



IOC Headquarters, Lausanne CH
Client: International Olympic Committee
Architect: 3XN



Craftsmanship.
Precision down to the
last detail.



FRENER & REIFER
Excellence in facades since 1974.

50
YEARS
Starting where
the others stop

“The pursuit of sustainability is firmly anchored in our corporate values. We implement concrete measures to systematically achieve our goals. “



As an internationally active facade construction specialist, sustainable construction presents us with diverse and complex challenges. We face up to this responsibility with seriousness and commitment. As a South Tyrolean company, we live in close contact with nature and have a keen sense of environmentally friendly behaviour. Environmental, economic and social sustainability have therefore always been firmly anchored in FRENER & REIFER's corporate values.

Two years ago, we systematically identified the impact of our actions on the environment, people and society with a materiality analysis and defined three key areas of action: the sustainable use and recycling of materials and resources, the coordination of construction site management and the training and development of our employees.

In this updated edition of our sustainability report, we describe how we have driven these key aspects forward and will continue to do so. It is the sum of many smaller and larger measures that will lead us towards sustainable construction in the medium and long term. We would be delighted if you would continue to accompany us on this journey.

Alessandro Andreetto

President of the Board FRENER & REIFER GmbH

Andrea Borgato

Board FRENER & REIFER Holding AG



With 50 years of experience, FRENER & REIFER are experts in the planning and construction of complex facades. We are delighted to bring our comprehensive expertise as a full-service provider to bear in advising our customers, property developers and project developers. In the spirit of value engineering, we provide support and advice right from the early stages of development and help to find and implement customised and sustainable solutions for all challenges in facade construction.

Professional maintenance, repair and revitalisation of building envelopes are essential to maintaining the value and functional reliability of buildings in the long term. Through innovative maintenance concepts and the expansion and training of our after-sales department, we help to increase the service life of facades while conserving resources. Their concrete involvement in our projects ensures that our after-sales team is familiar with the special requirements of every facade from the outset, enabling them to carry out assignments efficiently.

We will continue to support our customers as an expert partner focusing on the entire life cycle of a building. Thank you for your trust!

“With our consulting expertise and our trained after-sales team, we help to extend the life cycle 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: the facade specialists were the first company in the country to offer insulated windows and realised a facade with integrated photovoltaic modules over 30 years ago.

„FRENER & REIFER has always been a pioneer in innovative facade construction. With our technical expertise, craftsmanship and creative thinking, we develop solutions not found in any textbook.“



Gerhard Ploner, General Manager



Excellence in facade construction since 1974

1974



FOUNDING

Georg Frener 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 Giuffr , 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. Cooperation with renowned architects such as Hadi Teherani, Renzo Piano, Herzog & de Meuron and Coop Himmelb(l)au 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 Augsburg and New York a year later. From 2010, branches follow in Paris, Israel, China and Hong Kong.

2019



MANAGEMENT BUY OUT

The two founders Georg Frener 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

2023

50

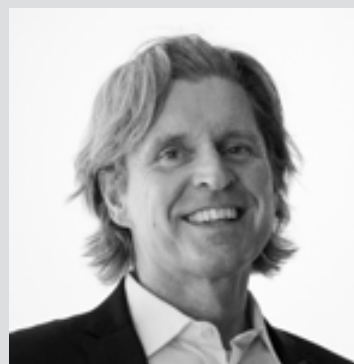
YEARS
Starting where
the others stop

50TH ANNIVERSARY

A special year for the facade company: it celebrates its 50th anniversary.



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



135

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

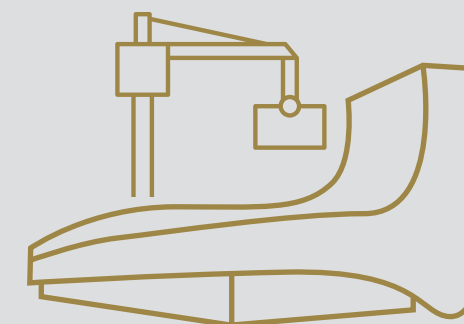


PRESTIGIOUS CLIENTS

such as Apple, Red Bull,
Audemars Piguet,
Hyundai, Swiss Re, 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



