



Sustainability Report 2008

Gebrüder Weiss 

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Introduction

Gebrüder Weiss is a family-run company that is steeped in tradition and successful at operating internationally as an independent and flexible carrier.

In addition to basic and economic corporate characteristics, environmental compatibility and sustainability are part of our company's concept values. For Gebrüder Weiss sustainability not only means focusing on selective measures for environmental protection but also portrays the company's basic spirit. This basic spirit strives to combine economical and ecological aspects with the aim of meeting our generation's requirements and to keep clearly in mind future generations' needs.

This is why the first target for all effective sustainability measures should be avoidance. GW therefore always makes an effort to optimally use vehicles' capacities and to avoid unnecessary transports and empty runs. Among other things routing software is used to achieve optimal operation, and furthermore we continuously look for possible innovations which can be used in addition to the already deployed tools. An example of this is the Trans-Austria research project - a cooperation between Gebrüder Weiss and Vienna University of Technology - where above all the optimisation of transport routes between so-called clusters is analysed. Even before its completion, the project shows that transport bundling increases capacity utilisation and energy use and also reduces harmful environmental implications.

Secondly, it is essential to minimise the harmful implications that unavoidable environmental impact have. This includes measurements for waste separation and correct waste disposal plus the highest possible efficiency for fuels and energy use.

In face of the difficult current economic situation it is obvious that the economically and socially acceptable execution of the individual measures must be verified. However, Gebrüder Weiss will strive to keep their approach in line with that of an environment and resource conscious organisation.

The 2008 Sustainability Report focuses on two areas: Corporate Social Responsibility (CSR) and Environmental Management (EM). In the course of last year an environmental database, focusing on waste, power consumption, paper consumption, energy consumption (gas/oil) and fuel station, was developed in order to create qualified measures and targets as well as to enhance analysis for the further development of environmental key figures for the EM system.



1. Corporate Social Responsibility

For Gebrüder Weiss, CSR means sharing the responsibility for beneficial development of the social environment that surrounds GW in its role as an enterprise. Our joint responsibility reflects in our performance in the environmental and social areas, and in contributions to the improvement of the quality of life that contributes to our society's sustainable development.

However, a company's top priority is its employees all around the world - their safety and contentment are Gebrüder Weiss's first priority. But GW also feels that it is imperative to give something back to society, in other words, to support society.

Because Gebrüder Weiss is an established, family-run company, the company is committed to define and live these values as the basis for the interaction with organisational internal and external persons.



1.1 GW's mission statement

The Orange Way, the Gebrüder Weiss basic attitude, is based on the pillars of independence as an opportunity; regional bases and global solutions; innovation as a form of strength; focus on people and focus on the market; quality as a form of commitment; safety created by a return on investments; and seeing the environment as a special commodity. These values -- complemented by our respect for customers, competitors and stakeholders -- are the basis of the group's professional conduct in daily business.

Our value oriented corporate culture forms the basis for the employees' motivation and thereby creates added value for the company, making us even more competitive. The Orange Way gives us a collective basis for our worldwide business activities, notwithstanding nationality, ethnicity or cultural context and, at the same time, encourages our employees' identification with the company. This identification is also represented in the 5 Rs: Reason, Responsibility, Relativeness, Reliability and Reliance.

Lived values and professionalism are the basis for customer enthusiasm. Long-term customer relations can only be reached through service excellence, which is also subject to a continuous and sustainable enhancement process.

1.2 Employees

Gebrüder Weiss values their employees as their biggest asset, and this is also reflected in the diverse employee benefits and, of course, in their training and education.

The selection of the 2008 official corporate focus 'Qualified Personnel' and creation of a fund specifically for this purpose are sound proof of this attitude. This is the foundation for training programmes such as the Orange College and other branch related education programmes and internal knowledge seminars. They are complemented by programmes for target groups such as: Orange Future (Trainees and High Potentials), FKEFührungskräfteentwicklung (management development), GW-Logistik-Manager (GW logistics manager), GW-Plus and others.

