

# 2022

## Sustainability Report



# Out of responsibility for future generations.



**Veronika Lindner and Hans Lindner**  
with the company's own wine from Groszer Wein in Southern Burgenland, Austria

*Gute und treue Mitarbeiter  
sind unser Fundament.*

**Hans Lindner**

"Good and loyal employees are our foundation"



The Lindner Group is one of the leading companies worldwide for the building envelope, interior fit-out and insulation.

As a responsible, internationally active construction company, we are aware that all our business decisions and activities, as well as our products, have an impact on the environment and society. We see it as our duty to help shape our environment in a sustainable and future-oriented manner within the scope of our possibilities. With transparent and ethical behaviour, we not only want to fulfil our social and ecological responsibility, but also contribute to sustainable development, health and a stable common good. This basic orientation is anchored in our corporate mission as well as in the company's principles and is impressively demonstrated in our extended business areas, such as organic farming and winegrowing.

and the activities of our social foundations. Not only for the environment and for our entire supply chain, but also for our employees worldwide: we always pay attention to health, safety and well-being – because great ideas and projects can only be implemented if our own employees are convinced of them. We are a versatile and innovative family business; and our corporate culture is exemplified by our company founder and his four daughters, who are all active in the company, as are their husbands. We are all united by the fact that we enjoy our work and are proud to make (almost) everything possible for our customers.

In our products, we pay attention to sustainability, health and closed cycles, such as our climate-neutral floor systems made from recycled paper.

We produce in our own factories – most of which are located in Germany – and are able to react creatively and at short notice to customer requests. For the energyefficient, climate-neutral, sustainable and circular orientation of our product portfolio, we are guided by Cradle to Cradle Certified®, among others.

Find out more in the following report of the sustainability fields about the areas of environment, social and corporate governance (ESG) in our company, our sustainable orientation and where we see areas for action.

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# 1. Business Activity and Structure

The overall structure of the group of companies with the holding company Lindner Group KG is divided into three business segments. The Construction business segment, with the business segments Fit-out, Building Envelope, Insulation Technology and Installation and Service, accounts for the major share of the Group's total sales. In addition, the Real Estate and Project Development business segment comprises all development and real estate projects in Germany and abroad. The third operational business segment, Agriculture and Forestry, rounds off our range of services.

Since its founding in 1965, our headquarters in Arnstorf, Lower Bavaria, has served as the company's head office and is equally a symbol of stability and growth. Over the decades, the company's premises have expanded to include numerous production and office buildings. Today, it covers a total area of around 200,000 m<sup>2</sup>.

With a good 7,500 employees worldwide, we are the largest employer in the Rottal-Inn district as well as one of the largest companies in the Lower Bavarian region.

Our partners know us as solution-oriented, technically strong, reliable and economically sound. We are a 100% family-owned company and will remain so in the future.

# 2. Corporate Strategy

The Code of Ethics in combination with the corporate values, the corporate principles and the overarching corporate visions as well as the Code of Conduct for Business Partners form the basis for our actions, the internal and external cooperation and the common path of our corporate group.

The corporate vision forms the basis for the alignment of the visions in the indi-

vidual business fields and service areas and the strategies derived from them, right down to the processes.

For the implementation of the strategies, goals are set with corresponding measures, taking into account identified opportunities and risks from the external surroundings as well as existing strengths and weaknesses within the company.

This also illustrates the process orientation of the entire company organisation. Within the framework of the management systems in the areas of quality, health and safety, environment and energy, quality and environmental aspects are continuously improved throughout the company.





### 3. Memberships, Certificates and Databases

The following memberships and partnerships show our commitment:

- DGNB: founding member, member of the Construction Products Advisory Board (Advisory Board Chair since 2013) and member of the Executive Committee
- member of the US Green Building Council (Lindner USA)
- Institut Bauen und Umwelt e. V. (IBU): member and board activities
- member of the C2C Certified® Community
- Kennedy member of the Madaster platform
- cooperation partner of Concular
- product listings on the Building Material Scout and DGNB Navigator platforms
- company profiles and ratings on sustainability in databases, e.g. on EcoVadis and Integrity Next

#### Quality Certifications

Types of Certification	Number of sites
DIN EN ISO 9001 – quality management	24
DIN EN ISO 14001 – environmental management	14
DIN EN ISO 50001 – energy management	1
DIN EN ISO 45001 – occupational health and safety management	6
SCCP – management system for safety, health protection, environmental protection	4
FSC – chain of custody	8
PEFC – chain of custody	1



## 4. Environment

### 4.1. Circular Construction

#### A refresh in the construction industry

The construction industry is considered to be the economy's most resource and waste-intensive sector: around 50 % of the waste generated and 40 % of the CO<sub>2</sub> emissions in the European Union were attributable to the construction sector in 2019 – in addition to the increasing shortage of raw materials. These alarming figures call for action. A solution to the problem? Circular construction! And: Instead of demolition and new constructions, the focus is now on conversion and renovation, including selective deconstruction. This is the only way we can improve our CO<sub>2</sub> balance, use our resources more efficiently and counteract the waste of raw materials.

#### „How to Improve a Perfect Product? Reuse it!“

This was our first thought when developing our range of ReUsed Products. ReUsed stands for building materials or products that are designed from the outset to be used in closed cycles as far as possible – and ideally in a 1:1 reuse can be recycled. In addition, we also offer to take back used products, such as our calcium sulphate floor tiles, in the spirit of reuse. These are then processed in our factory and resold as used products of equal value. In the same way, we take care of the professional disposal or recycling at the end of the use phase.

#### What does circular economy mean?

With the help of circular construction, products and resources are managed in intelligently planned, closed cycles. This means that reuse or sensible recycling is already considered when designing the system products. Thus, at the end of their use phase, the products can be broken down into their constituent parts or recycled as a whole component. This principle is supported by the Lindner modular system: our system products for Ceilings, Floors and Partitions are perfectly matched to each other, are as modular as possible and are easy to dismantle.