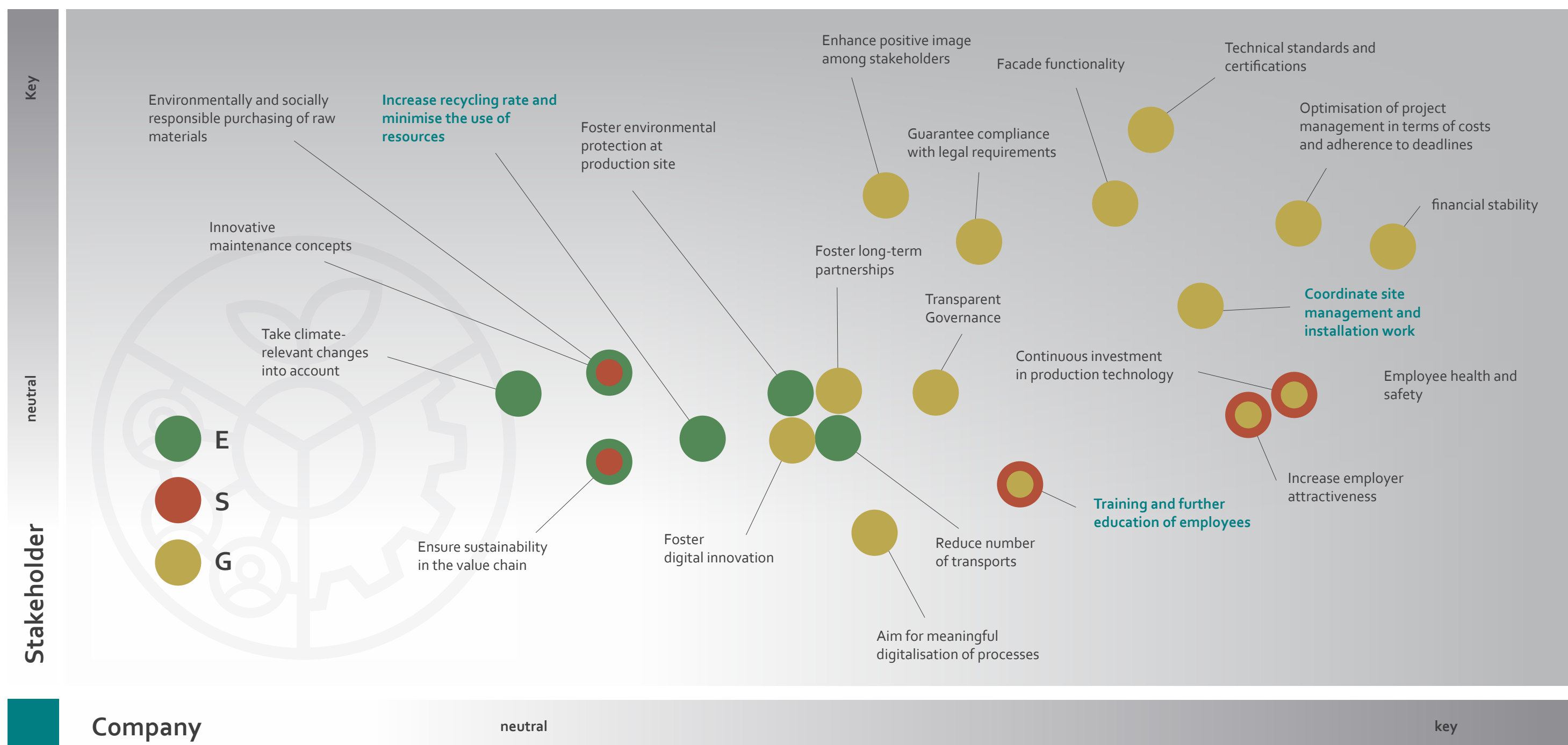
Focus on key areas for action

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



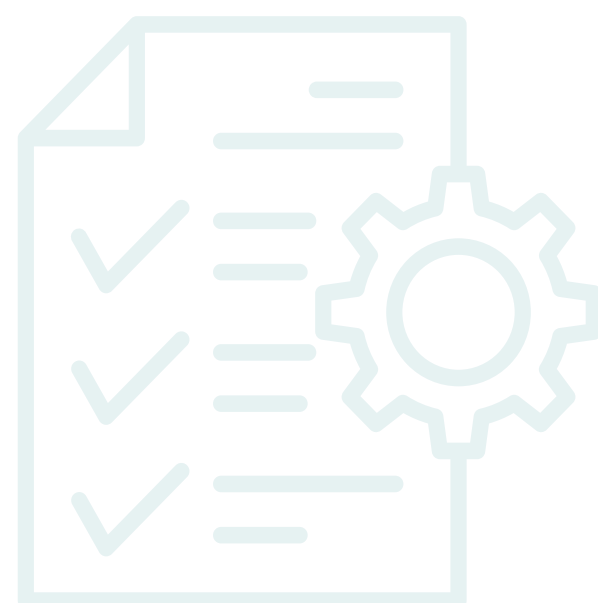


Structured implementation within the company

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 both concrete implementation of our sustainability strategy and continuous improvement in performance in all areas of the company, we regularly review our processes and have them assessed by independent inspection bodies:

- » Regular meetings of the internal sustainability team to define targets and measures and evaluate their implementation
- » Annual legal check in the area of environmental management and occupational safety
- » Annual audit carried out by external auditors
- » Annual management review with the Executive Board
- » 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.”



