

ZAUNER ANLAGENTECHNIK GMBH – CSR REPORT 2020



We Take Responsibility

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1. Foreword of the Corporate Management

Dear Reader

Over the past two decades, Zauner Anlagentechnik has grown to become one of the top-performing mechanical contractors in Austria. Our subsidiaries in Switzerland, Romania and Czech Republic, as well as high-profile projects in numerous countries both within and beyond Europe, mean that we generate more than 60% of our operating performance abroad and are therefore exposed to international competition on a daily basis.

While writing these lines, we can look back on the most successful financial year in the company's history. All divisions delivered positive results and the targets set were exceeded.

The key to our successes lies primarily in our highly qualified and motivated employees. Besides a good working environment and innovative projects, as an employer we also offer interesting development opportunities and an intensive program of training options. Since the outset, our foremost objective has been to generate sustainable value and to protect both our personnel and the environment.

Much has changed in recent years: Digitalization, the intensification of global competition, climate change, shifts in fundamental values and, last but not least, viral threats, all of which are having massive impacts on our society and our economic system. This is the environment in which we are currently operating.

Some things, however, have always remained the same since our company was founded: It always has been and remains important for us to reach decisions which reflect our values; the values which provide us with a compass and shape our entire corporate culture. A central component of our identity is our concern as an employer for the health, well-being and satisfaction of our personnel as well as adopting a responsible approach to this planet's resources.

True to our motto, "**Safety creates safety**", we began with crisis-related preparations, organizational changes and, as a result, efforts to optimally protect the workplaces of our employees, in order to prevent the spread of the coronavirus long before governments started taking action. Particularly in these difficult times, our crisis-management strategies based on a robust and sustainable corporate culture have proven successful.

Despite the many new challenges, we can therefore look optimistically into the future.

As managing directors and shareholders, we are well aware of the particular responsibility of our company vis-a-vis society and the environment. It is both our conviction and our obligation to create a balance between environmental, social and economic goals, and we are proud that this approach at our company already enjoys a long tradition and is put into practice.

However, we don't plan to rest on our laurels. The systematic introduction of a holistic CSR management concept ongoing since the middle of 2019 makes sustainable business practices even more central to our actions. Why? Because: **Taking responsibility means acting sustainably.**



Please read this report to find out more about the road we are on and the objectives we have defined for the coming years. We look forward to continuing our trust-based collaboration and hope you enjoy reading this report.

Manfred Zauner
Managing Director

Franz Maurer
Managing Director



2. Corporate Profile

With more than 500 employees at present, the Zaunergroup is one of the largest and most successful employers in the engineering and construction sector in Austria and one offering, in particular, highly qualified and motivated specialists interesting opportunities and development options.

Zauner Anlagentechnik offers its customers a wide range of plant engineering and construction services: from initial design concepts to the assembly and installation of entire systems, including their commissioning and all service and maintenance work. Our comprehensive and specialized range of services extends from the construction of piping systems to district heating and district cooling networks as well as project management and engineering for the mission critical, pharmaceutical, biotechnology, fine chemistry, general industrial and power station sectors. Highly qualified pipe welders are trained at our own welding academy.

Our various departments work hand-in-hand to ensure a performance chain which prioritizes sustainability, safety and quality from the very first step. Our customers' high levels of satisfaction confirm our approach and motivate us going ahead.

2.1. Facts & figures

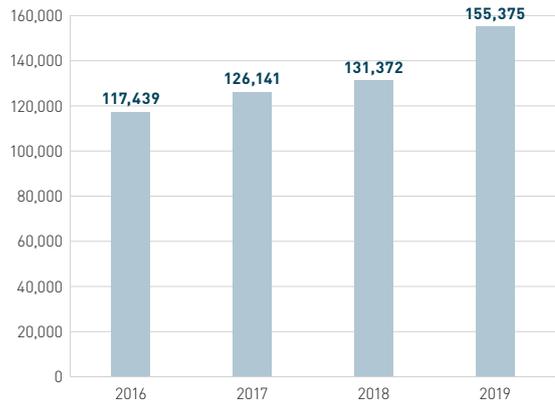
Zauner Anlagentechnik GmbH (ZAT) in TEUR

Operating performance (2019)	Change to prior year	
133,448	+35.26%	
EBITDA	Change to prior year	EBITDA margin
7,396	+129.55%	5.54%
EBIT	Change to prior year	EBIT margin
6,742	+152.75%	5.05%