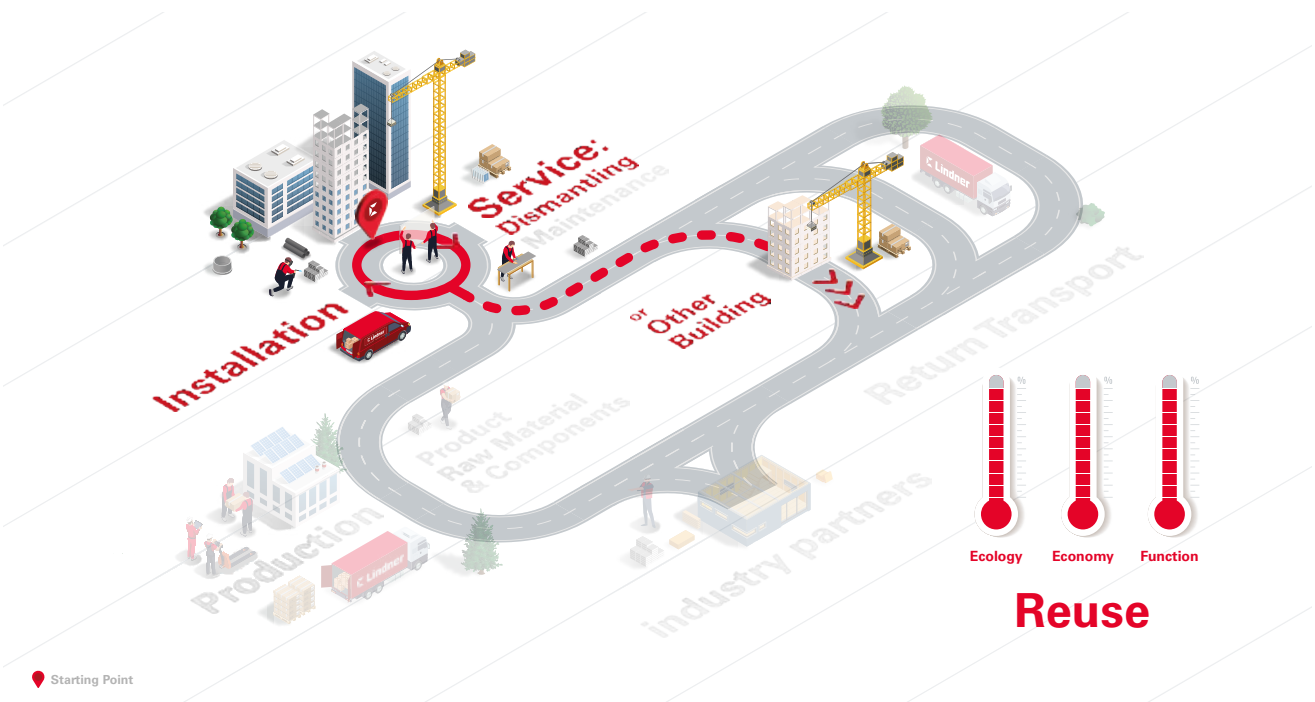


## The ways of circular construction at Lindner

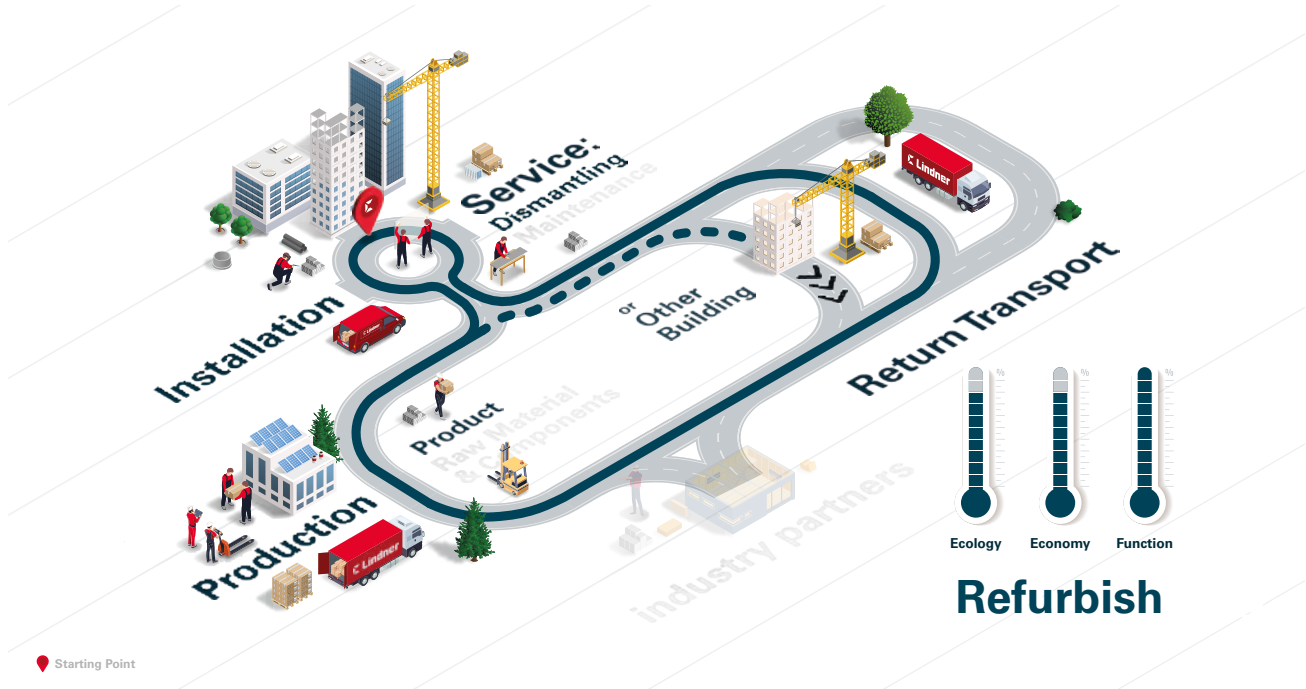
In terms of the circular economy, materials and recyclables are kept in a cycle. For this purpose, we distinguish between different paths of circularity:



