

Sustainability Report  
2022

**FRENER  
REIFER**

**FASSADEN**







Kö-Bogen II / KII, Düsseldorf DE  
Client: Centrum Projektentwicklung GmbH  
Architect: ingenhoven associates



Craftsmanship.  
Precision down to the  
last detail.



FRENER & REIFER

Starting where the others stop...

... for excellence in facades.



“The pursuit of sustainability is firmly anchored in our corporate values.”

As a South Tyrolean company, we live in close connection with nature and have a keen awareness of environmentally friendly behaviour and the responsible consumption of resources. Striving for environmental, economic and social sustainability has been firmly anchored in our corporate values.

Ready to learn, open-minded and motivated, we want to continue to master the many challenges that sustainable construction poses for us. Two areas of activity are essential for us as facade construction specialists: we aim to increase the service life of facades and conserve resources by developing innovative maintenance concepts. A separate division within our company will further foster and implement this goal in the future. We also strive to foster and encourage the professional and personal training and further education of our employees. Qualified employees in all areas of activity will allow us to continue to push the boundaries of what is possible.

With this sustainability report, we would like to give you a deeper insight into our activities, our goals and the measures being taken to achieve them. We would be pleased if you continue to accompany us on our journey.

**Alessandro Andreetto**

President of the Board FRENER & REIFER GmbH

**Andrea Borgato**

Board FRENER & REIFER Holding AG

The construction industry is responsible for a significant share of the world's greenhouse gas emissions and is one of the largest consumers of resources. We are aware that our business activities have a variety of environmental impacts and we take responsibility for them. Which is why we are working to keep our environmental footprint as small as possible, via a continuous optimisation process.

As a developer and manufacturer of highly complex building envelopes, we also aim to play an outstanding role in the development and implementation of environmentally compatible and durable facade solutions. To achieve this, we need to look even more intensively into the question of which building materials we use and increasingly assess their recyclability. Professional maintenance, refurbishment and revitalisation of buildings also contributes significantly to reducing the consumption of resources. We already have a wide range of practical experience and comprehensive expertise in these areas, which we will continue to develop.

Together we can make the construction and operation of buildings even more climate-friendly and combine commercial efficiency with environmental performance. Thank you for your trust!

“We are increasingly focusing on the professional maintenance, refurbishment and revitalisation of buildings.”

# The Company

FRENER & REIFER is the innovative specialist for facades and building envelopes. We develop and manufacture highly complex special constructions made of metal and glass for visionary architectural projects all over the world. We accompany architects, specialist planners and clients throughout the entire process: from consulting and design via production and installation through to maintenance and refurbishment.

The passion for extraordinary facade constructions goes back to the company's two founders: Franz Reifer, a courageous designer with a sense for intelligent technical solutions, and Georg Frener, a visionary and industry expert. The two mountain farmers' sons from South Tyrol completed their traineeships as craft metalworkers and founded FRENER & REIFER as a specialist metalworking shop in Bressanone/South Tyrol in 1974. After only a short time, the two of them established themselves as excellent bespoke facade construction innovators. FRENER & REIFER also took on a pioneering role in the field of environmentally friendly energy use at an early stage:

„We at FRENER & REIFER were the first company in the country to offer insulated windows and implemented a facade with integrated photovoltaic modules **over 30 years ago.**“



Gerhard Ploner, General Manager





# Excellence in facade construction since 1974

1974



## FOUNDING

Georg Frenner and Franz Reifer found the FRENER & REIFER Metallbau OHG in Bressanone (South Tyrol/Italy). The company primarily carries out metalwork. After the first six months as a two-man business, the first employees are hired.

1976



## FIRST CHALLENGE

The first company building, a converted barn, burns to the ground. The entrepreneurial spirit of the two founders is put to the test for the first time.

1978



## INNOVATIVE FACADES

FRENER & REIFER realises its first facade. The company stands out for its forward-thinking approach.

1980



## NEW HEAD OFFICE

Orders increase and a new company headquarters in the Bressanone industrial zone is built. In 1994 and 2006, the production hall and offices are expanded.

1983



## MARKET EXPANSION

FRENER & REIFER receives its first major orders at home and abroad, such as the facade construction for Giuffrè, il Sole 24 Ore, Schindler Elevators and Microsoft Munich.

1984



## INNOVATIONS

FRENER & REIFER develops its own stick system facade and window systems.

1987



## FIRST BRANCH ABROAD

The first branch office in Munich is opened.

1995



## SPECIALISATION

FRENER & REIFER establishes itself as a facade construction specialist. Collaboration with renowned architects such as Hadi Teherani, Renzo Piano, Herzog & de Meuron and Norman Foster (pictured in 2016 with Franz Reifer), begins.

ab 2014



## INTERNATIONALISATION

The traditional company's increasing number of international projects sees it develop from its roots as a craft workshop into a management-led family business.

2005/06



## EXPANSION

FRENER & REIFER opens a branch in Switzerland and two more in Germany and the US a year later. From 2010, branches follow in France, Israel, England and China.

2019



## MANAGEMENT BUY OUT

The two founders Georg Frenner and Franz Reifer retire into private life. Long-standing employees take over the leadership and management of the company together with FRENER & REIFER Holding AG in Munich. Board Members: Alessandro Andreotto, Gerhard Ploner, Christian Bonini





# The company at a glance



"In collaboration with renowned architects such as Norman Foster, Kenzo Tange and Zaha Hadid, FRENER & REIFER has already realised over **1,300 projects all over the world**, including several **certified green buildings**."

Michael J. Purzer, Business Development



## 50

Years of experience



## +120

Employees  
from 10 countries

Up to **150 local**  
installation staff

## +1.300

Projects realised  
in 17 countries on  
5 continents



## 5

Locations

Italy, Germany, France,  
USA, England

Cooperation with the  
most renowned  
**ARCHITECTS**  
worldwide, including  
9 Pritzker Prize winners

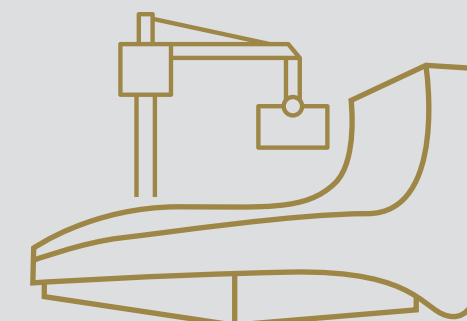


**PRESTIGIOUS CLIENTS**

such as Apple, BMW,  
LG Electronics, Louis Vuit-  
ton, Red Bull, and many  
more.

In-house

**DESIGN, FABRICATION AND INSTALLATION**







# Corporate sustainability

## Responsible along the entire value chain

Facades have a significant influence on energy consumption in buildings and on the microclimate in their immediate surroundings. As a developer and manufacturer of building envelopes and special constructions in glass and metal, we therefore recognise a special commitment to sustainability. A central cornerstone of sustainable building is the consideration of the entire life cycle of a building: from design, through construction and operation, to refurbishment and decommissioning, including the recycling and disposal of building materials. This holistic view is reflected in our objectives and actions for the implementation of sustainable facade solutions: from concept design and the selection of suppliers and materials, via the creation of efficient production and logistics processes, to increasing the durability and recyclability of our facade solutions.

„Our **in-house team** works continuously on sustainability issues with **external experts**.“



## Materiality analysis to identify relevant issues

Together with our stakeholders we have identified and analysed the environmental, governance and social impacts of our own activities and prioritised them according to relevance and value. The results served as a basis for determining the most important issues for our sustainability strategy.

