



# ***SHEQ Report***

**Safety/Security • Health • Environment • Quality**



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# FOREWORD

## Dear Readers!

Welcome to the SHEQ report of CONTAINEX. Join us on a journey through our company's multi-dimensional world and look forward to lots of interesting information. This includes, for example, information about our core business, the sale and rental of mobile space systems from our own EU production plants or about the issues of safety, health, environment and quality. Read why we operate sustainably, and how we take on social responsibility as a family business.

As one of the major suppliers of mobile space solutions in the European market, we naturally assume a responsibility to produce our **product as qualitatively, efficiently and environmentally-friendly as possible**. This requires innovative concepts such as the strict **"CONTAINEX GREEN technology"** environmental and quality standards. The further expansion of these standards is one of our most important strategic goals, because they offer a particularly large environmental added value. With this **environmental initiative**, we set important priorities as early as the beginning of the value chain.

Beyond the environmental aspect, we are, of course, constantly working on improvements in the areas of safety, health and quality. Last but not least, the focus

of our business activities is also on meticulous compliance with applicable legal regulations, on honesty, respect for others, and on the strict prevention of corruption. In other words: We are continuously working to offer you the **best possible products and services** in every respect.

On our road to the future, something else is very important to us. Namely: Continuing to develop CONTAINEX sustainably, so that the company operates with permanent and long-term success. Beyond the purely economic dimension, we also make an important contribution to social stability and societal added value. Our employees, customers, suppliers and society benefit from this.

Of course, there are still many challenges to be faced in the future, not least because new ones arise every day due to the rapidly changing nature of our business. However, we look back on our past with pride, as it is a past marked by the **trust of our customers** and our ambition to occupy Europe's leading position in the **development and production of high-quality mobile space systems**. These achievements makes us confident that our approach will be successful in the future too.

For the Board



Günter Ringhofer

February 2021



# 1. FACTS AND FIGURES

## 1.1. Core business of CONTAINEX

CONTAINEX is a **private Austrian company**, which was founded in 1981 and is part of the WALTER GROUP.

Our core business is **supplying dealer and direct customer markets with portable and sanitary cabins** as well as **storage and shipping containers** throughout Europe and to Central Asia and Africa.

More than **60,000 customers from around the world** put their trust in CONTAINEX. These include international corporations as well as small and medium enterprises.

The **first-class credit rating** from international credit agencies offers all business partners the security of having a reliable and financially stable partner.

At the two sites in Wiener Neudorf/Vienna (headquarters) and Kufstein/Tirol, CONTAINEX currently employs **more than 300 employees**.

Since 2010, CONTAINEX has carried the **coat of arms of the Austrian state** - an award presented by the Austrian Federal Ministry for outstanding services to the economy.



Portable cabins



Sanitary cabins



Storage containers



Shipping containers



## 1.2. Key Business Figures 2019/2020\*

**1981**

Formation

FIRST-CLASS CREDIT RATING FROM  
INTERNATIONAL CREDIT AGENCIES:

D&B (No. 30-042-9354):

**5A1**

Creditreform (No. 911.0056346):

**133**

KSV1870 (No. 37207): **165**

**+ 309**

Employees

**€ 379 million.\***

Turnover for business year 2019/2020

\* Figures based on business year 2019/2020 (1 April 2019 - 31 March 2020)





**+ 80,000**

Units sold/year

**20,000**

Customer visits per year

**+ 40,000**

Hire cabins

**250 +**

Delivery depots  
throughout Europe

## 1.3. Internal Organisation

CONTAINEX is structured in the form of a **decentralised profit centre organisation**. Business is handled in divisions, which are organized on a geographical basis. Business is conducted in the following areas:

- ☑ Management
- ☑ Commercial Management/Sales Management  
(Division Manager / Division Sales Manager)
- ☑ Sales (Sales and Area Sales Manager)
- ☑ Sales Administration (Customer Service Manager)
- ☑ Services (Administration, Product Development,  
Purchasing, Marketing, etc.)



**Company-wide tasks are undertaken by Shared Services** (e.g. Human Resources) and special **representatives** (e.g. customs clearance). They advise and support the operational profit centres or supervise and report directly to the management. The Purchasing/Product Procurement and Logistics service areas ensure the preparation and procurement of containers and their transportation to the customer. The Quality Control division is a separate service in the Technology/Pur-

chasing division and reports directly to the management. The Safety + Security, Health + Environment divisions are covered by specialists from the different divisions. They have supervisory and advisory functions and are directly subordinate to, and thus obliged to report to, the management. This also includes responsibility for the development of suggestions for improvements as well as their internal implementation, in compliance with legal provisions.

## 1.4. The SHEQ Management of CONTAINEX

More than 25 years ago, with the launch of a quality management system, the foundation was laid for today's SHEQ management.

The integrated management system combines processes, methods, and tools that are required to fulfil multiple tasks in the areas of **safety, health, environment, and quality** in a uniform structure. The SHEQ management team also comprises management employees who handle cross-topic agendas directly

without additional interfaces. This represents a continuous improvement in the quality of our products.

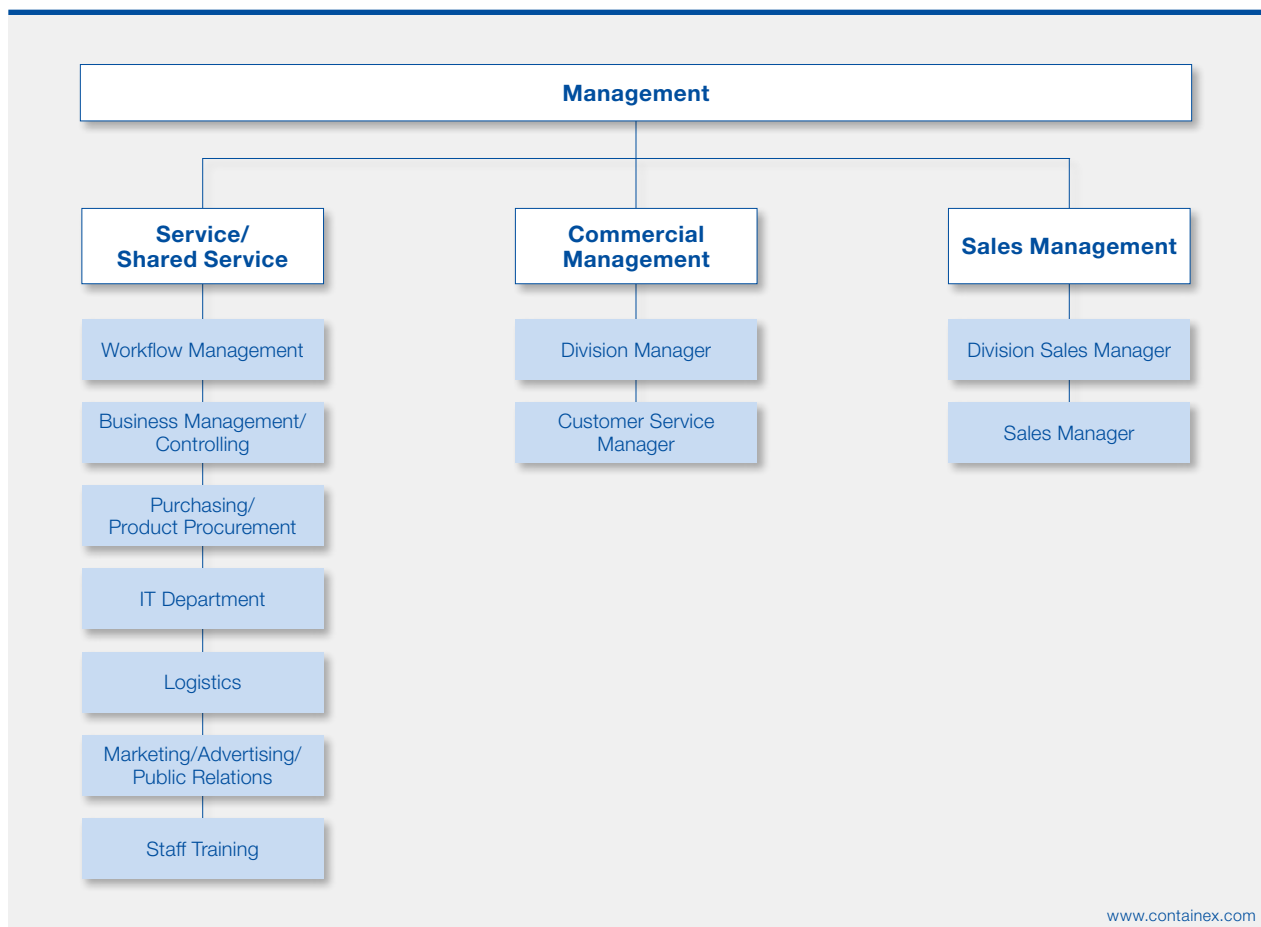


## 1.5. Tasks in the SHEQ Management

The tasks of the SHEQ management team at CONTAINEX are as demanding as they are varied:

- ☑ Organisation and performance:
  - Regular round-table discussions between the SHEQ management team
  - Organisation and implementation of specific technical training and workshops
  - Employee coaching
  - Organisation and execution of internal audits
- ☑ Planning, implementing and monitoring topic-related projects (e.g. organisation of Security Management), involvement of other Shared Services
- ☑ Help Desk in emergencies
- ☑ Risk Management: Analysis of incidents  
Development of preventative measures
- ☑ Participation in international working groups (harmonisation, development and improvement of standards, etc.)
- ☑ Coordination and participation in the Corporate Social Responsibility team (CSR)

## 1.6. Organisational Chart



## 2. SOCIAL RESPONSIBILITY





## 2.1. Declaration of the Management



### Social Responsibility

In addition to economic and ecological criteria, we consider social responsibility for employees and customers an important prerequisite for sustained corporate success. In our corporate philosophy, we assume that it is human to seek meaning in economic activities. And thus it is a task that allows personal development. Therefore, at CONTAINEX we maintain a cooperative management style and give our employees a lot of leeway, which they are independently responsible for as far as possible.