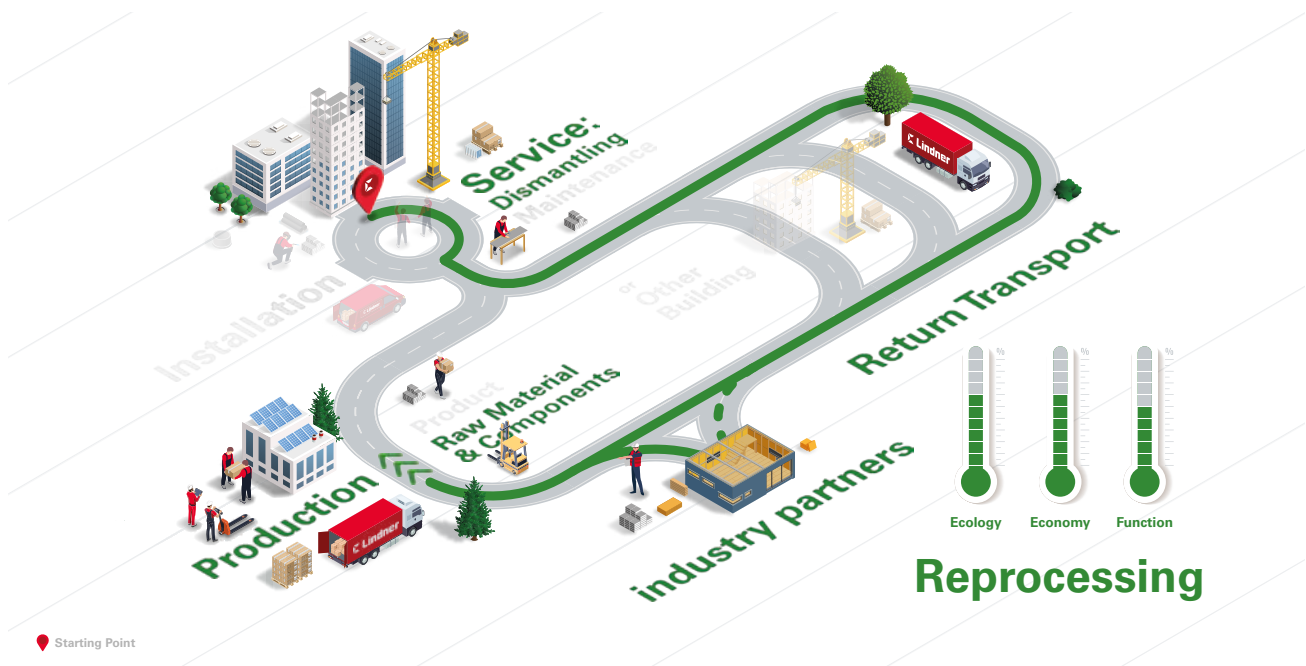
**Conserve:** In first instance, we want to design and manufacture products in a way that they can be used in the same installation place for as long as possible and thus receive the optimum appreciation. Consistent quality and an extended lifetime is ensured by services in the form of maintenance or repair.



**Reuse:** The initial product is dismantled and directly reused without reprocessing. The product can either be used in the same building or in another building. The ecological, economic and functional quality remains almost completely intact.



**Refurbish:** If a direct reuse is not possible, the product's components are returned to production after non-destructive dismantling: There, the components are reconditioned and serve either the original purpose or a new one. In order to keep the components in the cycle for as long as possible, Lindner offers various take-back options and rental models for different products in the sense of „fit-out as a service“.



**Reprocessing:** The individual components of the product are separated and used again as material components in the manufacturing process. Waste materials from production, deconstruction, construction sites or from industrial partners are dissolved in their texture and processed as raw substances in the manufacture of our products. Materials that cannot be recycled by ourselves end up in an external material or substance cycle.





## 4.2 Green Building

With the help of green building concepts and our own competence department, we have by now worked on more than 500 projects worldwide in the group of companies and successfully completed them within the framework of building certification. In doing so, we count on future-proof, flexible system products and project solutions that convince with resource conservation, quality and investment security: we have developed into one of the leading specialists for sustainable construction.

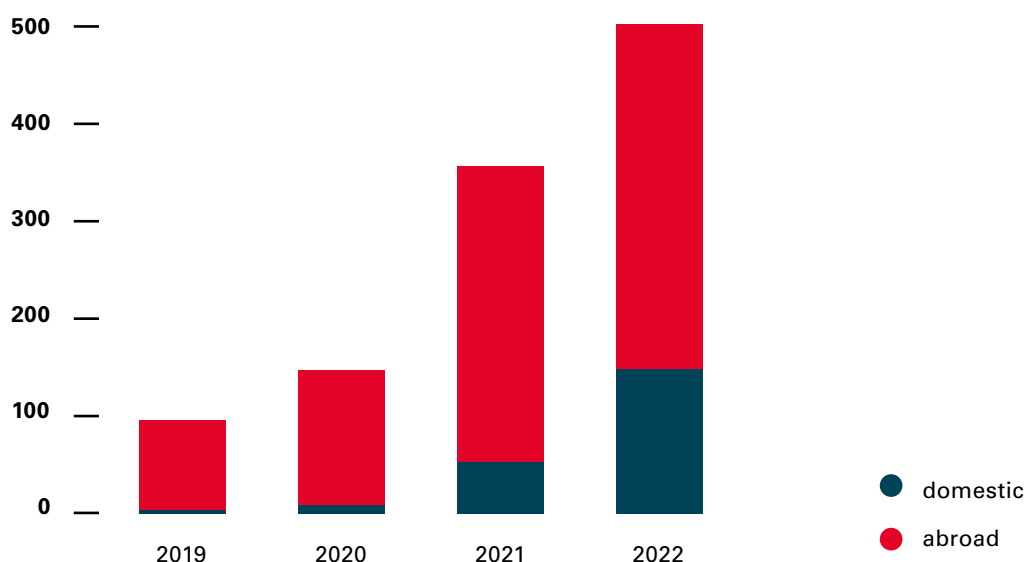
For us, implementing sustainable projects means to act ecologically, socially and economically responsible. Only in this way can we, as a manufacturer of building products and a construction specialist, realise sustainable ideas for our customers.

We are not only interested in the goals of your building project and the most common building certifications, but also in:

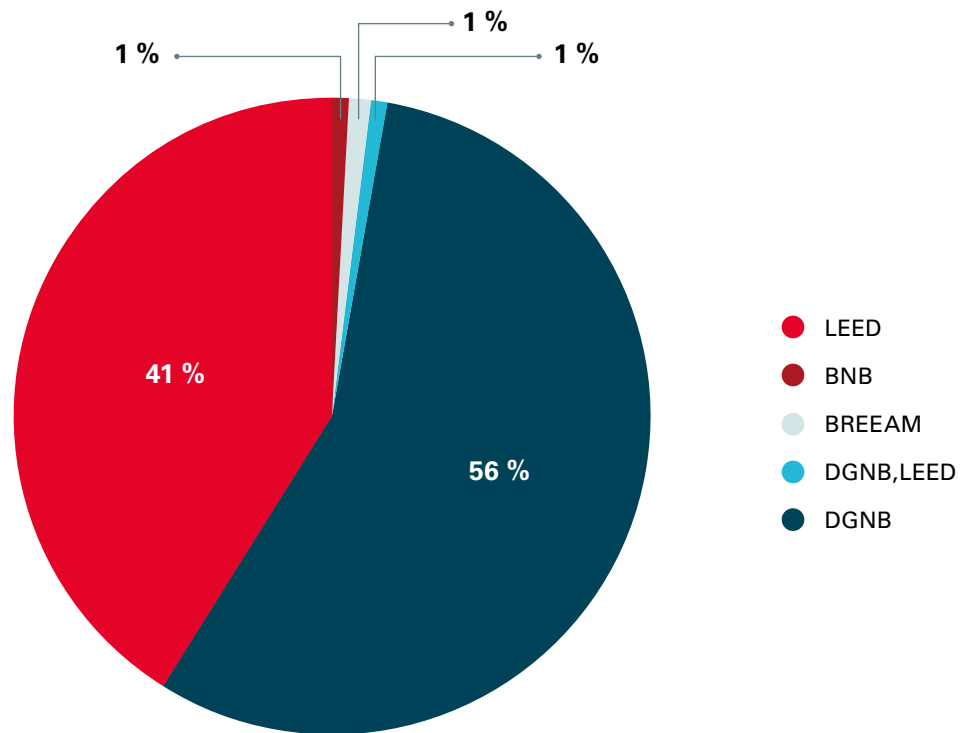
- minimising energy and resource consumption as well as the impact on people and nature thanks to quality, energy and environmental management,
- avoiding waste by implementing the Circular Economy concept in project development: Materials that cannot be recycled enter an external material or substance cycle.

