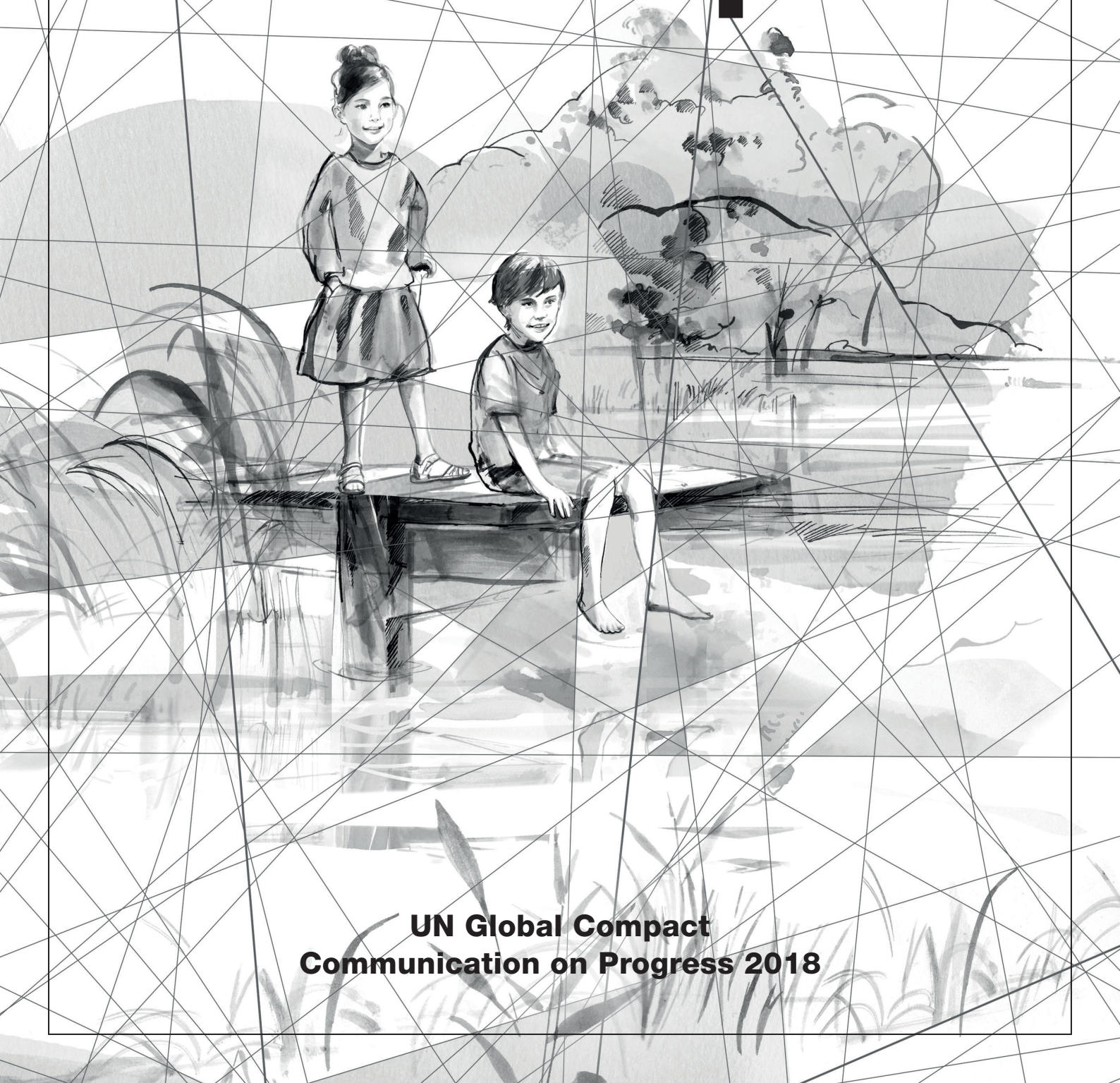


**wienerberger**

# **Building for People**



**UN Global Compact  
Communication on Progress 2018**



# Introduction by the Chief Executive Officer



Heimo Scheuch, Chairman of the  
Managing Board of Wienerberger AG

## *Ladies and Gentlemen:*

Our success story began 200 years ago in the Wienerberger district on the southern outskirts of Vienna. When Alois Miesbach, a man with a vision, bought a small brick factory, he prepared the ground for a company that has become a living example of sustainability. 50 years later, Heinrich Drasche, Alois Miesbach's nephew, made another decisive move by taking our company public on the Vienna Stock Exchange, where we have been listed ever since. Since our early days, we have always felt a responsibility for generations to come. To this very day, Wienerberger's corporate culture has been marked by strong values.