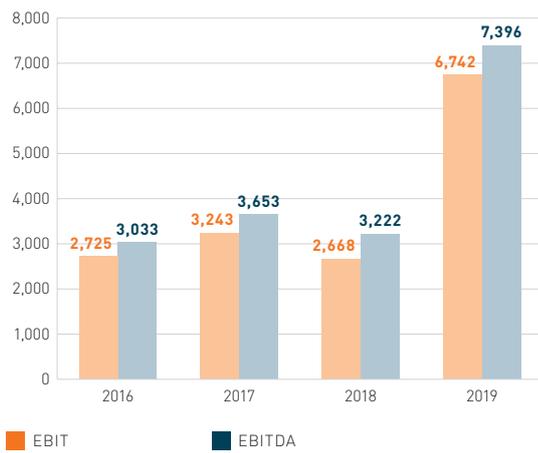
Equity / Equity ratio ZAT



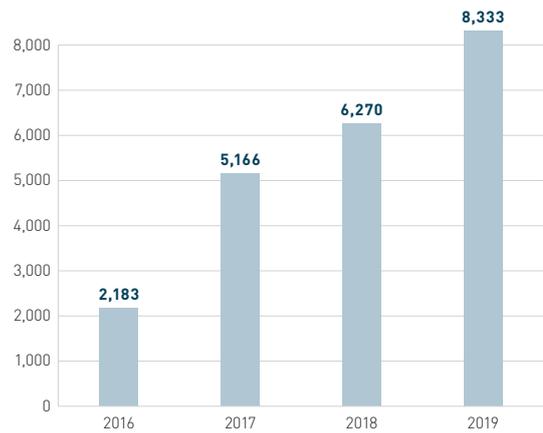
Operating performance of Zaunergroup



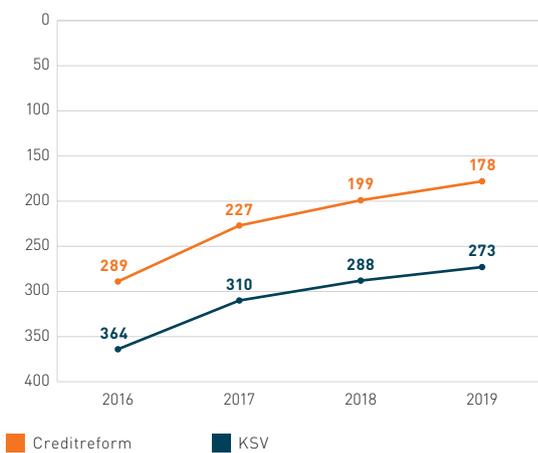
Earnings ZAT EBITDA/EBIT



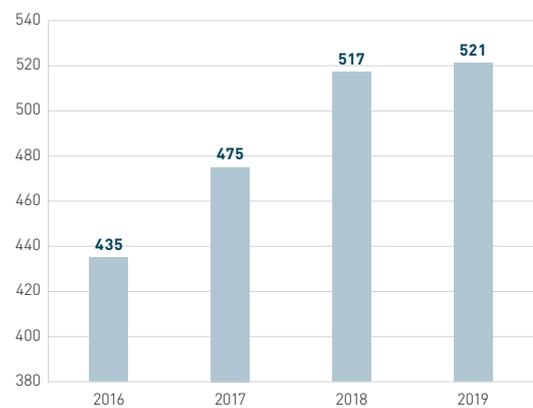
EBIT of Zaunergroup



Rating ZAT KSV/Creditreform



Employees of Zaunergroup



Zaunergroup: Zauner Anlagentechnik incl. foreign subsidiaries, holding company and Zauner Industrieservice.



2.2. Starting point

The issue of sustainability is not a new one at Zauner Anlagentechnik. Responsibility is explicitly anchored in the company's stated values and the priority attached to the company's corporate culture can also be seen in the high ethical standards upon which our commercial actions are based. These form good preconditions for the implementation of a systematic and holistic system of CSR management which is based on the various elements and integrates the existing management components:



Vision

Our vision is to be the safest company in the construction 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.

Values

Our values – safety, responsibility, trust, uniqueness, integrity and respect – are cornerstones of our Zaunergroup corporate culture. They provide us with orientation and promote our shared interests. Values which our employees can identify with cultivate solidarity and fuel motivation.

Strategy

Planning well ahead, using resources efficiently and successfully managed tasks, combined with the will to constantly improve and to continuously develop ourselves further are strategic core elements of the company. 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.