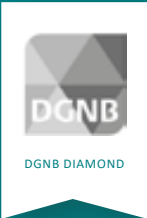
THE DIVERSITY OF OUR REFERENCES GREEN BUILDINGS



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



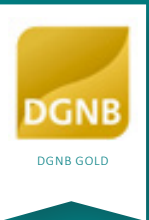
MOMA
New York (NY), USA
DILLER SCOFIDIO + RENFRO



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



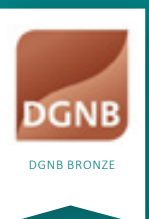
THYSSENKRUPP QUARTIER,
HEAD OFFICE
Essen, Germany
CHAIX & MOREL ET ASSOCIÉS & JSWD



ARNULFPOST
Munich, Germany
ALLMANNWAPPNER



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



LA SAMARITAINE
Paris, France
SANAA & SRA ARCHITECTS



OUTERNET LONDON
London, UK
ORMS



CLARGES MAYFAIR
London, UK
SQUIRE AND PARTNERS



HOTEL CHEDI ANDERMATT
Andermatt, Switzerland
DENNISTON INTERNATIONAL LTD



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



HOSPITAL, BOLZANO
Bolzano, Italy
TIEMANN PETRI & PARTNER



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

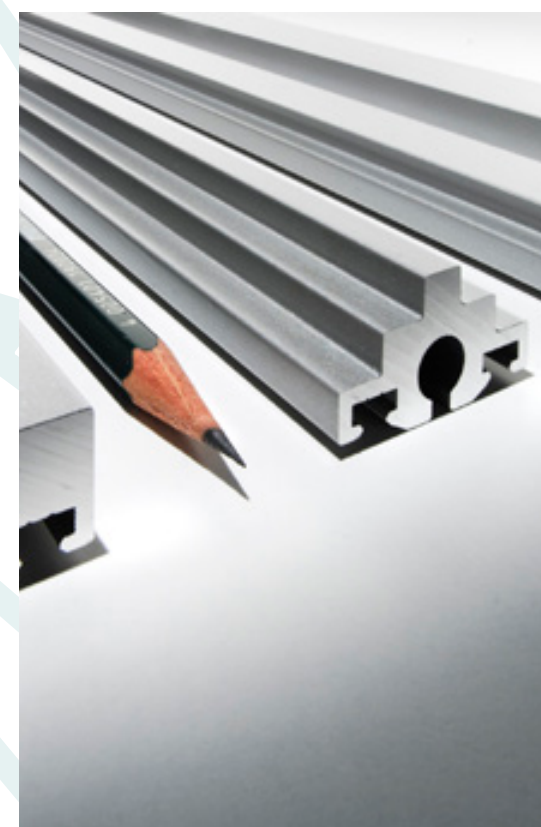
As one of the first facade construction companies, we gained experience of the installation of solar modules in facades almost 30 years ago - and have continuously optimised this technology ever since. Photovoltaic modules are integrated into glass surfaces in order to guarantee the greatest possible 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 are 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_{FR}

With the minimo_{FR} 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.



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



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



Ensure sustainable consumption and production patterns.



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



Take immediate action to combat climate change and its impacts.



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



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



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



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



"Safety in the workplace is a top priority at FRENER & REIFER and is firmly anchored in the company with our certified occupational health and safety management system in accordance with ISO 45001. We assess all safety aspects in detail for every project - from the beginning of the work right through to completion."

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.





SPHERE OF ACTIVITY

Coordination of construction site management and installation works

Construction site management is not just about the efficient planning, organisation, control and execution of work. Targeted construction management allows us to also foster environmental and social sustainability, e.g. by saving or reusing resources, avoiding unnecessary transport, optimising construction processes, promoting occupational safety and minimising nuisance for neighbourhoods. With the reorganisation of our construction site management, we have set ourselves the goal of optimising work processes for us and our customers via coordinated implementation, while simultaneously limiting impacts on people and the environment.

Measures implemented in 2023:

Development of proposed solutions for the reorganisation of the installation department, as well as the upstream and downstream processes



„Complex construction site management requires close cooperation between all participants. Through **precise planning and organisation**, we guarantee the **highest quality**, work safety and efficiency in the implementation of all project steps.“

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

„We pay attention to the impact our actions have on the environment - along the entire value chain. An important goal is to reduce our CO₂ emissions, minimise the use of resources and, where possible, use sustainable building materials“



Alessandro Andreetto, President of the Board

- 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

When supplying materials and delivering our products, as well as in our own mobility behaviour, we consciously pay attention to reducing emissions. Our efficient supply chain management enables us to optimise truck capacity utilisation and reduce the number of journeys. When selecting logistics companies, transport using environmentally friendly vehicles is a decisive criterion. We are converting our own vehicle fleet to green mobility and motivating our employees to switch to climate-friendly means of transport with specific measures, such as the provision of e-bikes.

Measures implemented in 2023:

- Efficient Supply Chain Management
- 95% of our transport is carried out by Euro 6 threshold lorries or companies with CO₂-neutral certificates
- 25% of the car fleet has been converted to electric vehicles
- Provision of 20 e-bikes to employees for commuting to work and for private use
- Reducing the number of kilometres travelled via online meetings and video conferences
- Encouraging the formation of car pools



“The e-bikes for our employees have been very well received. Private cars now stay in the garage more often. This has enabled us to **reduce the number of individual car trips, both while commuting and in our free time**”

Alessandro Andreetto, President of the Board



Measuring and reducing emissions

By using modern technologies, we maintain emissions from our production site below the required limits. All our emission points are authorised and certified. In 2023, we drew up a comprehensive carbon footprint for the previous year for the first time, which we now update annually.