### Green projects and certifications

Number of Green Building projects offered in the course of the year 2019 to 2022



## Which certification systems were used in 2022?



## Verified sustainability: product certificates

As a product manufacturer, we create transparency about the components of our products, the life cycle and the ecological footprint. We use various instruments for this purpose.

### • Cradle to Cradle Certified®

Our products are characterised by forward-looking design in the sense of the „Cradle to Cradle“. principle. A wide range of system products are already certified according to the Cradle to Cradle Certified® product standard. The long-term goal of our product management is to certify all standard products according to Cradle to Cradle Certified® – independent of external specifications.

#### **Status 2022:**

six certified product systems

### • Environmental Product Declarations (EPDs)

Through Environmental Product Declarations (EPDs), we describe the environmental impact of our products through the detailed and verified presentation of CO<sub>2</sub> values for the production, use and disposal of the system products.

#### **Status 2022:**

five product systems with verified EPDs

### • Self-declarations

We provide extensive details about our products via extensive self-declarations. Emissions (e.g. VOC), recycling rates, recyclability and, in some cases, the ecological footprint are presented over the entire life cycle of the product system.

#### **Status 2022:**

74 product systems with self-declarations



## 4.3 Environmental Management

In addition to focusing on the quality of its products, the Lindner Group attaches great importance to reliability and responsibility towards people and the environment. In addition to our certified companies, all other companies in the Lindner Group also fulfil the fundamental and process-oriented requirements of an environmental management system in accordance with DIN EN ISO 14001:2015.

The environmental management system is part of our integrated management system for quality, occupational health and safety and energy.

### Environmental aspects

We identify all significant environmental aspects related to activities, products and services and manage them according to our ability to influence them. In doing so, we also take into account the associated environmental impacts, considering the life cycle.

As a general basis for the operational goals and measures, a basic strategic orientation applies per aspect.

Aspect	Strategy
awareness	With high environmental awareness, we provide a certain momentum.
resources	We are using more and more RC materials in our products.
waste	We create as little waste as possible and return it to the cycle.
energy	We focus on green energies and high efficiency.
emission	We specifically reduce greenhouse gas emissions and process emissions.
water	We use as little water as possible.
handling chemicals	We reduce hazardous substances.
products	Our products are energy-efficient, resource-saving, climate-neutral and recyclable.
packing	We use little packaging for our products and rely on plastic-free packaging materials.



## Operational environmental goals

Operational target agreements are derived from the vision of the top management (managing directors), the strategic orientation and as a result of identified risks and opportunities from internal and external developments. These apply to the individual companies and business units and are usually manifested in individual business plans or environmental programmes.

**For Lindner SE at the Arnstorf site, the following goals were implemented in 2022:**

- central compressed air generation
- self-energy generation through wood chips
- increase in own power generation
- substitution of hazardous substances
- internal recycling of waste paper as raw material for gypsum fibre production
- optimisation of waste organisation at the workplace

## Continuous improvement of environmental performance

Continuous improvement of environmental performance is ensured through regular monitoring of environmentally relevant processes using defined key performance indicators and through systematic auditing.

### Environmental performance figures 2022: Lindner SE, Arnstorf

Key Environmental Performance Indicators (KPIs)	2022
spec. water consumption (kg / kg product)	0,293
packaging ratio (kg / kg product)	0,013
spec. waste generation (kg / kg product)	0,096
of which waste according to internal definition (%)	27 %
of which waste-free according to internal definition (%)	73 %
spec. waste water volume (kg / kg product)	0,170

## 4.4 Energy Management

Our companies are guided by the fundamental and process-oriented requirements of an energy management system according to DIN EN ISO 50001:2018.

The energy management system is part of our integrated management system for quality, occupational health and safety and energy.

### Energy policy

The energy policy is the basis for the development of an energy management system across all phases of planning, realisation, operation, performance evaluation and improvement.

As a general basis for the operational goals and measures, a basic strategic orientation applies per aspect:

Aspect	Strategy
energy procurement	We obtain sufficient energy from external suppliers.
energy self-sufficiency	We are constantly expanding the generation of our own energy.
energy distribution	We optimise our energy networks for more energy efficiency.
CO <sub>2</sub> neutral energy	We use CO <sub>2</sub> -neutral forms of energy.
energy consumption	We are improving our specific energy consumption.
energy management	Our energy management system acts as a basis for subsidies.
vehicle fleet	We are converting our vehicle fleet to CO <sub>2</sub> -neutral energy.



## Operational energy targets

Operational target agreements are derived from the vision of the top management (managing directors), the strategic orientation and as a result of identified risks and opportunities from internal and external developments. These apply to the individual companies and business units and are usually manifested in individual business plans or environmental programmes.

**For Lindner SE at the Arnstorf site, the following goals and measures were implemented in 2022:**

- central compressed air generation
- self-energy generation through wood chips
- increase in own power generation
- measures for building energy efficiency
- decarbonisation of fossil thermal energy
- waste heat utilisation, e.g. from compressors
- sensitisation and training of employees on the topic of energy saving/climate protection measures

## Continuous improvement of the energetic performance

The continuous improvement of energy performance is ensured through regular monitoring of energy-relevant processes using defined key performance indicators and through systematic auditing.

