

wienerberger

Building the Future

UN Global Compact Communication on Progress 2017

Introduction by the Chief Executive Officer



Heimo Scheuch, Chief Executive Officer
Wienerberger AG

Ladies and Gentlemen,

2017 was a successful year for the Wienerberger Group: We generated record revenues of over € 3.1 billion and a net profit of € 123 million, while our net debt was reduced by 10%. At the same time, we achieved substantial progress in the implementation of our Sustainability Roadmap 2020. This goes to show that a company committed to the principles of sustainability is able to improve its performance and enhance its enterprise value, not despite this commitment but because of it.

We are in the midst of implementing the Wienerberger Sustainability Roadmap 2020 in order to continuously improve our ecological, social and societal performance.

Wienerberger's 2017 Annual Report takes stock of our achievements in financial terms and offers an outlook on upcoming developments, always with a special focus

on our shareholders' interests. Non-financial aspects and indicators are presented in aggregated form. The Wienerberger Sustainability Report, published for 2017 as a Sustainability Update, is targeted at our many other stakeholders, above all our employees, customers and suppliers, and presents our financial and, in particular, our non-financial achievements as well as the impact of the Wienerberger Group's activities on society, as required by the Global Reporting Initiative (GRI). It is our intention to present a transparent and coherent view of how we pursue our mission, which is to improve people's quality of life by supplying sustainable building material and infrastructure solutions of outstanding quality. In order to come increasingly closer to our vision of being the most highly regarded producer of building material and infrastructure solutions and the preferred employer in our markets, we are striving for continuous self-improvement. By presenting our management approach, we provide clear insights into our high-quality corporate governance, our strategy and the future orientation of our company.

As the technology and innovation leader of our sector, the Wienerberger Group is aware of its heavy responsibility for the improvement of living conditions on Planet Earth. The Sustainable Development Goals of the United Nations (17 SDGs) are the yardstick against which policy-makers as well as global players like ourselves have to measure their performance. Wienerberger is directly concerned with several of these goals, be it promoting decent work (SDG 8), building resilient infrastructure and fostering innovation (SDG 9), making cities inclusive, safe, resilient and sustainable (SDG 11), ensuring sustainable consumption and production patterns (SDG 12) or taking action to combat climate change and its impacts (SDG 13).

In our two main product groups, we are aiming at a 20% reduction in specific energy consumption by 2020 compared to 2010.

We are well on track, as shown by our contributions to ensuring sustainable consumption and production patterns (SDG 12) and to combating climate change (SDG 13). In absolute terms, our consumption of energy increased in 2017 over the value reported in 2016, partly as a result of higher production volumes, but energy consumption by ton of products produced (specific energy consumption) decreased by another 0.8% Group-wide and by 1.7% in ceramic production. For our two main product groups (bricks and tiles, plastic pipes) we are aiming at a 20% reduction in specific energy consumption by 2020 compared to 2010. At the same time, we are accelerating our conversion to climate-friendlier energy sources. In 2017, for instance, our specific CO₂ emissions from ceramic production were reduced by a satisfactory 2.3% from the previous year's level. Our North America Division fully met its target of completely converting all main production sites from coal to natural gas.

With digitally assisted design processes and construction methods, including products with high thermal insulation properties, we make it easier for our customers to meet the requirements of energy efficiency in building construction (SDG 13). Another objective is to make cities safer, more resilient and more sustainable (SDG 11). Our second-generation Raineo Stormbox is ideally suited to solve the problems caused by heavy rainfall; it collects, cleans and stores rainwater for later reuse, which is an extremely efficient way of preventing flash flooding in urban areas.