In addition, we work on meeting our social responsibility in the best possible way, with many other measures, to create an optimal framework:

- ▶ CONTAINEX offers its employees a challenging and communicative working environment with interesting prospects for personal and professional development.
- ▶ As part of our program against alcohol and drug abuse, we promote a healthy lifestyle, initiate sports and recreational programs, and we support social and cultural activities.
- ▶ Attracting the best talent from all over Europe is an expression of the appreciation of cultural diversity at CONTAINEX.
- ▶ In order to obtain and maintain the greatest possible mutual trust, CONTAINEX works to guarantee high-quality products and services for every customer on a daily basis. Along the entire value chain, we are committed to our economic, environmental, and social responsibility to all stakeholders - with the aim of making a sustainable contribution to economic prosperity and social cohesion.
- ▶ CONTAINEX offers employees and customers the security of a healthy and financially-strong private company. A company that will continue to play a leading and responsible role as a supplier of high-quality mobile space systems.

For the management

February 2021

A handwritten signature in blue ink, appearing to read 'Günter R. h'.

Günter Ringhofer

A handwritten signature in blue ink, appearing to read 'Lang'.

Wolfgang Lang

## 2.2. Declaration of the Executive Board



### The WALTER GROUP Code of Conduct

The companies within the WALTER GROUP are successfully active in different lines of business in Europe and worldwide. They enjoy an excellent reputation, which is to be maintained and further developed in the future.

Our business activity has two main objectives. First, to fully meet the expectations of our customers with reliable services and high-quality products. Second, to provide all services in accordance with current requirements in the areas of ethical conduct, legal compliance, anti-corruption, fair competition and sustainability.

Due to the international nature of our markets, we operate different business practices in different jurisdictions. The WALTER GROUP Code of Conduct serves as a binding guideline to our employees and executives for their entrepreneurial activities in all our target markets.

We expect them to observe and comply with these principles. This is the only way to build and maintain the mutual trust on which the cooperation with our customers, suppliers and authorities is based.

By signing the Code of Conduct, we have committed ourselves to the implementation of and unconditional compliance with the principles of conduct in the WALTER GROUP.

For the WALTER GROUP  
(Beta AG and Delta AG)

A handwritten signature in blue ink, appearing to read "Günter Ringhofer".

Günter Ringhofer

February 2021



## 2.3. The Pillars of Our Social Development

Dealing responsibly with our employees, customers and business partners has accompanied the development of CONTAINEX from the very beginning. Therefore, **social and ecological commitment** has long been an integral part of the corporate culture in all business areas. Our own CSR team is recruited with a focus on these points, coordinating all related activities and initiatives across departments.

**Our commitment to social responsibility rests on the following pillars:**

- ✓ **Social Responsibility**
- ✓ **Environmental Responsibility**
- ✓ **Sustainable Business**

## 2.4. Social Responsibility

We are committed to our social responsibility and engage in **open dialogue** with customers, suppliers, authorities, and society as a whole.

**We confirm that human trafficking, child labour and slavery are prohibited in our production plants for portable cabins, sanitary cabins and storage containers.**

Through our regular audits, specifications are checked and confirmed by our CONTAINEX GREEN technology environmental and quality standard.

We support **humanitarian aid projects** and **social initiatives** of our employees in the form of financial donations, donations in kind and personal efforts.

In addition to customer satisfaction, employee satisfaction is one of our corporate principles. In other words: Every employee should feel comfortable at

CONTAINEX. Therefore, we maintain a **cooperative management style with maximum individual responsibility**. The resulting great personal dedication is rewarded based on performance. We also foster the familial team spirit that has characterised our company for decades. In addition, our employees benefit from a fascinating, international work environment that offers extensive opportunities for personal and professional development. CONTAINEX has been one of the most culturally diverse companies in Europe for decades! Employees from more than 22 countries enrich us with their language, mentality and culture.







### 2.4.1. Education Projects

Our understanding of social responsibility also includes commitment in the field of education. Here it is mainly projects in schools and universities that we support.

A few selected examples:

- ☑ Support of various projects (e.g. graduation projects, proms) at HTL Mödling.

- ☑ All-day guided tour of 40 students and 2 professors from the University of Applied Sciences Wiener Neustadt, to give an insight into the international work environment at CONTAINEX.

- ☑ Master's thesis projects from the University of Applied Sciences Burgenland about "Web Marketing in the B2B sector", among other things.

### 2.4.2. Health Promotion

Ongoing support for a healthy lifestyle ranks very highly on CONTAINEX's list of priorities. That is why we support sports and fitness activities on a large scale by organising tennis, football and beach volleyball tournaments. In addition, we participate in running events.

These events not only prove to be a treat for the body, but also inspire the "team spirit" at CONTAINEX. The teams are generally multicultural and offer employees and their families an ideal forum to get to know each other better away from daily business.







### 2.4.3. Blood Drives

Since 2008, the WALTER GROUP has organised a large blood donation campaign for the Austrian Red Cross every year. With the donated blood, the usually scarce

stocks of the blood bank can be replenished. About 200 employees participate in this humanitarian initiative every year.

### 2.4.4. Social Project Kindergarten

With the establishment, construction and active support of the “IZIBIZI Kids Corner” kindergarten, CONTAINEX has made an important contribution to the reconciliation of work and family. On the one hand, because the childcare facility is located in close proximity to our corporate headquarters in the NÖ-Süd industrial centre in Wiener Neudorf. On the other hand, because the kindergarten including crèche offers particularly employee-friendly opening times.

Beyond the temporal aspect, the “Kids Corner” also proves to be particularly educational. Because, in their work, the kindergarten teachers attach great impor-



tance to the promotion of language skills and social behaviour in the group.

### 2.4.5. Kids Days at CONTAINEX

Twice a year, things get really exciting for the children of our employees. On the 24th and 31st December, the big Kids Days take place at CONTAINEX. On these two working days, the little ones take their mum or dad by the hand in the morning and accompany them to their workplace. And to ensure that it doesn't get boring in the offices and consulting rooms during the day, a children's cinema, games, good food and drinks provide excitement, fun, and culinary variety.



2.4.6. People with Disadvantages

An important part of the health measures for employees in the production plants is implementing the vocational rehabilitation, education and employment of disadvantaged persons. In addition to preventative and curative health care, we also ensure that people

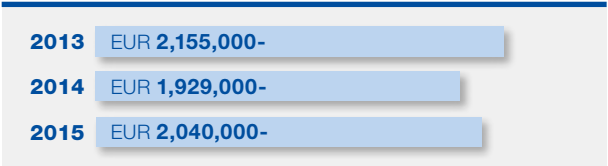
with disabilities can continue to work in occupations that match their abilities. For employees who are no longer able to carry out their work, the company also offers appropriate retraining.

2.4.7. Sponsorship, Donations, Voluntary Social Contributions of the WALTER GROUP

Employee satisfaction is one of our corporate principles. A social, humane work environment contributes to this, as does the financing of voluntary social benefits. The benefits range from high-quality, free coffee and tea service in the meeting points, to the generous subsidisation of the lunch table to the subsidy of in-house sports activities and family celebrations.

The social commitment of CONTAINEX outside the company is strongly supported by the provision of financial resources through the WALTER GROUP.

Voluntary social contributions:



Every year, budgets are approved for financial assistance to schools, universities and other educational initiatives, which are intended to support the education of young people in the best possible way. In addition, humanitarian aid projects and disaster relief are sponsored.







#### 2.4.8. Number 1 among Career's Best Recruiters

If you want to constantly provide the best performance for your customers, you must also be leading the race for the best minds. That is exactly what CONTAINEX does, as the **"Career's Best Recruiters"** study demonstrates every year. It is created in cooperation with the Institute of Personnel Management of the Vienna University of Economics, and surveys the recruiting level of the 500 largest Austrian companies from 26 industries.

Since the beginning of this study, CONTAINEX has achieved absolute top rankings every year. In the "wholesale/distribution" industry ranking, we ranked number 1. In the overall ranking of all industries, **CONTAINEX is constantly among the top 10**. This official award documents, in a comprehensible and highly objective manner, the successful work of the Human Resources department at CONTAINEX. Results based on 86 criteria allow statements about the quality and scope of the online recruiting presence and other recruiting activities such as at career fairs, in schools



or universities. How the HR departments deal with applicants is also based on feedback from test applicants.

### 3. **PRODUCT SAFETY**





## 3.1. Declaration of the Management



### Safety Policy

In keeping with our corporate philosophy, CONTAINEX assumes a high degree of responsibility for the safety of its employees and business partners. We also protect sensitive divisions as well as the secure production, delivery and assembly of our space solutions.

The implementation of a comprehensive risk management enables us to continuously monitor all work processes. Together with our production plants and partner companies, we evaluate possible safety risks at the operating sites. The results obtained form the basis for the consistent and rapid implementation of appropriate measures to avoid the risks.

For a better understanding and to increase the effectiveness of these measures, we actively integrate employees as well as assembly and transport partners. We motivate them to report safety-related incidents in their workflows and to present proposals for optimisation.

With the following measures, we ensure maximum safety in the areas of personal and property protection:

- ▶ Implementation of a security and risk management system
- ▶ Risk assessment of our business processes, analysis of threat scenarios
- ▶ Planning and implementation of security strategies and measures, Ensuring product safety, creating best practice solutions
- ▶ Definition of responsibilities in safety-relevant areas
- ▶ Internal and external training of our employees
- ▶ Safety meetings with our customers, production companies, suppliers as well as assembly and transport partners
- ▶ Emergency procedures
- ▶ Documentation and root cause analysis of safety-related incidents, emergencies and accidents for development of preventive measures (continuous improvement process)
- ▶ Compliance with all legal requirements and additional internal safety standards

For the management

February 2021

  
Günter Ringhofer

  
Wolfgang Lang



## 3.2. Definition of Safety

Safety per se is perceived objectively or subjectively.

### Objective safety:

Objective safety is when safety is statistically or scientifically proven. This is the case if demonstrably no sources of danger are present, or if the safety precautions taken exclude any reasonably expectable risk.

### Subjective safety:

The subjective dimension of safety is aimed at the emotional level. It is “felt” when safety or protective devices are perceived as reliable.

When designing and implementing the safety strategy, CONTAINEX starts with a comprehensive risk assessment.

## 3.3. Risk Assessment and Risk Management

### 3.3.1. What is Risk?

In abstract terms, risk is defined as the possibility of a negative deviation between the expected and the actually achieved result. Therefore, risk is the likelihood of damage occurring.