### Key issues:

- » Foster environmental protection at the production site
- » Continuous investment in production technologies
- » Employee health and safety
- » Enhance positive image with stakeholders
- » Transparent governance
- » Increase employer attractiveness
- » Guarantee compliance with legal requirements
- » Increase recycling rate and minimise use of resources
- » Innovative maintenance concepts
- » Optimise project management in terms of costs and adherence to deadlines
- » Functionality of the facade
- » Technical standards and certifications
- » Purchase raw materials in an environmentally and socially responsible manner
- » Reduce number of transports
- » Coordination of site management and installation work
- » Strive for sensible digitalisation of processes
- » Financial stability
- » Guarantee sustainability in the value chain
- » Foster digital innovation
- » Foster long-term partnerships





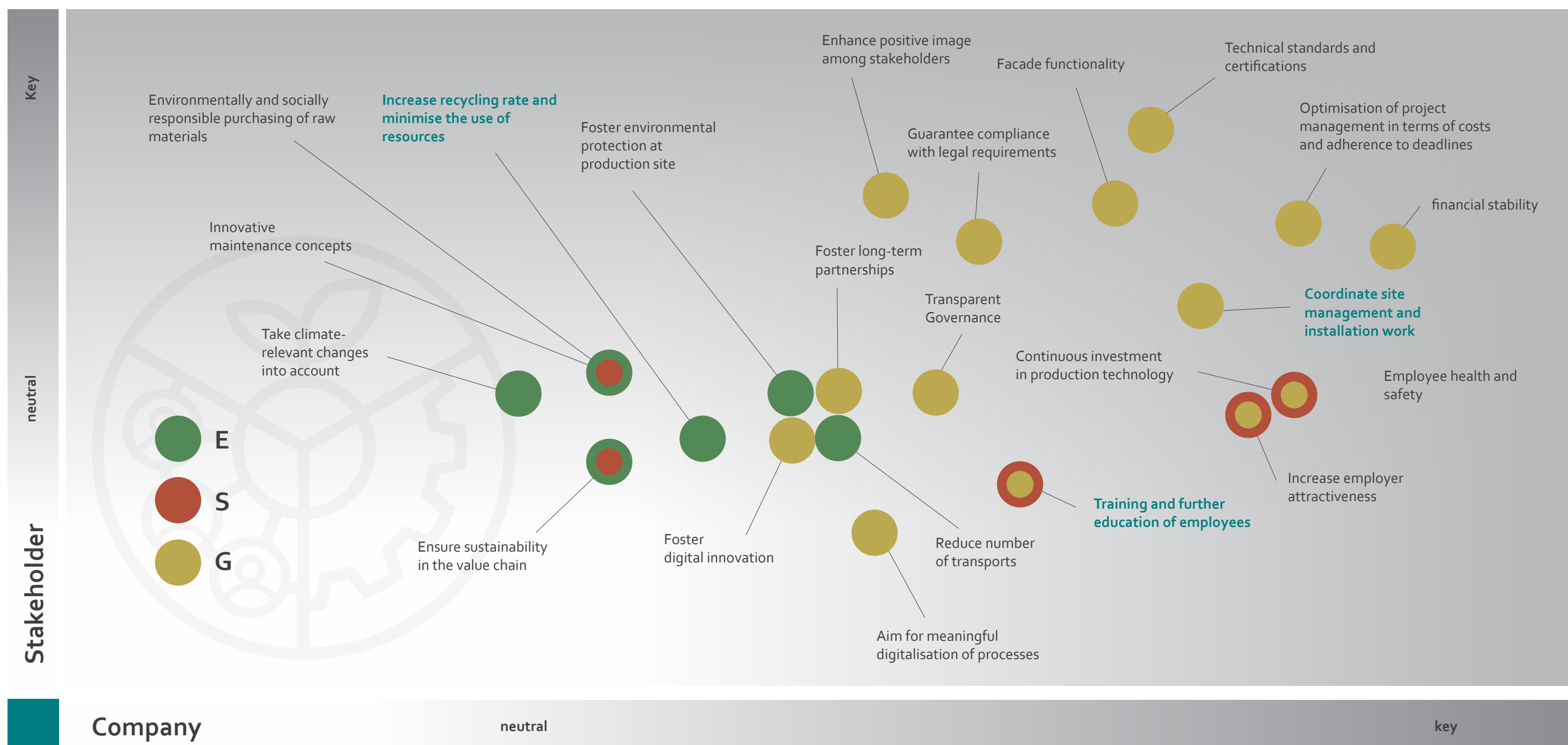
## Focus on key areas for action

Three key areas of activity for our company emerged from the materiality analysis evaluations. We place these at the centre of our strategy, define goals in all three areas and set priorities in the development of appropriate actions.

### Our three main action areas and goals:

- » Increase recycling rate and minimise use of resources
- » Coordination of construction site management and installation work
- » Foster and challenge continuous training and development of employees

## Materiality matrix







## Structured implementation within the company

An in-house sustainability team works on a variety of sustainability issues in cooperation with external experts. The aim is to define ambitious and meaningful sustainability goals based on sound analyses of social and environmental risks and to implement these systematically. As a first step, we prepared an ESG rating and a materiality analysis. This was followed by the preparation of carbon footprint and sustainability reports, which serve as a basis for the definition of our sustainability strategy. A working group, consisting of employees from diverse departments, develops strategic goals and concrete measures for the three main areas of action. These are then submitted to the management for review and approval. A dedicated company sustainability officer coordinates and monitors the entire process. Implementation of the measures is reviewed annually and adjusted if necessary.

To ensure continuous improvement in performance in all areas of the company, we have been regularly reviewing our processes for years and have had ourselves evaluated by independent control bodies:

- » Annual legal review of environmental management and occupational health and safety
- » in-house audit with external auditors
- » annual management review
- » ISO certifications 9001, 14001 and 45001 with annual audit





# Green Buildings: Sustainable building

Buildings in industrialised nations require high consumption of land, energy and water and are accordingly responsible for changes to air quality and the earth’s atmosphere. The building sector is therefore increasingly focusing on green buildings developed under the guiding principle of sustainability along the entire life cycle. Green buildings pay close attention to environmental performance and resource efficiency, all the way from design, operation and maintenance through to decommissioning - while simultaneously ensuring high quality indoor environments and frequently impressing with their innovative architecture. FRENER & REIFER actively seeks to contribute to the construction of sustainable buildings and has already been involved in several certified green building projects.

Over the decades we have acquired practical experience of and extensive expertise in the certification systems for sustainable building such as LEED® (Leadership in Energy and Environmental Design) and DGNB (German Sustainable Building Council).

“As specialists, we take pride in supporting our clients with expert advice and professionally implementing sustainable facade solutions.”



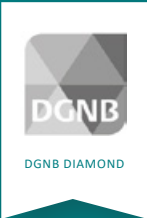
## THE DIVERSITY OF OUR REFERENCES GREEN BUILDINGS



KÖ-BOGEN II  
Düsseldorf, Germany  
INGENHOVEN ASSOCIATES

The innovative commercial and office building Kö-Bogen II in the centre of Düsseldorf features Europe’s largest green facade. This improves the microclimate in and around the building, reduces solar heat gain, stores moisture and reduces ambient noise.

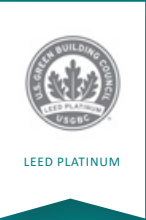
The building has been awarded DGNB Platinum and DGNB Diamond, the highest level of the DGNB certification system.