Research and development (R&D) are among the priorities of Wienerberger's strategic planning. The most essential tasks of R&D include the optimization of production processes (SDG 12) and the development of innovative products and system solutions for a resilient infrastructure (SDG 9). In 2017, our R&D expenditure came to approx. € 11 million. At Group level, innovative products accounted for almost 30% of total revenues. We will continue working on future-oriented solutions by placing a special focus on the digitalization of processes in all business areas and the step-by-step introduction of Industry 4.0 in production. Our aim is to optimize all processes, ranging from production planning to sales and administration. With this in mind, we have set up an innovation lab within the company, which enables us to establish structured contacts with start-ups. At the end of 2017, we organized an open call for innovation, followed by an Innovation Day in January 2018, which provided a platform for lively exchanges with numerous representatives of start-ups.

Innovative solutions are also required in the context of continuing urbanization. According to a UN study, two thirds of the world population will be living in cities by 2050, but hardly any of these cities will have been designed on a drawing board or computer. A major effort will therefore be to redesign the inhumane suburbs of many European metropolises – not to mention cities outside Europe – to make these places attractive again for people to live in. In our role as technology and innovation leader, we will do our utmost to develop innovative

solutions, always bearing in mind that we have to cover the “luxury” segment and, at the same time, provide acceptable and affordable social housing.

This takes me to another issue of special importance to me: I cannot overemphasize the key role our employees play in the successful further development of our company. Therefore, it is important to us that our employees worldwide live our corporate values regardless of nation, gender, age, etc. It is our vision to be the preferred employer in every region in which we operate.

Compared to the previous year, the frequency of accidents within the Wienerberger Group was significantly reduced by another 16.8% in 2017.

In 2017, the Wienerberger Group employed a work-force of more than 16,000 people. By ensuring that our employees are fairly remunerated at all our production sites, we contribute to their social security. As an industrial producer, the occupational safety and health of all our employees is an absolute priority for us. It is our goal to reduce the number of occupational accidents throughout the Group to zero every year. We are happy to report that the frequency of accidents within the Wienerberger Group was reduced by another 16.8% in 2017, while the severity of accidents went down by 2.1% compared to 2016. To our deepest regret and despite all our efforts, two fatal occupational accidents occurred in 2017. We studied the circumstances of the accidents in great depth in order to derive targeted measures aimed at further improving occupational safety in our plants. We continue to pursue our “zero accident” target.

We regard our corporate values – expertise, passion, integrity and respect, customer orientation, entrepreneurship, quality and responsibility – as the driving forces that encourage our employees to develop their potential to the full. The fundamental prerequisites are employee motivation and satisfaction, as well as a culture of trust within the company. In the course of 2018, we will roll out the employee survey to all country organizations of


the Wienerberger Group and subsequently take the necessary measures to further improve the level of employee satisfaction.

In the near future, we will apply a Group-wide “Supplier Code of Conduct”.

Another challenge faced by Wienerberger is the growing globalization of supply chains. We are expected not only to guarantee the quality of our finished products, but also to guarantee compliance with social and ecological minimum standards of the raw materials, products and services we need to produce and market our products.

By signing the UN Global Compact in 2003, we committed ourselves to ensuring that its ten principles regarding human rights, occupational health and safety, environmental protection and the fight against corruption are observed not only within our own sphere of control, but also along our supply chains. We actively promote an ethical approach in all our entrepreneurial actions and therefore are increasingly adopting supplier guidelines that oblige our suppliers to comply with social and ethical minimum standards. In the near future, we will apply a Group-wide “Supplier Code of Conduct”. Please refer to pages 90 to 94 for our 2017 Communication on Progress on the UN Global Compact.

We intend to consistently pursue our course in the years to come and take all the measures necessary to attain our goals. I am confident that you, our esteemed readers, will accompany us on our way.

Yours


UN Global Compact: Communication on Progress 2017

The activities of big industrial companies, such as Wienerberger AG, have a strong impact on society and the environment. Such companies therefore bear a special responsibility and should act in an exemplary manner. The minimum standards to be complied with include, above all, the principles of the UN Global Compact regarding human rights, labor standards, environmental protection and the fight against corruption. Through its accession to the UN Global Compact in 2003, Wienerberger officially committed to the ten principles and undertook to foster their implementation within the framework of the company's possibilities. Once a year, we report on progress achieved in this respect.