Health, safety and environment policy (HSE)

As a family-run company, our topmost priority is to create lasting value and to protect both our employees and the environment. At the end of the day, there is nothing more important than having done everything to ensure that everyone can return to their families healthy. Our HSE policy is based on the following pillars:

- **Leadership:** Role models form the most important element of our occupational safety concept. Regular safety inspections, risk identification and efforts to raise risk awareness based on face-to-face dialogue are the key motive here.
- **Personal responsibility:** Our employees support and look after each other. Our "*Stop im Job*" policy allows everyone to immediately trigger or impose a stop on unsafe working practices.
- **Training & 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.

Anti-corruption & Compliance

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.

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. We are planning to have our CSR management system certified.



From safety
to sustainability



2.3. CSR strategy & focus areas

Safety has been a top priority at Zauner Anlagentechnik for many years. The slogan “Safety creates safety” is seen as a central and strategic guiding principle and forms the starting point for implementing a comprehensive occupational health and safety policy at Zaunergroup. Our CSR process will make it clear that the terms sustainability and responsibility need to be assigned a top role in strategic issues. Our existing corporate strategy will be supplemented by a specific CSR strategy and will subsequently form the starting point for our CSR action plan. The CSR strategy encompasses the underlying corporate values and defines the long-term objective:

Corporate social responsibility (CSR) has been in focus for many years at Zauner Anlagentechnik. The values practiced by the company shape a corporate culture characterized by an awareness of responsibility. We are guided here by our conviction that we need to do something TODAY which will ensure that the lives of future generations remain worth living. We can only achieve this if we can effectively align economic, environmental and social goals.

In order to live up to this expectation even more, we started with the implementation of a holistic CSR management concept in July 2019. This is based on a multi-dimensional approach concentrating on the following areas:

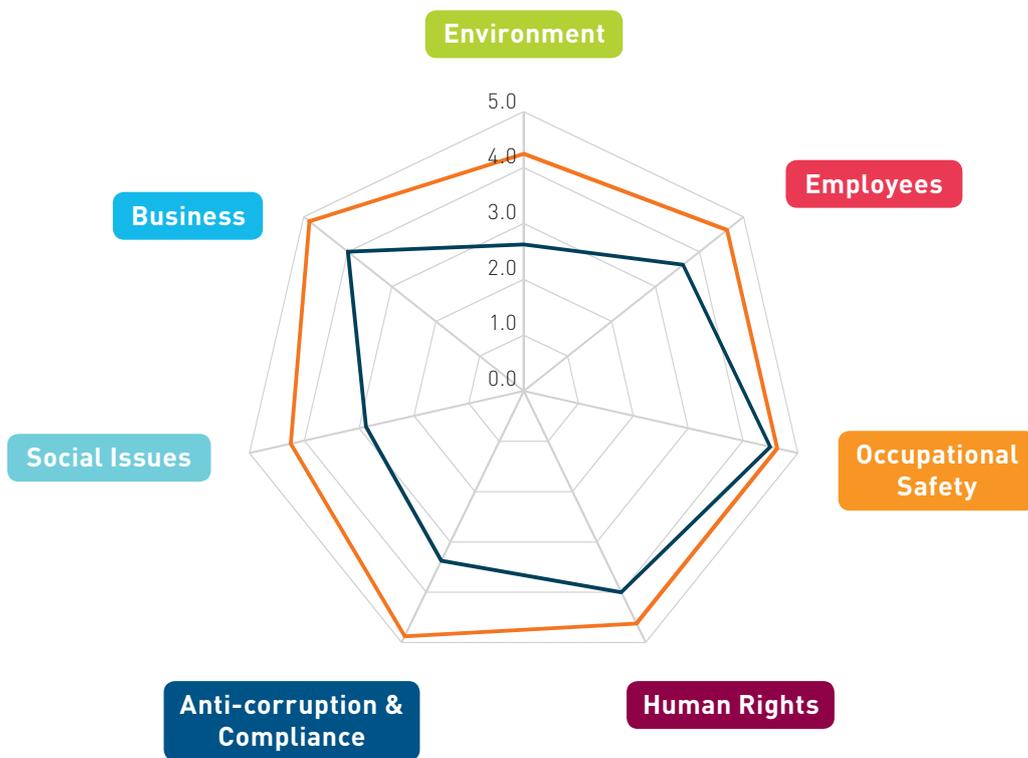


In the course of a comprehensive stakeholder dialogue, we are analyzing the CSR factors relevant to Zauner Anlagentechnik and are firmly committed to taking the necessary action. Why? Because: **Taking responsibility means acting sustainably.**

This doesn't mean that the new slogan "Taking responsibility means acting sustainably" is replacing the previous vision "Safety creates safety". On the contrary, this is a supplement to the existing slogan and in the interests of developing our concept further. Zaunergroup remains firmly committed to attaching considerable importance to aspects related to occupational safety also in future. Safety is a key element of our new CSR strategy. "Taking responsibility" is the new guiding issue for the overall corporate objectives of Zaunergroup. "Acting responsibly" serves as a universal guiding principle.