In the countries Germany, Austria and Switzerland (DACH-countries) particular focus is placed on apprentice training. A minimum of one individual contact person accompanies apprentices from the beginning of their apprenticeship to its end. They are trained thoroughly, and team activities like camps for apprentices and the online apprentice portal 'FindME' strengthen the apprentices' team spirit.



1.3 Memberships and sponsoring

Gebrüder Weiss is aware of its social responsibility to international business and therefore engages in anti-corruption and anti-terror activities.

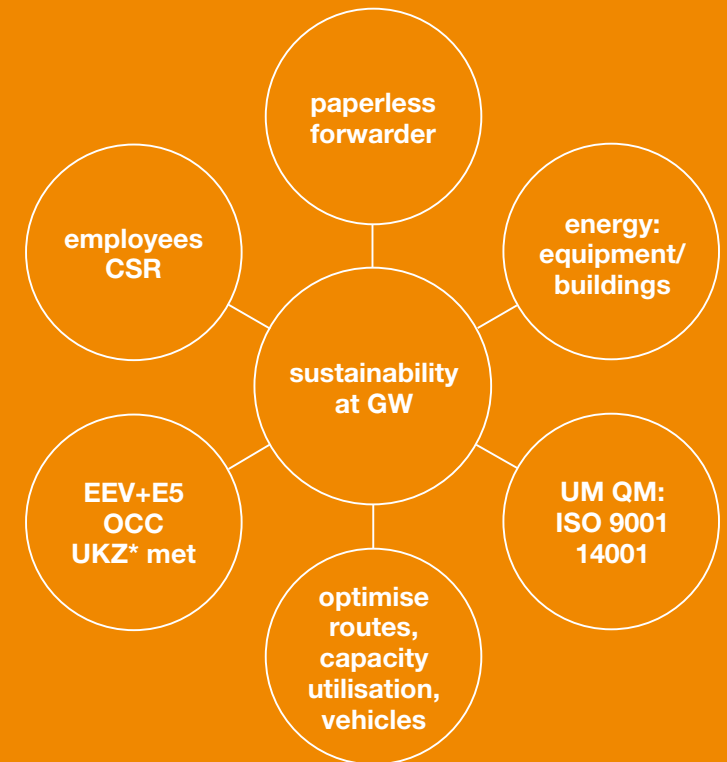
GW has been a member of Transparency International since 2008. Transparency International is a nongovernmental and politically independent organisation. Integrity, accountability, transparency and participation in the civil society are the basic principles for their activities to combat and curtail corruption. In order to achieve this, the organisation aims at creating awareness of this topic and furthermore, to bring political, economical and social key players to the table.

For Gebrüder Weiss it is of course essential to take part in the international fight against terrorism. The so-called anti-terror software ensures that GW makes a contribution. This software compares the incoming data of every customer transaction with the data of people and organisations included in boycott lists. The software automatically checks every customer transaction and provides feedback within 15 minutes. Every hit is reported to the 'anti-terror delegate' (minimum two per branch) and also to several central offices. Hits are stopped immediately and necessary measures are taken in agreement with the central legal department (e.g. informing authorities). A blocked consignment gets released using a system called 'four-eyes principle' and is registered in a different programme.

Gebrüder Weiss also has already initiated or sponsored various relief projects. For example, at least once a year we organise the shipment of

used school furniture from Vorarlberg to Albania. Among others, we also support a Moscow children's home and holiday programmes for children from Chernobyl.

This is balanced by various locally organised activities. One example here is the annual activity 'toter Winkel bei Lkw' (truck's blind spots), where primary school children are taught, in cooperation with the Vorarlberg police, about the potential hazards caused by trucks on the road.