The 2017 Communication on Progress in respect of the Global Compact forms part of our 2017 Sustainability Update. In order to ensure maximum transparency and to make it easier for our readers to find the individual examples, we have aggregated the most important statements on the ten principles and, in addition, marked the corresponding indicators in the GRI Index and added references to the pages concerned.

Global Compact Principles – Human Rights Principles 1 und 2

Businesses should support and respect the protection of internationally proclaimed human rights, and make sure that they are not complicit in human rights abuses.

Commitment

Within its sphere of influence, Wienerberger guarantees the protection of basic human rights. By adopting the Wienerberger Social Charter, Wienerberger committed itself to comply with the conventions and recommendations of the International Labor Organization (ILO). This includes providing safe and healthy working conditions. The safety of its employees is a matter of top priority for Wienerberger.

Progress in 2017

The long-term target pursued by the Wienerberger Group is to reduce the number of accidents to zero. In 2014, the Group-wide safety standards implemented in 2010 were upgraded for the entire Wienerberger Group and activities within the framework of the Safety Initiative were stepped up. Additionally, each Business Unit implements its specific internal programs, which are described in detail on pages 45 and 46 of the 2016 Sustainability Report.

As in the previous year, targeted measures were taken by each Business Unit in 2017 in order to further increase the level of safety for our employees. Every occupational accident is analyzed by the Business Unit concerned; core aspects of occupational safety and individual initiatives are evaluated annually. In 2017, we again succeeded in reducing the frequency of accidents within the Wienerberger Group. As compared to the previous year, accident frequency was reduced from 6.5 occupational accidents per million hours worked in 2016 to 5.4 in 2017, which corresponds to a further reduction by almost 17%. Accident severity, expressed in accident-related sick leave days per million hours worked, also dropped from 177 in 2016 to 173 in 2017 (-2.1%). However, it saddens us to report that in 2017 again two fatal accidents occurred in the Wienerberger Group. Wienerberger deeply regrets these accidents. We studied the circumstances of the accidents in great depth and consistently pursued our measures aimed at increasing safety at work for our employees.

Health is a human right. Wienerberger therefore ensures safe and healthy working conditions at all its production sites. In 2017, the average number of non-accident-related sick leave days per employee at Group level (excluding the North America Division) increased to 10.2 from 9.6 in the previous year. This development is due to the higher frequency of long sick leave periods.

The North America Division is not included, as its absolute numbers and percentages are not comparable with those of the other Divisions of the Group due to local legal provisions. Prevention plays an important role in health promotion, especially in view of the increased frequency of long sick leave periods. Besides our regular health screening programs, we ensure that company physicians are available to all employees and offer ergonomic workplace analyses as well as individual health and fitness programs.

In North America, all full-time employees are covered by supplementary health insurance, the scope of which exceeds that of the Affordable Care Act (ACA) in some respects.

Being aware of its responsibility for the health and well-being of its employees, Wienerberger for years has been making every effort to minimize their exposure to potentially hazardous substances. Since 2008, Wienerberger has voluntarily reported on its measures to protect employees from exposure to respirable crystalline silica. The survey is conducted every two years within the framework of the NEPSI social partnership agreement between employees and employers (Negotiation Platform on Silica, www.nepsi.eu/en/nepsi). Within the framework of the 2017 survey, Wienerberger applied the NEPSI system limits and collected indicators exclusively at its ceramic production sites. At the same time, however, we extended the geographic scope of the NEPSI system in order to obtain a clearer picture of all ceramic production sites of the Wienerberger Group. Based on the new, internally fine-tuned definitions of the indicators of the NEPSI social partnership agreement, we adjusted our targets in respect of the protection of our employees against exposure to respirable crystalline silica accordingly. As a Group-wide target, at least 95% of all ceramic production sites are to report on measures taken to protect employees from respirable crystalline silica. With almost 98% of all ceramic plants reporting on their measures, the target was again surpassed in 2017.