### Energy performance figures 2022: Lindner SE, Arnstorf:

Environmental Performance Indicators (KPI)	2022
spec. energy consumption (kWh / kg product)	0,451
of which electrical energy (%)	58 %
of which thermal energy (%)	42 %

## 4.5 Biodiversity

Within the framework of the environmental management system according to ISO 14001, our internal Environmental Protection Officer continuously monitors the potential impact of our business activities on biodiversity (protected habitats and species).

In the reporting year 2022, there were no significant impacts of activities, products and services on biodiversity.

## 4.6 Material

To ensure maximum transparency regarding to material properties, we have drawn up a self-declaration for many of our products. We answer your questions in detail about basic materials and mass proportions, material properties, emissions (e.g. VOC), recycling proportions, recyclability and the ecological footprint of the system products.

All Lindner declarations are continuously updated and the collection is constantly being expanded. The findings from this flow directly into the development of our products and locations. In addition, we evaluate the relation of product output to material input. The resulting material efficiency characterises how efficiently the material is used.

Material efficiency	2022
Material efficiency (kg material/kg material – kg waste)	1,0948

Safety data sheets are provided to us by the manufacturer or distributor for all potentially hazardous raw materials, auxiliary materials and operating materials that we procure. They contain safety instructions and hazard characteristics for the safe handling of these substances. In a hazardous substances register, we list all hazardous substances occurring in the company in detail.

The handling of hazardous substances is regulated by operating instructions which contain protective measures and rules of conduct as well as possible hazards for people and the environment. As a manufacturer of articles, we fulfil the obligations towards the EU Chemicals Directive „REACH“ and provide our own public REACH declaration.



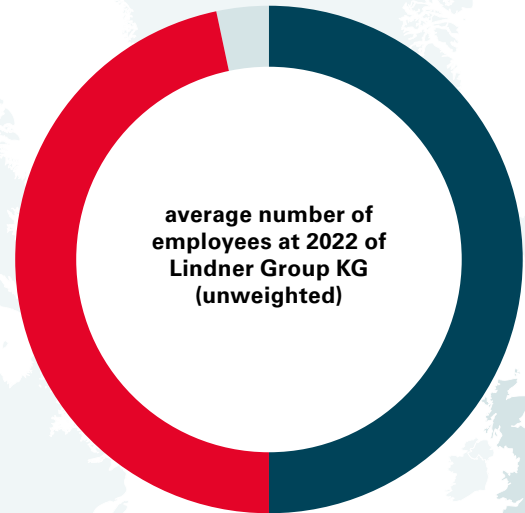


## 5. Social

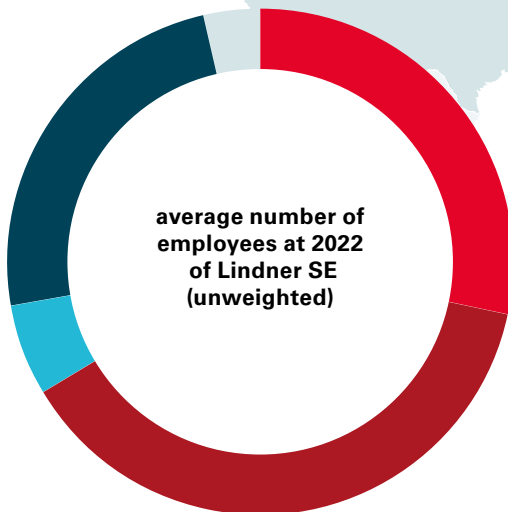
### 5.1 Employment and Occupational Benefits

7.500

employees from 75 nations



- worker 3.831
- employees 3.572
- trainee 247



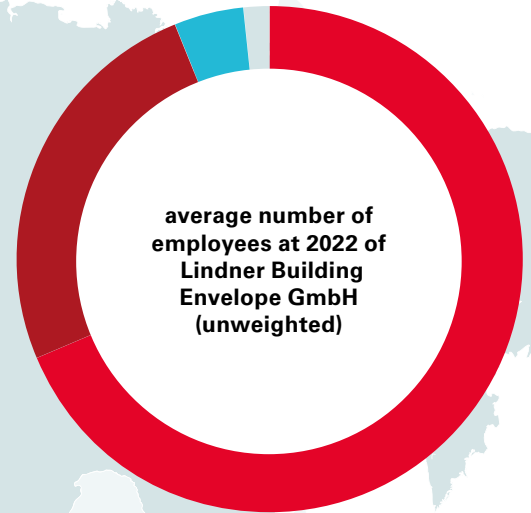
- employees commercial 532
- employees technical 703
- employees assembly 112
- employees production 446
- trainee 67

2.500

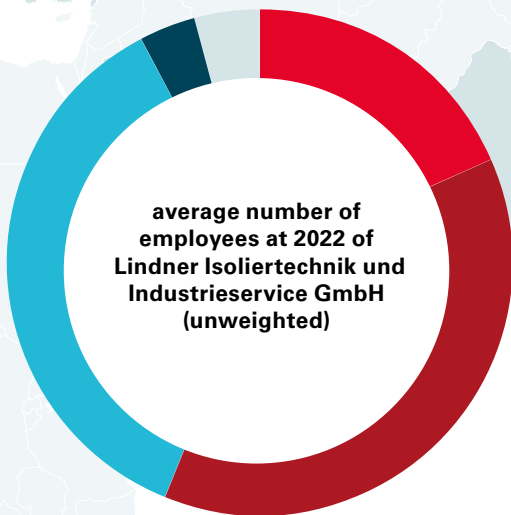
own assemblers on more than 2,500 construction sites every day

200.000

m<sup>2</sup> company premises in Arnstorf



- employees commercial 46
- employees technical 17
- employees assembly 3
- trainee 1



- employees commercial 59
- employees technical 120
- employees assembly 115
- employees production 11
- trainee 13

11

production sites in 4 countries



# Work- Life- Balance



Machen Sie Ihren Beruf  
zu Ihrem Hobby.

Hans Lindner

„Make your profession your hobby.“

## Operational services

We appreciate the daily commitment of our employees and therefore make sure that as an employer we offer added value that expresses this appreciation.

Healthy and sustainable company growth guarantees secure jobs for our employees. Our bonus system allows our employees to participate directly in the company's success.

Flexible working time models and family-friendly offers make it possible to reconcile work and leisure with us.

## Benefits through the employees

The exceptionally long period of employment of our employees shows us that they feel comfortable with us and valued as employees – we will continue to build on this in the future!