UKZ = environmental key figures / environmental group goals

2. Environmental Management/ GW's Green Concepts

Gebrüder Weiss perceives environmental protection not as additional work, but rather as a long-term challenge and as investing today's resources in the future. At Gebrüder Weiss the environment holds a 'very special place', and we regularly show this in the selection of transport vehicles and how we carry out our daily business; this will constantly receive more attention.

The most important environmental aspect and also the biggest challenge concern power consumption and emissions within the supply chain and at subcontractors. We are aware of this, and therefore will in the future strive to place special focus on our social responsibility regarding the environment while, at the same time, still ensuring optimal supply with the traditional GW quality.

One of our prime priorities is and will remain the improvement of our transports' fuel efficiency accompanied by a reduction in greenhouse gas emissions and the ongoing optimisation of our network. These improvements have helped us to increase our efficiency dramatically and to set the course towards a resource-saving future.

Our certificates in the areas of quality management and environmental management exemplify and confirm our commitment to quality assurance and to environmentally friendly and/or sustainable and responsible action and behaviour. Environmental policy is a Gebrüder Weiss integrated standard; its environmental management system and targets are set out in writing and is included under the terms of ISO 14001.





Gebrüder Weiss has made the importance of environmental management clear since 2008 through, among others, upgrading, implementing and achieving environmental targets and measurements to evaluation criteria of their own for the intragroup best performance ranking 'Challenger of the Year'. Additionally, environmental management aspects are now included in internal audits and during site audits local environmental measurements are checked.

In particular, GW appreciates its employees' verve and proactive approach to the environmental topic and their keenness to make their own, personal contribution. For example, employees of two branches have developed a fitness programme that is not only beneficial for their bodies but also for the environment. The idea is also simple and efficient: Every employee coming to work on a bicycle is rewarded.

From a central point of view, the company is interested in keeping pollutant emissions as low as possible when purchasing company cars. As fuel consumption and CO₂ emission are directly related, cars with low fuel consumption and/or brands with low fleet costs are preferred. Since 2007, Gebrüder Weiss has not only met, but even surpassed the annual requirements and has respectively set goals for a 5% reduction in paper and power consumption. These requirements are worldwide corporate targets and are thus affirmed and wanted by the top management. These reductions were reached through various measures which are explained in detail below.

2.1 Buildings

Another orange target of the organisation is the facilities' cost efficient and environmentally friendly power consumption.

Several branches advocate motion detectors in hallways and toilets and/or optimise their power consumption through deployment of several pools of light in order to only consume what is necessary. Others are pioneers when it comes to alternative energies: Gebrüder Weiss Memmingen, for example, is proud of bringing its 1,016 m² photo-voltaic system on the warehouse roof into service. It produces 134,000 kWh "green" power.

Last year an Austrian-wide analysis of illumination systems was conducted, and where executable and feasible, the old systems were changed for new energy saving fluorescent tubes, e.g. in the Graz branch.

GW also engaged so-called energy detectives to identify energy saving potentials and to advise on their implementation on the basis of their professional expertise. Further inspections are planned.



2.2 Equipment

Energy efficiency must not be limited to a company's facilities only. Therefore, environmental awareness should also apply to used hardware, PCs and other necessary equipment.

Energy efficiency is an important criterion for the purchase of electronic components, and therefore the upgrade to new monitors, etc. continued in 2008. Already 73 % of the enterprise is now equipped with energy saving Thin Clients instead of CRT monitors. Additionally, tests for the implementation of multipurpose devices are run in several branches, and all terminals are equipped with energy saving functions.

GW also tests and implements various methods to avoid unnecessary paper and power consumption. The deployment of timers, for example, has proven to be highly profitable. However, 'green IT' doesn't stop there: Gebrüder Weiss also uses energy saving equipment, disk space optimisation, fax solutions via Outlook and many other measures and opportunities. The IT department strives to reach one of their targets called the 'paperless forwarder'; for example, a significant reduction in paper consumption could be achieved in the local traffic area through using Mobkomm-Scanning for both delivery and collection.