Global Compact Principles – Labor Standards **Principles 3, 4, 5 and 6**

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.

Commitment

Zero tolerance of child labor and discrimination is an absolute must for Wienerberger. Even before its accession to the UN Global Compact in 2003, Wienerberger committed itself, by signing the 2001 Social Charter, to ensure that employment and working conditions throughout the Group comply with national legislation and/or are based on collective bargaining agreements as a minimum standard. Thus, Wienerberger operates in accordance with the recommendations of the International Labor Organization (ILO). Besides adequate and safe working conditions, fair remuneration and the right of assembly and collective bargaining are high priorities for us.

In our effort to combat discrimination in recruitment and employment, we consider it essential to offer our female employees an attractive working environment and the same opportunities as their male colleagues. At the same time, we want to make sure that our male employees benefit from the same flexible solutions that enable them to reconcile work and family obligations as their female colleagues.

Progress in 2017

In 2017, 72% of all Wienerberger employees were covered by a collective bargaining agreement, the percentage being almost the same as in 2016.

Companies with a primary focus on the production of building materials traditionally have a high percentage of male employees. In 2017, the number of new entrants was 2,235, i.e. 265 more than in 2016. The number of women among the new entrants continued to rise in 2017 from 274 to 342, the number of men from 1,696 to 1,893. The percentage of women among the new entrants

increased from 13.9% to 15.3%, whereas the percentage of men declined from 86.1% to 84.7%. As at 31/12/2017, the total percentage of women employed by the Wienerberger Group was 13.8%, i.e. slightly above the previous year's value (13.6%). The percentages of women in the individual functional areas remained almost unchanged compared to the previous year.

In 2017, 12% of senior management positions were held by women, unchanged from the previous year. We continued to adhere to our policy of giving preference to women for new appointments to senior management and executive positions, provided the candidates' qualifications were equal. One specific measure to increase the number of women in senior management and executive positions at Wienerberger is to enable women to embark on suitable career paths at an early point in time.

The reconciliation of work and family life is an issue of special concern to Wienerberger. We therefore offer our employees the possibility of working part-time. This offer is being taken up by a growing number of female as well as male employees. The percentage of Wienerberger employees working part-time increased slightly to 3.6% in 2017 (+0.1 percentage points). The percentage of women in part-time employment amounted to 16.1% in 2017, down by 0.7 percentage points from the previous year. At the same time, the percentage of men working part-time increased slightly to 1.6% in 2017 (+0.2 percentage points).

Global Compact Principles – Environmental Protection **Principles 7, 8 and 9**

Businesses should support a precautionary approach to environmental challenges; undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.

Commitment

Our goal is to minimize the environmental impact of our production processes and our use of raw materials. A responsible way of operating our clay extraction sites, the best possible conservation of resources, and an increase in the percentage of recycled materials used: these are the central principles governing our production activity. We are well aware that industrial production processes always involve the consumption of resources and a certain degree of interference with the natural environment. Therefore, production in harmony with the environment is a matter of great importance to us.

Progress in 2017

Specific energy consumption and specific CO₂ emissions are two of the essential indicators of environmentally friendly production technologies. Wienerberger has set itself the target to reduce these parameters by 20% each in ceramic production by 2020, as compared to 2010. However, the Wienerberger Group's total energy consumption increased by 3.9% in 2017. The main reason for the increase is the higher volume of brick and plastic pipe production as well as the increase in concrete paver production at some production sites. Changes in the product mix in plastic pipe and concrete paver production also led to an increase in energy consumption in absolute terms in 2017.

In 2017, specific energy consumption dropped by 0.8% from the previous year's level in the Wienerberger Group as a whole and by 1.7% in ceramic production.

