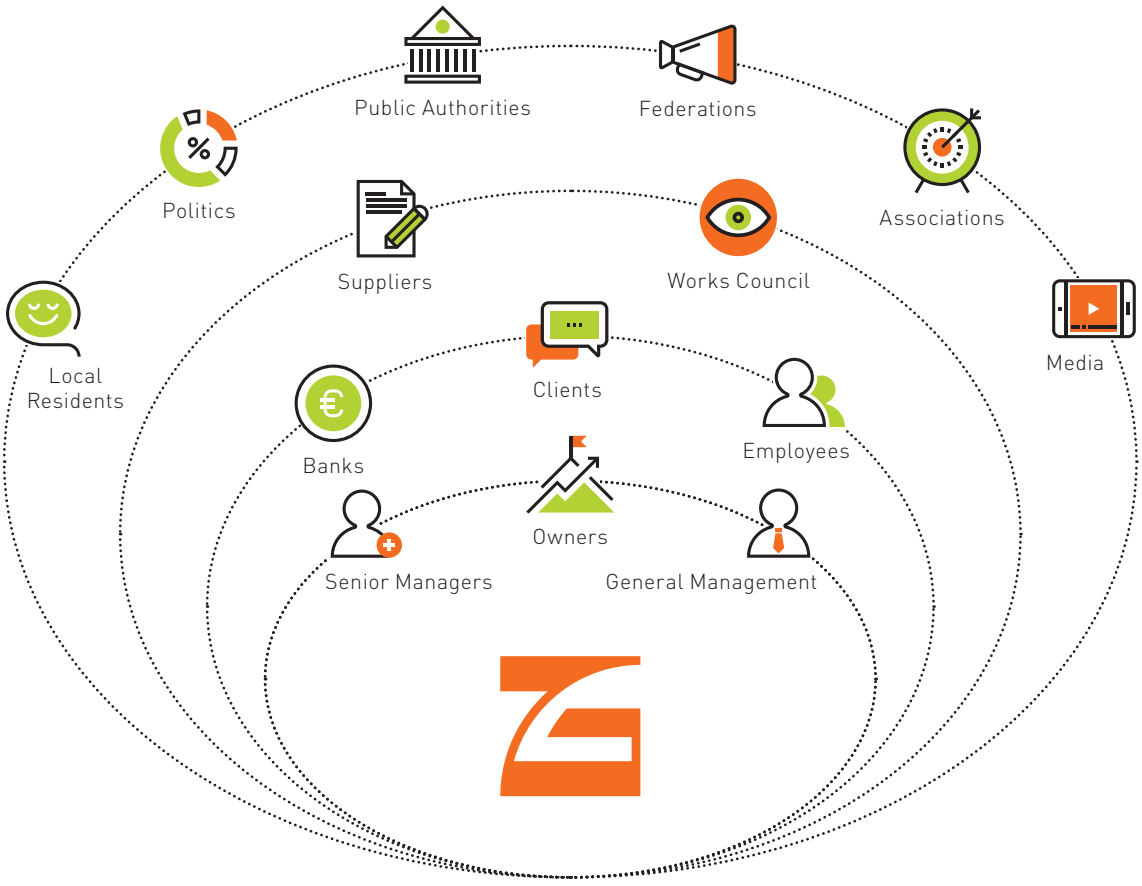
- High client demands
- Lack of personnel (flexibility)
- Availability of materials
- Industry moves to low-cost countries
- Wastewater (higher project costs)
- Precipitation levels change
- Temperature increases
- Extreme weather conditions
- Customer harvests lower
- Energy consumption
- Fossil fuels
- Waste and circular economy
- Water consumption
- New regulations

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GRI 3–1

4.2 Stakeholder analysis and survey

The numerous environmental and social challenges which our company also faces require an intensified discussion of the issue of responsibility and the close involvement of stakeholders, in other words, those individuals or groups which have an influence on and/or an interest in our company, and therefore all those who are affected by the actions of ZAUNERGROUP.

In the course of our stakeholder analysis, employees, customers, and also banks were identified as important stakeholder groups in addition to our owners and management team. A comprehensive stakeholder survey was conducted in order to continue the dialogue about sustainability-related issues which had already been initiated with these stakeholder groups during the first reporting cycle.



The analysis of relevant issues involved a multi-step process. The first step involved preparing a so-called longlist of the possible sustainability criteria which fully complies with the Global Reporting Initiative (GRI) standards. In an initial analysis, the sustainability team defined which issues are relevant for ZAUNERGROUP. This shortlist was then integrated into an online questionnaire which was sent to the most important stakeholder groups. Between the middle of March and the end of April 2022, a total of 194 individuals (employees, clients, suppliers, and bank representatives) responded to this stakeholder survey.

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GRI 3–1
GRI 3–2

4.3 Key issues and strategic direction

The findings of the stakeholder survey formed the starting point for the impact assessment, which was undertaken during the course of a workshop with the sustainability team. This relates not only to the financial impacts but also the company's social and environmental impacts. The output of this process is a list of materiality topics for ZAUNERGROUP:

- Occupational safety
- Financial success and fair profits
- Proactive environmental compliance
- Efficient use of materials
- Psychological and physical health
- Working conditions and work climate
- Avoiding waste
- Sustainable and regional procurement
- Energy consumption
- Diversity and equal opportunities
- Social engagement
- Protecting human rights
- Emissions and climate protection
- Anti-corruption and compliance
- Education and training
- Sustainable revenues / new business

The next step involved small groups working to define the strategic direction, goals, and action for each material topic. These findings are summarized in the following table:

Environment and protection

Material topic	Ambitions	CSR Report 2020	Description
Avoiding waste		Avoiding waste	Standardizing our understanding and awareness of the core competences related to waste avoidance at all sites. Appointing a waste management officer, establishing environmental audits, and developing a waste management concept for the site in Romania are the main focus areas in this context
Climate protection: Reducing energy consumption and emissions		Energy consumption	The committed implementation of our climate strategy: Halving CO_2 emissions by 2030 on the basis of current emission levels and achieving net-zero by 2040
Efficient use of materials		Efficient use of materials	Analysis of current status and material data capturing as a basis for calculating the corporate carbon footprint
Promoting sustainability in the value chain		Protecting human rights at the company and along the supply chain	Evaluating and optimizing the supply chain by visualizing the supply chain in order to be able to ensure the protection of human rights and compliance with environmental standards along the entire supply chain

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GRI 3–2

Business development

Material topic	Ambitions	CSR Report 2020	Description
Financial success and fair profits		Generating fair profits Planning sustainable investments Further developing risk management at the company	Targeted expansion and diversification of business activities in future-oriented sectors is the key to predictable and stable growth at ZAUNERGROUP
Further developing compliance		Compliance with legislation and regulations Preventing corruption Avoiding unfair competition Data protection	Legal certainty and compliance have always been overriding principles. This relates in particular to boosting awareness of environmental compliance and establishing this at the company

Employees and social impact

Material topic	Ambitions	CSR Report 2020	Description
Maintaining excellent occupational health and safety		Physical and psychological health of employees Occupational safety	Ensuring high safety standards throughout the company while also strengthening and consolidating core skill areas
Developing employees		Corporate culture Employee-employer relationships Avoiding discrimination Fair remuneration Educational and training program	Comparing the growth strategy and the available (qualitative and quantitative) human resources by means of a strong focus on education and training as well as a commitment to training apprentices at all sites
Pursuing social engagement		Supporting social, cultural, and/or environmental projects Collaborations with relevant educational and training institutions	Maintaining flexibility and diversity in terms of social engagement and ensuring a positive impact

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5. Environment and protection

5.1 Avoiding waste

Why is this topic particularly important for us?

- A key element of our corporate philosophy is to sustainably minimize our impacts on the environment and to keep these as low as possible
- The focus here is on the sparing and efficient use of resources (particularly commodities) as well as action to reduce emissions

Policies

- Environmental policy
- Waste management concept
- Code of conduct
- Environmental management system (ISO 14001)

Opportunities and risks

The company serving as a role model for acting in an environmentally sensitive manner motivates our employees and has a positive impact on the corporate culture

Digital transformation brings benefits in the areas of internal documentation and information processes

Increasing the recycling ratio, particularly in terms of plastic waste

Extending the useful lives of factory equipment, tools, and machines by means of regular inspections, maintenance, and servicing can lead to a reduction in investment expenditures

The healthy order books at Zauner Anlagentechnik and the resulting increase in headcount and equipment also have an impact on the total volume of waste

Volumes of secondary materials, in the form of packaging, will remain at a high level

Responsibilities and organization

- Senior Management
- Site managers
- Waste / environmental officers
- Certified waste disposal companies in Austria







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Activities and achievements during the reporting year

- Implementing a system of electronic signatures
- Empty toner and ink cartridges are given to a recycling project
- Strict waste separation and installing more waste separation bins at all Austrian sites
- Greater awareness at the company among the employee stakeholder group since the publication of ZAUNERGROUP's first CSR report
- High recycling ratios for paper, metal, and wood
- Establishing central battery collection facilities at sites

Goals and action by 2025

- Establishing core competences in terms of waste management at Zauner Anlagentechnik (currently still at Zaunergroup Holding)
- Increasing the separation ratio of plastics
- Establishing environmental audits comparable to internal safety audits
- Elevating environmental awareness to the next level

Goal attainment	Completed by
Preparing instructions for separating plastic waste (for branches, offices, and construction sites in Austria)	31.12.2023
Monitoring effectiveness by means of a waste inventory for FY 2023/24	31.03.2024
Waste management concept for Satu Mare site at ZRO	30.06.2024
First waste inventory at Satu Mare (ZRO)	31.03.2025
Appointing a waste management officer at ZAT	30.09.2024
Deputization rules for all sites in Austria	31.12.2024
Performing waste management training and waste audits at all Austrian sites	30.09.2024
Monitoring effectiveness by means of a waste inventory for FY 2024/25	31.03.2025
The ZRO site at Satu Mare is ISO 14001 certified	31.03.2025