IOC HQ, OLYMPIC HOUSE  
Lausanne, Switzerland  
3XN ARCHITECTS

The headquarters of the Olympic Committee in Lausanne is one of the most sustainable buildings in the world. It integrates strict criteria for energy and water efficiency while simultaneously optimising the health and well-being of its users. The building materials used meet the strictest environmental standards.

The building received the highest points rating (93/100) of any LEED v4 certified new build project to date. It is also SNBS Platinum and Minergie-P certified.





THE DIVERSITY OF OUR REFERENCES  
GREEN BUILDINGS



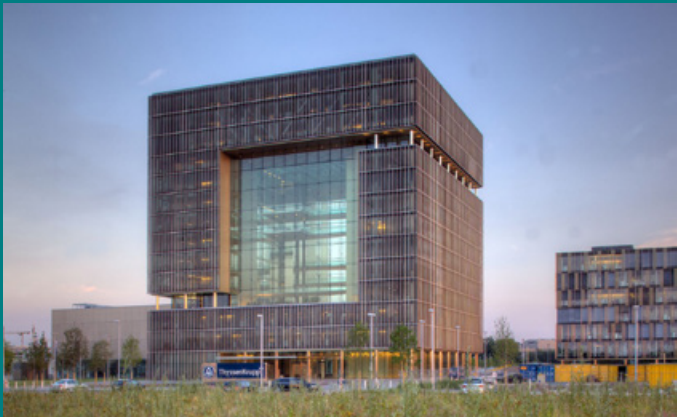
SWISS RE NEXT  
Zürich, Switzerland  
DIENER + DIENER ARCHITEKTEN



MOMA  
New York (NY), USA  
DILLER SCOFIDIO + RENFRO



MUSÉE ATELIER AUDEMARS PIGUET  
Le Brassus, Switzerland  
BIG BJARKE INGELS GROUP



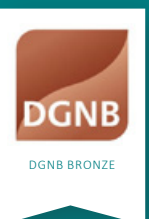
THYSSENKRUPP QUARTIER,  
HEAD OFFICE  
Essen, Germany  
CHAIX & MOREL ET ASSOCIÉS & JSWD



LG ELECTRONICS HQ  
Englewood Cliffs (NJ), USA  
HOK ARCHITECTS



ESO SUPERNOVA  
Garching, Germany  
BERNHARDT + PARTNER



ROCKEFELLER UNIVERSITY  
New York (NY), USA  
MITCHELL / GIURGOLA ARCHITECTS LLP



SAINSBURY WELLCOME CENTRE  
London, UK  
IAN RITCHIE ARCHITECTS





THE DIVERSITY OF OUR REFERENCES  
GREEN BUILDINGS



COAL DROPS YARD  
London, UK  
HEATHERWICK STUDIO



HOTEL CHEDI ANDERMATT  
Andermatt, Switzerland  
DENNISTON INTERNATIONAL LTD



LA SAMARITAINE  
Paris, France  
SANAA & SRA ARCHITECTS



PARK HOTEL VITZNAU  
Lake Lucerne, Switzerland  
PALAIS COBURG & CHRISTIAN ECK



OUTERNET LONDON  
London, UK  
ORMS



HOSPITAL, BOLZANO  
Bolzano, Italy  
TIEMANN PETRI & PARTNER



CLARGES MAYFAIR  
London, UK  
SQUIRE AND PARTNERS



CHAMBER OF COMMERCE BOLZANO,  
HEAD OFFICE  
Bolzano, Italy  
WOLFGANG SIMMERLE







# Research and development for the sustainable facade future

As a premium provider, FRENER & REIFER has always been dedicated to the continuous development of facades for the effective use of renewable energies and the reduction of resource consumption. Together with universities, research institutions, manufacturers and suppliers, we have been driving innovation for 50 years.

## » Facades with integrated photovoltaic modules

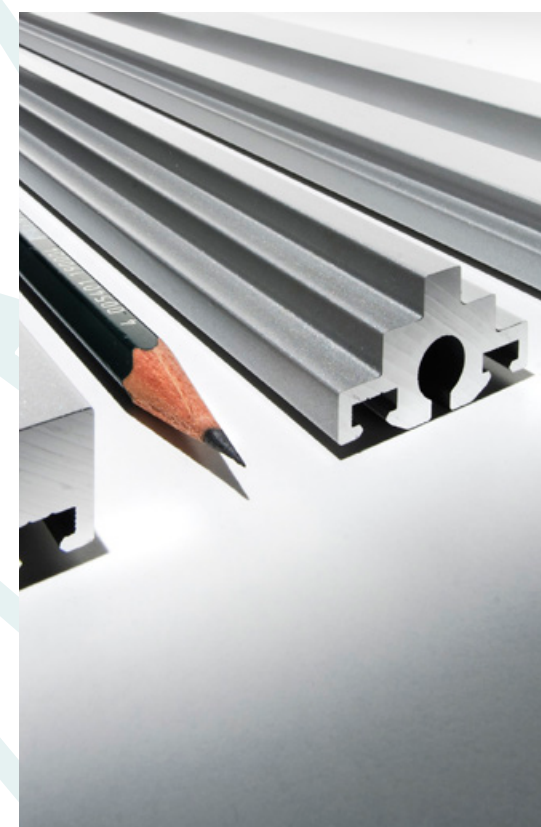
As one of the first facade construction companies, we gained experience of the installation of solar modules in facades almost 30 years ago - and have continuously optimised this technology ever since. Photovoltaic modules are integrated into glass surfaces in order to guarantee the greatest possible transparency and to make optimum use of the available solar energy. The modules can be used in both vertical and horizontal applications, enabling our photovoltaic facades to open up previously unused potential for generating solar power.

## » Solar thermal energy in facades

In another research project, we were working on the further development of semi-transparent, solar thermal facade collectors. The solar heat generated by the collector is made available to the building at a high temperature via the facade-integrated pipe system and used as drinking water, hot water and heating water or for solar cooling. The unique selling point is the combination of a system for solar energy generation and sun protection which also ensures visual transparency.

## » minimo<sub>FR</sub>

With the minimo<sub>FR</sub> system family, we developed one of the narrowest transom/mullion systems worldwide, with a face width of only 30 mm. Thanks to the minimal steel profiles, resource and material consumption is significantly reduced, while simultaneously ensuring maximum transparency, a high degree of visual appeal and design freedom. The high quality of the transom/mullion system guarantees an almost unlimited service life for the facade.







# Taking joint responsibility for sustainable development

The 17 global sustainability goals of the United Nations Agenda 2030 contribute to enabling a decent life for all and to the long-term preservation of natural resources. The goals consider all three dimensions of sustainability: ecology, economics and social issues.

## SUSTAINABLE DEVELOPMENT GOALS



In our business activities, we at **FRENER & REIFER** pursue the following goals for global sustainable development:



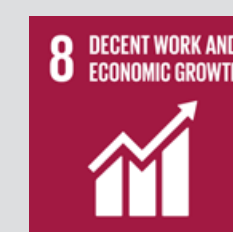
Ensure a healthy life for all people of all ages and foster their well-being.



Ensure inclusive, equitable and high-quality education and foster lifelong learning opportunities for all.



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



Foster long-term, inclusive and sustainable economic growth, productive full employment and decent work for all.



Build resilient infrastructure, foster widespread and sustainable industrialisation and support innovation.



