



Implenia

**SUSTAINABILITY
REPORT**
Issue March
2021 – Update
March 2022

**SUSTAINABILITY
AT IMPLENIA**
PRIORITIES
GOALS
HIGHLIGHTS

2025 SUSTAINABILITY GOALS



SUSTAINABLE PRODUCTS AND SERVICES

Sustainable Development & Construction
We develop and build according to the highest sustainability standards and contribute to their further development.

Sustainable Supply Chain
We work with sustainable partners and continuously improve together.

Eco Construction Site
We convince and support our clients by offering project-specific sustainability concepts and implementing outstanding sustainable solutions during construction.



FINANCIAL AND OPERATIONAL EXCELLENCE

Sustainable Finance
We integrate ESG-criteria in our business and investment decisions for clients, investors and society at large.

Digital & integrated processes
We consolidate our reputation for operational excellence and high-quality standards.



ATTRACTIVE WORKING ENVIRONMENT

Sustainability in our DNA
We live up to sustainability in our daily actions and transparently communicate our learning and our results.

Engaged Employees
We aim for zero accidents, unconditionally stand for safety at work, modern working conditions, high employee satisfaction and a low fluctuation rate.



RESPECT FOR THE ENVIRONMENT

CO₂ Reduction
We aim for net zero emissions by 2050 and a reduction in our group-wide CO₂-emissions by 15% by 2025.

Environmental Protection
We carry out a professional environmental management for all projects to prevent environmental incidents.

Circular Economy
We develop new circular business models and promote the closing of material cycles.



SOCIAL COMMITMENT AND COMPLIANCE

Implenia without Borders
We engage in social partnerships and collaborate with our stakeholders beyond the construction site.

Ethical Governance
We live a zero-tolerance policy towards compliance violations, always do business in a responsible and ethical manner and demand the same behaviour from our partners.



Implenia

SUSTAINABILITY AT IMPLENIA

5 PRIORITIES



SUSTAINABLE PRODUCTS AND SERVICES

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



FINANCIAL AND OPERATIONAL EXCELLENCE

Implenia is able to stay competitive and make the most of market opportunities because it continually adapts its structures and processes in response to a changing market. Carefully weighing up opportunities and risks, the company exploits its entrepreneurial freedom and creates sustainable value for its stakeholders.



ATTRACTIVE WORKING ENVIRONMENT

Implenia invests in an attractive, modern working environment for its workforce of around 10,000 employees from 85 nations. The Group continuously develops its internal training and development programmes and promotes a culture of workplace safety.



RESPECT FOR THE ENVIRONMENT

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



SOCIAL COMMITMENT AND COMPLIANCE

Implenia acknowledges its social responsibilities. The company has set out its values in a Code of Conduct and a Competition Directive, and makes sure that its employees comply with them. The company is also involved in social projects well beyond its own business activities.

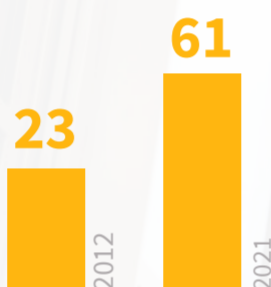
HIGHLIGHTS

ESG RATINGS

It is important to us to underline our commitment through good ESG ratings and to position ourselves as a sustainable investment on the financial market. To this end, we place a lot of emphasis on transparent communication – especially of our goals and significant key indicators.



LEADER IN ESG RATING BY SUSTAINALYTICS



SUSTAINABILITY CERTIFICATES IN BUILDING CONSTRUCTION
in number

+165 %

SUPPLIERS AND SUBCONTRACTORS EVALUATED
since 2014

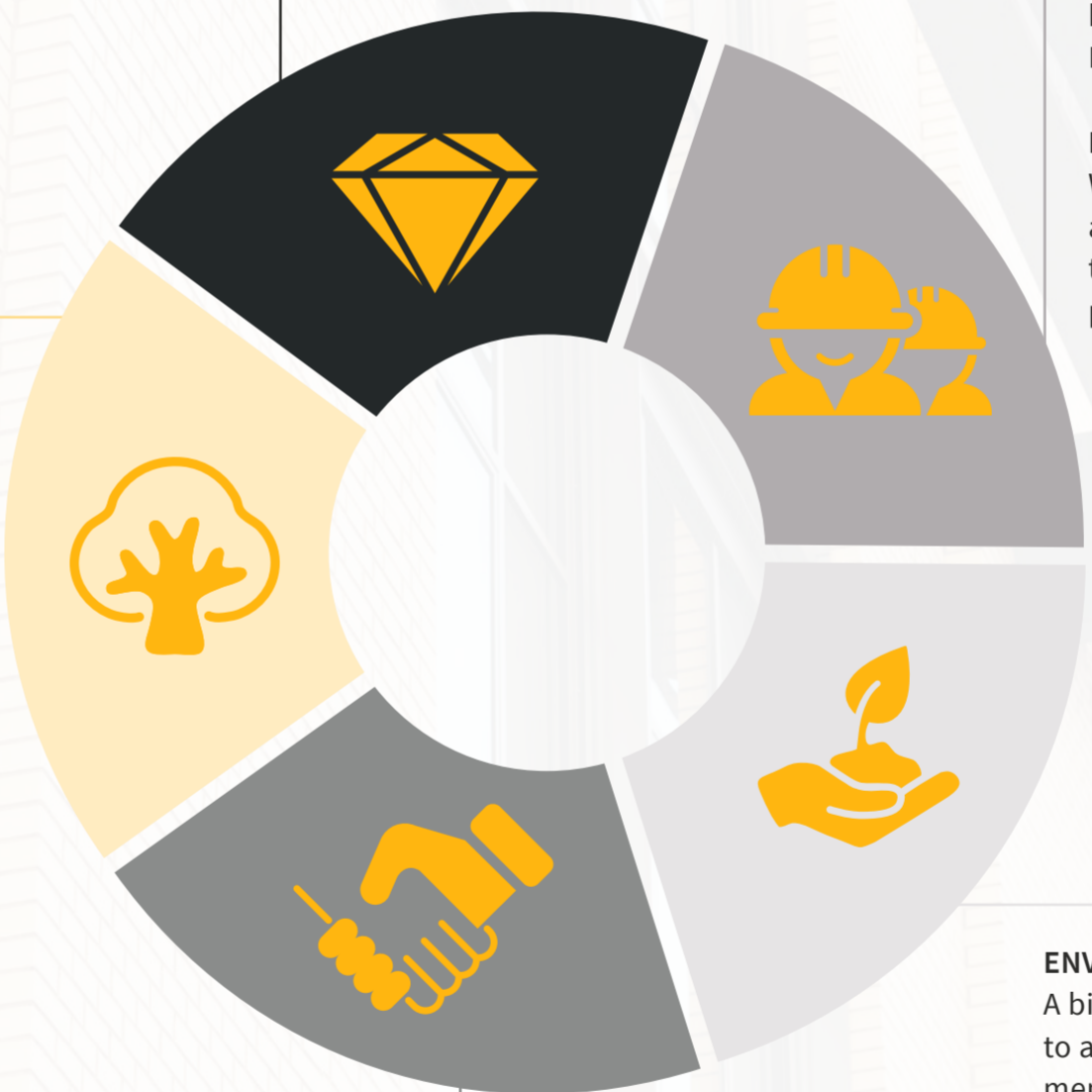
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GENAB®

