

Sustainability Report

Executive Summary, August 2018 edition

sustainability.implenia.com



Photo: Philipp Schmidt

Sustainability is our passion.

Sustainability is an integral part of everything that Implenia does. Our future as a company depends on us being environmentally, socially and commercially sustainable.

Our understanding and our ambition

For Implenia, being sustainable means taking full responsibility for our business's impact on the environment, society and the economy, as well as making a long-term commitment to the well-being of current and future generations. This ambition focuses on the following five areas:



**Sustainable products
and services**



**Attractive working
environment**



**Respect for the
environment**



**Social commitment
and compliance**



**Financial and
operational
excellence**



“We are working tirelessly to establish a corporate culture that promotes sustainable behaviour at all levels. We are very aware what we do and don't do make a big difference. It is worthwhile!”

Anton Affentranger, CEO



Sustainable products and services

Implenia always aims to use sustainable solutions when working on building projects. The company can have the greatest influence on sustainability when it is developing its own real estate projects. Beyond this, Implenia requires its suppliers and planners to operate sustainably, and it is actively committed to sustainable construction standards.



Achievements in 2016 and 2017



Number of completed major building projects with a sustainability certificate has increased by 61% to a total of 37 since 2012.



Sustainability assessments performed for around 1,100 suppliers and improvements made to the supplier portfolio. Web-based "360° view" visualisation tool successfully launched.



Opening of new timber construction production hall and decision taken to now only use wood with the FSC, the PEFC or an equivalent label. Implementation of decision for Switzerland's largest wooden residential complex in Winterthur.



Project successes celebrated in contract acquisition thanks to the integration of sustainability concepts.

Goals for 2020

Consistently integrate sustainability concepts into our bids for large-scale projects.

Execute our own development projects in line with the Swiss Sustainable Construction Standard (SNBS).

Consistently embed our sustainability requirements with our suppliers, planners and subcontractors.

Build up our internal expertise in sustainable building and adapt our core processes accordingly.



Attractive working environment

Implenia invests in an attractive and modern working environment for its workforce of around 10,000 employees from over 80 nations. The company continues to develop its internal training and development programmes, for example, and promotes a culture of workplace safety.



Achievements in 2016 and 2017



A stronger safety culture

- Occupational accidents have fallen 14% to 71 per 1,000 full-time posts since the start of 2016.
- Safety training is carried out every month and now includes apprentices.
- Line management responsibility has been strengthened and incident management introduced.
- Exceptional work honoured at the 3rd H&S Award.
- Around 330 safety inspections carried out with managers.



Investing in our future

- 296 apprentices trained in a practical or office-based discipline.
- “Young Generation” Initiative to further develop the work environment expanded to include international locations.

Goals for 2020

Reduce the number of occupational accidents throughout the Group by at least 10% a year.

Promote training and development for our employees and work on long-term personnel development.

Encourage diversity within our company.

Establish “job rotation” and international exchanges.



Respect for the environment

Implenia has set itself ambitious environmental goals and tries to minimise the impact its construction sites have on the environment. In particular, it strives continuously to reduce the entire Group's resource and energy consumption and thus its greenhouse gas emissions.



Achievements in 2016 and 2017



CO₂ emissions reduced in Switzerland by 13.9% in absolute terms since 2013, but we are still to achieve our target on a revenue-adjusted basis.



Solar power production from Implenia's roofs has gone up 137% since 2015.



We have reduced energy consumption in our production plants by 20.3%, and have reduced and successfully piloted professional energy consumption measuring techniques in our workshops.

> 400

Environmental management on our construction sites has been professionalised, and approximately 400 environmental training sessions have been carried out on site.

Goals for 2020

Make data collection more precise and set ourselves specific CO₂ reduction targets across the Group.

Introduce a binding Implenia-wide environmental standard for construction sites and implement environmental concepts for major projects.