Emissions (Figure 1)

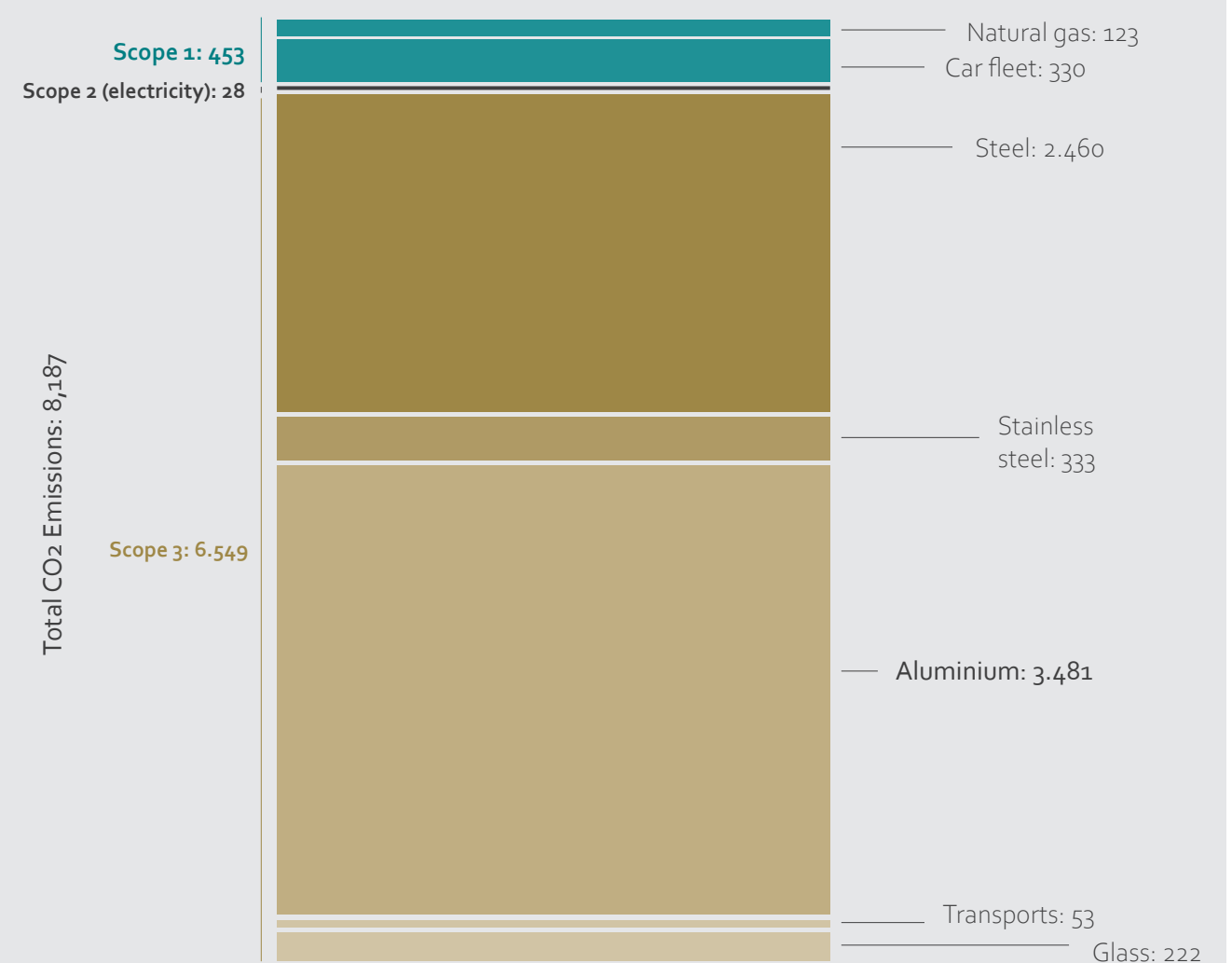
The direct emissions (Scope 1) and indirect emissions (Scope 2) caused by our activities are very low. We continue to endeavour to reduce these emissions through various measures and careful energy consumption. We have determined the indirect emissions along the value chain (Scope 3) in order to analyse the potential for optimisation. The majority of these CO₂ emissions are generated during the production of our main materials, aluminium and steel, which we primarily source from suppliers in Germany.

CO₂-savings potentials (Figure 2)