We evaluate our own development projects with our own proprietary tool GeNaB® on the basis of six criteria in each of the three dimensions – environmental, social and commercial. Only sustainable projects are pursued further.

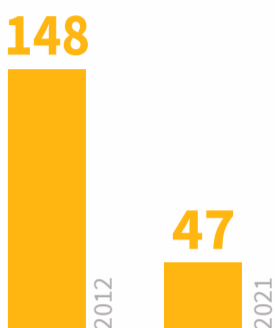
SUSTAINABLE SUPPLY CHAIN

Since 2014, we have relied on systematic supplier management and evaluate suppliers and subcontractors according to their social, environmental and economic performance.



SOCIAL COMMITMENT

We are socially committed beyond our own business activities. For example, we support the "Smiling Gecko" association with our on-site construction expertise in order to improve the living conditions of the rural population in Cambodia.



OCCUPATIONAL ACCIDENTS

in number of incidents per 1000 full-time positions

-68 %

APPRENTICESHIPS since 2013

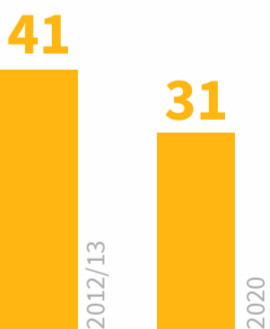
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SAFETY CULTURE

It is of great concern to us to prevent accidents wherever possible through preventive measures and an open approach to mistakes. This has enabled us to reduce the accident rate by more than 60% in recent years. The best safety measures are honoured annually with the Health & Safety Award.

PROMOTING YOUNG TALENT

We have a long tradition of training young professionals. Every year, around 90 apprentices complete their training, of which around two thirds were hired on a permanent basis in the last years.



GREENHOUSE GAS EMISSIONS, IMPLENIA SWITZERLAND (SCOPES 1 + 2)

in 1000 tonnes of CO₂ equivalent

-25 %

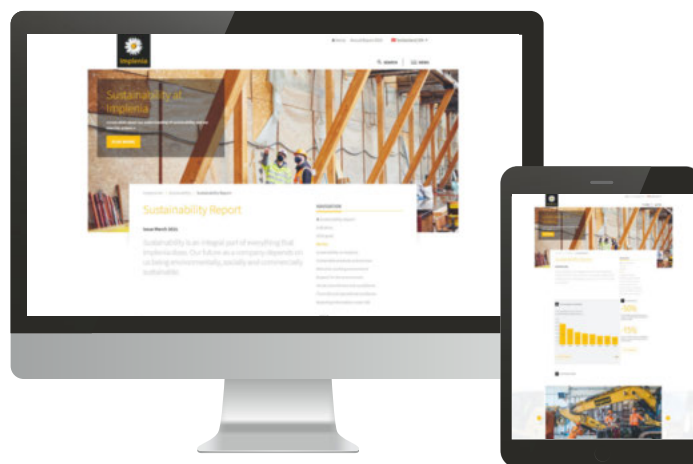
ENVIRONMENTAL PROTECTION

A binding environmental standard is applied to all of our execution projects, with requirements and measures relating to waste disposal, soil protection, water treatment, noise reduction, air pollution control and energy requirements.

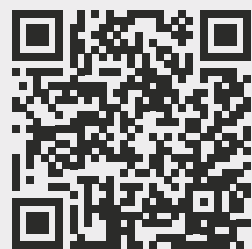
ENERGY AND CLIMATE

Thanks to energy efficiency measures, the purchase of green electricity and the generation of solar power on our roofs (> 1 GWh / year), we are continuously reducing our greenhouse gas emissions. Since 2020, we are collecting the CO₂-footprint for all of the Group's home markets and aim to reduce sales-adjusted emissions by 15% by 2025.

ONLINE SUSTAINABILITY REPORT



[SUSTAINABILITY.IMPLENIA.COM](https://sustainability.implenia.com)



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