At the same time, it is undisputed that in most cases progress presupposes a willingness to take a risk. Former German Federal President Walter Scheel once very aptly summed up this logic: **“Nothing happens without risk, but without risk, nothing happens”.**

For centuries, man has tried to make risk more “calculable” and to develop metrics for assessing risks. From this ongoing process, risk management has developed and successfully established itself, both in society and in economy.

For decades, CONTAINEX has been assessing risks in all work and decision-making processes in order to protect the company, its employees and all customers and suppliers from damage in the best possible way.

### 3.3.2. Risk Management Tasks

Risk management is a management task in which the risks of an organisation are identified, analysed and evaluated (definition according to ISO standard 31000:2009).

**This risk management process at CONTAINEX includes the following tasks:**

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Identification of risks<br>(description, causes, effects)   | <input checked="" type="checkbox"/> Analysis of identified dangers in terms of<br>their probability of occurrence and impacts |
| <input checked="" type="checkbox"/> Risk management by means of measures that<br>reduce risks and probabilities of occurrence<br>or make it possible to control the consequences<br>of damage | <input checked="" type="checkbox"/> Risk assessment using the Zurich method   |
|   | <input checked="" type="checkbox"/> Risk monitoring and documentation<br>of all actions                                       |

**Excerpt from the risk analysis, based on one year**

PROBABILITY OF OCCURRENCE	IMPACT		
	LOW RISK	AVERAGE RISK	HIGH RISK
FREQUENT	<ul style="list-style-type: none"><li>Vandalism</li><li>Currency risk</li></ul>		
OCCASIONAL	<ul style="list-style-type: none"><li>Burglary</li><li>Loss of receivables</li></ul>	<ul style="list-style-type: none"><li>Cybercrime</li><li>Contract risk from trade agreements</li></ul>	
UNLIKELY	<ul style="list-style-type: none"><li>Corruption</li><li>Power failure</li><li>Telephone failure</li></ul>	<ul style="list-style-type: none"><li>Fire</li><li>Sabotage</li><li>Strike</li></ul>	<ul style="list-style-type: none"><li>Strategically bad decisions</li><li>War</li></ul>

#### EXPLANATIONS:

<b>LOW RISK:</b>	No influence on the company
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<b>AVERAGE RISK:</b>	Tangible impact on the company
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<b>HIGH RISK:</b>	Massive impact - can endanger the company's existence
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### 3.3.3. Personal Protection at the Sites

Traditionally, safety at work is one of the most important issues in safety management at CONTAINEX. We provide a risk-free and healthy work environment and comply with the respective guidelines for occupational safety, health, fire and environmental protection.



For example, CONTAINEX has installed fire alarm systems with direct connection to the fire brigades at both sites in Wiener Neudorf and Kufstein. An emergency lighting system secured with an emergency generator provides adequate escape lighting in the event of an emergency.

Our safety officers in Wiener Neudorf and Kufstein check all safety-related equipment and escape routes every month and immediately report any safety risks to the responsible board.

As part of the personal protection measures, employees are specially trained for the following areas of responsibility:

- Safety experts and safety representatives
- Fire protection officers and fire wardens (Internal fire team)
- Risk prevention officers
- Waste management officers
- Lift engineers

#### Notifiable work and commuting accidents for the entire WALTER GROUP

	EXTERNAL PERSONNEL	INTERNAL PERSONNEL *	
	Work accidents	Work accidents	Commuting accidents
<b>2012</b>			
Location Wiener Neudorf	0	0	6
Location Kufstein	0	0	1
<b>2013</b>			
Location Wiener Neudorf	0	3	0
Location Kufstein	0	0	4
<b>2014</b>			
Location Wiener Neudorf	2	0	0
Location Kufstein	0	1	3
<b>2015</b>			
Location Wiener Neudorf	0	2	3
Location Kufstein	0	0	3
<b>2016</b>			
Location Wiener Neudorf	1	1	2
Location Kufstein	0	0	2

\* Number of employees in the WALTER GROUP



## 3.4. Property Protection / Security

The security management of CONTAINEX covers two areas:

- Property protection of our premises and equipment
- All security measures during the transport process at the container depot (theft prevention)

### 3.4.1. Security Services

The office buildings and equipment of CONTAINEX are protected from criminal acts by the following measures:

- ☑ Access control for all entrance and exit areas
- ☑ Professional external security service
- ☑ Securing business-critical IT areas through:
  - Burglar-proof doors, sealed concrete tanks, redundant power supply and air conditioning
  - Early fire detection and gas extinguishing system
  - Two spatially and geographically separated data centres
  - Modern firewalls



### 3.4.2. Security Training for Staff

Staff comprehensively trained in theft prevention are the best prerequisite for effectively dealing with increasing levels of crime. Therefore, the security experts in the SHEQ management team regularly organise training sessions.

In practice-oriented workshops, training participants develop effective preventive measures and best practice solutions for customers, based on analysis of specific

loss events. The workshops sensitise employees to risks, promote consistent action, and thereby maintain a continuous improvement process.

CONTAINEX is advised by experienced security experts on the topic of security management. Together they define the required measures and organise special training.

## 4. HEALTH

As early as 1948, the WHO (World Health Organization) defined health as not only the “absence” of illness or disability. Rather, it means achieving and maintaining a state of complete physical, mental, and social well-being.

### Health Promotion:

One of the WHO’s main objectives is the preservation of health through preventive measures. This is a pre-

ventative approach, taking into account the personal responsibility of individuals to create more pleasant, liveable and safe working and living conditions.

CONTAINEX is committed to the objectives of the WHO. For this reason, we have introduced a management system to promote the health and general well-being of employees within the company.



## 4.1. Our Contribution to Better Health

The activities of CONTAINEX in the health sector pursue two main objectives. On the one hand, taking measures to protect all employees from work-related safety and health hazards. On the other hand, support-

ing employees in the pursuit of a healthy lifestyle. That includes promotion of social cohesion within the company and during leisure time.

**To achieve these objectives, the SHEQ management team and the Shared Service Human Resources are committed to the following measures:**

- ☑ Compliance with the health protection regulations in the company
- ☑ Informing employees about all health protection measures
- ☑ Constant guarantee of maximum safety at work
- ☑ Informing and training new employees with regard to health and safety measures in the workplace
- ☑ Compliance with precautionary measures in the event of a pandemic (pandemic emergency plan)
- ☑ Provision of voluntary health initiatives beyond the statutory regulations. For example, vaccination service or blood drives
- ☑ Promotion of social concerns in the company. Such as training and further education programs, tolerance and open-mindedness, cooperative style of leadership and work as well as social commitment
- ☑ Optimisation of jobs and working conditions as part of a continuous improvement process
- ☑ Support of sporting activities







## 4.2. Sporting Competition in Everyday Work

In each of us lives sportsmanship and the desire to compete with others, always with the goal of winning in mind.

CONTAINEX consider work and the pursuit of success as not only a job, but also a sporting challenge. Not least because everybody inherently possesses a certain amount of sportsmanship.

The decentralised profit centre organisation at CONTAINEX proves to be the ideal constellation for determining and awarding the most successful teams in the “sporting competition” between divisions. This

is how the “WALTER GROUP Championships” came about many years ago.

Around 170 divisions of the entire WALTER GROUP participate in the commercial contest over 4 quarters. The championships are held according to clearly defined rules. The rules offer each division the same chances of achieving one of the award-winning podium finishes. The total of 18 prizes in several categories are endowed with travel vouchers and additional vacation days for each employee of the division. The annual awards ceremony takes place during the WALTER GROUP’s big Christmas party and is the highlight of the year for employees.





## 4.3. Sports and Leisure

A working day at CONTAINEX saps the energy of every employee. Sport provides the ideal balance to recover with physical activity, to relieve tension and stress, and to clear the mind.

Therefore, the WALTER GROUP organises several sports and leisure events every year. These include the Business Run, the football and beach volleyball tournament during the family celebrations in Wiener Neudorf and Kufstein, as well as a tennis tournament.

In addition, dedicated employees coordinate the following sports activities:

- Football
- Ice hockey
- Squash/Tennis
- Skiing
- Aerobics, Spinning
- Baseball
- Running clubs





## 5. ENVIRONMENT



## 5.1. Declaration of the Executive Board



### Environmental declaration

A key corporate goal of CONTAINEX is to conduct all business activities with a minimal impact on the environment.

As a trading company, we contribute to the continuous improvement of the environment with numerous measures. Of course, these activities take into account the economic conditions. For example, our very location in a designated industrial centre proves to be the ideal prerequisite for relieving the local environment as much as possible.

Beyond complying with environmental laws and regulations, we maintain a regular dialogue with the authorities in order to keep up-to-date with current procedures, measures, and environmental activities.

As CONTAINEX is one of Europe's pioneers and biggest players in the field of "mobile space systems", we have been making essential contributions to the optimisation of our production sites for a long time. This contribution will continue to rise in the future - because we fully exploit the potential of technological progress in materials and production technologies.

CONTAINEX also makes continual use of the technological progress to improve computer-assisted production and transport optimisation. In this manner, it is possible to optimally utilise the plants and keep CO<sub>2</sub> emissions as low as possible by using Combined Transport. And because each investment is based on our environmental philosophy, we are steadily increasing the level of efficiency in the use of resources such as energy, water, and raw materials.

We attach great importance to the opinions of our employees in environmental matters as well. That's why we implement their constructive proposals or initiatives to the best of our ability. Environmental protection is also an essential topic in our internal education and training programs.

We also conduct an ongoing and open dialogue on environmental issues with all social groups, with our employees, customers, suppliers, with the neighbouring communities and the authorities.

For the Board

A handwritten signature in blue ink, appearing to read 'Günter R.' followed by a stylized flourish.

Günter Ringhofer

February 2021



## 5.2. Environmental Responsibility

Environmental protection as one of the pillars of sustainability is among the current top issues in society and the economy. At CONTAINEX, assumption of environmental responsibility has been a long-standing tradition since the 1990s. We are focused on growth with foresight - taking into account economic, ecological and social objectives. A key corporate objective of CONTAINEX is to design all business activities in a way that pollutes the environment as little as possible.

CONTAINEX has had important projects to implement over the last 10 years. Therefore, the environmental team was particularly concerned with considering

environmental aspects in product development, production and transport. The particular focus of the activities was developing a container in accordance with ecological criteria.

Through a series of measures, such as the use of recyclable materials, environmentally-friendly production processes, optimal use of resources and much more, CONTAINEX has successfully achieved this objective. The new generation of container products therefore bear the CONTAINEX “GREEN technology” environmental seal.