---

*"Since our early days, we have always felt  
a responsibility for generations to come."*

---

Since 1819, Wienerberger has been producing durable and sustainable building materials that continue to play an important role in contemporary architecture and residential construction. Most of the magnificent buildings in Vienna, dating back to the 19<sup>th</sup> century, were erected with products made by Wienerberger. The company was also instrumental in the construction of social housing, a pioneering movement that started in Vienna about 100 years ago. Today, we supply not only building materials with outstanding characteristics, but entire system solutions for building construction and infrastructure, which serve to improve people's quality of life and create sustainable value.

All our activities are focused on our customers and the best possible solutions we can offer them. For about 100 years, Wienerberger has played a role in the creation of

affordable housing, which is still a crucial topic today. At the same time, we are determined to offer our customers systems capable of meeting the requirements for buildings and infrastructure today and in the future. Noteworthy examples include solutions for energy-efficient buildings and for infrastructure that provides maximum security of supply.

---

*“In 2018, innovative products accounted for almost one third of our total revenues.”*

---

The key element of Wienerberger's organic growth is product innovation. In 2018, innovative products accounted for almost one third of our total revenues; in other words, almost one out of three euros of revenue was generated through innovative products. This underlines Wienerberger's position as an innovation leader in our industry, which has been made possible by continuous research and development activities undertaken in cooperation with our partners, including customers, architects, building contractors and developers. In 2018, we invested almost € 16 million in research and development.

---

*„Progressive digitalization in all walks of life is fundamentally changing our business model.”*

---

We are living in the digital age. This also holds for the construction industry. As a company operating in this industry, we have to address these challenges. Progressive digitalization in all walks of life is fundamentally changing our business model. This applies to the way we interact with our customers and partners, the design and implementation of construction projects, as well as internal processes in administration and production, where we are striving for higher resource efficiency. Wienerberger is taking the lead in this transformative process. I am convinced that our industry is only at the beginning of a fundamental transformation.

---

*“Our target for the percentage of secondary raw materials to be used in plastic pipe production by 2020 was already achieved in 2018.”*

---

Resource efficiency is a matter of high priority not only in the context of digitalization but in many other areas as well. One of our objectives is to focus even more strongly on the principles of the circular economy. Above all, residual materials from production, as well as materials from external sources having undergone thorough quality checks, are to be returned into the production process. One of the targets defined in our Sustainability Roadmap 2020 for plastic pipe production was to increase the amount of secondary raw materials used to 70 kg per ton of products produced by 2020. This target was more than achieved in 2018, i.e. two years earlier than planned. We have therefore set ourselves new and even more ambitious targets for 2020. We are now aiming at 85 kg of secondary raw materials per ton of products, at least 50 kg thereof from external sources.

Energy efficiency is another crucial topic for all Wienerberger Business Units. In brick production in Europe, for instance, our target is to reduce specific energy consumption by 20% by 2020 compared to 2010. By 2018, we achieved a 13% reduction. In plastic pipe production, however, we had to redefine our efficiency targets against the background of a persistent trend in our product mix towards lighter products with smaller pipe diameters. On the one hand, this means higher resource efficiency: less material is needed for a product providing the same or even better performance. On the other hand, however, specific energy consumption and CO<sub>2</sub> emissions, measured per ton of products produced, increase, while energy input and water usage remain the same. We have therefore adjusted our new targets to this development.

The assumption of social responsibility, especially for the well-being of our employees, has always been a high priority for Wienerberger. Since the late 19th century, when urgently needed social reforms were initiated by the physician and journalist Victor Adler, Wienerberger has evolved to become a fair and responsible employer treating its employees with respect and paying decent wages and salaries. Today, we are responsible for a workforce of almost 17,000 people. From the social benefits introduced in our early days, we have moved on to a comprehensive portfolio of responsibilities that we fulfill on a daily basis in order to live up to our vision of being the preferred employer in our industry. By signing the Social Charter in 2001, Wienerberger undertook to ensure that employment and working conditions across the Group are based on national legislation and/or collective bargaining agreements as a minimum standard.