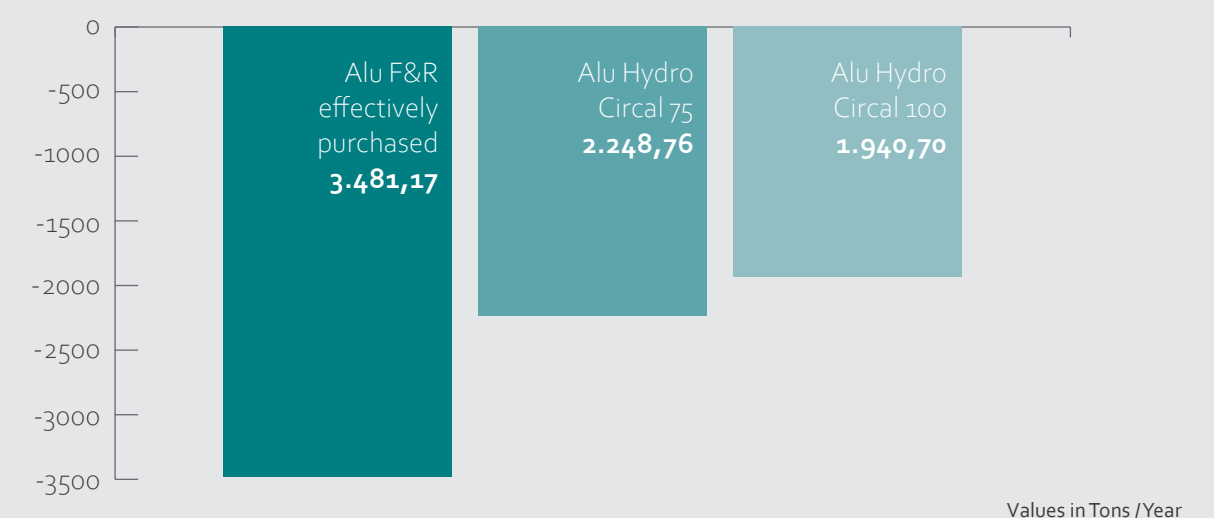
One measure that results in significant savings of over a third is the use of aluminium with a high recycled content. Where possible, we use these alternative low-carbon materials. However, at present there are hurdles facing the use of recycled aluminium: there is currently no suitable substitute product for aluminium panels. In addition, the type of material to be used is largely prescribed by the customer (see Sphere of Activity: Increase recycling rate and minimise use of resources). For example, the use of Alu Hydro Circal 75 + 100 is currently not a realistic alternative, as the majority of our projects have to be implemented with a different profile system specified by the customer.

“By updating our carbon footprint annually, we can keep a **constant eye on our emissions and identify potential savings**. This gives us an effective lever to reduce emissions in the long term’

Figure 1: CO₂ Emissions 2022
Values in Tons /Year



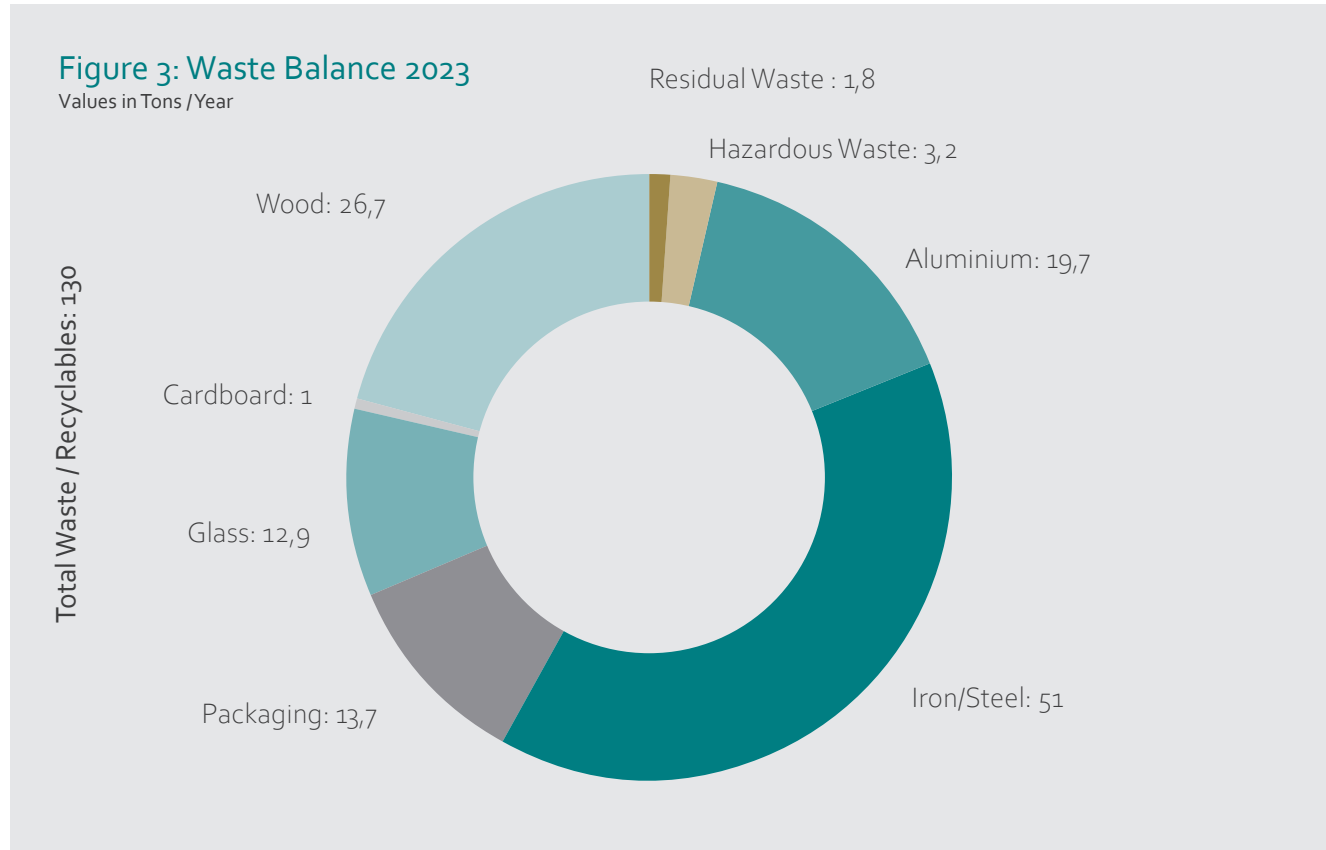
Grafik 2: Aluminium savings potential with the consumption data for 2023 where substitute products can be used