### Generally, we separate our environmental objectives into:

<div><input checked="" type="checkbox"/> <b>Environmental activities at the site</b></div> <div><ul style="list-style-type: none"><li>■ New buildings</li><li>■ Legal compliance</li><li>■ Procurement</li><li>■ Employees</li><li>■ Water</li><li>■ Environmental management system</li><li>■ Waste</li><li>■ Environmental projects</li><li>■ Energy</li></ul></div>	<div><input checked="" type="checkbox"/> <b>External environmental activities</b></div> <div><ul style="list-style-type: none"><li>■ Production plants</li><li>■ Product development</li><li>■ Transport Partners</li><li>■ Purchase of materials</li></ul></div>
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## 5.3. External environmental activities

### 5.3.1. CONTAINEX GREEN Technology

“CONTAINEX GREEN technology” summarises the quality and environmental standards defined by CONTAINEX. Supplier selection, material purchasing, production and quality assurance are carried out according to these standards. CONTAINEX GREEN technology is a closed loop from material purchasing to container delivery. The long-standing partnership with certified production plants ensures a controlled

and high product quality. We promote energy-efficient construction, the use of recyclable materials and environmentally-friendly production processes. Portable and sanitary cabins are produced according to strict environmental and quality standards. We also place great emphasis on low energy consumption and the reduction of CO<sub>2</sub> emissions.





## CONTAINEX Green Technology stands for:

- ✓ Selection and use of recyclable materials
- ✓ Energy-efficient and environmentally-friendly production in certified, European production plants
- ✓ CO<sub>2</sub> savings and low emissions of pollutants during production, transport and when using our cabins and containers
- ✓ Ongoing quality controls and environmental audits in the supply plants
- ✓ Long-lasting container and cabin products - reuse instead of new production
- ✓ High-quality insulation - low energy consumption





### 5.3.2. Suppliers and Materials

Below you can find our defined minimum requirements for our suppliers but also for the materials used.

#### Minimum requirements for suppliers/materials:

##### ☑ **Supplier requirement:**

- Certified environmental management systems (e.g. ISO14001)
- Certified quality management systems (e.g. ISO 9001:2000)
- Selection of European suppliers or products
- Selection and use of recyclable materials
- Reuse/recycling of production waste

##### ☑ **Steel:**

- Free from Cr6 (chromium VI) - is a carcinogenic pollutant
- European production

##### ☑ **Wood:**

- FSC-certified wood (no tropical wood - e.g. solid wood interior stairs beech)
- European production, formaldehyde-free according to E1

##### ☑ **Flooring:**

- Vinyl flooring corresponding to new European VOC standard prEN 15052 (particularly low release of volatile organic substances)

##### ☑ **Insulation:**

- Installation of high-quality insulation materials (thickness from 60 to 140 mm)
- HCFC-free production of PU insulation (Huntsman quality standard) "energetic amortisation"
- Plastic windows with insulation triple glazing and gas filling, insulated roller shutters and steel external doors
- Insulated linking materials for container links

##### ☑ **Paint:**

- Modern paint shops according to the European VOC standard

##### ☑ **Fixtures:**

- Energy-efficient electrical equipment as recommended by the Austrian Energy Agency (AEA) and HCFC-free coolant for air conditioning and cooling equipment
- Purchase from European brand manufacturers

##### ☑ **Production:**

- Exclusively European production plants
- Use of state-of-the-art production equipment (increases production precision, reduces production waste, and much more) and ongoing process optimisation (e.g. shortest path selection)
- Waste sorting, recycling, energy recovery systems
- Working conditions in consideration of social responsibility
- Safety management in the production plants

##### ☑ **Transport:**

- Short transport routes - more than 150 depots throughout Europe and optimised transport planning
- Reduction in transport due to combined transport and delivery as Transpack cabins as well as storage container sets
- Use of modern, low-emission trucks
- First contact: A checklist provides general information about the carrier.
- After the first meeting, the potential new transport partner receives the "Guidelines for Cooperation" (internal GZA), which is filled in with binding information about the company and returned. The GZA are available in 27 European languages.

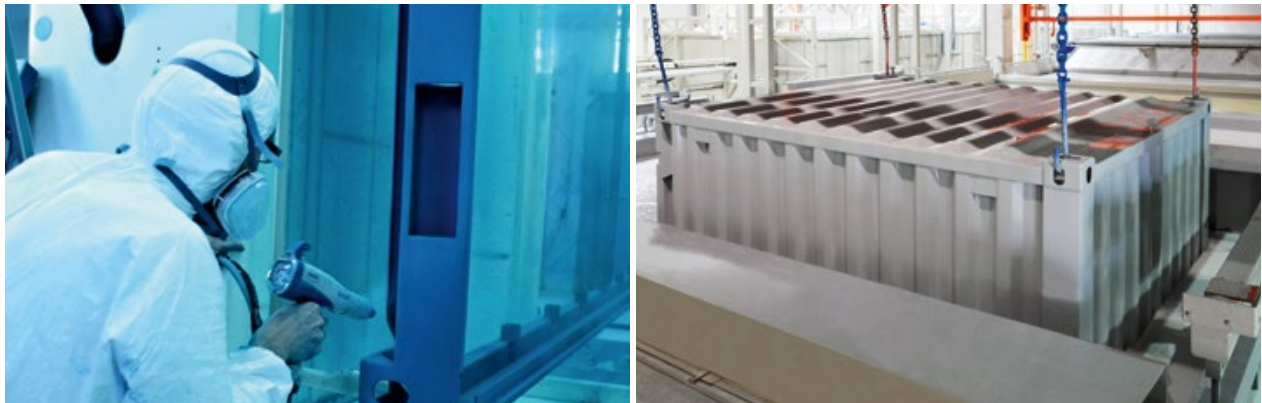


### 5.3.3. Low-emission Container Production

The energy-efficient and environmentally-friendly container production uses state-of-the-art production machines. They increase production precision and reduce scrap and production waste. Our certified production plants are unique throughout Europe, because they have multiple environmentally-friendly multi-layer paint shops in the main supply plants. The combination of zinc phosphating, CDC-priming and top coat results in extremely durable and resistant paintwork that looks perfect. Thanks to this techno-

logy, emissions are kept to a minimum! With the “GREEN technology” environmental seal, CONTAINEX ensures that customers buy or rent a high-quality, durable product.

Installing selected insulation materials (thicknesses: 60-140 mm), plastic windows with gas-filled insulated double glazing and insulated roller shutters limits energy consumption.





#### 5.3.4. Ongoing Quality Controls and Environmental Audits

CONTAINEX places high demands on its supply plants to comply with and improve quality and environmental standards. To ensure that every container leaving the factory complies with the CONTAINEX GREEN technology standard, audits are continuously carried out on site. Before each container is delivered, a final inspection is carried out, which is documented in the test report provided.

In addition, the in-house container workshop uses a modern water treatment system, which cleans the waste water that is generated during the container cleaning and makes it reusable.

For CONTAINEX, environmentally-friendly production means developing a resource-conserving and low-emission production technology. The in-house development department played a leading role in developing the GREEN technology standard. We are particularly proud of the state-of-the-art paint shops, which are used in the main supply plants. As a result, the emission and VOC values legally required by the

EU are significantly undercut! Furthermore, efficient use of the materials used reduces production waste to an ecological and economical minimum.





### 5.3.5. Development of New Products and Optimised Transport Planning

CONTAINEX containers are delivered in Europe, as well as in Central Asia and Africa. In order to reduce pollutant emissions during transport, the “transpack container” (= flat-pack portable cabin) was developed. Therefore, 8x 20’ portable cabins can be loaded onto a truck and delivered (compared to 2x 20’ portable cabins built conventionally). As a result, pollutant emissions can be reduced by up to 400%.

Another step towards reducing emissions was the introduction of the “set delivery” for storage containers.

Using set deliveries - up to 5 containers can be stacked - the number of transports can be significantly reduced. Our containers are mainly delivered by so-called “small trucks”. Despite their low net weight, these trucks have a loading length of 12 m and are therefore ideal for transporting containers. Accordingly, weaker engines reduce pollutant emissions, in particular the emission of CO<sub>2</sub>. Our transport managers determine the optimal transport route with the support of modern route planning software.

### 5.3.6. Reduction of CO<sub>2</sub> emissions

With regard to all of our corporate activities, it is important for us to protect the environment as well as possible. We achieve this through the production of high-quality products and an efficient transport strategy.

Combined transport by road, rail and ship helps us to reduce our CO<sub>2</sub> emissions by 55 tonnes per year. Multiple customer orders on one truck as well as transpack and set deliveries save over 5,000 vehicles - and 1,690 tonnes of CO<sub>2</sub>. More importantly, it is thanks to the use of the latest insulation systems compared to

European standard products that our customers can save 50,000 tonnes of CO<sub>2</sub> each year.

Thanks to the longevity of our high-quality containers and cabins, they can be used for different applications over a long period of time. Using them again and again instead of producing new ones indirectly protects the environment too. For this reason, the company has also expanded its trade in used containers and cabins in recent years and offers both the buy back of CONTAINEX containers and cabins that are no longer needed and the sale of TOP USED containers and cabins.





## 5.4. Environmental activities at the site

In the design of the office building extension, the focus was on two particular requirements:

- ☑ Energy-efficient and sustainable construction
- ☑ First-class indoor environment and therefore a high-quality occupancy for employees

To achieve these objectives, the open-plan offices were designed to be light-flooded and transparent. They offer good air quality and enable acoustically undisturbed work. In addition, spacious meeting points with coffee corners, comfortable seating and retreat zones create a perfect atmosphere during work breaks.

### Basic measures:

- ☑ Planning and construction of new buildings according to ecological aspects (energy demand, sustainable building materials, etc.)
- ☑ Purchasing of environmentally compatible products and services
- ☑ Comprehensive energy controlling (water consumption, electrical energy, fossil fuels)
- ☑ Use of renewable energy (geothermal)
- ☑ Purchase of 100 % green electricity
- ☑ Energy optimisation through building control system
- ☑ Energy recovery systems as well as warm water treatment in the low temperature range
- ☑ Careful waste separation as well as Proper disposal
- ☑ Free bus service for employees
- ☑ Efficient travelling





### Optimal indoor climate

In order to achieve a high-quality indoor climate, a central ventilation unit supplies every person with 35 m<sup>3</sup> of heated or cooled fresh air per hour. A humidification system humidifies and dehumidifies as required. The unit is one of the most advanced and hygienic on the market and works without disinfectant.