---

*“Wienerberger now offers its employees the chance to become co-owners.”*

---

It is part of our corporate mission to share not only our values, know-how and experience, but also our success. Therefore, Wienerberger now offers its employees the chance to become co-owners. The first round of the employee participation program has been successfully completed in Austria. The high participation rate of roughly 28% shows that our employees believe in the strategy and future of Wienerberger. Our employees know the company well, see our growth potential, and know that this program will allow them to derive a long-term benefit from the company's success.

The health and safety of our employees is a matter of special importance to us. We are doing our utmost to make their workplaces safe, healthy and fit for the future and to reach our target of zero accidents. Compared to the previous year, we were able to reduce accident frequency by almost 6% and accident severity by close to 11%. However, it saddens us to report that a fatal occupational accident occurred at a 50% subsidiary of

Wienerberger. The accident victim was a production worker in Germany. Wienerberger deeply regrets this accident. Although the indicator is not within the reporting scope (given that the company concerned is not fully consolidated), we disclose the information on account of its high relevance and in the interest of transparency. We studied the circumstances of the accident in great depth and are consistently pursuing our measures aimed at increasing safety at work for our employees. Comprehensive safety programs have been implemented by all our Business Units in order to ensure an even higher level of occupational safety.

---

*“The higher diversity of the Managing Board will have a positive impact on the company as a whole.”*

---

We have highly qualified employees in all our country organizations. We support them in their development through training programs and by providing the best possible framework for their careers. For new appointments, we give preference to women, provided their qualifications are equivalent to those of male candidates, as we are convinced that diversity adds value to our company. On 1 June 2019, Ms. Solveig Menard-Galli, previously responsible for the management of our Fast Forward 2020 program, joined the Managing Board as our new Chief Performance Officer (CPO). As the third member of the Managing Board, alongside Willy Van Riet as CFO and myself as CEO, Ms. Menard-Galli will further advance the implementation of Fast Forward 2020, a program she is thoroughly familiar with, and the associated cultural change. At the same time, she will be in charge of our digitalization strategy. The higher diversity of the Managing Board will have a positive impact on the company as a whole. When it comes to repositioning Wienerberger in a time of forward-looking change, the perspectives and approaches of a new management generation are indispensable. The fact that an internal candidate has been chosen for this important position confirms that our company has a talent pool of excellent colleagues.

---

*“In times of change, communication is crucial.”*

---


Wienerberger is not alone in repositioning itself in a period of change. Society as a whole is undergoing a process of transformation and is being confronted with major challenges, such as the fight against global warming, adjustment to climate change, globalization, migration and demographic change, digitalization and cyber security. In times like these, communication is crucial in order to provide all stakeholders – above all our own employees, but also our shareholders and business partners – with timely and comprehensive information on the path taken by our company. To find out what really matters to our stakeholders, we performed our first materiality analysis in 2014 and integrated the results into our Sustainability Roadmap 2020.

Starting in 2019, we will review the materiality analysis and prepare our new roadmap for the years after 2020. To this end, in 2018 we performed an impact and risk analysis based on the value chains of our four main product groups and examined our contribution to the achievement of the 17 sustainability development goals of the United Nations (UN SDGs). It turned out that, besides the need to give constant attention to occupational safety, issues arising upstream in the supply chain, such as human rights and corruption, represent the greatest risks – but also opportunities – for Wienerberger.

Respect for human rights and zero tolerance of child labor and discrimination have always been matters of course for Wienerberger. This is in line with our values and one of the reasons why we acceded to the UN Global Compact in 2003, committing ourselves to implementing the ten principles relating to human rights, labor standards, environmental protection, including the precautionary principle, and the fight against corruption.

In order to fully live up to our responsibility along the supply chain, we will elaborate and roll out a uniform, Group-wide “Supplier Code of Conduct” (SCOC), which will replace the specific codes currently applied by our Business Units. Compliance with the SCOC will be monitored through supplier audits and reported in the 2019 Sustainability Report. For our 2018 Communication on Progress relating to the UN Global Compact, please refer to pages 156 to 161.

In the years to come, we will continue to consistently pursue our strategy, implement all measures necessary to attain our goals, and report on the results achieved in an open, clear and transparent manner. I will be greatly pleased to see you, our esteemed readers, accompany us this path.

Yours  


# UN Global Compact: Communication on Progress 2018

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.

Wienerberger was founded 200 years ago and has been listed on the Vienna Stock Exchange for 150 years. Since that time, we have always been aware of our responsibility for generations to come. Once a year, we report on progress achieved in respect of our self-imposed obligations, especially in the context of our sustainability program (Sustainability Roadmap 2020), and our commitment to the UN Global Compact.