GRI 3–3
GRI 201–2
GRI 306

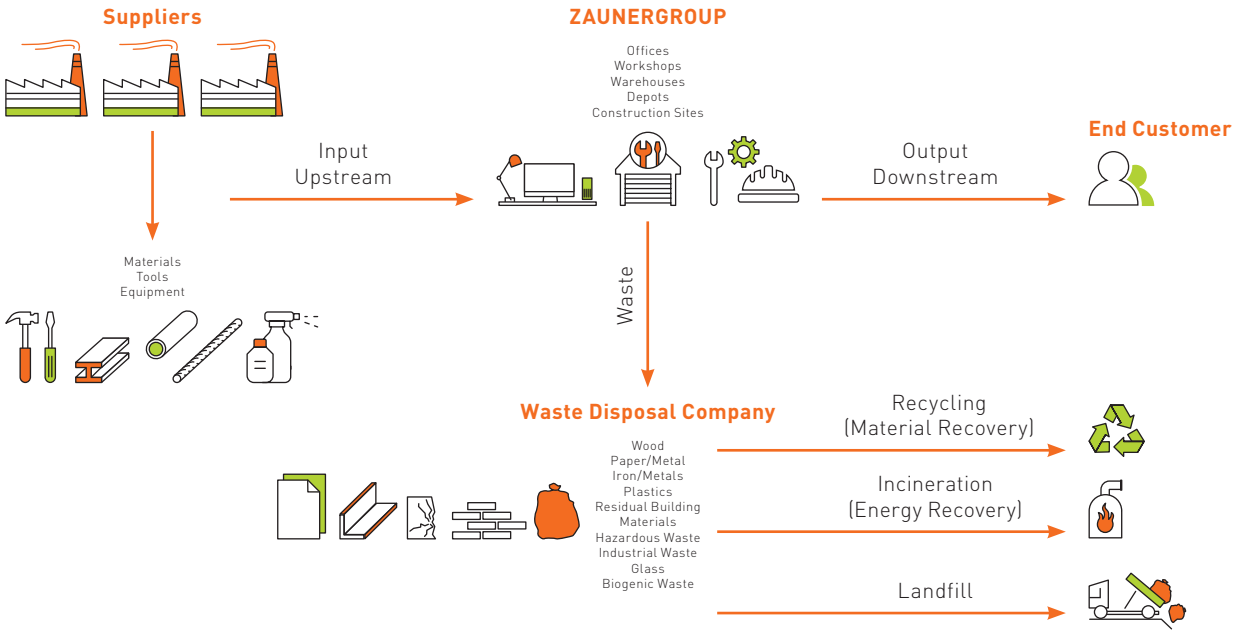
Waste

The healthy order books also have an impact in terms of the overall volume of waste material. The quantities of materials and supplies procured (input), and therefore the volumes of secondary materials involved (e.g. packaging materials), will remain at a high level and consequently have an impact on our flows of waste materials.

The waste arising is subject to an annual audit (quantitative and qualitative). The findings of this audit are taken into account in our regular identification and evaluation of key environmental aspects and the associated material impacts on the environment.

The aim is to further increase the recycling ratio already achieved by means of waste separation which, given the obvious potential, is particularly worth leveraging in the area of plastic waste.

The reuse of materials (e.g. wood, metal, and containerboard) can also have a positive impact on our waste balance, even if only to a limited extent. For example, certain waste piping at our workshops is prepared so that it can be used during the training program for welders. Upstream packaging materials (containerboard) are used in our storage areas for shipping consignments to our construction sites.



Extending the useful life of 'intact' equipment and materials can, e.g. in the area of occupational safety, be contrary to occupational safety rules and therefore needs to be evaluated carefully.

GRI 3–3
GRI 201–2
GRI 306

Digital transformation is having positive impacts in the areas of internal documentation and information processes (e.g. management systems) and work is continuing in certain areas (e.g. project and construction site documentation) to identify and achieve further optimizations.

Waste generation	**Unit**	**FY 19/20**	**FY 20/21**	**FY 21/22**
Recycling	t (rounded)	376	475	379
	% of total amount	79	83	74
Other recovery processes	t (rounded)	22	1	31
	% of total amount	5	0,2	6
Incineration to recovery energy	t (rounded)	76	95	98
	% of total amount	16	16	19
Landfill	t (rounded)	2	4	2
	% of total amount	0.4	0.6	0.4
Total waste	t (rounded)	476	575	510
of which non-hazardous	% of total amount	99.5	98.9	99.6
of which hazardous	% of total amount	0.5	1.1	0.4

Our waste disposal service providers are certified and, from the point in time of collection, provide a high level of service quality and safety in terms of the processing, recycling (recovery), and disposal of the waste we generate.

Waste diverted from disposal, off-site	**Unit**	**FY 19/20**	**FY 20/21**	**FY 21/22**
Recycling	t	376	475	379
Other recovery processes	t	22	1	31
Total	t	398	476	410

Waste diverted to disposal, off-site	**Unit**	**FY 19/20**	**FY 20/21**	**FY 21/22**
Incineration with energy recovery	t	76	95	98
Landfill	t	2	4	2
Total	t	78	99	100

GRI 3–3
GRI 201–2
GRI 302
GRI 305

5.2 Climate protection: Energy consumption and reducing emissions

Why is this topic so important for us?

- We are well aware of our role in our value chain and make a decisive contribution to the overall reduction in GHG emissions
- We see considerable potential in our new areas of business to make a significant contribution to climate protection
- Our involvement in the planning phase of projects gives us the opportunity to have a positive impact on climate and environmental protection

Policies

- Environmental policy
- Code of conduct
- Code of conduct for suppliers
- Environmental management system (ISO 14001).

Opportunities and risks

We promote new technologies to reduce GHG emissions by means of direct air capture (DAC) to separate CO_2

We are boosting our efforts in taxonomy-relevant areas of environmental technology and wastewater treatment

Extreme weather conditions and the continuous rise in temperatures represent only a moderate risk to our business model

Responsibilities and organization

- Senior Management
- CSO
- Facility Management





GRI 3–3
GRI 201–2
GRI 302
GRI 305

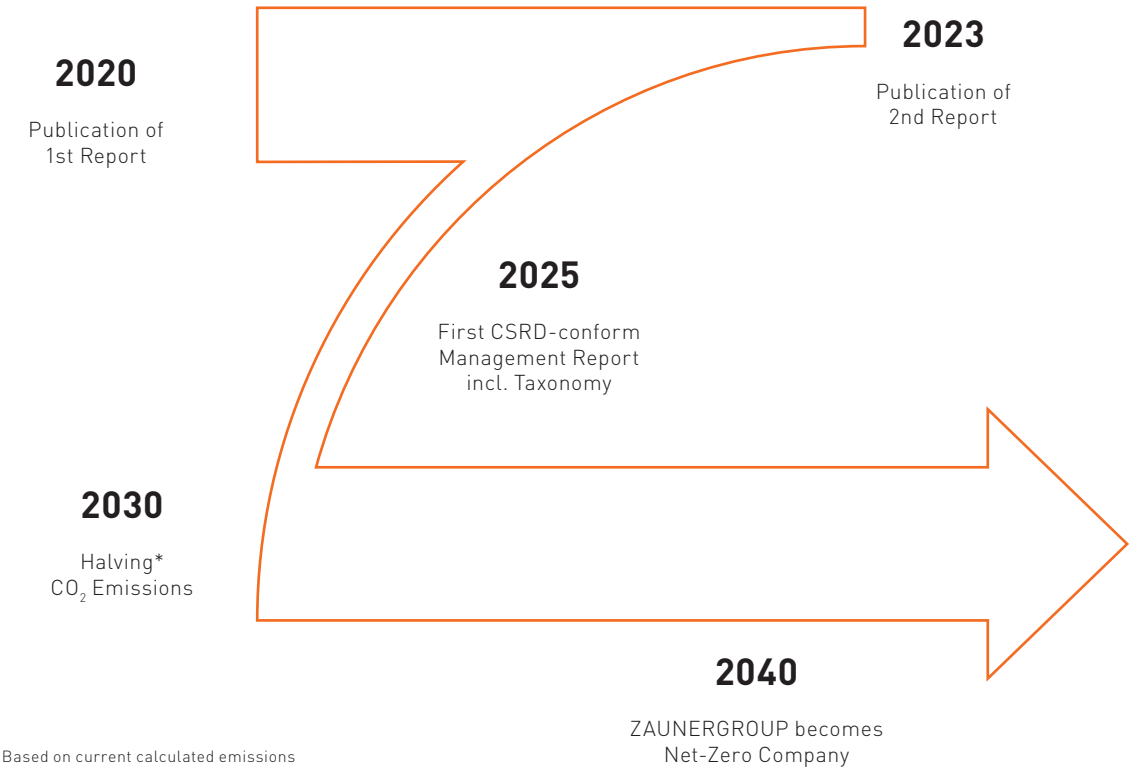
Activities and achievements during the reporting year

- Switching to 100 percent green power at the Austrian sites
- Installing / expanding the PV system, with 120 KWp in Wallern
- Switching from oil-fired heating to pellets in Traiskirchen
- Purchasing a further six e-vehicles and e-charging stations
- Developing and communicating a concept to increase reliance on rail and other public transport
- Developing and implementing a policy for CO_2 compensation associated with air travel

Goals and action by 2025

- The **climate strategy** of ZAUNERGROUP defines **halving CO_2 emissions by 2030** on the basis of current emission levels and **achieving net-zero by 2040.**

Goal attainment	Completed by
Purchasing at least 30 e-vehicles	31.12.2024
Installing a PV system at the Traiskirchen site (min. 20 kWp)	31.12.2024
Calculating GHG emissions associated with purchases of materials (Scope 3)	31.12.2024
Thermal renovation at the Traiskirchen site (prefabrication and warehouse) Exchanging the heating system in Wallern	31.12.2025
Reducing energy consumption at our construction sites	31.12.2025
Step-by-step transition of the entire fleet to e-vehicles	31.12.2030