Modern heat exchangers recover about 70 percent of heat and about 60 percent of the moisture from the exhaust air and feed it into the supply air. High-efficiency motors reduce the power consumption of the ventilation unit and the pumps.

Thanks to the good thermal insulation properties of the walls and windows as well as the high internal thermal loads, the building only needs to be heated outside office hours and on a few days in winter. The cooling ceiling is equipped with a heating function and switchable, while wall heating is integrated in the side walls.

### Environmentally-friendly energy generation

Our in-house solar plant supplies the spacious sanitary facilities with hot water. Due to the adequately dimensioned hot water tank, even less sunny days can be bridged. Each office has numerous natural plants, which create a pleasant atmosphere. Because natural light alone is not enough in the office, all offices are equipped with LED office lighting. The lights automatically switch on/off depending on the intensity of the outdoor light. This ensures the best possible use of daylight. Presence detection ensures that unneeded lighting elements are automatically switched off.

### Paper-free office

Despite massive efforts, CONTAINEX is not “paper-free”! However, the introduction of the electronic archive and fully electronic order processing has helped to curb excessive paper consumption.

All internal procedures are electronic, all physical documents are scanned and allocated to the appropriate business cases in an “audit-proof” manner.

The use of tablets by sales representatives not only allows enquiries to be processed faster, but also drastically reduces paper. Because all communication channels between office and sales staff are purely electronic.

### Building and Facility Management

The building and facility management of CONTAINEX continuously complies with the explicit requirements of the Board to gradually increase the energy efficiency of our buildings. This specification applies to new buildings as well as renovation projects and includes the preferred use of sustainable building materials and grades.

One of our showpieces for sustainable construction is our office building annex in Wiener Neudorf. As part of the office expansion project, the office cleaning contract was put out for tender. One of the main requirements in the tender was the use of environmentally-friendly cleaning products.

The services were finally awarded to I.S.S., a cleaning company certified by the Austrian sustainability pro-

ject, “Ökoprofit”, which not only uses environmentally-friendly cleaning products, but also succeeded in reducing the overall consumption of cleaning fluid by approximately 30 % thanks to a precise dosage policy.

Environmentally-friendly high pressure cleaning technology with pure water without additives is also used for the exterior cleaning of façades and windows.

### Further measures in this field:

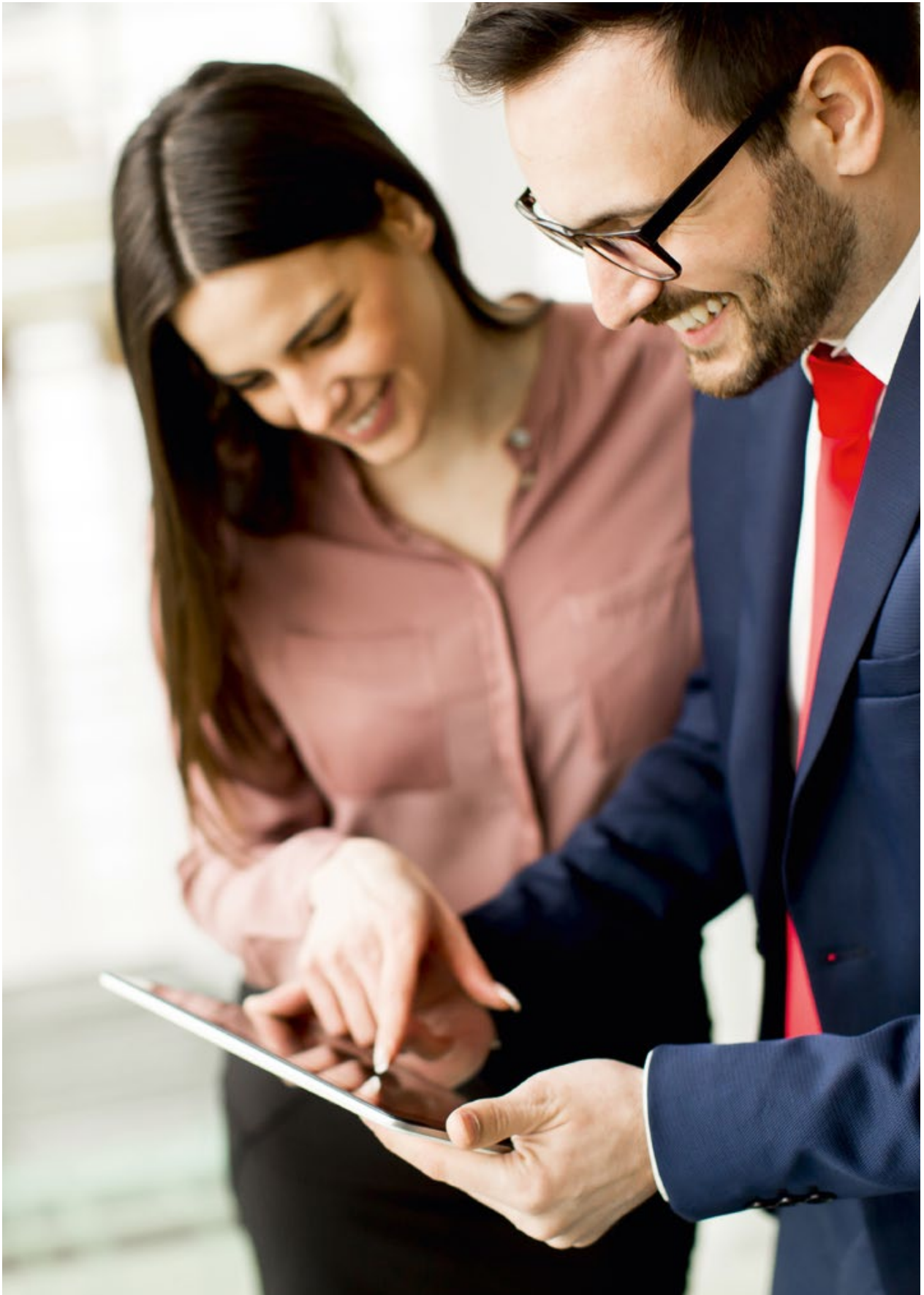
- ✓ Investments into smart lighting systems
- ✓ Increasing the share of renewable energies
- ✓ Improvement of thermal insulation
- ✓ Laying recyclable, environmentally-friendly produced carpets, and much more

### Staff shuttle service

In addition to environmental initiatives in our core business, we also emphasise environmental measures at our sites. Around 30 employees take advantage of the free company bus service which runs between Vienna and Wiener Neudorf. Thanks to this initiative, individual travel by personal car was significantly reduced. Furthermore, the numerous private car-sharing groups formed by our employees demonstrate their responsible attitude to ecology and economics.







## 6. QUALITY



## 6.1. Declaration of the Management



### Quality Policy

In daily competition, satisfied customers are the key to success. In this sense, CONTAINEX has defined a central corporate principle:

*"In providing our product services, we want to meet the wishes  
of our customers better than our competitors do."*

By "better meeting these wishes", we mean the competent behaviour of our staff as well as flexibility, reliability and punctuality in the implementation of customer requirements. In addition to the seamless monitoring of production processes, quality controls and prompt processing of complaints, as well as preventive measures to avoid errors.

The integration of our suppliers and partners in our management systems and the long-term and close relationship form another cornerstone in the achievement of these quality objectives.

The CONTAINEX working processes are documented and part of our "CONTAINEX GREEN technology" quality management system and form the basis for the continuous improvement process (CIP).

CONTAINEX agrees measurable quality objectives with all organisational units and evaluates their degree of fulfilment using modern IT systems. The results are analysed by all management levels and form the basis for future management decisions.

For the Board

February 2021

Handwritten signature of Günter Ringhofer in blue ink.  
Günter Ringhofer

Handwritten signature of Wolfgang Lang in blue ink.  
Wolfgang Lang



***“The race is about who offers the best service,  
not the cheapest”***

Following this motto, customer satisfaction is the number one priority of CONTAINEX. For only outstanding quality ensures our sustainable employment and high earning power. In order to consistently and reliably offer this superior quality, we provide all services in accordance with clearly defined and highly efficient internal processes. Whereby we define quality in our quality management as follows:

*Quality is the conformity of a product, process or service in terms of customer expectation (target) and product characteristics or execution (actual).*



## 6.2. Area of responsibility: Quality

**In this area, our quality management officer is responsible for a variety of tasks:**

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Responsibility for all quality assurance measures, and reporting directly to the Management | <input checked="" type="checkbox"/> Auditing of all divisions and services at least annually, including control of the target processes   |
| <input checked="" type="checkbox"/> Structuring and documenting the work processes  | <input checked="" type="checkbox"/> Measuring our quality of service based on quality-relevant KPIs (Key Performance Indicators), analysis and evaluations as well as reporting to the Commercial Management and to the Management. |
| <input checked="" type="checkbox"/> Control of the continuous improvement process (process management)                          |   |
| <input checked="" type="checkbox"/> Training of internal auditors   | <input checked="" type="checkbox"/> Development of necessary corrective actions in cooperation with the training department (coaching, training, etc.)  |

## 6.3. Success Through Quality

The “Success through Quality” program has been running since 2012. The aim of this quality offensive initiated by the Board is the gradual improvement of the standard of our services up to their faultless and deviation-free performance.

### The Continuous Improvement Process focuses on four core areas:

- |                                 |  |
|---------------------------------|--|
| ✓ Customer agreements           | ✓ Production control                               |
| ✓ Communication and Information | ✓ Optimised utilisation of the entire rental fleet |

### 6.3.1. Customer Agreements

As each customer has individual requirements, we not only need to know them when preparing and subsequently fulfilling our proposal, but also understand them. That is why we unequivocally stipulate the mutually agreed scope of services in a written “framework agreement”. Before beginning a collaboration, we inform all employees involved in an implementation meeting about

- Feasibility of the project
- Technical specifications
- Delivery times
- Transport options
- Assembly work
- And much more.



### 6.3.2. Communication and Information

The increasing lack of space and the frequently changing building regulations contribute to an increasingly complex supply chain in our value-added process. Meeting the demands of our customers requires a high planning and communication effort.

In the online age (e.g. e-mail, WhatsApp or online forums), information can be transmitted quickly. However, these communication tools can all too easily create an “information overload”. With the problematic consequence of information simply getting lost in the abundance of messages.