Continuous efforts are being made by Wienerberger to convert its production processes to low-emission energy sources in order to further reduce our climate-relevant CO₂ emissions. The North America Division is a noteworthy example of the success achieved: All its active production lines were converted from high-emission coal to low-emission natural gas in 2017. The share of renewable energy sources in the consumption of electricity, based on kWh per ton, increased significantly to a satisfactory 37% in 2017, up by 19.4 percentage points from the previous year.

The index of specific CO₂ emissions from primary energy sources in kg CO₂ per ton of ceramic products produced was reduced by 2.3%, as compared to the previous year. The reductions in specific CO₂ emission were most pronounced in the production of clay blocks (-2.8%) and facing bricks (-2.0%). Specific CO₂ emissions from primary energy sources in ceramic production dropped more strongly (-2.3% as compared to 2016) than specific energy consumption (-1.7%). This is due to the ongoing, consistent substitution of CO₂-intensive energy sources, such as coal and fuel oil, by natural gas.

Pipelife has set itself the target to reduce the volume of specific indirect CO₂ emissions (primarily from the consumption of electricity) in production by 20% from the level reported in 2010. In 2017, Pipelife's indirect CO₂ emissions from electricity were 1% higher than in the previous year, which was due, among other factors, to changes in the product mix.

Specific water consumption is another indicator of the use of environmentally friendly technologies. We are making every effort to use water sparingly, for instance by running it in closed circuits and drawing primarily on our own wells. We are happy to report that in 2017 the total volume of specific water consumption, based on net additions to inventories, was reduced in all product groups. Pipelife's target is to reduce its consumption of water from public networks to 0.55 m³ per ton of products produced by 2020. In plastic pipe production, however, specific water consumption from public networks amounted to 0.95 m³ per ton in 2017. This unsatisfactory increase is also due, among other factors, to changes in the product mix.

Wienerberger is making a continuous effort to increase resource efficiency in production and, at the same time, further improve the properties of its products. Our particular focus is on reducing raw material consumption and using secondary raw materials in those areas of production where it is economically and technically feasible. We are also working on a continuous reduction of scrap rates and the recycling of production waste and residual materials into production. Semmelrock's target

for 2017 is to reduce its scrap rate by 50% compared to the reference value from 2014. The target was almost attained at 45.3%. The scrap rate is to be further reduced through the optimization of technologies, tools and processes as well as by raising our employees' awareness for resource efficiency in the plants. Pipelife's target is to increase the amount of recycling material used per ton of products produced to 70 kg (reference value in 2014: 58.9 kg/t). In 2017, the amount of recycling material per ton of products produced increased by 1.8 to 67.2 kg/ton.

As part of its commitment to the precautionary principle in dealing with environmental problems, Wienerberger has for years been working intensively on the voluntary preparation of eco-balances and environmental product declarations (EPDs) for its entire product range. Moreover, all ceramic pipes and fittings produced by Steinzeug-Keramo as well as selected Semmelrock product lines have been successfully certified according to the Cradle to Cradle® concept.

Global Compact Principles – Fight against Corruption

Principle 10

Businesses should work against corruption in all its forms, including extortion and bribery.

Commitment

Wienerberger is committed to fair and free competition; this implies a firm stance against any form of corruption. We have always pursued the target of zero incidents of corruption and expect all our employees to act accordingly.

Progress in 2017

Wienerberger expects all employees of the Wienerberger Group to act in full compliance with the law. Any infringement constitutes a breach of duty. Should a suspicion of unlawful behavior be confirmed, the employee concerned will be sanctioned under labor law or civil law, depending on the extent of damage caused.

In 2017, internal audits were performed in 23 companies, with a special focus on organization, purchasing, materials management, sales and human resources, as well as corruption and anti-trust legislation. Another priority was compliance with the Group-wide standards on health and safety. In 2017, no judgment was pronounced against Wienerberger for corruption, nor were any penalty payments due. No negative reports were issued by the authorities in charge.