Where are we now and where do we want to be in 2025?

An analysis of the status quo with regard to CSR focus areas provides an interesting insight into the current situation (blue line) and highlights that the issue of occupational safety at Zaunergroup has been addressed intensively in past years and has already achieved a very high status. The orange line represents the CSR targets for 2025. The underlying question is the following: Where do we want to be in the various CSR focus areas in 2025? This makes it clear which CSR areas we need to take more action in.



Legend: ■ Target values ■ Actual values

2.4. Contribution to the Sustainable Development Goals (SDGs)

By means of the SDGs, the United Nations has defined the scope of action in the period to 2030 in order to bring economic progress into line with social equity within the environmental boundaries of the planet. The 17 SDGs serve, among other roles, to provide businesses with an internationally applicable framework for managing their strategies, objectives and commercial activities in relation to sustainability issues. Zaunergroup also aligns its corporate strategy and its entire CSR program with these SDGs. The following SDGs are specifically addressed:



Good health and well-being

Ensure healthy lives and promote well-being for all

Good health is a human right aimed at ensuring a high degree of physical and psychological health for all individuals. This goal also focuses in particular on occupational safety and the health of employees at the workplace.

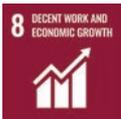
Zaunergroup has for years pursued an intensive occupational health and safety policy. By means of the “It’s time for safety” campaign, the aim is to make its “Safety creates safety” slogan a reality and to bolster a strong safety culture. The physical and psychological health of employees is a top corporate priority.



Affordable and clean energy

Ensure access to affordable, reliable, sustainable and modern energy for all

International agreements, such as the Paris Agreement on Climate Change and Agenda 2030, include switching energy supplies to regenerative sources in the foreseeable future. By means of a series of specific actions, Zaunergroup is also firmly committed to switching to renewable sources of energy and improving energy efficiency. Besides switching to 100% green electricity and installing a photovoltaic system, the administration building and the workshops have also been equipped with LED lighting. In addition, the vehicle fleet has been partially switched to e-mobility and four e-charging stations are currently at the planning phase.



Decent work and economic growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Steady economic growth is regarded, among others, as a foundation of well-being, secure jobs and an effective system of social support. Economic growth is considered to be sustainable if development is consistent with the interests of people and the environment and if companies accept their responsibility vis-a-vis nature and society. Zaunergroup strives to live up to this aspiration.

The future viability of Zaunergroup is inextricably linked to the company's corporate culture. Having a positive external impact makes Zaunergroup an attractive customer and employer. The Code of Conduct includes legal and ethical standards compliance with which is strived for along the entire value-added chain. In accordance with the principle of life-long learning, Zaunergroup relies on regular training as well as a structured career management concept.



Reducing inequalities

Reduce income inequality within and among countries

At Zaunergroup, all personnel are employed on the basis of fair working conditions and safe workplaces to ensure that no unethical or illegal working conditions exist. The remuneration policy is based on employee performance, skills and the level of responsibility borne. Zaunergroup respects human rights at work and closely monitors compliance at its foreign subsidiaries and suppliers. 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 the individual.



Climate action

Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy

At Zaunergroup, a series of climate protection measures contribute here and are defined in a separate corporate environmental policy. Business trips are largely substituted by video conferences. Greater reliance on rail and other forms of public transport as well as climate offsetting in the case of (unavoidable) air travel for business purposes form a part of this concept. In future, suppliers will be increasingly selected on the basis of sustainability aspects. In addition, the vehicle fleet of Zaunergroup is being (partially) switched to e-mobility and reliance on electric and hybrid vehicles is being actively promoted. A waste avoidance concept will encompass all of the company's processes and its project sites.