The 2018 Communication on Progress in respect of the UN Global Compact forms part of our 2018 Sustainability Report. 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 and 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 fundamental human rights. By adopting the Wienerberger Social Charter in 2001,

Wienerberger committed itself to comply with the conventions and recommendations of the International Labor Organization (ILO). This includes providing safe and healthy working conditions. Respecting human rights has always been a matter of course for Wienerberger. Health and safety is a topic of particular importance for us. We are doing our utmost to make the workplaces of our employees safe, healthy and fit for the future and to reach our Group's target of zero accidents. We also expect our suppliers to respect human rights and act accordingly.

### **Progress in 2018**

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 occupational safety programs, which are described in detail on pages 77 and 78 of the 2018 Sustainability Report. As in the previous year, targeted measures were taken by each Business Unit in 2018 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 2018, we again succeeded in reducing the frequency of accidents within the Wienerberger Group. Accident frequency was reduced from 5.4 occupational accidents per million hours worked in 2017 to 5.1 in 2018, which corresponds to a further reduction by almost 6%. Accident severity, expressed in accident-related sick leave days per million hours worked, also dropped from 173 in 2017 to 155 in 2018 (-10.5%). However, it saddens us to report that a fatal occupational accident occurred at a 50% subsidiary of Wienerberger. We deeply regret this accident. Although the indicator is not within the reporting scope (given that the company concerned is not fully consolidated), we disclose the information on account of its high relevance and in the interest of transparency. We studied the circumstances of the accident in great depth and are

consistently pursuing 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 2018, 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 9.9 in the previous year<sup>1</sup>. 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.

In view of the increasing numbers of long-term sick-leave periods, prevention is a particularly important health-promoting factor. Besides regular health screenings, company physicians are available across the Group, workplaces are analyzed for their ergonomic characteristics, and individual fitness and health programs are available.

All full-time employees of the North America Division are covered by supplementary health insurance, the scope of which partly exceeds that of the Affordable Care Act (ACA).

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 extensively 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/nepsi](http://www.nepsi.eu/nepsi)).

Our target at Group level is to ensure that at least 95% of all ceramic production sites 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 not only attained, but surpassed at Group level in 2017, as the most recent survey showed. In accordance with the survey schedule, no data on exposure to and protection from respirable crystalline silica were collected via the joint NEPSI online platform in 2018.

Irrespective of the NEPSI social partnership agreement, Wienerberger is making every effort to protect its employees against respirable crystalline silica. In 2018, work on a new standard on the protection of employees from exposure to respirable crystalline silica was begun; the standard is to be completed and implemented in 2019.

In 2018, the scope of Wienerberger's procurement function was extended at Group level, the objective being to optimize existing processes, utilize synergies, and, as in other areas, achieve a higher level of efficiency. The new structure also influences the way we conduct our supplier management in respect of social and ecological matters. Given the new Group-wide procurement structure headed by Corporate Procurement, a uniform "Supplier Code of Conduct" is to be introduced for the entire Wienerberger Group. It will be elaborated and rolled out in 2019. Starting in 2019, supplier audits are to be performed in those areas of procurement where the biggest potential risks are assumed to exist. These audits will cover essential social and ecological matters, such as respect for human rights.

*In the 2017 Sustainability Update both accident-related and non-accident-related sick-leave days were all reported as non-accident-related sick-leave days per employee. In the present report the figures are shown separately.*



## ***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 acts in accordance with the recommendations of the International Labor Organization (ILO).

Besides safe and healthy working conditions, fair remuneration and the right of assembly and collective bargaining are high priorities for us. In our effort to rule out 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 2018**

In 2018, 72% of all Wienerberger employees were covered by a collective bargaining agreement. Companies of the building materials industry traditionally have a high percentage of male employees. As at 31/12/2018, the total percentage of women employed by the Wienerberger Group was 14.3%, i.e. slightly above the previous year's

value (13.8%). The percentages of women in the individual functional areas remained almost unchanged compared to 2017. Due to structural changes, the percentage of women in senior management positions across the Group dropped by one percentage point to 11% in 2018. In 2018, Wienerberger recruited 2,429 new employees, i.e. 194 more than in 2017.