Consistent feedback from customers, suppliers and employees has motivated us to improve the communication procedure as part of our quality initiative. In order to convey critical information reliably and promptly to the correct addressee, at CONTAINEX the following rule applies:

#### **“Important information verbally before writing”**

Confirm the outcome of the phone call in writing!

The many positive responses to “proactive information” have confirmed this measure as correct and necessary.



## 6.4. Internal Quality Audits

The quality management team at CONTAINEX has trained some 3 experienced staff from the departments and Shared Services to become internal auditors. Their task is to audit each division once a year as part of the “Success through quality” initiative. The audit topics are practice-oriented, consider current customer requirements, and are updated annually.

Basic audit contents are:

- ☑ Compliance with the work processes
- ☑ Review of qualitative goal achievement
- ☑ Quality KPIs
- ☑ Control of the education and training measures of employees

CONTAINEX evaluates the results, documents them and, in case of deviations, develops suggestions for improvements and corrective measures. The proposals are presented to the management in person, and their implementation is reviewed and documented by quality management.

In the event of recurring deviations, a notification is sent to the training department to include these topics in the current training program. In a Management Summary, the Board is informed continuously.

## 6.5. Quality KPIs

On the way to an objective quality assessment, in cooperation with Controlling, the quality management of CONTAINEX has expanded the existing quality measurement with additional substantive quality indicators. The new quality parameters permit a more differentiated assessment of our products and services and support targeted corrective measures within the framework of the Continuous Improvement Process.

The evaluations are also a basis for the quality objectives of the individual divisions and are subsequently integrated as key figures in the CONTAINEX Championships (“sporting” competition between the divisions).

Development of the quality indicators is part of our “Success through quality” quality initiative.



## 6.6. “WIN” - Modernisation of the Software Landscape

About two years ago, a fundamental modernization of “Software 2000” was kicked off. By 2020, the software landscape in four sections will be thoroughly overhauled, among other things, in cooperation with external partners such as Ernst & Young and IBM.

An elaborate roadmap “CONTAINEX IT 2020” defines the priority and order of the individual projects.

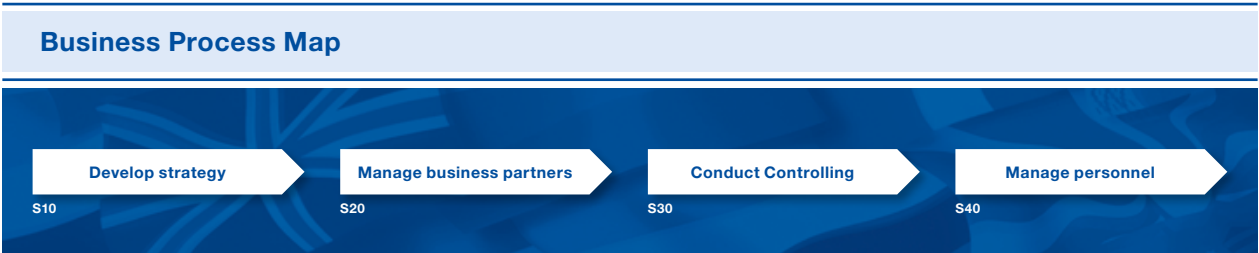
The focus is on the implementation of

- ☑ a new and comprehensive CRM system
- ☑ a central PLM/PDM system, networked with all production plants
- ☑ a central ERP solution, networked with all production plants
- ☑ new environment systems in the Group environment

## 6.7. Process Management and Lean Management

The modernisation of the software landscape is also the ideal time to analyse existing IST processes in production, service steps and Shared Services, and to simplify them in terms of automated processes.

In this way, we pursue the objective of optimally and profitably - in a “lean” manner - coordinating all activities required for providing products and services in a lean organisation, taking into account customer and supplier expectations.



Strategic processes

# 7. PRODUCTION PLANTS - IN-HOUSE EUROPEAN PRODUCTION

The **CONTAINEX**  
production plants  
at a glance



The decades-long partnership with our own certified production plants ensures a controlled and high product quality. Owning these plants in Bosnia & Herzegovina, the Czech Republic, Slovakia and Slovenia

ensures independence from suppliers, but also a continuous production volume of consistent and high quality.

## 7.1. Latest Technologies

The company currently has modern, fully-automated equipment in the production and painting areas. When it comes to cutting, plasma welding and production work, robots help to ensure time savings and improved humanisation in the workplace. This ensures that intermediate products do not have to be labori-

ously produced by humans, but are instead built by robots. However, the monitoring of all steps is carried out by humans and makes a significant contribution to quality assurance. Intensive work is being carried out on the expansion of robotic systems in all production plants.

## 7.2. Certifications (EN ISO 9001:2015, EN 1090, CE Declaration of Conformity)

The certification of our production facilities by renowned institutes in accordance with EN ISO 9001:2015, EN 1090 ensures the production and product quality required in Europe. Both the products and the production plants meet international standards and have different certifications. The production plants have e.g. an EN ISO 9001 certificate, which

certifies the flawless production, development and sale of mobile accommodation units. In addition to the CE-Declaration of Conformity, certificates for the statics and built-in components, the portable cabins, sanitary cabins and storage containers are produced to the highest standard according to country-specific guidelines.

### 7.2.1. EN ISO 9001:2015

EN ISO 9001 specifies the minimum requirements of a quality management system (QM system), which an organisation must meet in order to provide products and services that fulfil customer expectations and possible regulatory requirements. At the same time, the management system is subject to a continuous improvement process.

The process-oriented approach is based on the four main processes of an organisation, which transforms input into output. The standard considers these processes (operations) and compares the target specifications (planning) with the actual values. In case of deviations, improvements and changes are defined and planned. This completes the Plan - Do - Check - Act circle, also called the PDCA cycle.

#### The eight main chapters of the standard are:

- ✓ **Chapters 1-3:** contain foreword and general information
- ✓ **Chapter 4:** Quality management system
- ✓ **Chapter 5:** Responsibility of the Management
- ✓ **Chapter 6:** Management of resources
- ✓ **Chapter 7:** Product realisation
- ✓ **Chapter 8:** Measurement, analysis and improvement





### 7.2.2. EN 1090

With the introduction of the Construction Products Directive 89/106/EEC, among other things, it became necessary to create the following uniform European regulations:

- ☑ Standards for the design and construction of metal structures
- ☑ Determination of conformity assessment procedures



#### EN 1090-1

As a harmonised standard (hEN), regulates the requirements for proof of conformity for steel, aluminium and composite steel and concrete structures, each produced in series and non-series production as well as an assembly kit.

#### EN 1090-2

Contains technical regulations for the construction of steel structures and is a replacement for all pre-standards for this part as well as partial replacement for DIN 18800-7.

### 7.2.3. CE - Declaration of Conformity

The CE-mark indicates that a construction product corresponds to a “harmonised” European standard (hEN) and confirms application of the system specified in the certificate of conformity.

With the EU declaration of conformity, the manufacturer (or, if located outside the EU, its authorised representative within the EU) confirms that the product they have placed on the market corresponds to the basic health and safety requirements of all relevant European directives and therefore conforms to them. The EU-declaration of conformity is the basis for the CE-mark of the corresponding product.





#### 7.2.4. Inspection of Shipping Containers (CSC - Container Safety Convention)

Generally, every ISO container used in international transport must have a valid safety certification label, the so-called CSC plate. CSC is the abbreviation for

Container Safety Convention. Necessary checks that lead to a CSC certification label include the following checks:

##### Container exterior:

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> No holes or cracks in walls or roof   | <input checked="" type="checkbox"/> For Open Top containers: Roof braces are complete and used correctly   |
| <input checked="" type="checkbox"/> Doors are passable  | <input checked="" type="checkbox"/> For Open Top containers: Tarpaulins are undamaged and suitable; ends of the tarpaulin ropes are undamaged; all roof eyes are present |
| <input checked="" type="checkbox"/> Locking devices work properly   | <input checked="" type="checkbox"/> For hardtop containers: roof is undamaged, roof lock is suitable and passable  |
| <input checked="" type="checkbox"/> No labels from the last load, e.g. IMO placards   |  |
| <input checked="" type="checkbox"/> For Flats: Stanchions (if ordered) are complete and used correctly. For 40' Flats: All lashing straps are present |  |

##### Container interior:

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Container is waterproof. Test method: go into the container, close both doors tightly and look for light (e.g. through cracks, holes, door seals, etc.) | <input checked="" type="checkbox"/> Container is completely dry inside. (Wipe away any existing condensation or frost to prevent corrosion and moisture damage to the load) |
| <input checked="" type="checkbox"/> Container is clean, free from load residues and odourless   | <input checked="" type="checkbox"/> No nails or other protruding objects that could damage the load   |

7.2.5. DNV-GL

With the DNV-GL certificate, a type test takes place for all portable and sanitary cabins, storage containers and the products, materials and processes used with them. The methods comply with international or national standards and are continuously improved.



7.3. Centralised Purchasing and Product Development

Raw materials for all production plants are purchased centrally via CONTAINEX. This significantly contributes to resource minimisation and brings further advantages.

Advantages:

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Centralisation of all purchasing activities         | <input checked="" type="checkbox"/> Uniform appearance                                  |
| <input checked="" type="checkbox"/> Bundling of quantities                              | <input checked="" type="checkbox"/> Optimised process costs                             |
| <input checked="" type="checkbox"/> Free combinability of the products among themselves | <input checked="" type="checkbox"/> Improved logistics, auditing and invoice settlement |







## 7.4. Sustainable Development

### 7.4.1. Environment

Energy-efficient and environmentally-friendly products with a long service life are the result of many years of development work by our own engineers. In the process, the use of materials that are beneficial to the environment and health and recyclable is at the forefront.

Our products bear the “CONTAINEX GREEN Technology” certificate, which is a symbol of compliance with ecological standards and sustainable development. The underlying company goals regarding the environment are divided into rationalisation of raw materials,

resources, energy and the reduction of produced waste. Furthermore, the continual sorting and treatment of waste is improved. Another important part of this is the eco-friendly painting line, which uses environmentally-friendly paints and energy-efficient equipment. At the same time, enormous importance is placed on the permanent cleaning of technological air and the treatment of waste water. With an in-house mechanical-biological treatment plant, an important step has been taken towards environmental protection.