3. CSR Team

“We take responsibility”

Our CSR team is interdisciplinary and made up of the individuals holding the most important functions within the organization. They form the core team built around the General Management of Zaunergroup:

- Franz Maurer, CEO of Zauner Anlagentechnik
- Regine Freimund, Head of Organization/Controlling
- Roman Zauner, Head of Sales
- Martin Zauner, Head of Supply Chain Management
- Thomas Fritzges, Head of Purchasing
- Walter Salzmann, Head of Finance
- Markus Angerer, Head of IT & Controlling
- Michael Weinzierl, Head of Warehousing
- Andreas Roth, Head of CSR/HSEQ
- Daniela Kepplinger, Corporate Communication
- Andreas Beck, Head of Project Management
- Wolfgang Eiselt, Head of Human Resources

As the CSR Officer, Andreas Roth is the central point of contact and interface for CSR at Zaunergroup. As head of the staff department responsible for health, safety, environment and quality, he is ideally connected to all specialist areas and departments. The fact that the members of the CSR team are responsible for all of the most important areas of the company ensures that CSR is firmly anchored throughout the entire company, along the entire value-added chain and, most of all, in the core business of Zaunergroup. The CSR officer will regularly coordinate with General Management in terms of the implementation of the CSR action plan.

For me, responsibility means ...

””

Franz Maurer:

... safeguarding the long-term and successful existence of our company as a result of sustainable management.

””

””

Roman Zauner:

... creating a safe working environment for our employees, suppliers and customers.

””

””

Martin Zauner:

... aligning business with the environment and society.

””

””

Markus Angerer:

... making decisions, being aware of their impact on people and the environment and accepting responsibility for the outcomes and consequences.

””

””

Regine Freimund:

... doing now what is necessary to ensure a promising future full of opportunities.

””

””

Thomas Fritzges:

... sustainable procurement contributes to safeguarding the company's future.

””



Michael Weinzierl

Thomas Fritzes

Wolfgang Eiselt

Roman Zauner

Regine Freimund

Franz Maurer

Andreas Roth

Daniela Kepplinger

Martin Zauner

Markus Angerer

Walter Salzmann

Andreas Beck

“
Walter Salzmann:
 ... decisions which enable and promote sustainability.
 ”

“
Michael Weinzierl:
 ... making the right decisions.
 ”

“
Daniela Kepplinger:
 ... thinking every day about how I can take action and make contributions to achieving sustainable development.
 ”

“
Andreas Beck:
 ... sustainable work combined with a strong focus on occupational safety and quality as the cornerstones underpinning the successful implementation of our projects and the foundation for long-term customer relationships.
 ”

“
Andreas Roth:
 ... ideally supporting the organization – and managers in particular – so that defined goals can be reached. The requirements and expectations of all stakeholders are key signposts and milestones along the way to how we want to reach our goals.
 ”

“
Wolfgang Eiselt:
 ... being able to reach voluntary decisions and to live with the consequences.
 ”

4. Stakeholder & Materiality Analysis

4.1. Stakeholder analysis & stakeholder dialogue

The numerous environmental and social challenges which also face our company require an intensified discussion of the issue 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 Zauner Anlagentechnik.

In the course of our stakeholder analysis, employees, customers and also banks were identified as important stakeholder groups. In order to initiate a sustainability dialogue related to CSR issues with these stakeholder groups, the CSR team decided to contact our employees by means of an online questionnaire and our customers as well as bank representatives by means of personal interviews.

4.2. Materiality analysis

The analysis of the issues relevant to our company involved a multi-step process. The first step was to prepare a list of possible sustainability criteria relevant to our company selected from the German Sustainability Code (*DNK*) and the standards defined by the Global Reporting Initiative (GRI). Ultimately, 54 criteria relevant to the pre-defined CSR focus areas were analyzed by the CSR team during a workshop in terms of the impacts as a result of, and on, Zauner Anlagentechnik.

This analysis of the company-internal perspective provides an initial conclusion about the key sustainability issues for the company. Given that this initial analysis assigned extremely limited materiality to several criteria, it was possible to narrow the list of criteria for the stakeholder consultation in the next step.

In December 2019 and January 2020, a total of

- 136 employees
[equivalent to a response rate of 76% from a total workforce of 179],
- 6 customers, and
- 2 bank representatives

took part in the written and oral consultations and, inter alia, informed us which aspects appear particularly important to them in the context of the sustainable development of Zauner Anlagentechnik.

All of the responses were evaluated on a scale of 1 to 5, whereby 1 represented not material and 5 highly material. The members of the CSR team were asked not only to perform an assessment of the criteria (impact) but also to rank the individual issues along the company's relevant value-added chain.

The stakeholder consultation process relied upon the same scale. In order to correct the imbalance as a result of the different number of responses from the different stakeholder groups, mean values were calculated for each stakeholder group and CSR criterion based on all the responses provided. The values shown are equivalent to the mean of the three stakeholder groups consulted (employees, customers and banks).