The number of women among the new entrants rose from 342 to 390 in 2018, the number of men from 1,893 to 2,039. The percentage of women among the new entrants increased from 15.3% to 16.1%, while the percentage of men continued to decline from 84.7% to 83.9%. We continue to give preference to women in new appointments to senior management and executive positions, provided their qualifications are equivalent to those of male candidates. Being convinced of the added value of diversity in our company, we strive to increase the number of women in senior management and executive positions by enabling them to embark on suitable career paths in an early phase of their professional development. On 1 June 2019, Ms. Solveig Menard-Galli, previously responsible for the management of our Fast Forward 2020 program, joined the Managing Board as our new "Chief Performance Officer" (CPO).

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 women as well as men. In 2018, the percentage of Wienerberger employees working part-time remained unchanged at 3.6%. The percentage of women in part-time employment amounted to 15.2% in 2018, down by 0.9 percentage points from the previous year. At the same time, the percentage of men working part-time increased slightly to 1.7% in 2018 (+0.1 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 and procurement processes. 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, and we therefore consider it our duty to make every effort to minimize such interference.

### **Progress in 2018**

Specific energy consumption and specific CO<sub>2</sub> emissions are two of the essential indicators of environmentally friendly production technologies. Wienerberger's target is to reduce these indicators by 20% each in ceramic production by 2020 compared to 2010. However, in 2018 the Wienerberger Group's total energy consumption increased by 3.3% over the previous year's level. There are two main reasons for the increase: higher production volumes due to higher demand for bricks in Europe and concrete and calcium silicate products in North America, and acquisitions made in 2018.

Specific energy consumption (calculated as an index in % based on kWh/ton of products) reflects the development over time, with the values reported for a specific reference year serving as the basis for index calculation. In 2018, specific energy consumption was further reduced, dropping by 0.8% from the previous year's level in the Wienerberger Group as a whole and by 2% in ceramic production alone. Compared to the baseline

year 2013, the reductions were even more significant, amounting to 1.6% for the Group as a whole and 4.4% for ceramic production.

In 2015, the target set for plastic pipe production in Europe within the framework of the Sustainability Roadmap 2020 was to reduce specific energy consumption from electricity in production by 20% compared to 2010. In 2018, we had to adjust our original target, one of the reasons being the persistent trend in the product mix towards lighter products with smaller pipe diameters. On the one hand, this means higher resource efficiency: less material is needed for a product providing the same or even better performance. On the other hand, however, specific water usage (see page 114), energy consumption and CO<sub>2</sub> emissions (see pages 107 and 112), measured per ton of products produced, increase, while energy input and water usage remain the same. We have therefore adjusted our new targets to this development. Despite these challenging developments, we are determined to reduce specific energy consumption in plastic pipe production in Europe by 2020 by at least 3% compared to 2010. At the same time, we want to reduce specific indirect CO<sub>2</sub> emissions from electricity by 11% compared to 2010 and maintain them at that level. In 2018, indirect CO<sub>2</sub> emissions (primarily from electricity consumption) in plastic pipe production were 11% below the 2010 baseline.

Wienerberger is making continuous efforts to convert its production processes to low-emission energy sources in order to further reduce its greenhouse gas emissions. In 2017, all active production sites of the North America Division were converted completely from coal to natural gas, which resulted in a further steep reduction in coal input and a simultaneous increase in natural gas consumption in 2018. The Group-wide consumption of coal was reduced by more than one third in 2018 compared to the previous year (-35.5%). The percentage of renewable sources of energy in electricity consumption in 2018, based on kWh per ton, remained at the previous year's level.

In ceramic production, the index of specific CO<sub>2</sub> emissions from primary energy sources in kg CO<sub>2</sub> per ton of products produced was further reduced by a satisfactory 2.4% compared to the previous year and by 8.2% compared to 2013.

The reduction of specific CO<sub>2</sub> emissions from the production of facing bricks (-3.1%) and roof tiles (-1.9%) compared to the previous year was due, in particular, to optimized capacity utilization. Specific CO<sub>2</sub> emissions from primary energy sources declined more strongly than specific energy consumption in ceramic production (-2% compared to 2017 and -4.4% compared to 2013). This is due to the steady and consistent reduction in the use of CO<sub>2</sub>-intensive energy sources, such as coal and fuel oil, and the conversion to natural gas.

Wienerberger is making a continuous effort to enhance resource efficiency in production and, at the same time, to 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 steady reduction of scrap rates and the recycling of production waste and residual substances into production. In concrete paver production, we reduced the scrap rate by 45% between 2014 and 2017, and we intend to achieve a further reduction by 23%, compared to 2017, by 2020. On the basis of improved technologies, tools and processes as well as a growing awareness in our plants for the importance of resource efficiency, we are confident of further reducing the scrap rate.