Reduce annual CO₂ emissions in Switzerland relative to revenue by 2.5%.

Increase our annual internal solar power production to 2 GWh.



Social commitment and compliance

Implenia acknowledges its social responsibilities. The company is committed to ethical principles and has a Code of Conduct to ensure that employees comply with them. The company is also involved in social projects well beyond its own business activities.



Achievements in 2016 and 2017



Social commitments strengthened, including our work with the “Smiling Gecko” project in Cambodia.



Internal collection of sustainability indicators and external evaluations of Implenia’s sustainability have been improved.



Collaboration with external stakeholders expanded

- Sponsorship of an ETHZ professorship in innovative and industrial construction.
- Extended membership of the Netzwerk Nachhaltiges Bauen (Sustainable Construction Network).
- 201 trainees trained and various master’s theses supported.
- “One Planet Living” method developed for sustainable neighbourhoods.

Goals for 2020

Create transparency about our sustainability activities, report on these continuously and improve our external sustainability ratings.

Increase our commitment to sustainable development beyond our business activities.

Continue to engage in dialogue with representatives of politics, business and civic society, and establish such dialogue in our new home markets.

Avoid compliance incidents thanks to training courses and a zero-tolerance policy with respect to integrity and competition law infringements.



Financial and operational excellence

Implenia has continually adapted its structures and processes in response to changing market developments in order to stay competitive and exploit market opportunities. The Group has maintained its freedom to do business as it sees fit and created long-term value for stakeholders by carefully weighing up opportunities and risks.



Achievements in 2016 and 2017



Structure of Group-wide operating model defined to harmonise all core processes and documents; first content integrated.



EBITDA, the most important benchmark of the Group's operational performance, rose to a new record figure of CHF 173.8 million in 2017.

BIM

Digitalisation and BIM strategy: implementation begun and BIM used in around 250 projects.



Customer satisfaction maintained at high level of 96%.

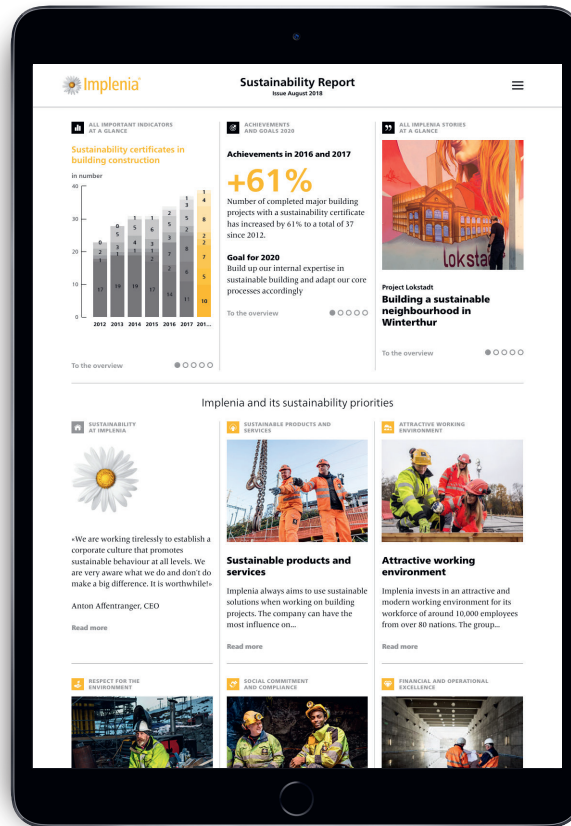
Goals for 2020

Set out all corporate processes uniformly in the operating model and make them easily accessible to our employees.

Expand the sustainability strategy to include international sites and benefit from shared knowledge.

Link financial and operational excellence in the "Kairos" project and implement the next step in the company's digitalisation strategy.

Based on the "One Company" approach, achieve improved results, greater customer satisfaction and more transparency in major projects.



The full Sustainability Report is only available online, and can be found at

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