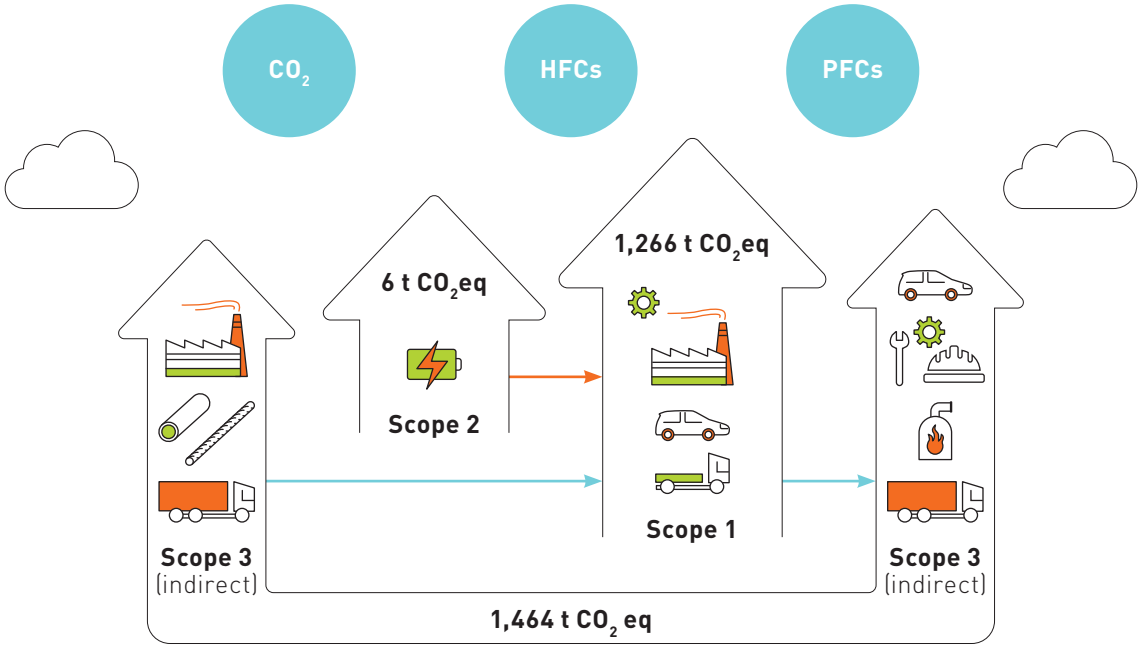


*Based on current calculated emissions

GRI 3–3
GRI 201–2
GRI 302
GRI 305

Emissions

The greenhouse gas emissions of ZAUNERGROUP have been calculated for the first time on the basis of the 2020/21 and 2021/22 financial years. This analysis encompassed energy-related emissions in Scope 1, 2, and 3, on the one hand, and other emissions, such as material shipping and employee mobility (Scope 3) on the other.

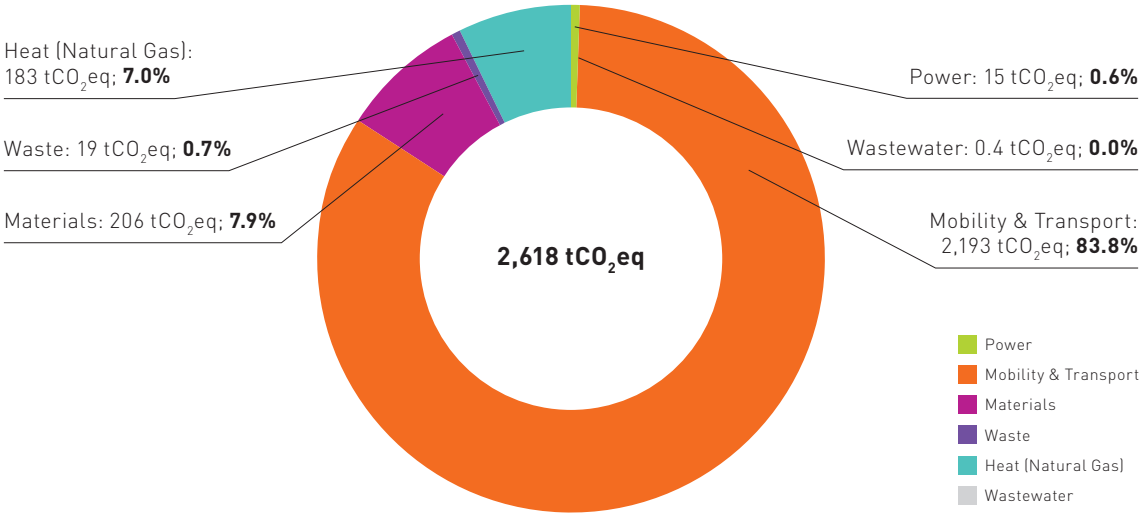


Scopes		2020/21	2021/22
Scope 1	tCO_2eq	1,209	1,266
Scope 2		5	6
Scope 3 (indirect)		1,404	1,464
Total		**2,618**	**2,735**

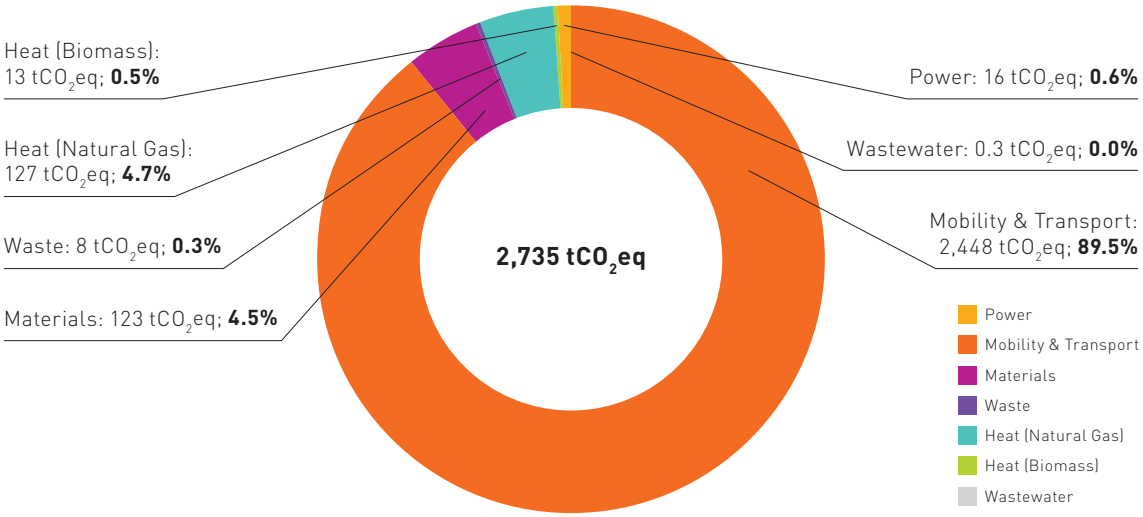
The largest share of GHG emissions, amounting to nearly 90 percent in our 2021/22 financial year, related to the area of mobility and transportation. This is where we see the greatest potential to leverage our efforts to minimize our CO_2 footprint.

GRI 3–3
GRI 201–2
GRI 302
GRI 305

ZAUNERGROUP 2020/21



ZAUNERGROUP 2021/22



Although work has begun to calculate our material footprint (Scope 3), it has not yet been possible to complete this. To date, we have been able to capture material-related data for around 30 percent of our purchasing volume. These activities to capture the data are being intensified further, with the goal being to have meaningful figures available by the next reporting period.

ZAUNERGROUP also plans to switch its fleet to e-mobility and to replace business trips by video conferences whenever possible. Greater reliance on rail and other forms of public transport, as well as CO_2 offsetting in the case of flights and hotels related to (unavoidable) business travel, form a part of this concept. At present, we are also seriously considering how to create incentives to encourage employees to adopt climate-friendly mobility options. This has initially involved a comprehensive, data-based analysis of mobility at the Traiskirchen site as the starting point for further action to optimize mobility patterns.

GRI 3–3
GRI 201–2
GRI 302
GRI 305

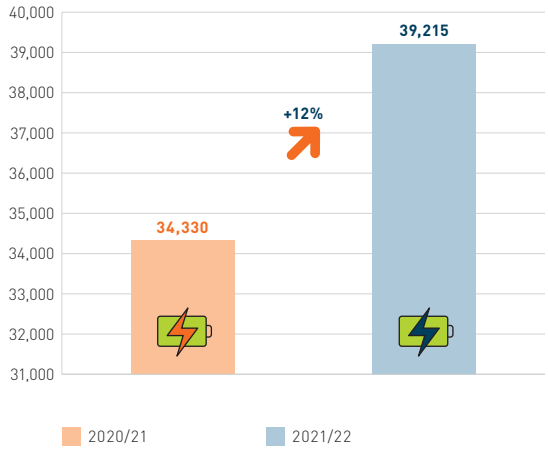
Energy

Besides switching to 100 percent green electricity and installing a photovoltaic system, the administration building, and the workshops have also been equipped with LED lighting. Continually increasing energy efficiency is at the heart of these efforts.

Since the last CSR report in 2020 and despite the organizational challenges presented by the corona pandemic, all of the energy efficiency and climate protection projects planned have been implemented. The photovoltaic system at the Wallern site has been expanded to a total capacity of 120 kWp. The gas-fired heating system at the Traiskirchen site has also been replaced by an efficient pellets system.

Furthermore, both of these Austrian sites have been equipped with LED lighting, further e-vehicles purchased, and e-charging stations built. In total, around EUR 1.8 million has been invested in energy-saving and climate-protection projects during the period under review.

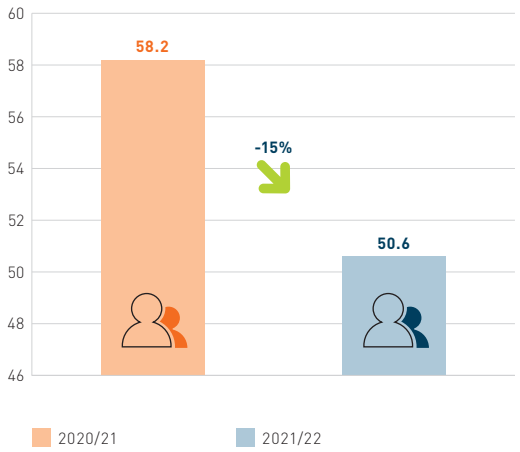
Total Energy Consumption in Gigajoules (GJ)



The total energy consumption of ZAUNERGROUP in the 2020/21 financial year amounted to 34,330 gigajoules (9,536 MWh) and in the 2021/22 financial year to 39,215 gigajoules (10,893 MWh). This increase is explained by the expansion of business activities and the associated increase in the headcount as well as the increase in office use again following the corona pandemic. These figures take into account the fuel, power, and heating energy consumed.