***Global Compact Principles –
Implementation in the Supply Chain***

To an increasing extent, Wienerberger verifies compliance with the principles of the Global Compact along its supply chain and therefore obliges its suppliers to observe social and ecological minimum standards. Wienerberger demands observance of the ten principles of the UN Global Compact on human rights, occupational health and safety, environmental protection and the fight against corruption along its supply chain. Almost all business areas have laid down their minimum requirements in specific supplier codes of conduct, which suppliers have to sign upon conclusion of a contract and comply with in their transactions. Wienerberger intends to apply a Group-wide “Supplier Code of Conduct”.

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GRI G4 Content Table

General standard disclosures

Indicator	Page in Sustainability Update	Part of external assurance	UN Global Compact Principles
Strategy & Analysis			
1 Statement from the most senior decision-maker of the organization	6–8		
Organizational Profile			
3–9 Name, headquarters, scale, legal form, brands and products, locations and markets	9–13, 19, Annual Report 111–112		
10–11 Total number of employees by employment contract, gender, supervised employees, regions and any significant variations in employment numbers	33–35, 43–45		
12 Description of supply chain	19–21		
13 Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain	no significant changes		
14 Handling of precautionary approach or principle addressed by the organization	16, 93		UNGC 7
15 Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes	16, 18, 90–94		
16 Memberships of associations (such as industry associations)	18, 84		
Identified Material Aspects and Boundaries			
17 List of all entities included in the organization's consolidated financial statements	85, Annual Report 200		
18–21 Process for defining the report content, material aspects, aspect boundaries inside and outside of the organization	19–22, Website, Materiality Analysis 2014	2014 by PWC	
22–23 Restatements of information provided in previous reports, and the reasons for such restatements	53 and mentioned in the footnotes of respective indicators		
Stakeholder Engagement			
24–27 List of stakeholder groups engaged, basis for identification of stakeholders, organization's approach to stakeholder engagement and topics that came up during the stakeholder process	18–19 Materiality Analysis 2014		
Report Profile			
28–30 Reporting period, date of most recent previous report and reporting cycle	85		
31 Contact point for questions regarding the report or its contents	94		
32 Report of the "in-accordance"-option, GRI-index of the selected option, reference to the external audit report	85		
33 Policies of the organization regarding external audit of the report, scope of audit and relationship to audit company	85, 95–96		
Governance			
34 Governance structure of the organization, including committees responsible for decisions regarding the economic, ecological and social impact	18, Website, Annual Report 48–69	2014 by PWC	
Ethics and Integrity			
56 Organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics	16–17		

Specific standard disclosures

Indicator		Page in Sustainability Report	Part of external assurance	UN Global Compact Principles
Economic Performance				
Aspect: Economic Performance				
DMA	Disclosure on management approach	9–10		
EC1	Direct economic value generated and distributed	11		
EC3	Coverage of the organization's defined benefit plan obligations	Annual Report 164–167		
Aspect: Indirect Economic Impacts				
EC7	Development and impact of infrastructure investments and services supported	84		
Environment				
Aspect: Materials				
				UNGC 7, 8, 9
DMA	Disclosure on management approach	18, 52, 65–69		
EN2	Percentage of materials used that are recycled input materials	58–59, Website, Materiality Analysis 2014		
Aspect: Energy				
				UNGC 7, 8, 9
DMA	Disclosure on management approach	18, 52–56, 61–62	yes	
EN3	Energy consumption within the organization	54	yes	
EN5	Energy intensity	55–56	yes	
EN6	Reduction of energy consumption	54–56		
Aspect: Water				
				UNGC 7, 8, 9
DMA	Disclosure on management approach	18, 59, 66		
EN8	Total water withdrawal by source	59		
Aspect: Emissions				
				UNGC 7, 8, 9
DMA	Disclosure on management approach	18, 52–53, 56–58, 63–64	yes	
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	57	yes	
EN18	Greenhouse gas (GHG) emissions intensity	57–58	yes	
EN19	Reduction of greenhouse gas (GHG) emissions	57–58		
Aspect: Products and Services				
				UNGC 9
DMA	Disclosure on management approach	74–81		
EN27	Extent of impact mitigation of environmental impacts of products and services	74–81		
Aspect: Supplier Environmental Assessment				
				UNGC 7, 8
DMA	Disclosure on management approach	8, 22, 59, 67, 70–71, 92–93		
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	8, 22, 59, 67, 70–71, 92–93		