Design cities and settlements to be inclusive, safe, resilient and sustainable.



Ensure sustainable consumption and production patterns.



Take immediate action to combat climate change and its impacts.



Strengthen means of implementation and breathe new life into the Global Partnership for Sustainable Development.





# Governance

Our values, responsibilities, strategies and goals in individual corporate divisions are anchored in writing in various guidelines and rules of conduct. These create commitment and uniformity across the company, ensure that actions comply with the law and serve to provide transparent information to employees, clients and suppliers. With our integrated management system, we ensure the structured organisation and monitoring of actions in the areas of occupational health and safety quality, environment, and legal compliance.

- ✓ Company mission statement
- ✓ Integrated Management System (IMS) Manual
- ✓ Code of Ethics and Conduct
- ✓ Company policy
- ✓ Environmental policy
- ✓ Corporate strategy
- ✓ Occupational health and safety policy



"100% of our employees receive regular training on the Code of Ethics and Organisational Model."

Christian Bonini, General Manager







## Our Values

### » Integrity

Our ethical and loyal conduct make us a trustworthy partner. We communicate clearly, openly, and honestly - and take responsibility.

### » Teamwork

We only achieve our goals together.

We derive our strength from the constructive, respectful cooperation between our shareholders, management, all employees and our business partners.

### » Expertise

Through our proactive approach, we continuously improve our solutions. Each employee contributes his or her ideas, enabling increases in the efficiency of our processes. We foster a good work-life balance and are vigilant about the health and satisfaction of our employees.

### » Passion

We are motivated and passionate about breaking new ground to develop excellent, innovative solutions. We use our continuously growing know-how to realise the seemingly impossible.

### » Long-term approach

A long-term, human relationship is maintained with the company's employees and business partners. relationship with the company's employees and business partners - one characterised by fairness, trust and reliability. Our high quality standards are the foundation of our projects, which are realised to be long-lasting and sustainable.







## Occupational health and safety protection - safety first

As a company active in construction, occupational health and safety is a priority for us. We not only comply with the legal requirements of the countries in which we work, but also operate an occupational health and safety management system in accordance with ISO 45001:2018. Regular training courses, which go beyond the mandatory training provided for in Italy, increase the knowledge of our employees, contribute to awareness and promote attentiveness in the work process. The number of accidents at work at FRENER & REIFER is significantly lower than the industry average.



„In consultation with clients, suppliers and subcontractors, we proactively **monitor potential risks** in production and on the construction site, and **minimise the sources of danger.**“

Andreas Reifer, Head of Site Quality Management





## Suppliers – a long-term approach and proven quality

We see our suppliers as long-term partners who support our quality requirements. The principles for selecting and dealing with suppliers are laid down in our Code of Ethics and Conduct and in the detailed purchasing conditions for individual countries. A self-declaration questionnaire is used to assess the suitability of each supplier or vendor. For new suppliers, we continuously conduct audits and quality controls to check the quality of materials and products. All suppliers are selected on the basis of our ITP inspection & test plan and evaluated with regard to various criteria. Depending on the process, one of our project managers accompanies and controls their activities.



“Through a quality assurance system, training courses and quality inspections we guarantee **high quality from responsible suppliers.**”

Luca Pedrolli, Head of Purchasing







## Certified processes and controlled quality

We ensure the long-term effectiveness of our management systems, processes and products through certification by independent inspection bodies.

This ensures that we comply with international standards and industry-specific specifications and continuously review them.

- » Quality management according to ISO 9001:2015
- » Environmental management system according to ISO 14001:2015
- » Occupational health and safety management according to ISO 45001:2018
- » SOA certificate for the performance of public works in Italy
- » ESG Rating - Asset Impact
- » Certificates 1400, 4500, 1090, 4501, 1401, 14351, 9001
- » CE marking
- » Welding certificates: EXC2 as per EN 1090-2 & EXC2 as per EN 1090-3, DVS SLV Munich







# Environmental



„Our goal is to increase the recycling rate of materials and minimise our use of resources. By setting up an **after-sales department** to drive the specialist maintenance and repair of facades, we are **extending the service life of our built solutions.**“

Frank Osanna, Head of Opportunity & Quality Management

- 7 AFFORDABLE AND CLEAN ENERGY
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 11 SUSTAINABLE CITIES AND COMMUNITIES
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
- 13 CLIMATE ACTION



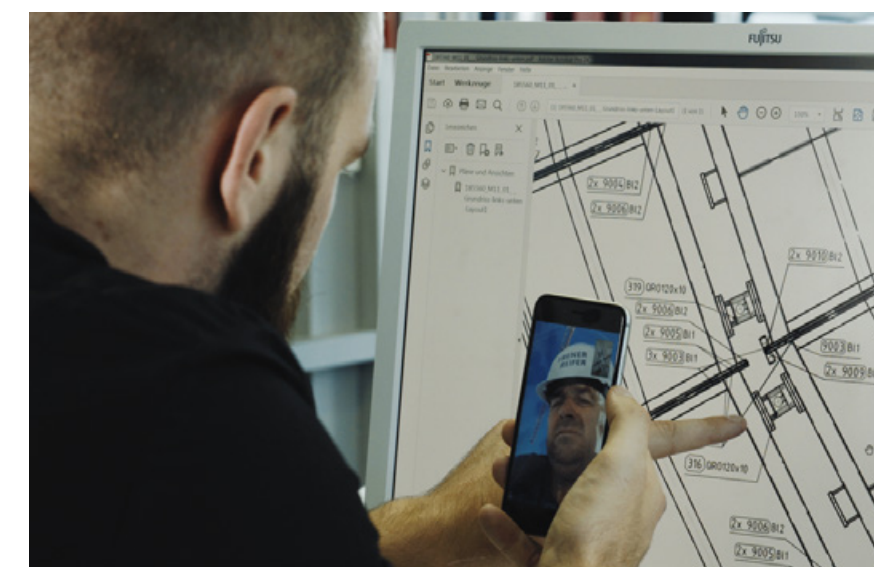


## Environmentally Friendly Transport and Mobility

We are consciously vigilant about reducing emissions when supplying materials and delivering our products, as well as about our own mobility behaviour. Our efficient supply chain management enables optimal utilisation of truck capacity and reduces the number of journeys. When choosing logistics companies, transport using environmentally friendly vehicles is a decisive criterion.

### Our Actions:

- » Efficient supply chain management
- » Collaboration with logistics companies holding CO<sub>2</sub> neutral certificates
- » Acquisition of company e-cars with charging station
- » Purchase of a Euro 5 truck for our vehicle fleet
- » Reduction of travel kilometres by holding online meetings and video conferences
- » Encouraging the formation of car pools
- » Provision of e-bikes to employees for their commute to work and for private use.



"95% of our transports are carried out by **EURO 6 trucks** or companies holding CO<sub>2</sub>-neutral certificates."





## Measuring and reducing emissions

By using modern technologies, we keep emissions from our production site below the required limits. All our emission points are authorised and certified. In 2023, we prepared a comprehensive carbon footprint, which we update annually.

### Emissions (Figure 1)

The direct emissions (Scope 1) and indirect emissions (Scope 2) caused by our activities are very low. Through a variety of actions and mindful energy consumption we continue to strive to reduce our emissions. We have determined the indirect emissions along the value chain (Scope 3) in order to analyse optimisation potential. 73% of these CO2 emissions arise from the production of aluminium, which we primarily source from suppliers in Germany.