Recyclables and waste management

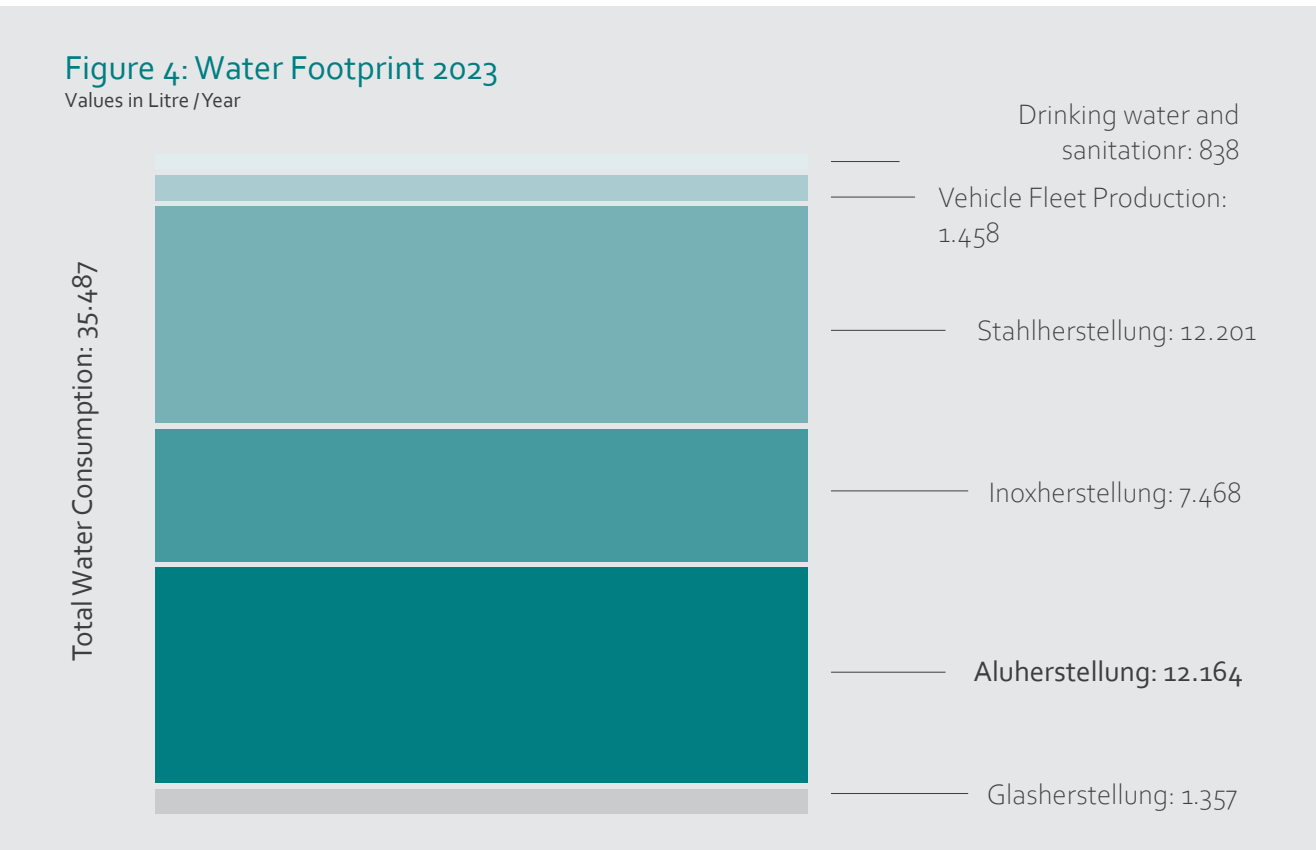
We reorganised the waste depot at FRENER & REIFER’s main site in Bressanone/Brixen in 2022. By rigorously separating our waste, we are able to recycle around 97% of the total amount (see Figure 3).

- 100% of waste is separated according to type of recyclable
- 97% of waste is recyclable material that is returned for recycling
- 2,7% residual waste
- 2,5% environmentally hazardous substances (paints, aerosol cans...)



Water consumption and waste water

Direct water consumption at our production site is very low. The waste water is properly drained, treated and returned to the natural cycle. Indirect water consumption through the production of aluminium, steel, stainless steel and glass at our suppliers is more significant (see chart 4). Our annual indirect water consumption is therefore directly related to the type and volume of the pre-scribed materials that we have to use for the construction projects.