Another step towards the paperless forwarder is paperless claims handling which is already successfully used in the Austrian Linz branch, and corporate-wide implementation is also planned.

Other supporting GW services are, for example, iOrder that enables the customer to place orders directly via the internet and eFacturay that provides the opportunity to transfer billing data electronically.



The use and efficiency of toners and printers are more and more controlled in all our branches.

However, a general framework on its own is no guarantee for sustainability. In the end it is the employees who must be proactive and handle available resources deliberately. GW regularly conducts employee training and awareness raising including, among other things, handbooks, articles and specific training in environmental topics.

2.3 Operations

In particular the substantial GW investments into the latest vehicle technology must be pointed out. Before the new EU emission standards came into force. GW was Austria's first forwarding company to receive the truck with Europe's current highest emission standard.

Trucks, equipped with the so-called EEV technology (Enhanced Environmentally Friendly Vehicle) surpass with the build-in passive soot filter for which the emission quality for trucks currently applicable is Euro 5 Norm. EEV is a standard that is voluntarily applied and already meets the criteria of Euro 6 Norm, expected to come into force in 2012.

GW Wolfurt was the first forwarding company in Austria that received a truck with this state of the art technology in 2008; it sets new standards for emission values and makes, in cooperation with the "Ökodriving" training units, a big contribution to environmental protection.

Apart from the innovative EEV novelty, GW's vehicle fleet focuses on Euro 5 Norm vehicles that are particularly environmentally friendly through the addition of carbamide.

The organisation also advocates high Euro Norms for the contracted GW carriers.

2.4 Orange Combi Cargo (OCC)

A special highlight in terms of environmental management was the introduction of a daily, cross-Austrian unit train in 2008, operated exclusively by Gebrüder Weiss.

GW deploys the OCC twice daily as exclusive unit train between Vienna and Bludenz, with a stopover in Hall/Tyrol as of 7 January 2008. Since then the multimodal solution saves around 60 truck routes daily and annually 9,000 tons of CO₂. Another OCC advantage is the 'all-night service' which makes it possible to adhere to the Tyrolean regional, nocturnal driving ban for trucks. Beginning on 22 September 2008 the participating parties reached another milestone in

the Austrian transport market: The successful cooperation was expanded to the Vienna-Salzburg route, which makes it possible to save another 5,000 truck routes and respective CO₂ emissions. The Gebrüder

Weiss OCC won the award in the category 'Innovative Services' for the environmental moving of shipments to rail and was awarded with Vorarlberg's first 'Climate Protection Award'. TRIGOS-Plattform nominated the OCC in the 'market' area where new products and services which provide significant and extraordinary contributions to social and ecologic challenges and with exemplary influence on delivery chains are evaluated.

Additionally the Austrian State Prize for Traffic 2008 honoured the OCC as a multimodal, trendsetting concept.



2.5 Outlook

For the future there is more fuel saving training on the orange agenda. They do not only teach drivers how to drive in order to protect the environment and the vehicle, but they also help professional drivers with their professional training programme required by law.

Further measures in the 'green IT' area are planned. The effort to save/compress disk space, to test and deploy energy efficient equipment and to decrease paper consumption by means of various applications is ongoing. The data centre strives to reach optimal capacity utilisation and lower power consumption by means of the best possible cooling and by using blade servers and virtualisation.

As already mentioned, so-called energy detectives are planned for every Austrian branch in order to closely identify energy gaps and/or identify saving potential.