### CO2-savings potentials (Figure 2)

One action that brings significant savings of over one third, is the use of aluminium with a high recycled content. As shown in Figure 2, our aluminium consumption in 2022 produced an estimated 6,019 tonnes of CO2. With the use of low-carbon aluminium Hydro Reduxa, emissions drop to 2,534 tonnes - and to 1,457 tonnes for the Hydro Circal product made from recycled aluminium.

“One third of indirect CO2 emissions are generated in the production of aluminium. Our aim in the future is to use more aluminium alloys that consist of at least **75 % end-of-life aluminium**.”



Figure 1: CO2 Emissions 2022

Values in Tons /Year

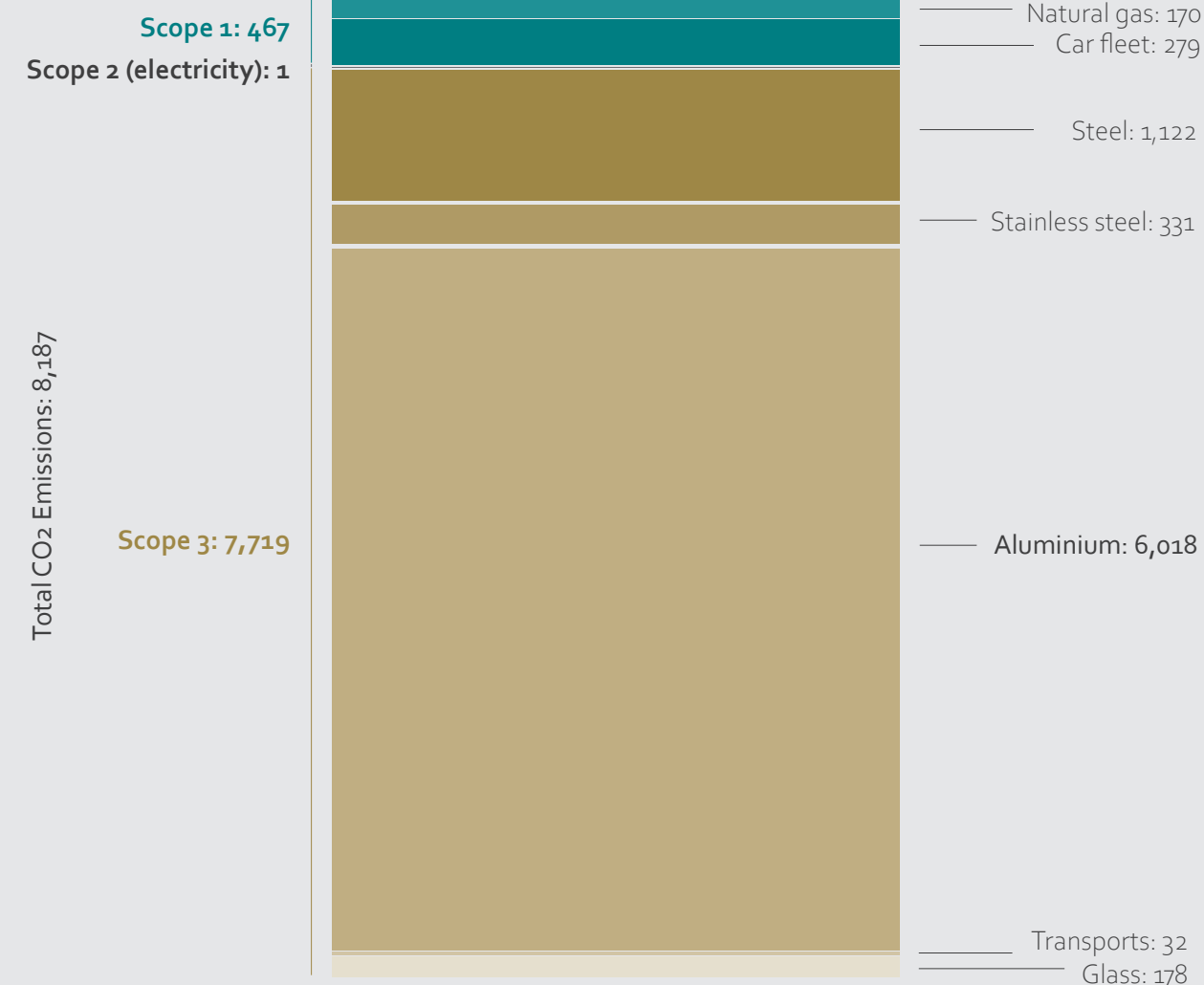


Figure 2: Savings Potentials 2022 - CO2 Emissions for Aluminium

Values in Tons /Year





## Recyclable Materials and Waste Management

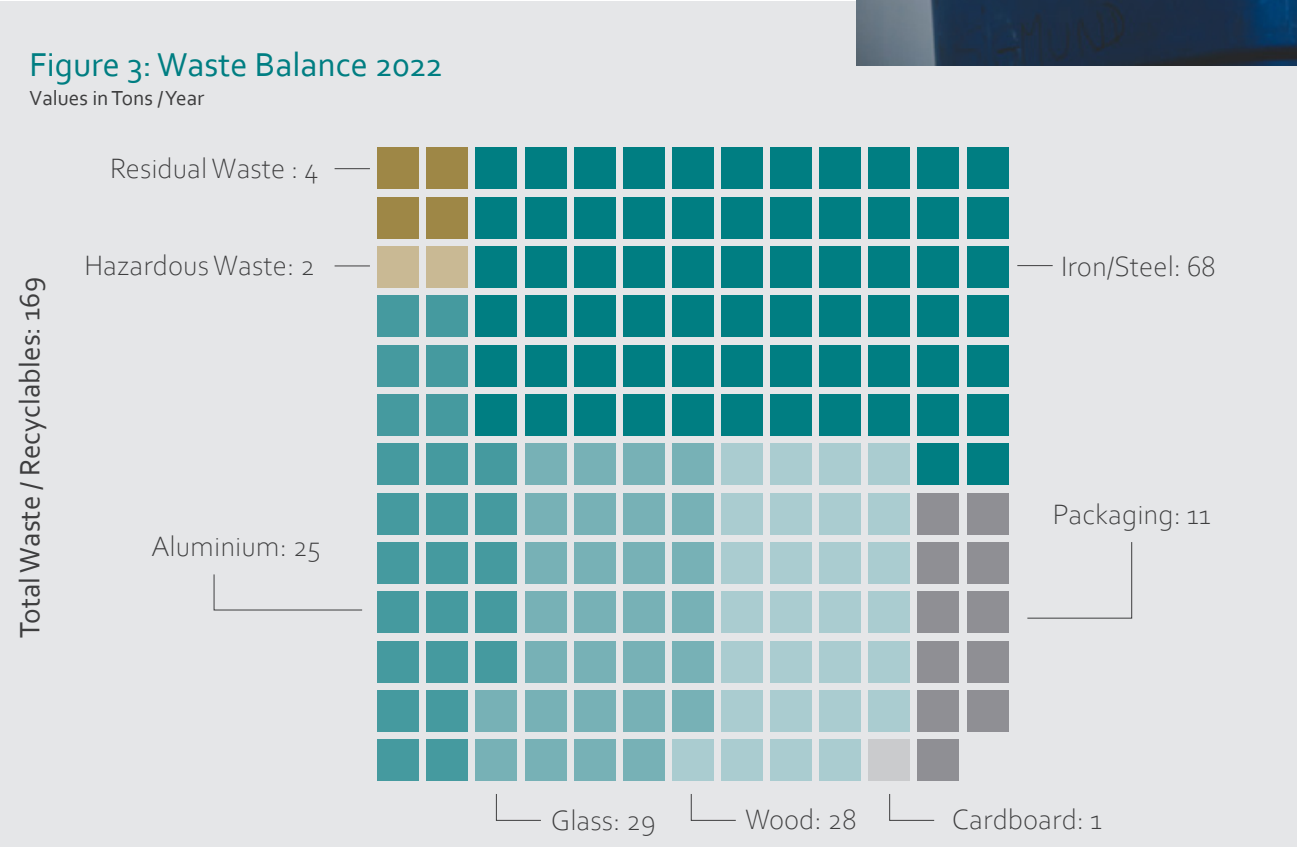
In 2022, we reorganised the waste depot at FRENER & REIFER's HQ in Bressanone. Thanks to consistent waste separation, we are now able to recycle around 96% of our waste (see Figure 3).