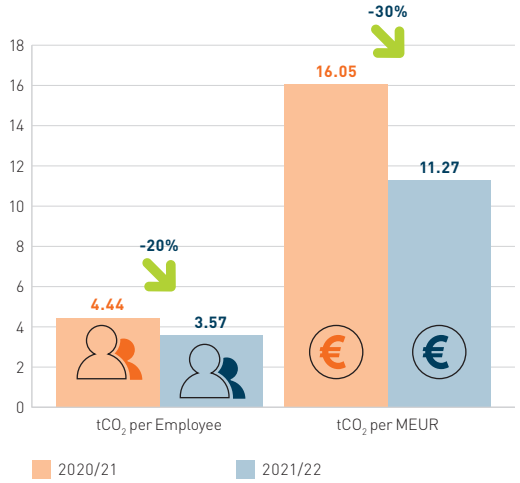
GRI 3–3
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GRI 305

Energy Consumption per Employee in Gigajoules (GJ)



It was possible to reduce the total specific energy consumption related to the headcount from 58.2 GJ/employee in the 2020/21 financial year to 50.6 GJ/employee in the 2021/22 financial year. This is equivalent to a reduction of around 13 percent. In terms of revenues generated, energy consumption declined from 210 MJ/TEUR to around 160 MJ/TEUR.

tCO_2 per Employee and MEUR in Gigajoules (GJ)



Greenhouse gas emissions also fell from a specific value of 4.44 tCO_2/employee to 3.57 tCO_2/employee or from 16.05 tCO_2/MEUR to 11.27 tCO_2/MEUR. Energy generation was optimized in particular: In the 2021/22 financial year, it was possible to generate approximately 38 percent of the overall heating requirements of the Traiskirchen site by means of the new pellets heating system and around 30 percent of the electrical power required by the Wallern site by means of its own photovoltaic system.

GRI 3–3
GRI 201–2
GRI 301–1

5.3 Efficient use of materials

Why is this topic particularly important for us?

- The full overview of the entire footprint (Scope 3) forms the basis for further action to reduce CO_2 emissions
- We aim to make our use of materials even more efficient and, at the same time, protect the environment. That is why we regard making previously manufactured and supplied materials available again as a key success factor. These materials are often not easily available, and the necessary documentation is lacking. Instead of ordering new materials, our goal is to in future transparently prepare unused and returned materials so that they are available as a backup for other projects. This not only cuts costs but also saves valuable resources and reduces unnecessary volumes of waste. This sustainable action is part of us accepting responsibility for building a better future
- Besides their manufacturing, the shipping of these materials also has a major influence on CO_2 emissions. Direct shipments to sites instead of temporarily storing the materials in warehouses reduces time in transit, handling, and creates free warehouse space. Resources are saved and volumes of waste can be reduced

Policies

- Environmental policy
- Code of conduct
- Environmental management system (ISO 14001)

Opportunities and risks

Materials are transparently stored in warehouses, act as a reserve, and are easily available

Certificates of analysis for materials exist

Reduced shipping costs and lower logistical costs

Price increases and the development of lead times cannot be easily estimated

Delays in the supply chain and the loss of suppliers

Lower handling fees when returning materials

Responsibilities and organization

- Senior Management
- Project Management
- Engineering
- Purchasing







GRI 3–3
GRI 201–2
GRI 301–1

Activities and achievements to date

- Developing sustainable procurement criteria for selecting suppliers and defining a process for this
- A separate environmental policy for Zauner Anlagentechnik has been prepared
- Sanitary facilities have been updated to included sensor-operated faucets

Goals and actions by 2025

Commodity scarcity, a lack of materials, and more unpredictable supply chains, as well as rising prices, are all risks that we are confronted with daily during our business activities. Besides the question of availability, the CO_2 emissions caused as a result of production also play an important role, which is why we have defined the goal of handling and managing the materials we need as efficiently as possible.

Goal attainment	Completed by
Current status analysis of material procurement: supply chain analysis: volumes, CO_2 emissions, etc.	Ongoing
More in-depth supplier management to include CO_2 emissions and documents relevant for us; preparing process descriptions and documents	Ongoing
Developing a concept (advantages/disadvantages) and identifying those sites where it is possible to ship materials directly; changing warehouse / reducing inventory levels	By the end of 2023
Exploring the possibility of freeing up at least one warehouse employee Alternatively, relying on sheltered workshops or an apprentice.	By 2024



GRI 3–3
GRI 201–2
GRI 308

5.4 Promoting sustainability in the value chain

Why is this topic particularly important for us?

- The ongoing evaluation of our suppliers (traders and, further upstream, manufacturers) is important for us in order to have a positive impact on our supply chain (e.g. awareness and data sourcing) and to safeguard constant levels of quality in terms of the services we provide. We regard ourselves as a dependable partner to our clients and take complying with relevant legislation seriously. Our high standards aid us in identifying any vulnerabilities and new procurement options at an early stage
- ZAUNERGROUP respects and promotes human rights in everything that we do. No-one is discriminated against on the grounds of their race, gender, sexual orientation, religion, ideology, disability, or age
  This entails respecting the personal dignity, the private sphere, and the personality rights of every individual

Policies

- Code of conduct for suppliers
- Quality management system (ISO 9001)

Opportunities and risks

Identifying vulnerabilities and optimizing the supply chain

Being a reliable partner to employees, clients, and suppliers

Price increases and the development of lead times cannot be easily estimated

Delays in the supply chain and the loss of suppliers

Responsibilities and organization

- Senior Management
- Purchasing
- Quality Manager







GRI 3–3
GRI 201–2
GRI 308

Activities and achievements to date

- ZAUNERGROUP's code of conduct is given to new employees during on-boarding
- Revising the code of conduct for suppliers
- Adding a declaration of commitment as an annex to Austrian Personnel Leasing Act *(AKÜ)* and on compliance with work, minimum wage, and employee assignment legislation

Goals and actions by 2025

Complying with and protecting human rights is a top priority for ZAUNERGROUP. The draft of the Corporate Sustainability Due Diligence Directive (CSDDD) will extend the responsibility of companies to include respecting human rights along entire (global) supply chains.

In early 2023, Germany took the initiative and introduced a supply chain due diligence act which is also at least indirectly applicable to foreign companies. Austria will also promulgate national legislation in line with the EU's supply chain directive. At ZAUNERGROUP, we aim to address these issues at an early stage and therefore prepare ourselves for the coming requirements in good time. Information received from and about suppliers will be taken into account in their selection.

Goal attainment	Completed by
Optimizing the supply chain: supply chain map for the main materials (steel, stainless steel, etc.), also with regard to CSRD conformity (supply chain act)	30.09.2023
Compliance with human rights at all company sites and along the supply chain Defining depth of evidence required Defining a process for securing information (a process aligned with Purchasing) Implementing explicit supplier management	31.12.2023

GRI 3–3
GRI 201–2
GRI 403

6. Employees and social impact

6.1 Maintaining excellent occupational health and safety

Why is this topic particularly important for us?

Safety is a core value and therefore one of the cornerstones of our ZAUNERGROUP corporate culture. Occupational health and safety are accorded the same priority at ZAUNERGROUP as quality, commercial success, and corporate development.

Policies

- HSE policy
- Occupational Health and Safety Directive
- OHS management system pursuant to ISO 45001
- Austrian SCC + SCP safety management system

Opportunities and risks

- A safe and healthy working environment is key to protecting and motivating our employees
- Employee training and awareness-raising efforts promote autonomy and therefore also the profile of our safety culture
- Systematically identifying dangers and effective action to minimize risks reduce the likelihood of accidents and illnesses occurring
- Clear structures and processes improve collaboration and offer our contractors and partners better working conditions
- Occupational and health-related risks to our employees due to their activities (in-house systems), their work environment (e.g. large construction sites, third-party production plants, public domain, etc.), and other players (external systems)
- The integration of new employees and the rising proportion of third-party personnel require that the transfer of the HSE management system is more efficient

Responsibilities and organization

- Senior Management
- Managers and officers
- Occupational safety working group and occupational safety committee
- Safety managers
- Safety officers and experts
- Occupational physicians





GRI 3–3
GRI 201–2
GRI 403

Activities and achievements during the reporting year

- A current campaign known as IT'S TIME FOR SAFETY focuses on: safe workplace design, safe equipment, and compliance with our occupational safety principles and rules are the main aspects covered by this campaign
- 3rd Safety Day and 12th Leadership Forum in September 2021 (a 2-day awareness-raising event)
- An energy engineering safety day event (May 2022) focusing on: a risk analysis of district heating
- Participation in the Construction Safety Week event (May 2022) focusing on: documented site tours performed by managers (HSE audits)
- No reported work-related illnesses
- Zaunergroup Holding: an accident-free company
- Effective COVID-19 strategy – no relevant operational disruption
- Re-organization of the HSE team under the leadership of an HSE manager at ZAT
- An incentive / motivation system for employees and construction site teams: employees are awarded weekly safety awards (vouchers), and this is communicated via the ZAUNERGROUP Safety Community (Intranet)

Goals and action by 2025

- Expanding and consolidating core competences at Zauner Anlagentechnik with regard to occupational safety and health protection
- Digitalizing the HSE management system, with a main focus on improving standard operating procedures (risk analyses, workplace inspections, and instructions)
- Expanding and improving the indicator system (focus on early indicators)
- Consolidating the organization of issue-related officers (main focus: reporting)
- Further reducing the risks associated with welding fumes and noise

Goal attainment	**Completed by**
Training members of the HSE team to become safety experts	31.12.2023
Employing further safety experts at ZAT	Ongoing
Software implementation	
- Audit documentation	31.12.2023
- Risk analysis / instruction	30.06.2024
- HSE management system	31.03.2025
Early indicator policy and dashboard with the KPIs of ZAT	31.03.2024
HSE officer policy at ZAT	31.03.2024
Information campaign related to health risks associated with welding fumes / noise – information available at all workplaces (ZAT)	31.03.2024
Evaluation of welding fumes / noise at all ZAT sites with current (no more than 5-year-old) measurement results related to the workshops	31.03.2025

GRI 3–3
GRI 201–2
GRI 403

Risk analysis

ZAT performs risk analyses at its construction and industrial sites, taking into account work environment aspects. Specific risk assessments are performed for non-routine tasks. Our supervisors monitor the working environment and instruct employees to only start or continue work when it is safe to do so. Contractors and partners are also obligated to assign priority to safety and to comply with the workplace health and safety instructions. Compliance is ensured by means of regular inspections.

Employee involvement, consultation, and communication

The quarterly occupational safety meetings discuss current issues, accidents, and the strengths / weaknesses of our work-related systems. The participants: managers, prevention experts, works councilors, and safety officers.