The following materiality analysis highlights the assessment of the internal and external stakeholders in terms of each issue area most relevant to sustainability for Zauner Anlagentechnik. All criteria with a value greater than four are considered to be material.

Relevance from the stakeholder perspective



Impact from the perspective of Zauner Anlagentechnik



5. CSR Goals & Action

The CSR team derived targets and action points from the materiality matrix. These are presented in the table below and allocated to the relevant SDGs.

5.1. Environment



Besides a determined shift in favor of renewable energy sources, our efforts are also particularly focused on continuously increasing energy efficiency. Our goals with regard to environmental and climate protection range from optimizations related to infrastructure to waste avoidance concepts in administration buildings and at specific project sites. In future, our vendors will be evaluated to a greater extent in terms of their compliance with sustainability standards.



CSR criteria	Goal attainment	Status
Efficient use of raw materials	• Defining criteria for CSR-conform vendor selection and implementing an appropriate process	31.03.2021
	• Developing and widely communicating a concept to increase reliance on rail and other public transport	30.06.2021
	• Preparing a dedicated environmental policy for the company	30.06.2021
	• Developing a policy for the compensation of flight-related CO ₂ emissions	30.06.2021
	• Installing CSR-conform sanitary facilities	31.03.2021
Energy consumption	• 100% electricity from hydropower	Implemented
	• Converting office and pre-fabrication areas to LED lighting	Implemented
	• Installing a photovoltaic system	31.03.2021
	• Procuring at least four electric-powered cars after the completion of the extension and installation of four e-charging stations	30.09.2021
	• Partial conversion of the vehicle fleet to e-mobility and increased reliance on electric and hybrid vehicles (electric forklifts already in use)	Ongoing
Avoiding waste	• Installing dead-by-daylight switches in the new building	31.03.2021
	• Re-filling recyclable toner cartridges	Implemented
	• Digitalization: implementing a system of digital signatures	Implemented
	• Preparing and implementing a waste avoidance policy and integrating this as a separate section in the HSE plan as well highlighting this at new project sites	30.06.2021
	• Switching to a bean-grinding coffee machine (fair trade) instead of capsule-based machine on the ground floor	Implemented
• Strictly separating waste and installing additional waste separation bins	Ongoing	

5.2. Employees



Our values define not only the corporate culture at Zauner Anlagentechnik but also our visions, objectives and behavior in everyday working life in particular. Fair working conditions and occupational safety are our aspirations. Our remuneration policy is based on appropriate and balanced pay reflecting performance, skills and responsibility. Our success is based on satisfied and motivated employees.



CSR criteria	Goal attainment	Status
Bolstering our corporate culture	<ul style="list-style-type: none"> • Maintaining an open leadership and corporate culture 	Ongoing
Improving relationships between employees and the employer	<ul style="list-style-type: none"> • Holding annual career development meetings 	Ongoing
	<ul style="list-style-type: none"> • Updating our health promotion programs 	31.12.2021
	<ul style="list-style-type: none"> • Constantly updating our training programs and specifically encouraging employees to take part 	Ongoing
	<ul style="list-style-type: none"> • Organizing company events 	Ongoing
	<ul style="list-style-type: none"> • Planning shared leisure activities closely aligned with the needs of employees 	Ongoing
	<ul style="list-style-type: none"> • Developing a childcare concept 	31.12.2022
	<ul style="list-style-type: none"> • Regularly performing employee surveys 	Ongoing
	<ul style="list-style-type: none"> • Developing a concept for more flexible working hours and locations (mobile work) 	31.12.2021
	<ul style="list-style-type: none"> • Engaging in timely and responsible succession planning to ensure that a sustainable value-based corporate culture persists 	Ongoing
	<ul style="list-style-type: none"> • Leveraging CSR projects and the CSR report for image-related purposes by means of targeted communication 	30.06.2021
Avoiding all forms of discrimination	<ul style="list-style-type: none"> • Revising our employee participation scheme 	31.03.2022
	<ul style="list-style-type: none"> • Reviewing and, where necessary, revising our existing wage and salary management system to ensure this is appropriate 	Ongoing
	<ul style="list-style-type: none"> • Creating a working environment in which employees can perform, develop and engage 	Ongoing
Fair remuneration	<ul style="list-style-type: none"> • Offering remuneration which allows highly skilled and top-performing employees to be recruited and retained by the company (performance -based pay and a system of incentives) 	31.03.2022