100%  
of the waste is separated according to recyclables.

96%  
of the waste is recyclable material, which is returned to the recycling process.

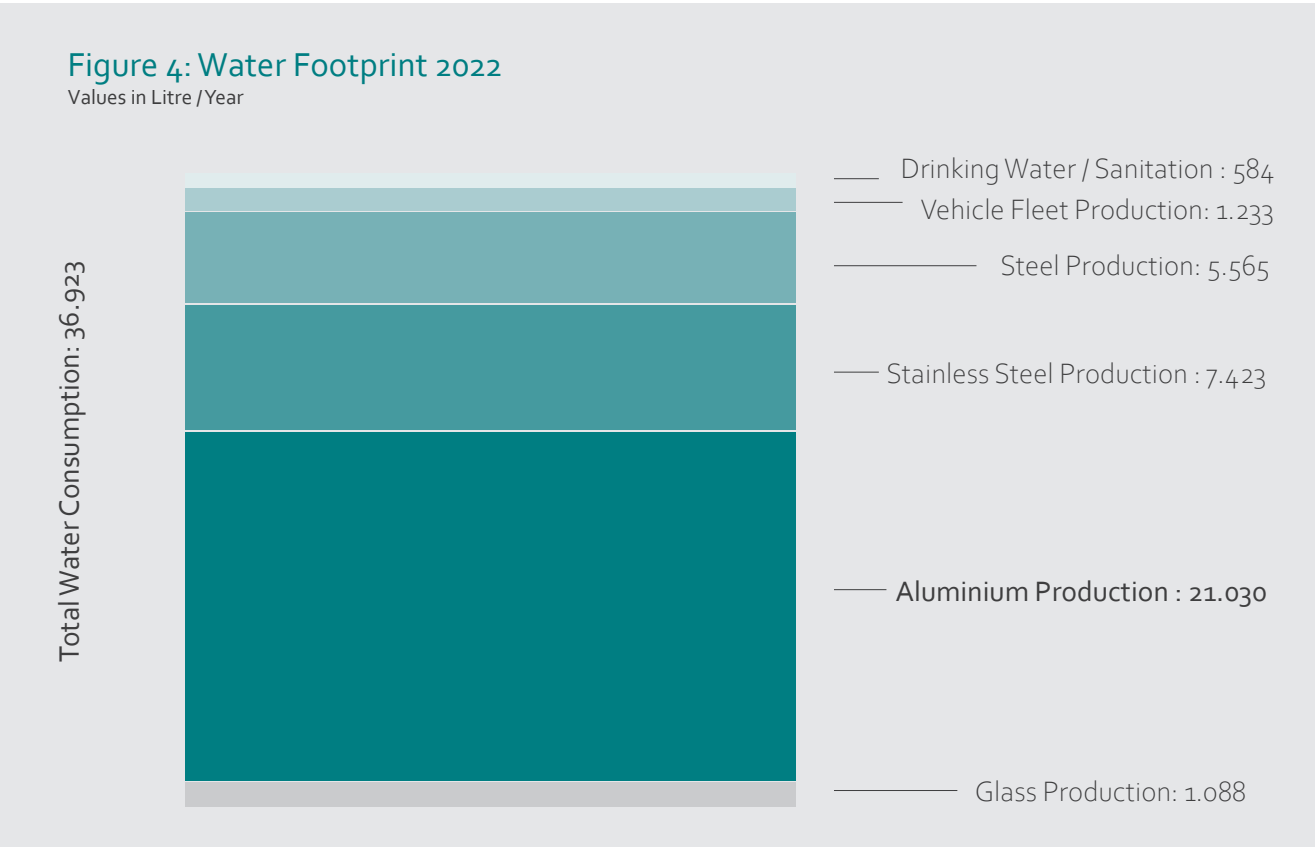
2,7%  
is residual waste

1,3%  
consists of environmentally hazardous substances (paints, spray cans, etc.)



## Water Consumption and Waste Water

Direct water consumption at our production site is very low. Waste water is properly drained, treated and returned to the natural cycle. Indirect water consumption from the production of aluminium, stainless steel, steel and glass at our suppliers (see Figure 4) is more significant. Our goal is to significantly reduce the amount of indirect water consumption by using aluminium with a high recycled content.





### Materials and Recycling

We are vigilant about the use of environmentally friendly, recyclable materials and avoid waste by rationalising material quantities at an early stage and optimising how we cut to size.

The use of reusable racks in transport logistics helps to reduce the amount of waste and packaging materials and lowers indirect CO<sub>2</sub> emissions. Efficient return transport produces fewer greenhouse gases than the purchase of new racks.

Our goal is to increase the recycling rate of materials and minimise the use of resources. As a concrete action, we are increasingly reviewing the construction materials we use with regard to their sustainable use and recyclability. Thanks to our After-sales department, which promotes and implements the specialist maintenance and repair of facades, we are extending the service life of our products.

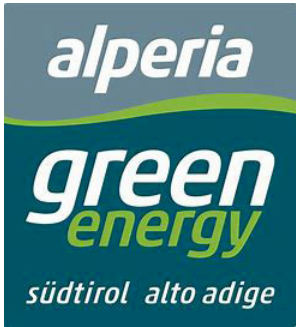


The use of **reusable racks** contributes to a reduction in packaging materials, thereby lowering indirect CO<sub>2</sub> emissions.



### Efficient use of energy from environmentally aware sources

We are continuously working on saving energy and improving energy efficiency, both at our production site and as an integral part of the facade solutions we provide for our clients. At our production site, we use methane gas and 100% green electricity as an energy source. **A future goal is to install a photovoltaic system to cover 70-80% of our total energy needs in an autonomous and environmentally friendly way.**



**100%**  
green electricity from hydropower



**2,96** kWh/h in 2021  
**1,90** kWh/h in 2022

Reduction of electricity consumption per working hour





# Social

As an internationally active company and innovative leading company, we make an important contribution to regional development. We provide numerous secure jobs, enabling our employees to achieve family/career compatibility and, via seasonal part-time work, make it possible for some of them to manage their own farms as a secondary occupation. We also offer jobs and development opportunities for specific professions and promote innovation and research in the region.

As a long-standing family business, FRENER & REIFER is strongly anchored in the local community. We promote local associations, the voluntary work of our employees and support social initiatives in our home region.



**"Our team is our success factor.**  
From the head of department to the trainee - everyone is an expert in their field or will become one in the future."