Occupational healthcare

We work together with an accredited occupational healthcare center in Austria which, in 2022, offered occupational health and psychological support, including workplace inspections and investigations, general medical consultancies, vaccinations, and information about work-related materials. Foreign workers were also examined by foreign occupational healthcare professionals in consultation with their Austrian equivalents. Psychological stress at the workplace was evaluated at ZAUNERGROUP, with action currently being defined with the help of experts based on a 2022 employee survey.

HSE audits: early indicators

The findings of the HSE audits revealed that consistently wearing the personal safety equipment provided leads to a significant reduction in the risk of injury. In the period 2020 to 2022, 2,700 audits were performed, and more than 7,900 observations recorded. Positive observations (71 percent) were highlighted in order to promote a positive safety culture by means of a dialogue with those involved.

Incidents and accidents

Work-related incidents are analyzed by line managers and the HSE team, involving an investigation of the technical and organizational conditions as well as the safety-related behavior of personnel.

In 2022, three high-potential incidents were identified and advised to the relevant stakeholders. These included finger and foot injuries, preparations for winter, and a leak of nitrogen and solvent fumes.

The incidence of injuries fell slightly in Financial Year 2021/22 compared to the prior year but was still higher than in Financial Year 2019/20.

GRI 3–3
GRI 201–2
GRI 403

Accidents: lagging indicators

The number of occupational accidents resulting in lost time of ⩾ 1 day (not including the day of the incident) remained stable over the entire reporting period at a low level (LFITR).
These figures do not take traffic-related injuries into account.

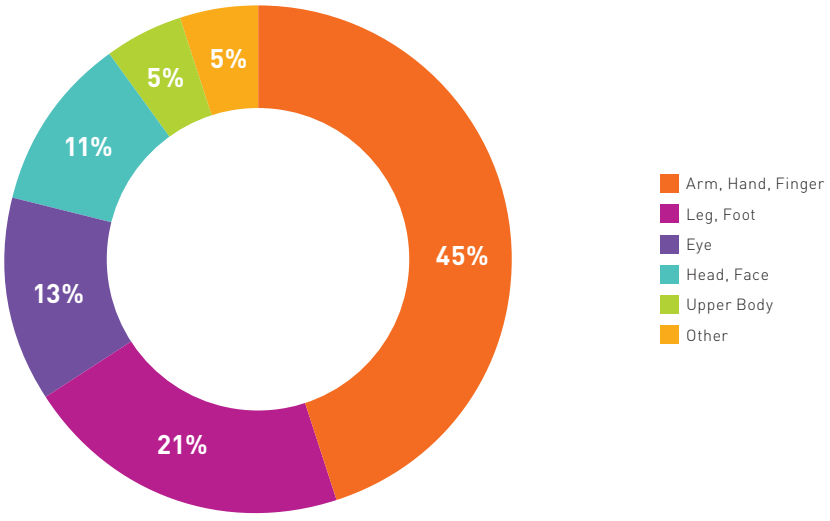
Accidents	Unit	FY 19/20	FY 20/21	FY 21/22
Lost time incident (LTI)	Number	2	2	2
Restricted work case (RWC)	Number	1	5	2
Medical treatment case (MTC)	Number	3	4	4
First aid case (FAC)	Number	3	4	6
Lost time incident frequency (LTIFR*)	Per million hours worked	1.4	1.1	0.9
Accidents	Per million hours worked	6.2	8.5	6.5
Work-related injury with serious consequences	Per million hours worked	0	0	0.5
Documented, work-related injuries or illnesses LTI+RWC+MTC	Per million hours worked	4.1	6.2	3.8
Injury-related absence in working days	Per million hours worked	33.0	8.5	31.1
Fatal occupational accidents	Number	0	0	0
Hours worked	Hours (rounded) / million	1.5	1.8	2.1

Table 1: of accident statistics
LTIFR* = occupational accidents with > 1 day of absence x 1,000,000 / hours worked

Most common types of injuries

The following injury types were identified during the analysis of all accidents:
50 percent lacerations, contusions, or cuts – 40 percent bruises or fractures – 10 percent foreign objects or metal cuttings.

Accidents: Body Parts Injured



Body Parts Injured

GRI 2–7
GRI 3–3
GRI 201–2
GRI 401
GRI 404

6.2 Developing employees

Why is this topic particularly important for us?

Our employees are at the heart of our success. Due to our steady growth, a key priority for ZAUNERGROUP is providing our employees with an optimal working environment in which they can easily manage the challenges they face on a daily basis. We rely here on long-term collaboration and a high degree of employee loyalty. We understand that a growing organization also needs a comprehensive information and communication strategy as well as high levels of transparency. Besides physical health, psychological well-being also requires considerable attention so that our employees can develop high levels of stress resistance.

Policies

- Corporate values
- Code of conduct
- Wage and salary management

Opportunities and risks

- Personnel development as well as education and training to tackle professional challenges, with a strong focus on managers and core processes
- Training specially tailored to specific target groups increases the effectiveness of employees
- Well-trained and (socially) skilled managers have a major influence on the working environment and employee satisfaction levels
- Optimizing working conditions and focusing on education and training are the keys to more satisfied, skilled, and healthy employees
- Clear information and communication increase transparency and reduce uncertainties
- Education and training require money and time. The latter is often hard to find when day-to-day workloads are high
- Too much training, particularly for certain target groups, can tie up and over-stretch resources. It is important to find the right balance here
- The time and money invested in on-boarding and training new employees is high
- Changes in society and values limit the flexibility of personnel in our industry in terms of their place of work, working hours, and length of service



Responsibilities and organization



- Senior Management
- Human Resources
- Managers
- Works Council



GRI 2–7
GRI 3–3
GRI 201–2
GRI 401
GRI 404

Activities and achievements during the reporting year

- Annual staff appraisals with a focus on personal development and development steps
- A far-reaching management development program
- Internal communication with the popular Yammer system to share strategy and news
- The 2022 evaluation of psychological burdens with numerous improvements
- Additional benefits, such as home-office rules, more flexible working hours, and company bike leasing
- Evaluations and feedback platforms provided a positive overview of the working atmosphere
- New personnel were hired and integrated in operational areas and, in particular, service departments in all divisions in order to reduce the workload
- An 18-month training program was started to optimize and provide training on project management processes

Goals and action by 2025

- Growth strategy versus human resources: Aligning the growth strategy with the available human resources, both in terms of headcounts and qualifications
- A commitment to training apprentices at all sites

Goal attainment	Completed by
Offering more 1-2-1 and group coaching	31.03.2023
Establishing a knowledge management position at the company	31.05.2023
Establishing and communicating a contact point and implementing a process for dealing with acute and high psychological stress	30.09.2023
Implementing new software for planning, managing, and documenting training and further education	31.12.2023
Implementing a guide for on-boarding new personnel at the sites in Austria	31.12.2023
Selecting and implementing a continuous feedback tool for employees	31.03.2024
Establishing and carrying out an English-language training program for international managers	31.03.2024
Hiring trainees and apprentices at all sites (Wallern, Traiskirchen, and Linz)	30.12.2024

Communication, working conditions, and work climate

The recently implemented Yammer software is very popular and acts as an important information and communication platform for employees. Besides the information pages for new employees and the news section, Management also regularly informs employees about corporate strategy and other important issues.

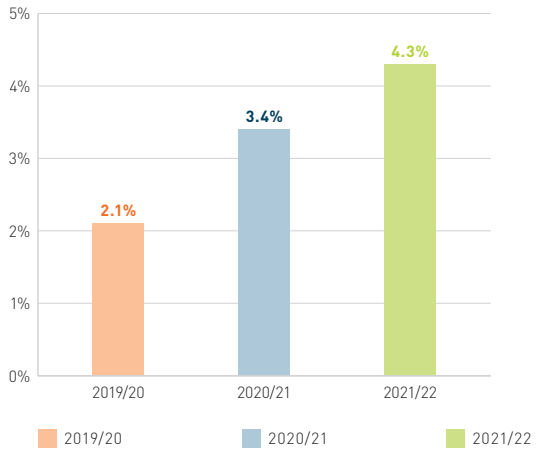
An evaluation of psychological stress in 2022 led to many improvements at the company. This evaluation also highlighted a very positive atmosphere in terms of the working climate.

The company also scored well in terms of benefits, due to the far-reaching home-office rules, company bike leasing, and more flexible working hours in certain areas.

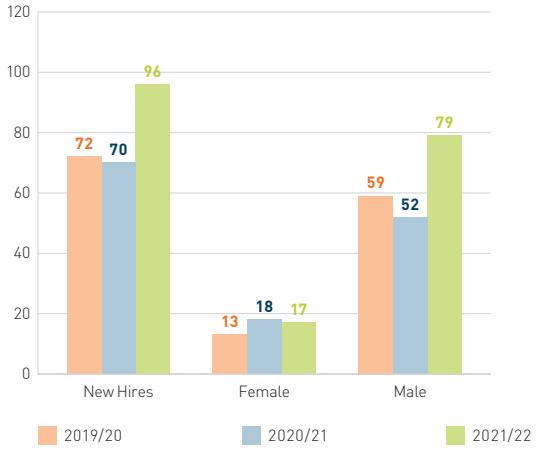
GRI 2–7
GRI 3–3
GRI 201–2
GRI 401
GRI 404

Employee KPIs	FY 19/20	FY 20/21	FY 21/22
Number of employees on unlimited contracts (headcount)	**390**	**407**	**439**
Male	342	350	371
Female	48	57	68
Diverse	0	0	0
Number of employees on limited contracts (headcount)	**0**	**0**	**0**
Number of full-time employees	**362**	**375**	**403**
Male	336	341	371
Female	26	34	68
Diverse	0	0	0
Number of part-time employees	**28**	**32**	**36**
Male	6	9	11
Female	22	23	25
Diverse	0	0	0

Employee Turnover



New Employees

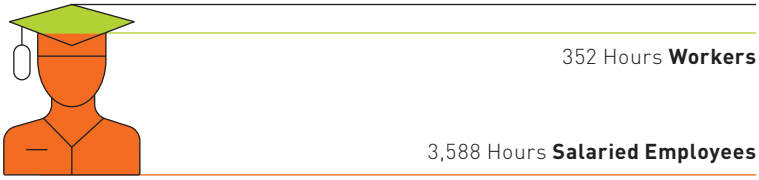


GRI 2–7
GRI 3–3
GRI 201–2
GRI 401
GRI 404

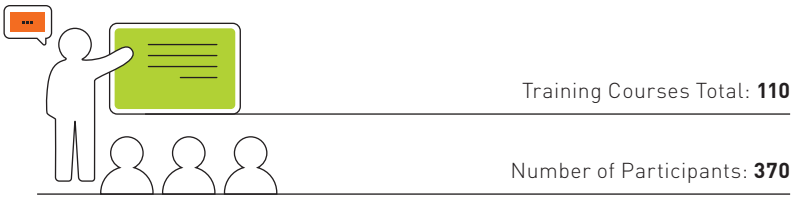
Education and training

Defining the further education and training offered at ZAUNERGROUP takes place in several steps. The development needs of employees are defined with the relevant line manager during an annual development appraisal meeting and then further defined in the form of specific actions.