GRI G4 Content Table

Specific standard disclosures

Indicator		Page in Sustainability Report	Part of external assurance	UN Global Compact Principles
Labor practices and decent work				
Aspect: Employment				UNGC 3, 4, 5, 6
DMA	Disclosure on management approach	17, 32	yes	
LA1	Total number and rates of new employee hires and employee turnover by age group, gender, and region	33–35, 43–45 Detailed reporting fully in line with GRI requirements is currently not possible. The adaptation of the according reporting is in progress.	yes	
Aspect: Occupational Health and Safety				
DMA	Disclosure on management approach	17, 32, 36–40	yes	
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	36–38 Detailed reporting fully in line with GRI requirements is currently not possible. The adaptation of the according reporting is being evaluated.	yes	
LA7	Workers with high incidence or high risk of diseases related to their occupation	38–40		
LA8	Health and safety topics covered in formal agreements with trade unions	41		
Aspect: Training and Education				
DMA	Disclosure on management approach	17, 41–42		
LA9	Average hours of training per year per employee by gender, and by employee category	41–42 Detailed reporting fully in line with GRI requirements is currently not possible. The adaptation of the according reporting is being evaluated.		
Aspect: Diversity and Equal Opportunity				UNGC 6
DMA	Disclosure on management approach	17, 42–45		
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	43–45, Annual Report 53, 54–55		
Human rights				
Aspect: Non-discrimination				UNGC 6
DMA	Disclosure on management approach	17, 42		
HR3	Total number of incidents of discrimination and corrective actions taken	42		

Specific standard disclosures

Indicator		Page in Sustainability Report	Part of external assurance	UN Global Compact Principles
Human rights				
Aspect: Assessment				UNGC 1, 2
DMA	Disclosure on management approach	Website, Materiality Analysis 2014		
HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	Qualitative information: 8, 16, 18, 41, 90, 94 Reporting fully in line with GRI requirements is currently not possible. The adaptation of the according reporting is being evaluated.		
Society				
Aspect: Local Communities				
DMA	Disclosure on management approach	Website, Materiality Analysis 2014		
SO2	Operations with significant actual or potential negative impacts on local communities	Website, Materiality Analysis 2014		
Aspect: Anti-corruption				UNGC 10
DMA	Disclosure on management approach	16–17		
SO3	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	17		
SO5	Confirmed incidents of corruption and actions taken	17		
Aspect: Anti-competitive Behavior				
DMA	Disclosure on management approach	16–17		
SO7	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	17		
Aspect: Compliance				
DMA	Disclosure on management approach	16–17		
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	17		
Aspect: Supplier Assessment for Impacts on Society				UNGC 1, 2
DMA	Disclosure on management approach	8, 70–71, 94		
SO10	Significant actual and potential negative impacts on society in the supply chain and actions taken	Qualitative Information: 8, 70–71, 94 Reporting in line with GRI requirements is currently not possible. In all our business areas in Europe, minimum standards have been laid down in "supplier codes of conduct", which have to be signed and complied with by suppliers upon conclusion of a contract.		

Note: The Annual Report as well as the Materiality Analysis 2014 can be found on the Wienerberger Website (www.wienerberger.com)

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