**approx. 1,565 colleagues**  
10 - 19 years Lindner



**approx. 325 colleagues**  
20 - 24 years Lindner



**approx. 515 colleagues**  
25 - 39 years Lindner



**approx. 50 colleagues**  
40 - 54 years Lindner



**Hans Lindner**  
über 55 years Lindner

## Only Lindner can offer....



**Company Car:** Mobile at all times – company car with private use and all-inclusive service. In 2022, 2,552 colleagues used a company car.



**Holiday Homes:** Want a special holiday? Take advantage of our free Lindner holiday homes throughout Europe. In the season December 2021 to November 2022, 1,092 employees had a holiday home stay.



**Flex.Time:** Especially when returning to work or with small children, our flextime system allows you to work in generous time slots.



**Flex.Work:** Offers flexible working hours and workplace options.



**Flex.Life:** As flexible as life. Our Flex. Life programme allows you to take a career break while still being employed.



**Retirement Provision:** “Lindner.Vorsorge” combines occupational pension provision with Lindner “Gründergeld” (founder fund) – the best preparation for your retirement.



**Health:** Free gym in Arnstorf as well as health and prevention courses are part of our company health management.



**Childcare:** In our daycare centres “Schatzkiste” and “St. Gertrud” welcome children from the age of eight weeks until the transition to school.



**Company-owned Currency LinCoins:** Special achievements and events are rewarded with our own currency, which you can convert into attractive net premiums.



**Social Responsibility:** We stick together and help each other, e.g. with the Hans Lindner Foundation in difficult life situations.



**Bike Leasing/e-Leasing:** Why buy a bike, mobile phone or laptop when you can lease? Tax advantages included!



**Events:** Our motto is “Work together. Celebrate together”, e.g. at our annual company party, the ski championship or at smaller team events.

## Fair wages and salaries

Our employees receive – irrespective of their trade affiliation – remuneration in accordance with the collective wage agreement for the Bavarian carpentry trade, supplemented by numerous bonuses and other benefits in excess of the collective wage agreement.

Country-specific laws and binding industry standards on working hours and remuneration apply. Employees are paid promptly and know the basis of remuneration.

## Local leaders

We are and will remain a family business – and this is also reflected in the company management. We live short paths, open doors and flat hierarchies. Our managers come from our own ranks and from the region. They speak the language of their employees, know and live the company – and have grown with it. Of the 22 members of the senior management team, all have previous experience in the company. Our management circle thus ideally combines industry knowledge with knowledge of the local community, as a large part of the members as well as managing directors even come directly from the respective surroundings.





## 5.2 Health

### Company health management „pro.aktiv“

We have a certified company health management system for the Arnstorf site (AOK Bavaria, Silver Standard).

The general requirements such as involvement, goals and implementation are regulated in an internal procedural instruction.

Through the involvement of the works council and regular reporting, as well as the involvement of the Managing Director for Finance and Human Resources in regular working group meetings, the established health programme is effectively implemented.

There are also different training offers on the topic of health. This year there were a range of 19 different face-to-face and online courses, which were taken up by a total of over 140 participants.

From health days on stress management and vitality to regular briefing sessions at our company gym, our employees can benefit from a variety of instructional options. The bike leasing offer has been particularly popular in recent years: To date, there are 1,056 contracts concluded for leased bikes through the employer.

In September 2022, a survey on mental risk assessment was conducted by pro.aktiv. The survey revolved around the topic of well-being at work and a total of 2,800 employees in Germany were interviewed. The aim of the survey was the early identification of risk factors in the workplace that have an influence on the mental and physical health of employees. The results were analysed and can be used by the departmental managers to identify the causes and initiate measures for improvement.

### Transitional aid: workplace integration management (“BEM”)

Employees with health problems and prolonged incapacity for work are offered occupational integration interviews. The aim of these “BEM” discussions is to check whether the activity can be continued without restriction after the incapacity for work

can be continued or whether a change of job may be necessary.

In addition, we offer our employees various other opportunities to maintain their employability:

For example, the acquisition of further budget leave days from the age of 55, regular surveys on stress at work and hazard analyses or a system that, among other things, offers the possibility of early retirement (Flex. Life).

### Possibilities for occupational health examination

The cooperation with medical services ensures access to occupational health services for all our employees.

#### Company medical services

Our company doctor is available for occupational health care. He carries out the necessary medical examinations for new hires and aptitude tests.

In addition, he supports our employees in dealing with physical ailments and provides individual advice on occupational illnesses and sheltered workplaces. The deployment of the company doctor is co-ordinated by the Integrated Management Service department.

#### Cooperation with B. A. D.

In order to ensure that the required occupational health examinations for employees on assembly construction sites (fitters) are carried out throughout Germany, a framework agreement with B.A.D. exists.

Depending on the activities to be performed, Lindner assembly workers are invited individually by the Integrated Management Service to examination appointments at B.A.D. locations. After the examination has been carried out by the B.A.D., the company doctor receives the necessary documents.

This ensures that all staff members are examined (compulsory and tendered examinations). It goes without saying that all personal health data is treated confidentially in accordance with the data protection and confidentiality declaration.

The documentation of the examinations is carried out in accordance with statutory standards. Disadvantages for employees due to medical examinations are excluded.

### 5.3 Safety

Irrespective of the legal regulations, we attach great importance to ensure a safe and healthy working environment for all employees and contractual partners, preventing accidents and the continuous improvement of occupational health and safety.

For this reason, all companies of the Lindner Group fulfil largely the

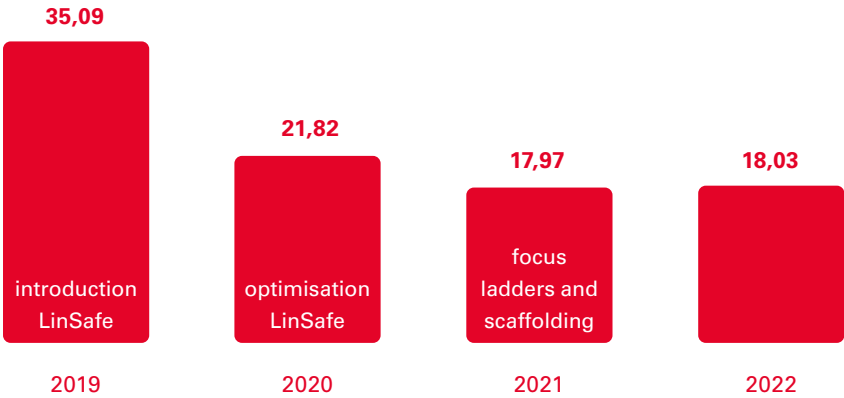
requirements of an occupational health and safety management system (SCC; ISO 45001). Our safety policy sets out, among other things, the strategic direction of all significant safety and health aspects, and looks at resources and operational objectives.