### 7.4.2. Health & Safety

Thanks to permanent investments in modern technological equipment, production planning and IT processes, a comfortable and safe working environment is created for employees in the production plants.

Specially created healthy-living programmes, in addition to sporting activities, are intended to help employees improve their mental and physical well-being and quality of life.



### 7.4.3. Employees

A pleasant working atmosphere, a corresponding system of internal communication and the diversified system of remuneration are the core values of the organisational culture. These are intended to promote employee satisfaction and motivation in order to achieve company goals. The aim is a working environ-

ment in which all production plant employees can achieve their highest potential. This is promoted through a wide range of educational, training and development opportunities. In addition, several internships for pupils and students as well as summer jobs are provided each year.





## 7.5. Material Procurement, Product Development and Production

The quality-oriented production is based on the use of selected raw materials and is done using modern and environmentally-friendly technologies, such as a powder coating or CNC-controlled hydraulic presses. This not only allows minimal production tolerances, but also offers consistent, high-quality and long-lasting quality.

The certifications of the production plants (SK-CONT and CZECH-CONT) in accordance with EN ISO 9001:2008, EN 1090-1, EN 3834, as well as the CE marking of our containers, only serve to underline our quality standards!

The distribution of containers (sale and rental) throughout Europe is organised by CONTAINEX.

### 7.5.1. Production of Components - modern and dynamic

CONTAINEX has state-of-the-art production machines. The high degree of automation makes it possible to produce individual components with absolute precision. The production of individual components requires the

utmost precision, in order to ensure that the finished portable and sanitary cabins are dimensionally accurate and comply with standards.





### 7.5.2. Assembling - productive and efficient

Precise mechanisms are used to weld and process prefabricated components with minimal tolerances and turn them into individual semi-finished products.

Highly trained and certified welders guarantee perfect welding to dimensionally accurate floor and roof frames.

### 7.5.3. Painting - Sustainable and environmentally-friendly

All frame components are protected from corrosion by a primer based on environmentally-friendly and energy-efficient nano technology in combination with

a high-quality powder coating. This comprehensive surface treatment offers high protection against mechanical damage and UV protection for many years.





#### 7.5.4. Final Assembly - Modular and extendable

The completion works are carried out by experienced fitters, installers and electricians in accordance with customer specifications.

#### 7.5.5. Quality Control - Quality and Safety

Quality control is an ongoing process, which is integral to every production department. Every container is checked before it enters the next production process. After completion, the final inspection is carried

out. This is confirmed by the green dot and guarantees the prescribed quality! The CONTAINEX production plants are certified according to EN 1090 and the products are certified according to CE.

#### 7.5.6. Loading - Transport and Satisfaction

Loading and securing for transport is the last contact with the finished product before it is handed over to the carrier and subsequently to the customer. Careful

securing of the load and appropriate transport protection guarantee that the end product is safely transported and arrives at the recipient in perfect condition.



## 8. ENVIRONMENTAL DATA OF THE WALTER GROUP

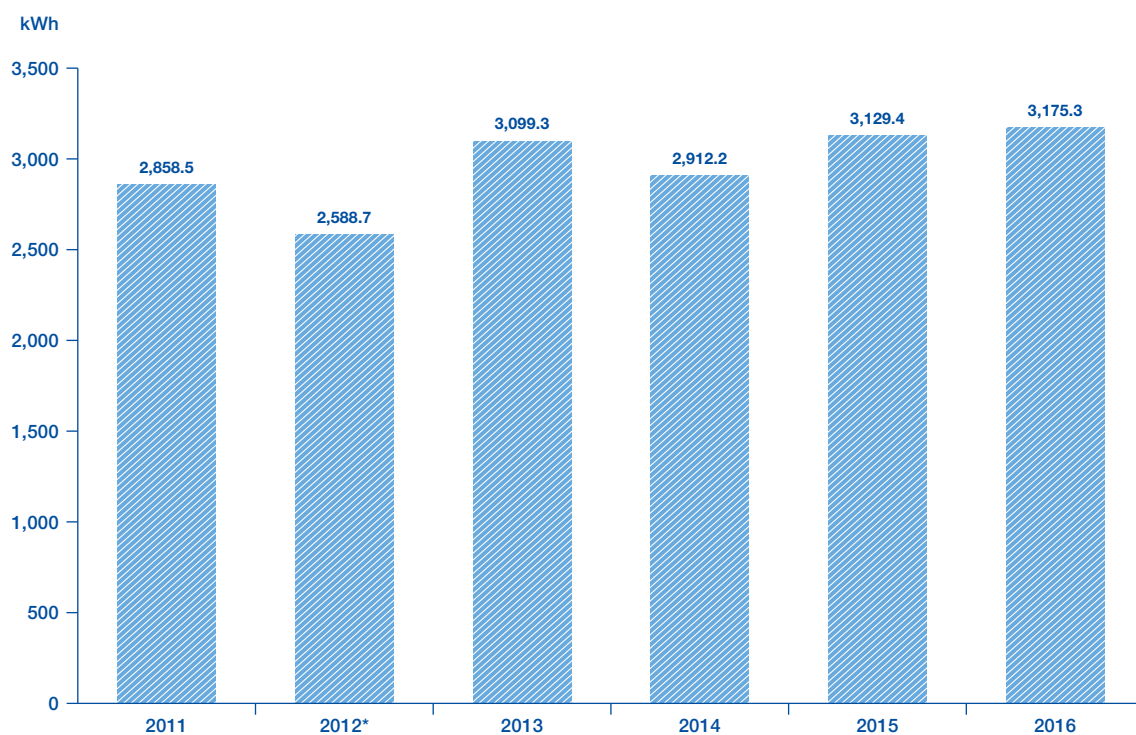




## 8.1. Energy Expenditure Wiener Neudorf and Kufstein

ENERGY CONSUMPTION / YEAR	2014	2015	2016
<b>Power</b>	3,307,845 kWh	3,787,638 kWh	3,741,240 kWh
<b>Natural gas</b> HQ Vienna / Wiener Neudorf	656,365 kWh	665,118 kWh	1,078,581 kWh
<b>District heating</b> Kufstein / Tirol site	357,500 kWh	409,130 kWh	363,170 kWh
<b>Water</b> HQ Vienna / Wiener Neudorf & Kufstein / Tirol site	9,572 m <sup>3</sup>	16,204 m <sup>3</sup>	18,639 m <sup>3</sup>

### Development of energy consumption per employee and year



\* Gas pipeline shut down for three months due to reconstruction work

## 8.2. Waste Balance 2013

NAME AND KEY CODE		CONTAINEX
Industrial waste, residual waste, household waste	91101	415 x 1100 l 2,570 kg (20/30m <sup>3</sup> trough extra)
Packaging material, boxes	91201	15,265 kg
Mixed plastic waste	91207	by WALTER LAGER-BETRIEBE
Waste paper	18718	91 x 1100 l
Wooden packaging (untreated)	17201	--
Wood (treated)	17202	13,490 kg
Old varnishes, paints, solvents	55502 55370	82 kg
Empty spray cans (compressed gas packaging)	59803	157 kg
Solid grease- or oil-smearred equipment (workshop waste)	54930	166 kg
Used oil containers	54929	--
Waste oils	54102	--
Discarded metal, scrap	35103 35105	8,140 kg
Scissors scrap (metal with plastic parts)		--
Bulky waste (trough)	91401	5,590 kg
Solid data carriers (EDP-tapes, disks)	57115	by LKW WALTER, WND
Grease trap	12501	--
Electronic scrap Screens	35202 35212	by LKW WALTER, WND
Printing ink residue, toner	55509	by LKW WALTER, WND
Cooling units	35205	--
Tyres with and without rim	57502	Returned to retailers

NAME AND KEY CODE		CONTAINEX
Clear glass	31468	by LKW WALTER, WND
Coloured glass	31469	by LKW WALTER, WND
Styrofoam	57108	Household amounts in the residual waste
Oil/petrol separator contents	54702	--
Street sweeping waste (grit)	91501	by LKW WALTER, WND
Cesspit contents (at Terminal Nord 1)		--
Kitchen and canteen waste (6 pcs. 120 l tonnes)	91202	by LKW WALTER, WND
Chemicals (chemical waste)	59305	by LKW WALTER, WND
Lead acid battery	35322	--
Iron and steel waste, contaminated (Empty oil drums, paint containers)	35106 55513 57127	92 kg -- 04 kg
Refrigerant	55205	--
Cold oil	54102	--
Aluminium cans	35304	In the residual waste
Fluorescent lights	35339	--
Construction mix (construction site waste, but no rubble, no delivery notes)	91206	--
Rubble	31409	by employed professionals
Plastic waste	57129	In the residual waste
Food past its expiry date	11102	by LKW WALTER, WND
Screens	35201	by LKW WALTER, WND
(Small) batteries, unsorted	35338	by LKW WALTER, WND
Sewer cleaning material (residues from sewer cleaning, sand slurry harmless)	94702 31625	-- --



NAME AND KEY CODE		CONTAINEX
Human and veterinary waste	97101	--
Other oil-water mixtures	54408	CTX recycling plant 23,060 kg
Lumber and demolition wood after construction work	17202	--

### 8.3. Waste Balance 2014

NAME AND KEY CODE		CONTAINEX
Industrial waste, residual waste, household waste	91101	519 x 1100 l
Packaging material, boxes	91201	8,150 kg
Mixed plastic waste	91207	by WALTER LAGER-BETRIEBE
Waste paper	18718	108 x 1100 l
Wooden packaging (untreated)	17201	--
Wood (treated)	17202	25,550 kg
Old varnishes, paints, solvents	55502 55370	305 kg
Empty spray cans (compressed gas packaging)	59803	294 kg
Solid grease- or oil-smeared equipment (workshop waste)	54930	88 kg
Used oil containers	54929	--
Waste oils	54102	872 kg
Discarded metal, scrap	35103 35105	16,060 kg
Scissors scrap (metal with plastic parts)		--
Bulky waste (trough)	91401	4,610 kg