Number of Hours' Training and Education in Financial Year 2021/22



Training Courses in Financial Year 2021/22



In addition to on-the-job training and standard job enlargement or job enrichment activities, other development steps related to training are also planned on an individual level. These steps are taken into account in the training budget and then undertaken. A training catalogue with a range of standard educational and training options forms a basis here.

Specific training focus areas are defined and prioritized for every financial year together with Management. These focus areas relate either to certain target groups (e.g. managers) or several target groups (e.g. project management training, technical training, language courses, etc.) and are defined by head office.

An example of this was a comprehensive leadership development program started in 2020 with the aim of equipping divisional managers and department heads, as well as team and project leads, with in-depth and top-quality leadership skills.

The program includes a personal potential analysis as well as several modules and also offers the option of individual or group coaching sessions. The participants had the opportunity to intensively address leadership issues and exchange their ideas and experiences with their peers. The program led to a clear improvement in the leadership culture and highlighted very positive developments at the level of the individuals involved.

It is particularly worth highlighting the module on healthy leadership, which closely addressed the issue of a health-promoting leadership style and healthy employees. This module highlighted for the participants how important a healthy leadership style is and the impacts this has on the health of employees. This program therefore contributes to a better understanding among leadership and a healthy working environment.

GRI 3–3
GRI 201–2
GRI 403–6

6.3 Pursuing social engagement

Why is this topic particularly important for us?

- Social engagement aims to further strengthen the company's image as a responsible employer and have a positive impact on the brand and brand development
- Pro-active social responsibility has a positive influence on the working atmosphere and also promotes employee motivation levels as well as their loyalty to the company
- By means of our social engagement, we aim to stand out from our competitors and, as a result, make new employees aware of us and attract them
- Our donations, support, and sponsoring efforts are intended not only to help others and do good but also to raise people's awareness of issues and societal needs

Policies

- Corporate values
- Bylaws

Opportunities and risks

Making jobs more attractive and therefore boosting employee loyalty

Boosting the Zauner brand and increasing levels of awareness and acceptance in society

Despite the high level of transparency and the involvement of the workforce, it is still possible that certain projects suggested by employees cannot be supported, which is why transparency and sound communication are important

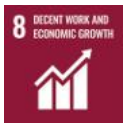
Responsibilities and organization

- General Management
- Marketing

Activities and achievements to date

- Supporting social, cultural, and environmental projects (associations, cultural programs, and bee projects)
- Collaborations with educational institutions
- Establishing our own Yammer channel to actively communicate and improve access to information for all employees. This channel makes it very easy to start new projects







GRI 3–3
GRI 201–2
GRI 403–6

Goals and actions by 2025

Our aim is to be able to provide funding and support on a needs and occasion-related basis. We would like to maintain the high degree of **flexibility and the diversity** of our social engagement projects in future. We want to continue existing activities but also explore new options as and when these arise.

Goal attainment	Completed by
Further support for various associations, institutions, and environmental projects	Ongoing
Establishing collaborations with further educational institutions and making new contacts	Ongoing
Continuing with our sport-based efforts (sport associations, offers to employees, e.g. sport during breaks and various sporting events)	Ongoing
Employee benefits (various discounts at different companies, fruit basket, etc.)	Ongoing
Continuing with charity events and calls for support	Ongoing













GRI 3–3
GRI 201

7. Business development

7.1 Accelerating sustainable growth

Why is this topic particularly important for us?

- ZAUNERGROUP is delighted about the steady and successful development of its business. These positive results are key to safeguarding the company's future existence. Fair profits are necessary for us to be able to make future-oriented and sustainable investments so as to remain competitive. The company regards it and its responsibility to make a meaningful contribution to a sustainable future.

Policies

- Vision and values
- Bylaws
- Medium-term (3-year) corporate strategy
- Revenue and fixed cost forecasts

Opportunities and risks

- Zauner Anlagentechnik provides top-quality engineering and installation services and enjoys an excellent reputation among leading clients
- The company has the means to implement large-scale projects throughout Europe
- Zauner Anlagentechnik focuses on market segments with considerable growth potential and has therefore been able to significantly increase its operating performance
- Maintaining a healthy balance between growth and available personnel
- In times during which skilled workers are scarce, the company needs to be seen as an attractive employer in order to hire and retain the best employees
- A hacking attack on the company's IT servers could have a major impact on our ability to conduct business
- As a plant construction company, Zauner Anlagentechnik operates in industry-specific and global environments which are subject to influences as a result of geopolitical and relevant societal events

Responsibilities and organization

The internal organizational structure is divided into departments which mainly reflect the areas in which the company operates and each of which is led by a divisional manager.

- General Management
- Engineering, Project Management, Sales, and Marketing
- Engineering Office, Construction CAD
- Administration / Organization / Controlling / IT
- Purchasing, Warehouse / Fleet
- Human Resources, Legal Department
- Quality Assurance, ESG/HSE
- Risk Management





GRI 3–3
GRI 201

Activities and achievements during the reporting year

Over the last three financial years, the company has achieved an above-average rate of growth and increased its operating performance from EUR 147.3 million in 2019 to EUR 245.5 million in 2021. Despite the difficult market environment as a result of the pandemic and the Ukraine War, the company was able to respond effectively due to the high level of dedication and commitment demonstrated by its employees.

The workforce received a share in the company's profits by means of an employee profit-sharing scheme. In 2020 and 2021, we won third place in Upper Austria in the competition Austria's Leading Companies.

Goals and action by 2025

- Targeted **expansion and diversification** of business activities in **future-oriented sectors** is the key to predictable and stable growth at ZAUNERGROUP
- Carefully selected projects based on sustainable criteria and standardized **sustainability checks** when entering new projects into the system
- Boosting the potential of **sustainable areas of business** and sectors with considerable growth potential, such as district heating / cooling and battery manufacturing plants for electromobility

Goal attainment	Completed by
Growth in these new areas of business is a conscious decision. The aim is to further diversify the range of services offered since this also reduces risk and boosts stability.	Ongoing
Developing the necessary processes and capturing the data to determine compliance and conformity with the taxonomy.	30.09.2023
Stability and sustainable growth: Catching up in service areas in terms of development, no progressive growth strategy, bottom-up planning;	31.12.2025

In accordance with the EU Taxonomy Regulation (EU) 2020/852, it will be mandatory at ZAUNERGROUP from our 2025 financial year, for three key performance indicators to be disclosed to demonstrate environmentally sustainable economic activities in line with the taxonomy, namely turnover, capital expenditure (CAPEX), and operational expenditure (OPEX). We have already started with an initial assessment of taxonomy conformity in terms of our economic activities.

ZAUNERGROUP has **successfully entered new business areas** related to climate and environmental protection, such as the implementation of a CO_2 capturing (DAC) plant in Iceland. This facility relies on renewable sources of energy and a filter to remove CO_2 from the air and safely store this underground. This special, three-stage process involves air being sucked into a collector by means of a ventilator. It is then fed through a filter which captures the carbon dioxide particles. When the filter is fully saturated with CO_2, the collector closes and the temperature rises to around 100 °C, as a result of which the CO_2 is again released so that it can be captured and then stored safely underground in a carbon capture facility.

Another example is constructing critical infrastructure related to the industrial-scale manufacture of batteries for use in e-vehicles. ZAUNERGROUP Is currently building the central infrastructure, such as for cooling supplies, on several major construction sites located throughout Europe in order to be able to satisfy the strong demand for the batteries needed to power electromobility. Nearly all of these projects are close to completion.

Promoting our energy engineering division can also make a positive contribution to climate protection. Our range of services in this division extends from the planning and construction of energy centers to the provision of the energy to residential end consumers. We plan, ship, and install complete energy centers and then supply the cooling/heat via piping systems to consumers. ZAUNERGROUP specializes in the construction of district heating and cooling grids. We rely here in particular on underground plastic jacket piping systems. From the planning phase, shipping, and installation (even underground) to commissioning.

GRI 2–26
GRI 2–27
GRI 3–3
GRI 201–2
GRI 205

7.2 Further developing compliance

Why is this topic particularly important for us?

At ZAUNERGROUP, we regard integral and responsible action to be an indispensable element of our corporate culture. Illegal activities contradict not only the values of ZAUNERGROUP but can also cause lasting damage to our reputation in the public domain.

Policies

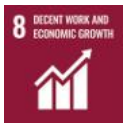
- Corporate values
- Code of conduct
- Code of conduct for suppliers
- Compliance policy
- Works agreement (whistleblowing)

Opportunities and risks

- Maintaining and boosting the company's reputation
- Increasing the legal and moral integrity of and awareness among managers and employees of compliance-related issues
- Reducing liability and compensation risks
- Conscious and subconscious misconduct
- Lack of recognition and implementation of steps to promote proper conduct

Responsibilities and organization

- Senior Management
- Managers and officers
- Ethics team
- Compliance officer
- Works Council





GRI 2–26
GRI 2–27
GRI 3–3
GRI 201–2
GRI 205

Activities and achievements during the reporting year

- No pending legal cases
- Internal audit (pursuant to Article 82b of the Austrian Trade Regulation Act) performed at Wallern site in 2022
- Review / update of the ZAUNERGROUP Code of Conduct
- Construction site work inspection implemented
- Suppliers have to accept the code of conduct for suppliers when applying and registering to become a new supplier on the purchasing pages of our website
- All new suppliers must sign the code of conduct for suppliers before a new business relationship can be established

Goals and action by 2025

- The top priority here is compliance with legislation, directives, and regulations and to more firmly anchor the issue of environmental compliance within the company and raise awareness of this among all managers and employees

Goal attainment	Completed by
Code of conduct update – suppliers and subcontractors	Ongoing
Data protection policy update (ZAUNERGROUP)	31.12.2023
Integrating environmental compliance, with a key focus on operating license legislation, into ESG management	31.12.2023
Performing other Article 82b audits (e.g. at Leonding site)	31.03.2024
Revising / updating the whistleblowing works agreement	30.08.2024
Successor rules for the management system officers at Zaunergroup Holding (ESG/HSE)	31.03.2024
Performing training on environmental compliance	31.12.2024
Holding risk analysis discussions with risk-bearing departments	31.12.2024
Performing training on data protection	31.12.2024

Compliance

We have created a code of conduct in order to facilitate autonomous action on the part of our employees and to implement compliance measures. We offer training and platforms in order to communicate principles of good conduct. A key element of our corporate philosophy consists of minimizing environmental impacts and using resources efficiently. We pay particular attention to action which reduces emissions and saves energy as well as ensuring that waste is disposed of safely. All applicable regulations and standards are complied with. We require our business partners to adopt similar environmental policies. This has an impact on our selection of appropriate business partners.