Accident statistics are kept on workrelated injuries. Via the internal

accident statistics tool, it is possible to output various accident indicators depending on the requirements.

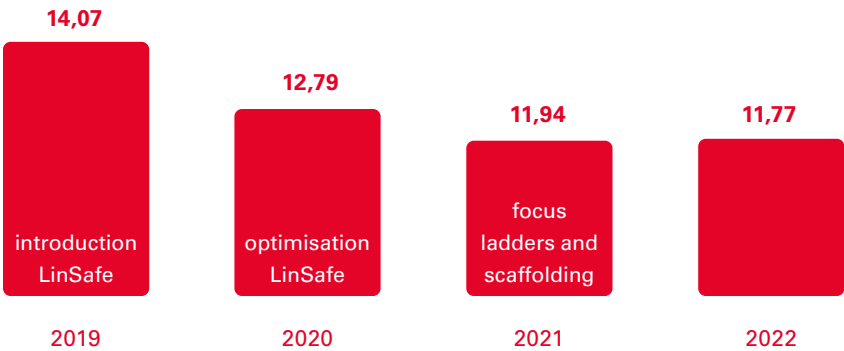
#### Lost Time Injury Frequency Rate (LTIFR\*)

Lindner Isoliertechnik & Industrieservice GmbH



#### Lost Time Injury Frequency Rate (LTIFR\*)

Lindner SE



\* LTIFR refers to the lost time injury frequency rate, the number of lost time injuries that occur in a workplace per 1 million hours worked.

All legal requirements regarding occupational diseases and their prevention are complied with. There are no known recognised occupational diseases.

Through occupational health management (WHM), we also want to prevent occupational illnesses and work-related health hazards to the best possible

extent, and to sustainably promote the health of the employees.

### Award for our risk assessment platform LinSafe

On 31 May 2022, the award ceremony of the German Building Award for the most innovative companies in the construction industry at the digitalBAU trade fair took place in Cologne: Lindner convinced the jury among other things with a platform for risk assessments. Also in other categories, or in the special awards for Occupational Safety and Health Protection, Sustainability, as well as

Junior and Employee Development, Lindner was among the finalists.

The LinSafe platform was designed for the site-specific Risk assessment development thus increases safety on the construction site: via the application, external companies or builders can view generated documents and access the BG Bau modules.

An overview of hazards, hazardous substances or equipment used can be generated in advance. Furthermore appropriate operating instructions in order to guarantee complete instruction and in this way to promote awareness of occupational health and safety on the construction site.





## 5.4 Education and Training

We have been providing training since 1969 and now offer over 30 apprenticeships. In total 2,058 apprentices have so far successfully started their careers at Lindner and most of them are working still with

us – very often also in management positions. Today, we are the largest training company in the Rottal-Inn district and also provide training at 14 other locations in Germany.

In September 2022, we welcomed 71 new apprentices in more than 20 different trades. In total, we currently employ 247 trainees.

### Improving competences: training and further education

We offer around 500 internal training courses a year to improve skills. This year, 14 new training opportunities in current topics have been added to the training courses.

The competence profiles are jobrelated and include the categories of subject-related competences, process-related competences and product-related competences, language skills, system

skills as well as personal and social skills. Learning paths have been defined for each of the approximately 600 competences, which always keep employees up to date and develop them in a targeted manner. The costs for external professional training are borne by the employer. The employee is released from work for this purpose (educational leave). Personal

further education training courses are financially supported at 50 % through a training agreement. In addition, two days of special leave for examinations are granted per year.

In the case of full-time further training/retraining over several months/years, employees receive a suspension contract with job guarantee.

### Assessment of performance and professional development

We have set ourselves the goal of conducting at least one employee interview per year with each employee. This is laid down in internal procedural instructions. The specifications for the interviews are anchored in these instructions. The appraisal interview is used by the Human Resources Development Department to evaluate satisfaction with completed training events, to determine future training needs and forms the basis for planning of the training programme. The workflow

includes feedback on performance and professional development.

In addition, annual target agreements are made with the employees in writing in the personnel information system and evaluated by the manager after the end of the year.

For each position there is also a so-called "competence profile" in our learning platform "Lindner Academy". The competence profile is discussed/evaluated in the appraisal interview

and serves as a support in determining training needs and professional development. This competence profile is discussed/assessed in the appraisal interview and serves as a support in determining training needs, professional development and also as a decisionmaking aid for possible upcoming promotions.

95 % of employees are evaluated on a regular basis.



# We live diversity and equal opportunities



## 5.5 Ethics

We live diversity and equal opportunities in our day-to-day work. In Germany, 71 different nationalities work for us – worldwide even 85! That is more than one third of all nations in the world.

Our commitment to diversity was also confirmed in mid-2022 by the employer ranking of the Stern study „Diversity in the Workplace“. Among more than 2,600 employers in Germany, we were ranked 58th – and even first in the construction industry. Around 45,500 employees from German com-

panies with at least 500 employees were surveyed for the study. The companies were assessed in six dimensions of diversity (general, gender, ethnicity, LGBTQ+, age, physical disability). The assessments of diversity groups, such as women, older people or migrants, were weighted higher. In addition, research on the proportion of women in management and public commitment to the topic of diversity was included in the evaluation.

### Scan for more details.

Our own Code of Ethics sets out and publishes the most important ethical principles and associated rules of conduct to which all companies in the Lindner Group are committed in carrying out their activities and in their relationships with stakeholders.



## 5.6 Hans Lindner Foundation

Social commitment is a top priority at Lindner. That is why we help to alleviate the hardship of people in Arnstorf and other places in the world with various projects. In addition, we aim to make a difference in Germany, move, create jobs and stimulate the

economy. To this end and out of gratitude for the positive development of the group of companies, company founder Hans Lindner has set up two foundations, the now operate jointly under the „Hans Lindner Foundation“.

The activities of the Hans Lindner Foundation will be reported in a separate annual report 2022.



## 5.7 Customer Health and Safety

### Quality, Environment, Health and Safety (QHSE Plan)

In the area of health and safety, Lindner always strives to fully involve everyone, whether they are internal employees, client employees, subcontractors or other interested parties. In our opinion, the occupational health and safety on a construction site only works if

all those involved have a common understanding of it right from the start.

Our standard in terms of quality requirements, Health, Safety and Environment (QHSE) is the international QHSE plan, which is developed on a projectspecific basis.

All customer-specific QHSE requirements are implemented in this plan. It is developed by our internal health and safety department before work begins on site.