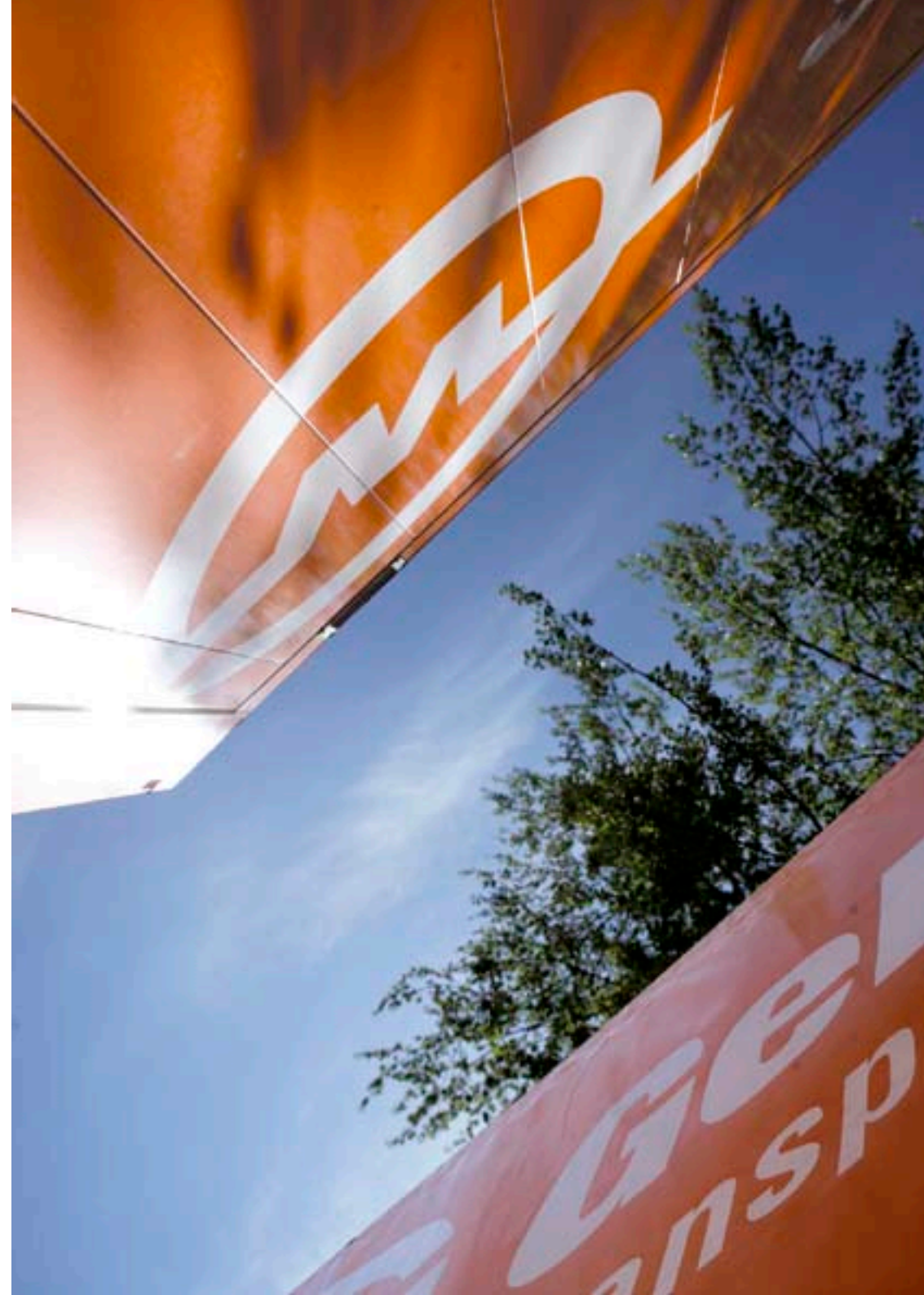
In the future, GW will also continue to focus on high-tech technologies like video conferencing in order to minimise travel expenses and related environmental impact.

Further possible investments could decrease consumption through the purchase of innovative lowresistance tyres for trucks with a lower rolling resistance.

Furthermore, hybrid sprinters could be evaluated for local traffic routes and GW traffic between branches in close proximity as they are already planned by parcel services like DPD.

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