Anti-corruption and whistleblowing

Corruption and bribery are immoral and a risk both to our legal system and fair competition. ZAUNERGROUP rejects and sharply condemns every form of corruption. Our code of conduct clearly defines that no action will be tolerated which even appears to constitute corruption.
Our whistleblowing process is currently being updated in order to ensure that it complies with the latest standards and is even more effective. This process is fundamentally important as a means of guaranteeing that any misconduct and illegal behavior within our organization can be reported and appropriate action taken in order to rectify this.

8. Outlook

Climate change and its consequences are among the most serious challenges we face at present. We are convinced that every company and every individual needs to make a positive contribution to ensuring a world worth living in for future generations. In this report, entitled *We Take Responsibility,* we describe which strategies, goals, and actions we are deploying to support the transformation necessary.

As a service provider, we have already established and developed skills in future-oriented and environment-sensitive technologies over recent years. We are involved in building a direct air capture (DAC) system as well as in the construction of a battery manufacturing facility needed to facilitate e-mobility. We are convinced that we can optimally exploit our expertise and capacity to contribute positively to the most important issues in the coming years and, as a result, have a major beneficial environmental and social impact.

Our order books are also looking good for the coming years. By selectively accepting customer projects, we can keep our focus firmly on profitability and sustainability. Our strong equity and liquidity position means that we are also resilient and have a stable basis for unwaveringly continuing along the strategic route we have already embarked upon.

Our top priority is to consistently reduce overall energy and resource consumption while at the same time achieving a healthy level of growth. This will be one of the greatest challenges we face in future. Employing innovative technologies as well as energy and resource-efficient processes form the basis here.

Our climate strategy confirms that we are taking the title of this report, *We Take Responsibility,* extremely seriously. We aim to cut our CO_2 emissions by 50 percent by 2030 and to be net-zero by no later than 2040. The actions and goals we have defined for the coming years represent important milestones on the route we set out in our first sustainability report in 2020.

Sustainability needs to be practiced at every level of the company if we are to achieve these ambitious goals. We have to raise awareness and build up our skills in every division in order to identify the potential for improvements and take the necessary action. We also need active support and contributions from our clients, suppliers, and business partners during this transformation process. At ZAUNERGROUP, we are convinced that we can achieve a sustainable transformation in the interests of environmental modernization only with the aid of partnership-based collaborations. That's why we all need to pull together and jointly promote the systematic change required.

9. Other KPIs / tables and facts

9.1 Avoiding waste

Type of waste (GRI 306-3)	Unit	FY 19/20	FY 20/21	FY 21/22
Wood Waste catalog nos.: 17201, 17202, 91401	t	37.5	64.8	49.2
Paper and containerboard Waste catalog nos.: 18718, 91201	t	20.0	12.8	26.5
Iron and steel Waste catalog nos.: 35103, 35202, 35304, 35314, 35331	t	326.2	410.5	312.7
Waste construction material Waste catalog nos.: 31409	t	21.4	0.0	31.5
Plastics Waste catalog nos.: 57118	t	0.0	0.1	0.2
Residual waste Waste catalog nos.: 91101	t	69.0	80.5	88.1
Hazardous waste Waste catalog nos.: 31437, 52102, 54102, 55370, 59405, 55502, 57202, 59803	t	2.3	6.3	2.0
Total	t (rounded)	476	575	510

9.2 Climate protection: reducing energy consumption and emissions

Energy (GRI 302-1, 302-2, 302-3)	Unit	FY 20/21	FY 21/22
Energy consumption within the organization (GRI 302-1) Natural gas	Gigajoule	2,522	1,750
Wooden pellets	Gigajoule	0	1,032
Electrical power	Gigajoule	1,778	2,195
of which purchased	Gigajoule	53	53
Heat	Gigajoule	2,522	2,782
Total energy consumption including own fleet and third-party transportation	Gigajoule	34,330	39,215
Energy intensity (GRI 302-3) Per thousand euros of revenue	Megajoule	210	160
Per employee	Gigajoule	58.2	50.6
Standards, methods, and calculation programs used	GRI, ECG Cockpit		
Energy types included in the calculation	Fuel, power, heat		

9.2 Climate protection: reducing energy consumption and emissions

Emissions (GRI 305-1, 305-2, 305-3, 305-4)	Unit	FY 20/21	FY 21/22
Direct GHG emissions (GRI 305-1) Scope 1	t CO_2eq	1,209	1,265
Biogenic CO_2 emissions	t CO_2eq	0	0.8
Energy indirect GHG emissions (GRI 305-2) Scope 2	t CO_2eq	5.1	5.6
Other indirect GHG emissions (GRI 305-3) Scope 3	t CO_2eq	1,404	1,452
Biogenic CO_2 emissions	t CO_2eq	0	11.8
Total GHG emissions (Scopes 1, 2 and 3)	t CO_2eq	2,618	2,735
GHG emissions intensity (GRI 305-4) Per thousand euros of revenue	t CO_2eq	16.05	11.27
Per employee	t CO_2eq	4.44	3.57
Standards, methods, and calculation programs used	GHG Protocol, GRI, ESG Cockpit		
Gases included in the calculation	CO_2, FKW, PFKW		
Sources of the conversion factors	ESG Cockpit, Ecoinvent database		

9.3 Accelerating sustainable growth

Corporate data of ZAUNERGROUP (GRI 201-1)	Unit	2020.03	2021.03	2022.03
EBIT	TEUR	8,718	19,428	25,713
EBITDA	TEUR	9,618	20,870	28,184
Operating performance	TEUR	147,324	163,132	245,552
Equity ratio	TEUR	36.45%	43.95%	34.65%

9.4 Maintaining excellent occupational health and safety

Occupational health and safety audits (OHS audits) (GRI 403-2, GRI 403-7)	Unit	FY 19/20	FY 20/21	FY 21/22
OHS audits performed	Number	717	750	1,235
Observations recorded during OHS audits	Number	2,177	2,079	3,682
of which positive observations	%	75	72	68
of which unsafe technical and/or organizational conditions	%	13	16	20
of which unsafe behavior	%	12	12	12

9.5 Developing employees

Total number of employees and a breakdown by gender and region (GRI 2-7, GRI 401-1)

FY 19/20	Austria	Germany	Male	Female	Diverse	Not disclosed	Total
Number of employees on unlimited contracts (headcount)	390	0	342	48	0	0	390
Number of employees on limited contracts (headcount)	0	0	0	0	0	0	0
Number of employees with guaranteed working hours	390	0	342	48	0	0	390
Number of full-time employees	363	0	336	26	0	0	362
Number of part-time employees	28	0	6	22	0	0	28

FY 20/21

Number of employees on unlimited contracts (headcount)	400	7	350	57	0	0	407
Number of employees on limited contracts (headcount)	0	0	0	0	0	0	0
Number of employees with guaranteed working hours	400	0	350	57	0	0	407
Number of full-time employees	375	0	341	34	0	0	375
Number of part-time employees	32	0	9	23	0	0	32

FY 21/22

Number of employees on unlimited contracts (headcount)	432	7	371	68	0	0	439
Number of employees on limited contracts (headcount)	0	0	0	0	0	0	0
Number of employees with guaranteed working hours	432	7	371	68	0	0	439
Number of full-time employees	400	7	360	43	0	0	403
Number of part-time employees	36	0	11	25	0	0	36

Employees by age group	FY 19/20	FY 20/21	FY 21/22
Aged < 30	17.86%	17.39%	17.91%
Aged 30–50	53.57%	55.80%	54.42%
Aged > 50	28.57%	26.81%	27.66%

New employees by age group	FY 19/20	FY 20/21	FY 21/22
Aged < 30	20.83%	25.71%	16.67%
Aged 30–50	73.61%	65.71%	77.08%
Aged > 50	5.56%	8.57%	6.25%

Employee turnover* by age group	FY 19/20	FY 20/21	FY 21/22
Aged < 30	25%	21%	32%
Aged 30–50	75%	79%	68%
Aged > 50	0%	0%	0%

*Employee turnover = resignations

Governance bodies (divisional managers, department heads, team leads, project leads, site managers, supervisors) (GRI 405-1)	FY 19/20	FY 20/21	FY 21/22
Number of employees, governance bodies	75	84	88
of whom female	7%	7%	9%

Percentage of employees receiving regular performance and career development reviews (GRI 404-3)	FY 19/20	FY 20/21	FY 21/22
Number of CDRs* performed	102	137	177
Headcount (all employees of Zaunergroup Holding, ZAT, and ZIS)	390	407	439
CDRs as a percentage of the headcount	26.2%	33.7%	40.3%

*CDR = career development review

Other employee data (GRI 2-8, GRI 2-30, GRI 404-1)	FY 19/20	FY 20/21	FY 21/22
Average training hours per year	1,510	3,672	3,940
Number of training events	107	90	110
Number of participants	163	354	370
Temporary employees (12-month average in financial year, headcount)	326	549	511
Percentage of employees covered by collective bargaining agreements	100%	100%	100%

10. GRI Index

GRI 2 General Disclosures 2021

GRI	Material topic	Section	Remark
2-1	Organizational details	2. About this report 3. We are Zauner	Zauner Anlagentechnik GmbH 4702 Wallern an der Trattnach AT; DE; UK; CH; RO; SWE; SLO; SRB
2-2	Entities included in the organization's sustainability reporting	2. About this report	
2-3	Reporting period, frequency, and contact point	2. About this report 11. Imprint	Financial year from April 1, 2021 to March 31, 2022
2-4	Restatements of information	2. About this report	
2-6	Activities, value chain and other business relationships	3. We are Zauner	
2-7	Employees	3. We are Zauner 6.2 Developing employees 9. Other KPIs	
2-8	Workers who are not employees	9. Other KPIs	
2-9	Governance structure and composition	2. About this report 3.3 Management focused on sustainability	
2-10	Nomination and selection of the highest governance body (the governance body with the highest authority in the organization)	1. Foreword 2. About this report	Management changes have been described