Our target set for plastic pipe production in Europe, i.e. to increase the percentage of recycled material to 70kg per ton of products produced by 2020, was already exceeded in 2018. We have therefore set ourselves a new and even more ambitious target; at the same time, we have fine-tuned the definition of the recycled materials used. By 2020, we want to increase the amount of secondary raw materials to 85kg per ton of products produced, at least 50kg thereof coming from external sources.

A total of 147,569 tons of waste was generated by the Wienerberger Group in 2018, less than 1% of which was hazardous waste. As in previous years, almost all the waste generated by the Wienerberger Group is non-hazardous waste, the major part of which was collected separately and recycled in 2018 (79%).

Specific water consumption is another indicator of environment-friendly technologies. Specific water usage, based on net additions to inventories, increased in 2018 in almost all product groups. Notwithstanding the Wienerberger Group's commitment to a sparing use of water, wherever possible in closed circuits, changes in the product mix and higher production volumes in some areas had an impact on specific water usage in 2018.

Our target in plastic pipe production in Europe was to reduce the volume of water drawn from public networks to 0.55m<sup>3</sup> per ton of products produced by 2020. Specific water usage is relatively high in plastic pipe production, given that water is used for cooling. Here, too, long-term changes in the product mix led to an increase in specific water usage (+4.2%). Specific water usage from public networks accounted for 16.7% of total specific water usage for this product group. Water from sources other than public networks (e.g. water from rivers, lakes and, in Scandinavia, the sea) is returned to the environment after the cooling process in conformity with the legal provisions in effect and, thus, does not count as consumption in the true sense of the term.

In line with the precautionary principle applied in dealing with environmental problems, Wienerberger has for many 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 Wienerberger, as well as selected paver production lines, have been 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 includes 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 2018**

In 2018, internal audits were performed in 27 companies (listed in the 2018 Annual Report, starting on page 212, “Group Companies”) with a special focus on organization, purchasing, materials management, sales and human resources, as well as corruption and anti-trust legislation. Other priorities of the audits included compliance with the Group-wide standards on health and safety for our employees.

In 2018, no corruption charges were filed against Wienerberger; no judgment was pronounced against Wienerberger for corruption, nor were any penalty payments due.

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

To an increasing extent, Wienerberger verifies compliance with the principles of the UN Global Compact along its supply chains 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. All Business Units in Europe have laid down their minimum requirements in specific supplier codes of conduct. Within the framework of the Wienerberger Group’s new purchasing structure with Corporate Procurement as a centralized department, a uniform “Supplier Code of Conduct” for the entire Group is being elaborated and rolled out in 2019. Moreover, additional instruments for responsible supplier management, including supplier audits, are being implemented.

### ***For further information:***

Christine Vieira Paschoalique  
Corporate Sustainability Officer  
Wienerberger AG

A-1100 Vienna, Wienerberg City, Wienerbergstrasse 11  
T +43 1 60 192 10 180  
M +43 664 812 11 22

[christine.paschoalique@wienerberger.com](mailto:christine.paschoalique@wienerberger.com)

# GRI content index

## GRI 102 (2016): General Disclosures

	<i>Disclosure</i>	<i>Page in Sustainability Report</i>	<i>Omission, Explanation</i>	<i>Part of external assurance</i>	<i>UN Global Compact Principles</i>
<b>Organizational profile</b>					
102-1	Name of the organization	161			
102-2	Activities, brands, products, and services	16-23			
102-3	Location of headquarters	24-25, 161			
102-4	Location of operations	16, 24-25			
102-5	Ownership and legal form	16, Annual Report 114-116			
102-6	Markets served	16-17, 20-25			
102-7	Scale of the organization	12, 18-19			
102-8	Information on employees and other workers	68-71, 89			
102-9	Supply Chain	37-39			
102-10	Significant changes to the organization and its supply chain	Annual Report 50, 78			
102-11	Precautionary Principle or approach	28, 159			UNGC 7
102-12	External initiatives	28, 31, 32, 35, 156-161			
102-13	Membership of association	35			
<b>Strategy</b>					
102-14	Statement from senior decision-maker	6-9			
102-15	Key impacts, risks, and opportunities	48-53			
<b>Ethics and integrity</b>					
102-16	Values, principles, standards, and norms of behavior	146-147			
<b>Governance</b>					
102-18	Governance structure	36, Website, Annual Report 48-71		CG-Report reviewed by Deloitte	
<b>Stakeholder engagement</b>					
102-40	List of stakeholder groups	32-33			
102-41	Collective bargaining agreements	31			
102-42	Identifying and selecting stakeholders	40			
102-43	Approach to stakeholder engagement	32-34, 40			
102-44	Key topics and concerns raised	33-34, 40-42, Materiality Analysis 2014			