Doris Moos von Seiller, Human Resources







## Education and Training



We require and promote the continuous education and training of each individual through in-house and external training courses on technical or personality skills issues. We support our employees extra-occupational training through provision of working time and financial contributions. We open up opportunities for in-house career development and for professional transfer between our different departments.



## Up-and-coming talent



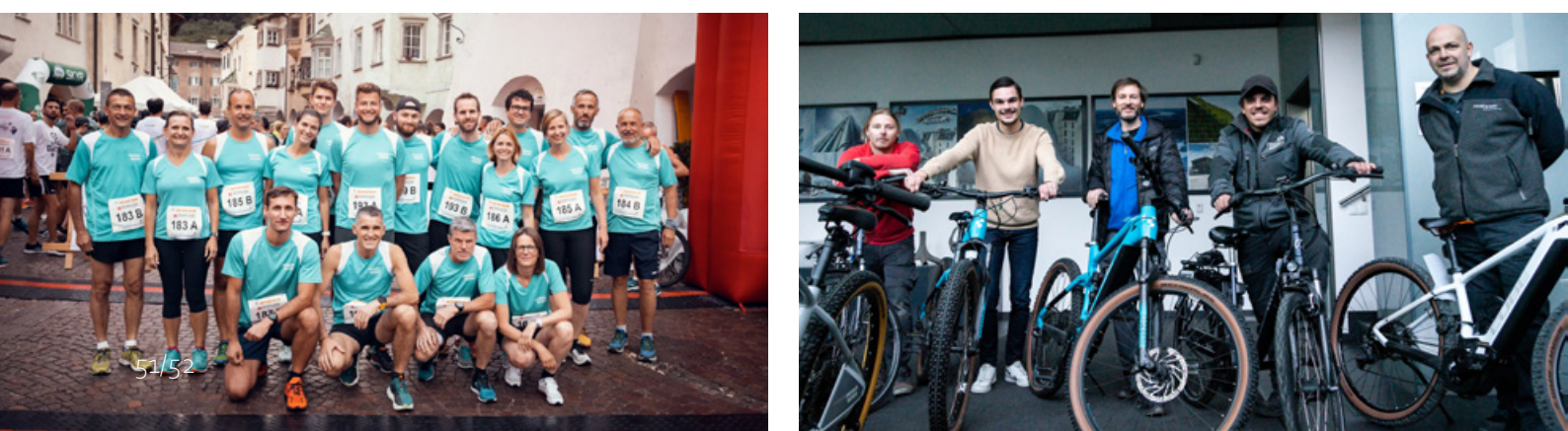
We train young people in various apprenticeships every year. We supervise pupils on a company internship in all areas, and support students in writing their bachelor's and master's theses. We maintain close contacts with local vocational and secondary schools, organising regular company visits and career orientation days for pupils.



## Structured Onboarding



New employees are welcomed with a round of introductions, a tour of the company and a welcome kit with a wealth of information about the company, our processes and policies. All new starters are assigned a mentor during their introduction period.





## Teambuilding



Friendly cooperation, mutual trust and team spirit characterises teamwork in our company. Through regular employee events as well as sports and leisure activities, we promote cohesion and strengthen the positive working atmosphere.

## Benefits and Welfare



- » work-life balance through flexible working hours in the office
- » no shift work in production
- » social benefits such as supplementary health insurance, private pension schemes, assistance with tax returns
- » vouchers, bonuses and company benefits
- » part-time working models for parents, employees with farms (seasonal part-time working) and for employees with special needs
- » support for voluntary work in emergency organisations.

## Diversity and Equality

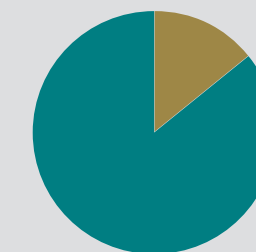


We are located in a multilingual region where people from German and Italian cultures live together. We promote linguistic diversity in the company through individual language courses and the courses offered by our in-house English teacher.

As a globally active company, we employ people from various countries. The way we treat each other is anchored in our Code of Ethics and Conduct. Failure to comply with the Code or practising discrimination as defined within it is penalised. Conduct that violates the Code of Ethics can be reported to an independent body. The anonymity of the reporting person is guaranteed. No violations of this nature have yet been reported in the company.

## Employee key figures 2022 \*

**120**  
Total employees



**86%** men  
**14%** women

**14**  
**9**

average length of service in  
production and installation in years

average length of service in  
office departments in years



**40**

average age in years

**6**

trainees

**6**

summer interns

**1.159**

total training hours

**10**

average training  
hours per employee

\* FRENER & REIFER GmbH, Italy



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GENERAL INFORMATION		
The organisation and its reporting practices		
2-1 Organisation profile	Company, pp. 8 - 12	
2-2 Entities considered in the organisation's sustainability reporting	Company, pp. 10, S. 12	
2-3 Reporting period, reporting frequency and contact point	Legal notice	
2-4 Correction or restatement of information	Annual sustainability report update	
2-5 External audit	No external audit	
Activities and employees		
2-6 Activities, value chain and other business relationships	Company, pp. 8 - 12	
2-7 White-collar workers	Social, p. 55	
2-8 Blue-collar workers	Social, p. 55	
Corporate management		
2-9 Management structure and composition	Company, pp. 9-10	
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Details / Information 2-11 Chair of highest regulatory body		
Details / Information 2-12 Role of the highest regulatory body in overseeing impact management		
Details / Information 2-13 Delegation of responsibility for management of impacts		
Details / Information 2-14 Role of the highest regulatory body in sustainability reporting		The report is discussed and released by the board and management
Sustainability reporting		
Details / Information 2-15 Conflicts of interest		The guidelines for ethical and lawful conduct are set out in the Code of Ethics.
Details / Information 2-16 Communication of critical concerns		Critical concerns can be reported to an independent body.
Details / Information 2-17 Accumulated knowledge of the highest regulatory body		
Details / Information 2-18 Assessment of the performance of the highest regulatory body		
Details / Information 2-19 Remuneration policy		
Details / Information 2-20 Procedure for determining remuneration		
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Details / Information 2-25 Procedure for eliminating negative impacts		
Details / Information 2-26 Procedures for seeking advice and reporting concerns		
Details / Information 2-27 Compliance with laws and regulations.		There were no legal violations during the reporting period.
Details / Information 2-28 Membership in associations and interest groups		
Details / Information 2-29 Approach to stakeholder engagement		
Details / Information 2-30 Collective wage agreements		National collective agreements apply to all employees.