Improving the physical and psychological health of employees	• Extending the existing Flu and FSME vaccination program to include COVID-19	As soon as available
	• Voluntary health checks for employees in the chemical sector	31.12.2020
	• Boosting the number and qualifications of additional first aiders to improve emergency responses	31.03.2021
	• Revising or preparing crisis / emergency management policies, taking into account the experience gained during the COVID-19 pandemic (documenting learnings, evaluating and supplementing existing policies)	31.12.2020
	• Preparing a policy for a standardized system of incentives for employees and installation teams on foreign construction sites	Ongoing
	• Performing an employee survey on designing, setting up and equipping new project sites	Ongoing
Optimizing training program	• Revising reporting on training and adding meaningful KPIs (number of trainings completed (possibly by department), training budget, etc.)	Ongoing
	• Developing a system of structured career management by means of annual staff appraisals	Ongoing

5.3. Occupational safety



Occupational safety is one of the top priorities among the goals defined by Zauner Anlagentechnik, which is why the company has been pursuing a rigorous health and safety policy for years. Our campaign entitled “It’s time for safety” will transform our slogan “Safety creates safety” into reality and bolster a strong safety culture to make Zauner Anlagentechnik the safest company in the industry.

CSR criteria	Goal attainment	Status
Constantly improving occupational safety	<ul style="list-style-type: none"> • Forging ahead with our “it’s time for safety” campaign (2018 - 2022) to develop a practiced safety culture 	Ongoing
	<ul style="list-style-type: none"> • Regularly offering awareness-raising events on the issue of occupational safety 	Ongoing
	<ul style="list-style-type: none"> • Increasing the number of safety ambassadors among operations-based managers from 5 to 10 	31.12.2021
	<ul style="list-style-type: none"> • Establishing and maintaining a centralized system of knowledge and experience management for technical and organizational safety standards in the plant engineering sector 	31.12.2022
	<ul style="list-style-type: none"> • Improving (digitalizing) and simplifying the local capturing of event data in terms of their generation, responses, analysis, and communication within the company 	31.12.2022
	<ul style="list-style-type: none"> • Implementing annual HSE programs 	Ongoing

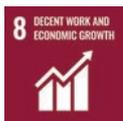
5.4. Human rights



At Zauner Anlagentechnik, all its foreign subsidiaries and all vendors, all human rights are respected and promoted in all areas of action. No-one is discriminated against on the grounds of their race, gender, sexual orientation, religion, ideology, disability or age. An individual's personal dignity, private sphere and personal rights are always respected.

CSR criteria	Goal attainment	Status
Protecting human rights at the company, foreign subsidiaries and all vendors	<ul style="list-style-type: none"> • Revising the existing code of conduct • Onboarding Zauner personnel • Updating the code of conduct for vendors and subcontractors • Adding a declaration of commitment as an annex to Austrian Temporary Employment Act (<i>AÜG</i>) and contracts for work on compliance with work, minimum wage and postings legislation • Taking action at all sites 	<p>31.12.2021</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>

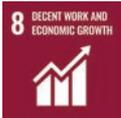
5.5. Anti-corruption & compliance



Applicable legislation and regulations are respected and complied with at Zauner Anlagentechnik. This also applies in particular to anti-corruption regulations as well as generally applicable international standards relating to social and environmental responsibility. In addition, no activities are undertaken which are provably anti-competitive, abusive or unfair in nature, meaning that applicable rules on competition and regulations can be complied with in full. It is ensured that all departments (from head office to individual project sites) comply with the GDPR at all times.

CSR criteria	Goal attainment	Status
Complying with laws and policies Avoiding corruption No anti-competitive behavior • Data protection	<ul style="list-style-type: none"> • Revising the existing code of conduct 	31.12.2021
	<ul style="list-style-type: none"> • Onboarding Zauner personnel 	Ongoing
	<ul style="list-style-type: none"> • Updating the code of conduct for vendors and subcontractors 	Ongoing
	<ul style="list-style-type: none"> • Adding a declaration of commitment as an annex to Austrian Temporary Employment Act (<i>AÜG</i>) and contracts for work on compliance with work, minimum wage and postings legislation 	Ongoing
	<ul style="list-style-type: none"> • Preparing and implementing construction site compliance for all subcontractors step by step 	31.03.2021
	<ul style="list-style-type: none"> • Training in relevant areas 	Ongoing
	<ul style="list-style-type: none"> • Establishing a legal counsel department 	Implemented
	<ul style="list-style-type: none"> • Establishing a compliance manager position 	Implemented
	<ul style="list-style-type: none"> • Mandatory online training for every employee on an annual basis 	31.03.2021
	<ul style="list-style-type: none"> • Raising employee awareness by means of regular updates on the Intranet (quarterly) 	Ongoing
	<ul style="list-style-type: none"> • Internal audits 	30.06.2021
	<ul style="list-style-type: none"> • Annual data protection report 	Ongoing
	<ul style="list-style-type: none"> • Revising the process related to dealing with sensitive customer data 	31.12.2020