Materials and Recycling

We pay attention to the use of environmentally friendly, recyclable materials and avoid waste by rationalising the quantity of material at an early stage when purchasing and optimising the cutting process.

In terms of logistics, we mainly use reusable racks to reduce the consumption of packaging materials. This measure also reduces indirect CO² emissions, as the return transport produces fewer greenhouse gases than the purchase of new racks.

SPHERE OF ACTIVITY

Increase recycling rate and minimise use of resources

The building materials we use depend on the typology of our projects. The building materials to be used are defined in advance by the clients and architects and specified in the tender. However, we want to use our room for manoeuvre: on the one hand by optimising the use of resources, and on the other by providing our customers with more advice and raising their awareness of sustainable alternatives such as recycled aluminium. We provide information about materials with a high recycled content as early as the quotation phase, and feature alternatives with substitute products in our quotations; thereby providing our customers with advice and supporting them in making more sustainable decisions.

We are continuously expanding and training our after-sales department, which plans and professionally implements maintenance, repair and revitalisation work on facades worldwide. This enables us to increase the service life of facades and save resources.

Measures implemented in 2023:

- Optimisation of cutting to achieve a reduction in waste
- Conducting an internal study on the use of materials with higher recycling rates (aluminium 75%, aluminium 95%)
- Continuous monitoring of the market for sustainable products
- Calculating and quoting 'green alternatives' in offers





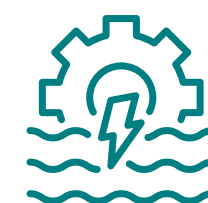
Efficient use of energy from environmentally aware sources

We are continuously working on improving energy efficiency and saving energy, both at our production site and in facade solutions for our customers. **At our production site, we use methane gas and 100% green electricity as an energy source.**

Emission-free solar energy thanks to our own photovoltaic system

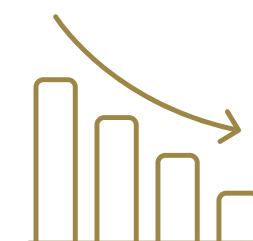
There are plans to install a high-performance photovoltaic system on the roof and south facade of our company HQ and production site in 2024. The aim of this investment is to reduce our carbon footprint and improve climate protection in addition to lowering operating costs and increasing our power supply autonomy.

According to projections, the PV system will supply around 300 MWh of electricity per year. This will cover around 60% of our electricity requirements from 2025.



100%

green electricity from hydropower and solar energy



2,9 kWh/h in 2021

2,4 kWh/h in 2022

2,2 kWh/h in 2023

Reduction in power 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.

'Starting where the others stop' is FRENER & REIFER's promise. Our employees deliver top performance in order to realise complex customised designs in facade construction. We foster their technical and social skills with numerous training programmes, focus on flat hierarchies and maintain a constant exchange between all specialist areas.



"The growth of each individual is important to us – with **supporting and training our apprentices** a particularly high priority."