GRI 3 KEY ISSUES (SELECTION)		
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Details / Information 3-1 Procedure for determining key issues		Materiality analysis, pp. 14 - 16
Details / Information 3-2 List of key issues		Materiality analysis, p. 15, p. 16
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Key Issues		
GRI 204 – Commercial performance		
201-1 Directly generated and distributed commercial value		
201-2 Financial implications of climate change for the organisation and other risks and opportunities associated with climate change		
201-3 Liabilities for defined benefit pension plans and other pension plans		
201-4 Financial support from the public sector		
GRI 202 – Market presence		
202-1 Ratio of standard entry level salary to local statutory minimum wage broken down by gender		
202-2 Proportion of executives recruited from the local community		
GRI 203: Indirect economic impacts		
203-1 Infrastructure investments and subsidised services		
203-2 Significant indirect economic impacts		
GRI 204: Procurement practices		
204-1 Proportion of expenditure on local suppliers		FRENER & REIFER does not have a specific policy on local purchasing. To ensure security of supply, raw materials must be procured where they are globally available.
GRI 205: Anticorruption		
205-1 Operating sites audited for corruption risks		Governance, p. 35
205-2 Communication and training on anti-corruption policies and procedures		Social, pp. 52-53
205-3 Confirmed incidents of corruption and actions taken		No known cases of corruption during the reporting period.
GRI 206: Anti-competitive behaviour		
206-1 Legal proceedings due to anti-competitive behaviour, cartel and monopoly formation		No violations or legal proceedings were registered in the reporting period.
GRI 207: Taxes		
207-1 Tax concept		
207-2 Tax governance, control and risk management		
207-3 Stakeholder engagement and management of fiscal concerns		
GRI 301: Materials		
301-1 Materials used according to weight or volume		
301-2 Recycled raw materials used		
301-3 Recycled products and their packaging materials		
GRI 302: Energy		
302-1 Energy consumption within the organisation		Environmental, p. 48
302-2 Energy consumption outside the organisation		
302-3 Energy intensity		



302-4 Reduction of energy consumption	Environmental, p. 48
302-5 Reducing energy demand for products and services	

GRI 303: Water and wastewater	
303-1 Water as a shared resource	
303-2 Dealing with the effects of water recirculation	
303-3 Water withdrawal	
303-4 Water recirculation	Environmental, p. 46
303-5 Water consumption	Environmental, p. 46

GRI 304: Biodiversity	
304-1 Owned, leased and managed business premises located in or adjacent to protected areas and areas of high biodiversity value outside protected areas	
304-2 Significant impacts of activities, products and services on biodiversity	
304-3 Protected or renaturalised habitats	
304-4 Species on the Red List of the World Conservation Union (IUCN) and on national lists of protected species that have their habitat in areas affected by business activities	

GRI 305: Emissions	
305-1 Direct GHG emissions (Scope 1)	Environmental, pp. 43 - 44
305-2 Indirect GHG emissions (Scope 2)	Environmental, pp. 43 - 44
305-3 Other indirect GHG emissions (Scope 3)	Environmental, pp. 43 - 44
305-4 Intensity of greenhouse gas emissions	
305-5 Reduction of greenhouse gas emissions	
305-6 Emissions of ozone-depleting substances	
305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	

GRI 306: Wastewater and waste	
306-1 Wastewater discharge by quality and discharge point	
306-2 Waste by type and method of disposal	Environmental, p. 45
306-3 Significant leakage of harmful substances	
306-4 Transport of hazardous waste	
306-5 Water bodies affected by wastewater discharge and/or surface runoff	
306-1 Waste generated and significant waste-related impacts	
306-2 Management of significant waste-related impacts	
306-3 Accumulated waste	Environmental, p. 45
306-4 Waste diverted from disposal	
306-5 Disposal of forwarded waste	

GRI 308: Environmental assessment of suppliers	
308-1 New suppliers assessed against environmental criteria	Social, p. 35
308-2 Negative environmental impacts in the supply chain and actions taken	

GRI 401: Occupational activity	
401-1 New white-collar hires and employee turnover	Social, p. 54

401-2 Company benefits offered only to full-time employees, but not to temporary or part-time employees.
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401-3 Parental leave
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GRI 402: Employee-employer relationship	
402-1 Minimum notice period for operational changes	

GRI 403: Occupational health and safety	
403-1 Management system for occupational health and safety	Governance, p. 34
403-2 Hazard identification, risk assessment and investigation of Incidents	
403-3 Occupational health services	as required by law
403-4 Employee participation, consultation and communication on occupational health and safety	Governance, p. 34
403-5 Employee training on occupational health and safety	Governance p. 34
403-6 Promoting the health of employees	Governance, p. 34
403-7 Avoidance and mitigation of occupational health and safety impacts directly related to business relationships	Governance, p. 34
403-8 Employees who are covered by a management system for safety and Health and Safety at Work	
403-9 Work-related injuries	6 accidents > 3 days
403-10 Work-related illnesses	6 Injuries

GRI 404: Education and training	
404-1 Average number of training / further education hours per year and white-collar worker	Social, p. 54
404-2 Programmes to improve the expertise of employees and transitional assistance	Social, p. 52
404-3 Percentage of employees receiving regular appraisal of their performance and career development	

GRI 405: Diversity and equal opportunities	
405-1 Diversity in regulatory bodies and among employees	
405-2 Ratio of basic salary and remuneration of women to basic salary and remuneration of men	

GRI 406: Non-discrimination	
406-1 Incidents of discrimination and remedial actions taken	There were no discrimination proceedings in the reporting period

GRI 407: Freedom of association and collective bargaining	
407-1 Business premises and suppliers at which the right to freedom of association and collective bargaining may be threatened	FRENER & REIFER is not aware of any business premises or suppliers at which freedom of association and collective bargaining are threatened.

GRI 408: Child labour	
408-1 Business sites and suppliers at which a significant risk of incidents of child labour exists.	FRENER & REIFER is not aware of any business premises or suppliers at which a risk of incidents of child labour exists.

GRI 409: Forced and compulsory labour	
409-1 Business premises and suppliers at which a significant risk of incidents of forced or compulsory labour	FRENER & REIFER is not aware of any business premises or suppliers at which a significant risk of incidents of forced or compulsory labour exists.



GRI 410: Safety practices

410-1 Security personnel trained in human rights policies and procedures

GRI 411: Rights of indigenous peoples

411-1 Incidents in which the rights of indigenous peoples were violated

GRI 413: Local communities

413-1 Business premises with involvement of local communities, impact assessments and support programmes	Social, p. 50
413-2 Business activities with significant or potential negative impacts on local communities	

GRI 414: Social evaluation of suppliers

414-1 New suppliers evaluated on the basis of social criteria	The requirements for our suppliers are defined in the Code of Conduct for suppliers.
414-2 Negative social impacts in the supply chain and actions taken	No restrictions were identified during the reporting period.

GRI 415: Political influence

415-1 Party donations	FRENER & REIFER does not support any political party through financial contributions or donations in kind.
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GRI 416: Client health and safety

416-1 Assessment of health and safety impacts of different categories of products and services	
416-2 Violations related to the impact of products and services on health and safety	

GRI 417: Marketing and labelling

417-1 Requirements for product and service information and labelling	
417-2 Infringements in connection with product and service information and labelling	There were no substantiated complaints during the reporting period.
417-3 Infringements related to marketing and communication	There were no substantiated complaints during the reporting period.

GRI 418: Protection of client data

418-1 Justified complaints regarding breaches of client data protection and the loss of client data.	There were no substantiated complaints during the reporting period.
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**FRENER  
REIFER**

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The report is updated on an annual basis.

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**IMAGE SOURCES:**

Alex Filz: 10(1,3), 13(1), 18, 19(2), 21(1,2), 22(3), 33, 36, 37, 51(1) - Brett Beyer: 22(1) - Emanuel Gyger: 24(2) - Guillermo Rodriguez: 32 - Günther Wett: 22(2) - HOK Architects: 21(3) - Ian Ritchie Architects: 22(4) - ingenhoven associates / HGEsch: Cover, 3(1-4), 20(1) - Kamel Khalfi: 23(2) - Luca Delachaux: 20(2) - Martina Jaider: 10(2), 30, 40 - Michael Moran: 21(4) - Nikolaus Frank: 4, 10(5), 19(1), 29, 49, - Oskar DaRiz: 7, 9(6), 24(3, 4), 26(4) - Stephan Hasselbauer: 26(1) - Quintin Lake: 23(1, 3, 4)