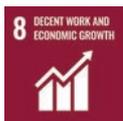
5.6. Social and community issues



Zauner Anlagentechnik is aware of its responsibility vis-a-vis society and the community. The company is seen in the region and beyond as a promoter and supporter of sporting, social, cultural, and environmental associations and projects. The company also assigns a high priority to maintaining collaborations with various educational institutions. Targeted public relations work is intended to further consolidate the image of Zauner Anlagentechnik as a responsible employer.

CSR criteria	Goal attainment	Status
Supporting social, cultural, and/or environmental projects	<ul style="list-style-type: none"> • Promoting and financially supporting cultural projects and sports associations • Financially supporting regional aid projects • Selected involvement in fund-raising campaigns 	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
Maintaining collaborations with relevant educational institutions	<ul style="list-style-type: none"> • Maintaining collaborations with educational institutions (universities and technical colleges) • Promoting the voluntary social involvement of employees by means of paid leave when called out 	<p>Ongoing</p> <p>Ongoing</p>

5.7. Business



At Zauner Anlagentechnik, we are convinced that the long-term success of a company is dependent on a balanced consideration of commercial, environmental and social challenges as well as stakeholder interests. One of the top priorities of General Management and managers is to highlight and minimize the contradiction between environmental, social and commercial objectives. Sustainable investments, in particular investments in employees, customer loyalty as well as environmental and climate protection, need to be planned in alignment with the results of the materiality analysis. Risk identification and mitigation are also assigned a high priority.

CSR criteria	Goal attainment	Status
Generating healthy profits	<ul style="list-style-type: none"> • Creating a budget position for sustainable CSR-related action • Transparent and well-founded performance planning 	From 2021 budget 31.03.2021
Planning sustainable investments	<ul style="list-style-type: none"> • Making investments to improve energy efficiency and climate protection • Making investments in the workforce (childcare, creative area, height-adjustable desks, optimal workplace lighting, protective helmets with visors, etc.) • Taking the CSR policy into account when selecting gifts for clients 	31.03.2021 31.12.2022 30.11.2020
Additional risk management at the company	<ul style="list-style-type: none"> • Performing CSR risk analyses prior to vendor evaluations and audits • Optimizing institutionalized risk management at the project and management levels • Firmly establishing crisis management as a component of risk management 	Ongoing Ongoing 31.03.2021

6. Outlook

This CSR report, on the one hand, documents the continuation of a path we have been following in a committed fashion for a number of years based on our inherent values, and, on the other, also sends a clear signal as a starting point for a long-term future process through which our social and environmental context becomes an even stronger focus of our business activities. We take responsibility. At Zauner Anlagentechnik, we perceive a clear commitment to our employees, our customers and, in particular, to future generations.

In order to keep this process going and to introduce a self-control mechanism, we will be reviewing the progress made in terms of action in quarterly CSR meetings and reporting on our CSR activities, both within and beyond the organization, at regular bi-annual intervals. We are therefore planning an update to this CSR report in the 2022/23 financial year. Until then, we will be working hard to implement the defined objectives and action and will regularly be introducing further improvements of our holistic sustainability management system.

The foundations of systematic CSR management have therefore been laid: based on a CSR strategy as well as our stakeholder and a materiality analysis, we have defined a comprehensive CSR program with goals and action which ultimately also makes a contribution to reaching the sustainable development goals (SDG) defined by the United Nations. Transparently documenting our goal attainment using meaningful and specific indicators will also be part of the subsequent steps.

Given that we have already achieved the silver status in the internationally recognized rating prepared by EcoVadis, this year we also successfully completed a "Together for Sustainability" (TfS) audit. TfS is an initiative launched by chemical sector companies aimed at improving sustainability-related practices in their global supply chains. In addition, we are also striving to join the Global Compact Network so that we can also be a part of the world's largest initiative for corporate responsibility and sustainability. Our vision of the future is for Zauner Anlagentechnik to be a CO₂-neutral company.

We also regard this sustainability report as part of handing over the reins to the next generation. All the action taken so far and that still to come is symbolic of a responsibility-based succession process and we are therefore delighted that the future management team has already been actively involved in all CSR-related activities and is playing a leading role in the implementation of the action planned going forward.



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