Doris Moos von Seiller, Human Resources

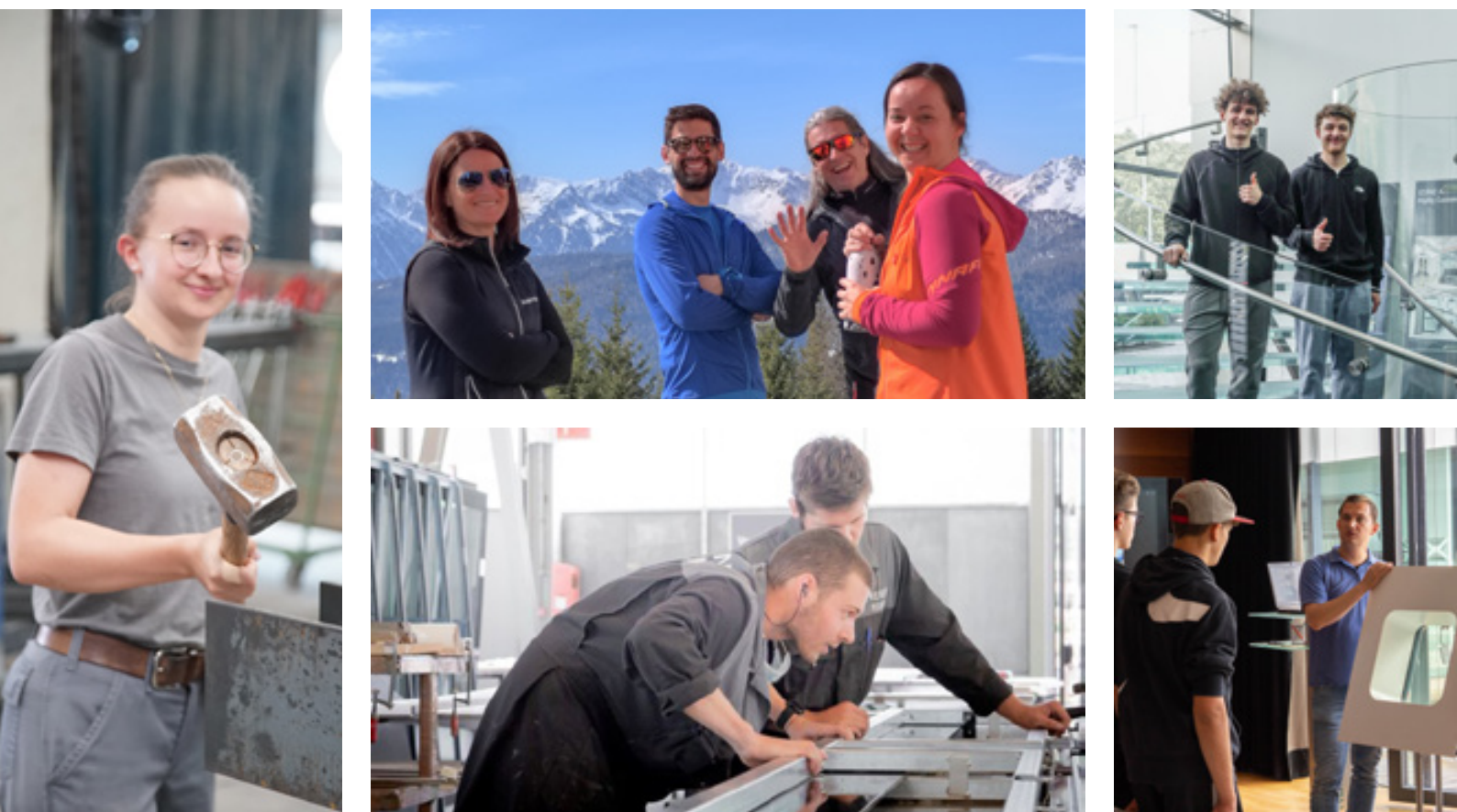




Education and Training



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
- » Birthday present
- » part-time working models for parents, employees with families (seasonal part-time working) and for employees with special needs
- » support for voluntary work in emergency organisations.

Diversity and Equality

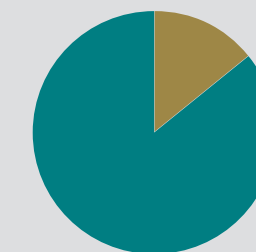


We are located in a multilingual region where people from German and Italian cultures live together. We promote linguistic diversity in the company through individual language courses and the courses offered by our in-house English teacher.

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 2023 *

135
Total employees



87% men
13% women

11

average length of service in production and installation in years

8

average length of service in office departments in years



40

average age in years

5

trainees

6

summer interns

1.400

total training hours

10

average training hours per employee

* FRENTER & REIFER GmbH, Italy



SPHERE OF ACTIVITY

Driving and requiring the continuous training and development of employees

Through annual employee appraisals, we assess the needs and interests of each employee for their professional and personal development. In consultation with the department heads, we organise training courses to promote the growth of each individual. The integration, support and training of our apprentices is also important to us. We want to open up prospects for all employees so that passionate practising of their profession becomes a long-term career.

Measures implemented in 2023:

- Introduction of a rotation system for apprentices with a focus on training in the metal-working and sheet metal department
- Issue of a fully equipped tool trolley for all apprentices
- Medium-term goal: implementation of a mentoring system for every apprentice up to the time of their trade test
- Improvement of communication on our internal information portal (FRIP)
- Conducting communication training for over 70 employees
- Promotion of cross-departmental exchanges focusing on in-house internships in production for design-engineers and on the construction site for production employees
- Encouraging employees to change departments in order to give them the broadest possible view of our business activities
- Implementation of an employee survey starting in November 2024 to optimise our employee development plan in the long term.



GRI-Index

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, p. 65	
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. 58	
2-8 Blue-collar workers		
Corporate management		
2-9 Management structure and composition	Company, p. 10	
Details / Information 2-10 Nomination and selection of the highest regulatory body		
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		
Details / Information 2-21 Ratio of total annual remuneration		
Details / Information 2-22 Sustainable Development Strategy declaration		p. 5., p. 6
Details / Information 2-23 Declaration of commitment to principles and courses of action		Governance, pp. 30
Details / Information 2-24 Inclusion of political commitments		Governance, pp. 30
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)		
Procedure for determining key issues		
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, p. 58
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		
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302-2 Energy consumption outside the organisation		
302-3 Energy intensity		

302-4 Reduction of energy consumption	Environmental, p. 50
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	
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305-2 Indirect GHG emissions (Scope 2)	Environmental, p. 43, p. 44
305-3 Other indirect GHG emissions (Scope 3)	Environmental, p. 43, p. 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	Environmental, p. 44
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	Environmental, p. 44
306-3 Accumulated waste	Environmental, p. 44
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GRI 308: Environmental assessment of suppliers	
308-1 New suppliers assessed against environmental criteria	Governance, 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. 56

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

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. 38
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. 33
403-5 Employee training on occupational health and safety	Governance p. 38, p. 58
403-6 Promoting the health of employees	Governance p. 34, p. 38
403-7 Avoidance and mitigation of occupational health and safety impacts directly related to business relationships	Governance p. 34, p. 38
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. 56
404-2 Programmes to improve the expertise of employees and transitional assistance	Social, p. 58
404-3 Percentage of employees receiving regular appraisal of their performance and career development	Social, p. 56

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. 52
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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