*Note: The Annual Report as well as the Sustainability Analysis 2014 can be found on the Wienerberger Website ([www.wienerberger.com](http://www.wienerberger.com))*



## GRI 102 (2016): General Disclosures

	<i>Disclosure</i>	<i>Page in Sustainability Report</i>	<i>Omission, Explanation</i>	<i>Part of external assurance</i>	<i>UN Global Compact Principles</i>
	<b>Reporting practice</b>				
102-45	Entities included in the consolidated financial statements	148, Annual Report 212-215			
102-46 - 102-47	Defining report content and topic Boundaries, list of material topics	40-53		2014 by PwC	
102-48	Restatements of information	68-69, 101-102 and in the respective footnotes to the individual indicators.			
102-49	Changes in reporting	41-53			
102-50 - 102-52	Reporting period, date of most recent report	148			
102-53	Contact point for questions regarding the report	160			
102-54	Claims of reporting in accordance with the GRI Standards	148			
102-55	GRI content index	151-154			
102-56	External assurance	149-153 , 162-163			

## Topicspecific Standards – Economic

	<i>Disclosure</i>	<i>Page in Sustainability Report</i>	<i>Omission, Explanation</i>	<i>Part of external assurance</i>	<i>UN Global Compact Principles</i>
<b>GRI 201 (2016): Economic performance</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	17-19, 28, 36-62			
201-1	Direct economic value generated and distributed	Annual Report, Overview of Key Indicators			
201-3	Defined benefit plan obligations and other retirement plans	Annual Report 175-178			
<b>GRI 203 (2016): Indirect economic impacts</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	17, 36-62, 146			
203-1	Infrastructure investments and services supported	146-147			
<b>GRI 205 (2016): Anti-corruption</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28-31, 36, 41-62			UNGC 10
205-1	Operations assessed for risks related to corruption	31			UNGC 10
205-3	Confirmed incidents of corruption and actions taken	31			UNGC 10
<b>GRI 206 (2016): Anti-competitive behavior</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28-31, 36, 41-62			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	30			

*Note: The Annual Report as well as the Sustainability Analysis 2014 can be found on the Wienerberger Website ([www.wienerberger.com](http://www.wienerberger.com))*

## Topicspecific Standards – Environmental

	<i>Disclosure</i>	<i>Page in Sustainability Report</i>	<i>Omission, Explanation</i>	<i>Part of external assurance</i>	<i>UN Global Compact Principles</i>
<b>GRI 301 (2016): Materials</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28-31, 36, 41-62, 112-113, 115, 136			UNGC 7, 8, 9
301-2	Recycled input materials used	136, 140-142	For the time being, the input of recycled raw material can only be indicated as a percentage for brick production in Europe and in kg/ton for plastic pipes. Data collection in other operating segments is being evaluated.		UNGC 7, 8, 9
<b>GRI 302 (2016): Energy</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 32, 36, 41-62, 100-101		yes	UNGC 7, 8, 9
302-1	Energy consumption within the organization	101, 104-105		yes	UNGC 7, 8, 9
302-3	Energy intensity	101, 106-108		yes	UNGC 7, 8, 9
302-4	Reduction of energy consumption	101, 104-108			UNGC 7, 8, 9
<b>GRI 303 (2016): Water</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 32, 36, 41-62, 113			UNGC 7, 8, 9
303-1	Water withdrawal by source	113-114			UNGC 7, 8, 9