2-12	Role of the highest governance body in overseeing the management of impacts	3.3 Management focused on sustainability	
2-13	Delegation of responsibility for managing impacts	3.3 Management focused on sustainability	
2-14	Role of the highest governance body in sustainability reporting	2. About this report 3.3 Management focused on sustainability	
2-22	Statement of sustainable development strategy	4.2 Key issues and strategic direction	
2-23	Policy commitments	3.2 Vision / values / strategy 5. Environment and protection 6. Employees and social impact 7. Business development	The various policies are presented under the material topics
2-26	Mechanisms for seeking advice and raising concerns	4.2 Stakeholder analysis and survey 7.2 Compliance	The whistleblowing process is currently being updated in order to ensure that it complies with the latest standards and is even more effective. Reports can however already be made, and issues raised by means of the existing whistleblowing process.
2-27	Compliance with laws and regulations	7.2 Compliance	
2-28	Membership associations	2. About this report	
2-29	Approach to stakeholder engagement	4.2 Stakeholder analysis and survey	
2-30	Collective bargaining agreements	9. Other KPIs	Percentage of employees covered by collective bargaining agreements: 100 percent in FY 2021/22

GRI 3 General Disclosures 2021

GRI	Material topic	Section	Remark
3-1	Process to determine material topics	4. Materiality analysis 4.2 Key issues and strategic direction	
3-2	List of material topics	4.2 Key issues and strategic direction	
3-3	Management of material topics	5. Environment and protection 6. Employees and social impact 7. Business development	Addressed under the relevant material topic

GRI 201 Economic Performance 2016

GRI	Material topic	Section	Remark
201-1	Direct economic value generated and distributed	3.1 Facts and figures 7.1 Accelerating sustainable growth 9. Other KPIs	
201-2	Financial implications and other risks and opportunities due to climate change	4.1 Opportunities and risks 5. Environment and protection 6. Employees and social impact 7. Business development	Opportunities and risks are addressed under the relevant material topic

GRI 204 Procurement Practices 2016

GRI	Material topic	Section	Remark
204-1	Proportion of spending on local suppliers	10. GRI index	a) Generally, efforts are undertaken to source the necessary materials and services from the local area where the need arises. For example, approximately 75 percent of the materials required at Chemiepark Linz are sourced locally. Many of the suppliers are based within this industrial park and the Linz region offers a high number of suppliers which are also called upon to serve the Wallern site. In the case of the majority of projects implemented in Austria, around 65 percent of the materials required are sourced from Austria. With regard to piping materials, it is also necessary to purchase these in Germany as a result of the location of wholesalers. b) Local procurement means that materials and services are sourced regionally and locally in the vicinity where they are to be used. In Finland and Denmark, for example, many goods are manufactured directly in the relevant country in order to keep shipping legs short and the CO_2 footprint as small as possible. c) We define important sites to refer to all ZAUNERGROUP sites as well as the sites of our clients where we implement the relevant projects.

GRI 205 Anti-corruption 2016

GRI	Material topic	Section	Remark
205-1	Operations assessed for risks related to corruption	7.2 Compliance	No pending legal cases.

205-2	Communication and training about anti-corruption policies and procedures	7.2 Compliance	Refer to Policies
205-3	Confirmed incidents of corruption and actions taken	7.2 Compliance	No pending legal cases.

GRI 301 Materials 2016

GRI	Material topic	Section	Remark
301-1	Materials used by weight or volume	5.3 Efficient use of materials	No KPIs are yet available. Planned action and the current status is provided under Section 5.3.

GRI 302 Energy 2016

GRI	Material topic	Section	Remark
302-1	Energy consumption within the organization	5.2 Climate protection: Energy consumption and reducing emissions 9. Other KPIs	
302-2	Energy consumption outside of the organization (divided into upstream and downstream)	9. Other KPIs	
302-3	Energy intensity	9. Other KPIs	
302-4	Reduction of energy consumption	5.2 Climate protection: Energy consumption and reducing emissions 9. Other KPIs	Start of the GHG calculation for FY 2020/21
302-5	Reductions in energy requirements of products and services	5.2 Climate protection: Energy consumption and reducing emissions	No current savings in absolute terms. Actions are presented under Section 5.2.

GRI 305 Emissions 2016

GRI	Material topic	Section	Remark
305-1	Direct (Scope 1) GHG emissions	9. Other KPIs	Consolidation method for emissions: Share in equity or defined system limits
305-2	Energy indirect (Scope 2) GHG emissions	9. Other KPIs	"market-based" was not calculated Consolidation method for emissions: share in equity or defined system limits
305-3	Other indirect (Scope 3) GHG emissions	9. Other KPIs	Categories and activities related to other indirect (Scope 3) GHG emissions which were included in the calculation: consideration of the indirect GHG emissions related to energy sources and fuels The base year used for comparative purposes: start of the GHG calculation for FY 2020/21
305-4	GHG emissions intensity	5.2 Climate protection: Energy consumption and reducing emissions 9. Other KPIs	tCO_2 / employee tCO_2/MEUR Types of GHG emissions applied to calculated emissions intensity: Scope 1, 2, and to some extent Scope 3
305-5	Reduction of GHG emissions	5.2 Climate protection: Energy consumption and reducing emissions	Actions are presented under Section 5.2. Start of the GHG calculation for FY 2020/21

GRI 306 Waste 2020

GRI	Material topic	Section	Remark
306-1	Waste generation and significant waste-related impacts	5.1 Avoiding waste	
306-2	Management of significant waste-related impacts	5.1 Avoiding waste	
306-3	Waste generated	5.1 Avoiding waste 9. Other KPIs	
306-4	Waste diverted from disposal	5.1 Avoiding waste	
306-5	Waste directed to disposal	5.1 Avoiding waste	

GRI 308 Supplier Environmental Assessment 2016

GRI	Material topic	Section	Remark
308-1	New suppliers assessed based on environmental criteria	5.4 Promoting sustainability in the value chain 10. GRI index	The environmental criteria are checked in the case of all new suppliers. Our supplier self-assessment questionnaire includes questions on this issue. The following aspects are also checked: • ISO-14001 certificate status • CSR activities • Any existing sustainability report • Research into the supplier • If necessary, an audit may also be performed on-site in order to check the details provided on the questionnaire.

308-2	Negative environmental impacts in the supply chain and actions taken	5.4 Promoting sustainability in the value chain 10. GRI index	These issues and the results of the self-assessment questionnaire are also taken into account and evaluated in the course of the annual supplier review process. Suppliers making positive contributions receive a better evaluation.

GRI 401 Employment 2016

GRI	Material topic	Section	Remark
401-1	New employee hires and employee turnover	6.2 Developing employees 9. Other KPIs	

GRI 403 Occupational Health and Safety 2018

GRI	Material topic	Section	Remark
403-1	Occupational health and safety management system	6.1 Occupational health and safety	
403-2	Hazard identification, risk assessment, and incident investigation	6.1 Occupational health and safety 9. Other KPIs	
403-3	Occupational health services	6.1 Occupational health and safety	
403-4	Worker participation, consultation, and communication on occupational health and safety	6.1 Occupational health and safety	

403-5	Worker training on occupational health and safety	10. GRI index	Our HSE officers at Zauner Anlagentechnik are full-time employees. Additional safety experts are deployed on domestic and foreign construction sites. In FY 2021/22, Zauner Anlagentechnik employed six of its own HSE officers and more than 20 HSE experts (in-house / external). A further employee is currently undergoing training and will be deployed as an HSE officer for Zauner Anlagentechnik from FY 2023/24.
403-6	Promotion of worker health	6.1 Occupational health and safety 6.3 Pursuing social engagement	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.1 Occupational health and safety 9. Other KPIs	
403-8	Workers covered by an occupational health and safety management system	6.1 Occupational health and safety	All jobs and employees at ZAUNERGROUP are encompassed by the management system for occupational health and safety. The following operational business units have been certified: Zauner Anlagentechnik and Zauner Industrieservice (9001, 14001, 45001, SCC).
403-9	Work-related injuries	6.1 Occupational health and safety	Commuting incidents (on direct journeys to/from work; trips during working hours when on behalf of the employer). Everyday accidents (accidents during working hours when the cause is not work-specific – e.g. falling while on a flat and sealed surface when not carrying anything (material, tool, etc.).

403-10	Work-related ill health	6.1 Occupational health and safety	There were no fatalities at ZAUNERGROUP during the period under review due to work-related injuries or illnesses. There were neither work-related accidents nor illnesses at Zaunergroup Holding during the period under review. Neither were any work-related illness reported at Zauner Anlagentechnik or Zauner Industrieservice.

GRI 404 Training and Education 2016

GRI	Material topic	Section	Remark
404-1	Average hours of training per year per employee	6.2 Developing employees 9. Other KPIs	
404-2	Programs for upgrading employee skills and transition assistance programs	6.2 Developing employees	
404-3	Percentage of employees receiving regular performance and career development reviews	6.2 Developing employees 9. Other KPIs	

GRI 405 Diversity and Equal Opportunity 2016

GRI	Material topic	Section	Remark
405-1	Diversity of governance bodies and employees	9. Other KPIs	

Imprint:

Publisher:
Zaunergroup Holding GmbH
Mauer 20, Gewerbepark
4720 Wallern an der Trattnach

Graphic design, implementation and project management:
OÖNachrichten, Wimmer Medien GmbH & Co. KG
Promenade 23
4010 Linz

Concept and consultancy:
Silvia Payer-Langthaler
Payer & Partner ESG Consulting GmbH
www.esg-payer.at

Images:
Werner Streitfelder (Management Board and CSR Team), cover (ZAUNERGROUP)

Translation:
Anglo-Austrian Communications
www.aac.co.at

Printing and Edition:
Printing: Gugler GmbH

1st Edition: 2020
2nd Edition: 2023

Contact:
Further information can be found at: www.nachhaltigkeit.zaunergroup.com

Produced in accordance with the Austrian EcoLabel.

PurePrint® by gugler*
drucksinn.at

UW-Nr. 609

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