### The Lindner QHSE Plan contains the following main topics:

- organisation, contacts and addresses
- officers (e.g. safety officer, first aider, health and safety coordinator)
- product information (specific approvals regarding fire protection, safety, etc.)
- plans and drawings (e.g. permits, handover, plan list)
- inspections and tests
- logistics
- mediation of partner companies (testing system, approval, list of partner companies, registration)
- qualification (training certificates, initial briefing, safety instructions)
- occupational health inspections (preventive)
- meetings and communication
- monitoring/inspection (audits or project-specific short inspections)
- safety management (risk identification and risk assessment, personal protective equipment, first aid organisation, fire protection)
- environmental protection on the construction site (waste disposal, hazardous substances)



## Cradle to Cradle Certified® Gold for two product systems

The majority of people currently spend around 90 % of their time indoors – this is shown by a Velux study from 2018. It is therefore of great importance to use building products that are demonstrably safe for people and the environment.

That's why we consciously take „knowing what's in it“ to heart: we not only rigorously check the quality and origin of raw materials, but also consider and control the effects on producers, processors and users.

For years, several Lindner product systems have been certified according to the Cradle to Cradle Certified® product standard and the associated Material Health aspect. We are now going one step further by constantly improving the recyclability, resource conservation and the associated sustainability.

We are the **first metal ceiling manufacturer in the world** to have achieved **Gold** in 2022 – and that already in the standard version of our Lindner metal ceilings.

The Raised Floor Systems **NORTEC aurum** and **LOOP aurum** have also been certified with **Gold status** since 2022. This applies to both the Cradle to Cradle Certified® product standard and the Material Health certificate.



## LMD-L LAOLA as finalist for the German Sustainability Award Design 2023

In the case of the Metal Baffle Ceiling LMD-L LAOLA, the Cradle to Cradle Certified® product certification has also helped us reach the finals of the German Sustainability Award 2023 in the design category.

For the nomination, the ceiling system had to convince not only with its freely customisable design through individual slats in wave form, but especially with its sustainability: The product combines low emissions far below

the limit values, a high recycling rate and the use of renewable energies and closed water cycles in production. In addition, it can be kept completely in a closed cycle. During its many years of use, our LAOLA can be reused or its components reused in another context, room or building with little effort. By running through several usage cycles, the lamella ceiling also saves resources and energy, improves the ecological footprint.

Although it was not quite enough for the victory in the end, the independent nomination of the expert jury and reaching the finals is already a great award. We are pleased that the extraordinary qualities in terms of design and sustainability were convincing all the way to the final.



Nishith Desai Associates (NDA), Alibag, India

## 5.8 Protection of Customer Data

Our customers have a legal right to the protection of their personal data. We respond to this with awareness-raising measures, appropriate data protection organisation, secure systems and regular reviews of our processes and systems.

We always collect personal data for a specific purpose, transparent and only to the extent needed. Details on this can be found in the data protection information that we automatically provide to customers. A promotional approach takes place exclusively in accordance with the

legal requirements. All colleagues are trained and committed to maintaining the confidentiality of personal data.

Beyond this, we only pass on the data to third parties if we are legally obliged to do so or if this is absolutely necessary to protect legitimate interests. In our Customer Relationship Management System, data protection regulations are strictly adhered to. In addition, we always use state-of-the-art encryption technology for the transmission of confidential content.

With comprehensive safety measures, we protect our IT systems and thus also customer data from cyber attacks. A data protection team, consisting of the data protection officer and data protection coordinators, advise the responsible parties on the fulfilment of data protection objectives and are available as a point of contact for those affected.

During the reporting period, we did not become aware of any complaints regarding the handling of customer data.

# 6. Corporate governance

## 6.1. Suppliers and Supply chain

For our business partners, a new approach to social and environmental assessment is planned from 2023, in addition to an existing supplier performance assessment.

**Basically, our business partners are differentiated according to their range of services:**

supplier	supplies material, building products
subcontractor	supplies and assembles material, building products, components
assembly partner	assembles building products, components

In this context, the Code of Conduct for Business Partners of the Lindner Group was drawn up and published in mid-2022. The code contains requirements with regard to social responsibility, ecological responsibility and ethical business conduct and serves as a basis for cooperation in our supply chain and thus for future deliveries and services.

The Code of Conduct is based on national laws and regulations such as the German Supply Chain Duty Act (LkSG) and international conventions.

These include the United Nations Universal Declaration of Human Rights (UDHR), the Guidelines on Children’s Rights and Business Conduct, the UN Guiding Principles on Business and Human Rights and the International Labour Organization’s (ILO) International Labour Standards. In 2022, the course for implementation was set for the protection of social and ecological human rights within the framework of the German Supply Chain Duty Act (LkSG).

This enables us to identify risks in our own business and in the supply chain and to document preventive measures and remedial actions accordingly.

## Locality

The Lindner Group's supplier management is controlled by the central purchasing department and manages suppliers, subcontractors and assembly partners.

Due to different production sites, e.g. in Arnstorf and Dettelbach, as well as the daily use on construction sites around the world, the choice of partners is made according to the situation.

Nevertheless, our priority is to include a high proportion of localness in the selection of suppliers according to the situation. Besides the positive ecological effect of shortened travel distances, we also want to positively influence the individual local community.

Particularly in the case of subcontractors and installation partners, companies in the immediate vicinity of the corresponding construction site are predominantly commissioned, if possible.

## 6.2 Fighting Corruption

There were no incidents of corruption within the Lindner Group in the reporting year.

Our anti-corruption measures are regulated in internal guidelines on conduct.

Every Lindner employee receives anticorruption training upon joining the company. In high-risk areas, training takes place at regular intervals.

Other measures include an internal code of conduct to avoid conflicts of

interest, guidelines for the acceptance of benefits and gifts as well as on the topic of donations and sponsoring.

## 6.3 Anti-competitive Behaviour

So far and within the current reporting period, there have been no legal proceedings due to anti-competitive behaviour.

## 6.4 Whistleblowing System

In order to prevent violations of corporate values, applicable laws and human rights, as well as white-collar crime and corruption, our whistleblower system is publicly available to everyone.

The portal can be used to report tips or suspicions of crimes and rule violations in a protected and anonymous manner. The whistleblower system can be accessed online via our website at any time.

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**About the report:**

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The report is equally valid for the subsidiaries of the group.

The reporting figures refer to the calendar year 2022.  
The report does not follow any specific standards.

**Further sources and references:**

Cradle to Cradle Certified® is a registered trademark of the Cradle to Cradle Products Innovation Institute.