	<i>Disclosure</i>	<i>Page in Sustainability Report</i>	<i>Omission, Explanation</i>	<i>Part of external assurance</i>	<i>UN Global Compact Principles</i>
<b>GRI 304 (2016): Biodiversity</b>					
103-1 - 103-3	<i>Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach</i>	28, 32, 36, 41-62, 115-116			
304-3	<i>Habitats protected or restored</i>	115-116	Quantitative information on the size and location of the protected or restored areas at depleted clay pits and the status of these areas is not available. The re-use of clay pits is determined in the course of the approval procedure and depleted clay pits are made available accordingly by Wienerberger.		
<b>GRI 305 (2016): Emissions</b>					
103-1 - 103-3	<i>Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach</i>	28, 32, 36, 41-62, 100-101		yes	UNGC 7, 8, 9
305-1	<i>Disclosure 305-1 Direct (Scope 1) GHG emissions</i>	101-102, 108-110		yes	UNGC 7, 8, 9
305-4	<i>GHG emissions intensity</i>	101-102, 110-112		yes	UNGC 7, 8, 9
305-5	<i>Reduction of GHG emissions</i>	101-102, 108-112			UNGC 7, 8, 9
<b>GRI 308 (2016): Supplier environmental assessment</b>					
103-1 - 103-3	<i>Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach</i>	28, 36, 41-62, 100			UNGC 7, 8
308-2	<i>Negative environmental impacts in the supply chain and actions taken</i>	49-53, 99, 114-115	Information on supplier audits is currently not available; supplier audits are conducted as of 2019.		UNGC 7, 8

*Note: The Annual Report as well as the Sustainability Analysis 2014 can be found on the Wienerberger Website ([www.wienerberger.com](http://www.wienerberger.com))*



## Topicspecific Standards – Social

	Disclosure	Page in Sustainability Report	Omission, Explanation	Part of external assurance	UN Global Compact Principles
<b>GRI 401 (2016): Employment</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 31-32, 36, 41-62, 68		yes	UNGC 3, 4, 5, 6
401-1	New employee hires and employee turnover	69-73, 87, 90		yes	UNGC 3, 4, 5, 6
<b>GRI 403 (2016): Occupational health and safety</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 31-32, 36, 41-62, 67-69		yes	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	74-76, 78-81	Occupational diseases: Complete and detailed data are not yet available. A GRI-compliant presentation is being evaluated.	yes	
403-3	Workers with high incidence or high risk of diseases related to their occupation	81-82			
403-4	Health and safety topics covered in formal agreements with trade unions	74			
<b>GRI 404 (2016): Training and Education</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 31-32, 36, 41-62, 68, 82-84			
404-1	Average hours of training per year per employee	83	Training programs broken down by functional area and diversity feature: Complete and detailed data are not yet available. Additional detailed reporting, in order to gradually achieve GRI-compliant presentation, is being planned for the next report.		
<b>GRI 405 (2016): Diversity and equal opportunity</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 31-32, 36, 41-62, 68, 85			UNGC 6
405-1	Diversity of governance bodies and employees	85-86, 90	Employees under term contracts, broken down by age group: Complete and detailed data are not yet available. GRI-compliant presentation is being evaluated.		UNGC 6
<b>GRI 406 (2016): Non-discrimination</b>					
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 31-32, 36, 41-62, 68, 85			UNGC 6
406-1	Incidents of discrimination and corrective actions taken	85			UNGC 6

<i>Disclosure</i>	<i>Page in Sustainability Report</i>	<i>Omission, Explanation</i>	<i>Part of external assurance</i>	<i>UN Global Compact Principles</i>
<b>GRI 412 (2016): Human rights assessment</b>				
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 31, 35-36, 41-62, 68, 82		
412-1	Operations that have been subject to human rights reviews or impact assessments	48-53	In 2018 an impact and risk analysis was performed at Group level.	
<b>GRI 413 (2016): Local Communities</b>				
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	33-34, 41-62		
413-2	Operations with significant actual and potential negative impacts on local communities	115-116		
<b>GRI 414 (2016): Supplier social assessment</b>				
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 36, 41-62, 100-101, 114-115		
414-2	Negative social impacts in the supply chain and actions taken	114-115	For the time being, GRI-compliant presentation is not possible, as the information is not yet available. Supplier audits are performed as of 2019.	UNGC 1, 2
<b>GRI 416 (2016): Customer health and safety</b>				
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28, 36, 41-62, 137		
416-2	Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	137		
<b>GRI 419 (2016): Socioeconomic compliance</b>				
103-1 - 103-3	Explanation of the material topic and its Boundary, the management approach and its components, evaluation of the management approach	28-30, 30, 41-62		
419-1	Non-compliance with laws and regulations in the social and economic area	30		

*Note: The Annual Report as well as the Sustainability Analysis 2014 can be found on the Wienerberger Website ([www.wienerberger.com](http://www.wienerberger.com))*

# Building for People

*Wienerberger UN Global Compact  
Communication on Progress 2018  
[www.wienerberger.com](http://www.wienerberger.com)*

***For further information:***  
*Christine Vieira Paschoalique  
Corporate Sustainability Officer Wienerberger AG  
A-1100 Vienna, Wienerberg City, Wienerbergstraße 11*