NAME AND KEY CODE		CONTAINEX
<b>Solid data carriers</b> (EDP-tapes, disks)	57115	by LKW WALTER, WND
<b>Grease trap</b>	12501	--
<b>Electronic scrap Screens</b>	35202 35212	by LKW WALTER, WND
<b>Printing ink residue, toner</b>	55509	by LKW WALTER, WND
<b>Cooling units</b>	35205	--
<b>Tyres with and without rim</b>	57502	Returned to retailers
<b>Clear glass</b>	31468	by LKW WALTER, WND
<b>Coloured glass</b>	31469	by LKW WALTER, WND
<b>Styrofoam</b>	57108	Household amounts in the residual waste
<b>Oil/petrol separator contents</b>	54702	--
<b>Street sweeping waste</b> (grit)	91501	by LKW WALTER, WND
<b>Cesspit contents</b> (at Terminal Nord 1)		--
<b>Kitchen and canteen waste</b> (6 pcs. 120 l tonnes)	91202	by LKW WALTER, WND
<b>Chemicals</b> (chemical waste)	59305	by LKW WALTER, WND
<b>Lead acid battery</b>	35322	--
<b>Iron and steel waste, contaminated</b> (Empty oil drums, paint containers)	35106 55513 57127	--
<b>Refrigerant</b>	55205	--
<b>Cold oil</b>	54102	--
<b>Aluminium cans</b>	35304	In the residual waste
<b>Fluorescent lights</b>	35339	--
<b>Construction mix</b> (construction site waste, but no rubble, no delivery notes)	91206	--

NAME AND KEY CODE		CONTAINEX
Rubble	31409	by employed professionals
Plastic waste	57129	In the residual waste
Food past its expiry date	11102	by LKW WALTER, WND
Screens	35201	by LKW WALTER, WND
(Small) batteries, unsorted	35338	by LKW WALTER, WND
Sewer cleaning material (residues from sewer cleaning, sand slurry harmless)	94702 31625	--
Human and veterinary waste	97101	--
Lumber and demolition wood after construction work	17202	--
Detergent and cleaning agent waste hazardous	59405	--

## 8.4. Waste Balance 2015

NAME AND KEY CODE		CONTAINEX
Industrial waste, residual waste, household waste	91101	62,150 kg
Packaging material, boxes	91201	3,380 kg
Mixed plastic waste	91207	by WALTER LAGER-BETRIEBE
Waste paper	18718	5,665 kg
Wooden packaging (untreated)	17201	--
Wood (treated)	17202	33,640 kg
Old varnishes, paints, solvents	55502 55370	242 kg
Empty spray cans (compressed gas packaging)	59803	380 kg



NAME AND KEY CODE		CONTAINEX
<b>Solid grease- or oil-smeared equipment</b> (workshop waste)	54930	60 kg
<b>Used oil containers</b>	54929	--
<b>Waste oils</b>	54102	1000 l/850 kg
<b>Discarded metal, scrap</b>	35103 35105	13,150 kg
<b>Bulky waste</b> (trough)	91401	9,585 kg
<b>Solid data carriers</b> (EDP-tapes, disks)	57115	by LKW WALTER, WND
<b>Grease trap</b>	12501	--
<b>Electronic scrap Screens</b>	35202 35212	by LKW WALTER, WND
<b>Printing ink residue, toner</b>	55509	215 kg
<b>Cooling units</b>	35205	665 kg
<b>Clear glass</b>	31468	by LKW WALTER, WND
<b>Coloured glass</b>	31469	by LKW WALTER, WND
<b>Oil/petrol separator contents</b>	54702	--
<b>Street sweeping waste</b> (grit)	91501	by LKW WALTER, WND
<b>Kitchen and canteen waste</b> (6 pcs. 120 l tonnes)	91202	by LKW WALTER, WND
<b>Fats</b> (e.g. frying oils)		by LKW WALTER, WND
<b>Chemicals</b> (chemical waste)	59305	by LKW WALTER, WND
<b>Lead acid battery</b>	35322	--
<b>Iron and steel waste, contaminated</b> (Empty oil drums, paint containers)	35106 55513 57127	--
<b>Refrigerant</b>	55205	--
<b>Cold oil</b>	54102	--

NAME AND KEY CODE		CONTAINEX
<b>Aluminium cans</b>	35304	In the residual waste
<b>Fluorescent lights</b>	35339	by LKW WALTER, WND
<b>Construction mix</b> (construction site waste, but no rubble, no delivery notes)	91206	--
<b>Rubble</b>	31409	by employed professionals
<b>Plastic waste</b>	57129	In the residual waste
<b>Food past its expiry date</b>	11102	by LKW WALTER, WND
<b>Screens</b>	35201	by LKW WALTER, WND
<b>(Small) batteries, unsorted</b>	35338	by LKW WALTER, WND
<b>Sewer cleaning material</b> (residues from sewer cleaning, sand slurry harmless)	94702 31625	--
<b>Human and veterinary waste</b>	97101	--
<b>Lumber and demolition wood after construction work</b>	17202	--

# 9. ENVIRONMENTAL ACTIVITIES

## 9.1. Environmental Activities at the Sites

OBJECTIVE	MEASURES	RESPONSIBILITY	PROJECT STATUS
ENVIRONMENTAL MANAGEMENT SYSTEM			
Certification according to CONTAINEX SHEQ & CONTAINEX GREEN technology	The environmental management system implemented in 2008 will be continuously developed as part of the next quality audit.	Shared Service SHEQ-Management	<div></div>
ENVIRONMENTAL MANAGEMENT			
Cooperation with stakeholders	“CSR and Sustainability EcoVadis” Participation in the platform for companies involved in the areas of Social Responsibility (CSR) and Sustainability	Shared Service SHEQ-Management	<div>✔</div>
	Participation in the Eco-Management Program (Lower Austrian Environment System)		<div>✔</div>
NEW BUILDINGS AND REVITALIZATION OF EXISTING PROPERTIES			
High energy efficiency and sustainable construction	Planning, construction and revitalisation of units in accordance with ecological factors	Shared Service Building & Facility Management	<div></div>
Use of sustainable and recyclable building materials and grades	Recyclable carpet tiles from environmentally-certified production		<div></div>
	Replacement of lighting systems with low-consumption LED lighting		<div></div>
OFFICE BUILDING ANNEX “OFFICE BUILDING NORTH”			
■ Energy-efficient and sustainable construction	Use of sustainable building materials and grades	Shared Service Building & Facility Management	<div>✔</div>
■ Low-energy office building	Intelligent lighting systems (motion- and daylight-dependent, low-consumption LED lighting)		<div>✔</div>
■ Excellent indoor climate for high quality of occupancy for employees	Use of 100 % green electricity		<div>✔</div>
■ Increased use of daylight	High thermal insulation		<div>✔</div>

**KEY:** ☑ = Project completed    ○ = Project ongoing or under implementation



OBJECTIVE	MEASURES	RESPONSIBILITY	PROJECT STATUS
ENERGY			
Comprehensive energy monitoring	Measurement of water and electricity consumption for all units		○
	Comparison with the previous periods		○
	Calculation of energy demand per employee (corrective action, where required)		○
Use of renewables for heating and cooling	Use of geothermal energy by means of heat pumps		☑
	Construction of solar energy plants for hot water treatment		☑
Construction of a photovoltaic system	Assessment of construction costs, the degree of efficiency and the direct use of the generated energy		○
Increase energy efficiency	Building control in all facilities	Shared Service Building & Facility Management	☑
	Energy recovery systems		☑
	Hot water treatment in low temperature ranges		☑
	Equipping all units with automatically controlled external shutters		☑
WATER			
Reduction of water consumption per employee	Flushing stops in the toilet facilities	Shared Service Building & Facility Management	☑
	Central cleaning of tea and coffee cups in the canteen kitchen dishwasher		☑
PURCHASING			
Consideration of environmental aspects when purchasing supplies, equipment and machinery as well as services	Test and selection of energy-optimized office equipment	Shared Service General purchasing	☑
	Consideration of recyclable materials		☑
	Use of wood-free, chlorine-free photocopying paper from environmentally-certified production		☑
	Use of multi-purpose toner cartridges for refilling		☑



OBJECTIVE	MEASURES	RESPONSIBILITY	PROJECT STATUS
<b>WASTE</b>			
<b>Waste reduction and waste prevention</b>	Reduction of paper consumption by means of software solutions such as electronic transport filing, electronic archive or electronic invoicing	<b>Shared Services IT, Lean Management and General Purchasing</b>	☑
	Double-sided copying		☑
	Multiple use of PVC file films		☑
<b>Waste reduction and waste prevention</b>	Introduction of ideas for waste prevention	<b>Research &amp; Development Team</b>	○
<b>Waste separation</b>	Waste separation at all meeting points and in the offices	<b>Shared Service Building &amp; Facility Management</b>	☑
<b>Waste management concept</b>	Renewal of the waste management concept	<b>Shared Services Safety, fire protection, waste management</b>	☑
<b>Recycling of truck tarpaulins</b>	Selling old truck tarpaulins to bag manufacturers	<b>WALTER LEASING</b>	☑
<b>Disposal of packaging material</b>	Disclaimer and licence agreement with ARA (Altstoff Recycling Austria)	<b>Shared Services Safety, fire protection, waste management</b>	☑
<b>CLEANING</b>			
<b>Use of environmentally-friendly cleaning products</b>	Contracting the cleaning in the course of a tender to an environmentally award-winning service company	<b>Shared Service Building &amp; Facility Management</b>	☑

**KEY:** ☑ = Project completed    ○ = Project ongoing or under implementation

OBJECTIVE	MEASURES	RESPONSIBILITY	PROJECT STATUS
<b>STAFF</b>			
<b>Training and motivation for environmentally-aware behaviour</b>	Introductory training for new employees on the topics of waste separation, optimal use of building services and environmentally-aware behaviour in the workplace	<b>Shared Services Staff Training and safety, fire protection, waste management</b>	○
	Internal workshops, moderated by the SHEQ team		○
<b>Coordination of the environmental activities</b>	Development of job descriptions for all environmental officers	<b>Shared Service SHEQ-Management</b>	○
	Preparation of training documents		○
	Conducting training and workshops		○
	Evaluation of employee suggestions regarding environmental issues		○
	Efficient travel (use of a cross-transport visit suggestion program, grouping of travel days)		○
	Avoidance of travel (purchase of multiple video conferencing systems in Wiener Neudorf and Kufstein)		☑
<b>Promote the use of public transport</b>	Free company bus service from and to Vienna	<b>Shared Service Human Resources</b>	☑
<b>Environmentally-friendly company cars</b>	Purchasing company cars according to ecological procurement guidelines	<b>Shared Service General purchasing</b>	☑
<b>LEGAL COMPLIANCE</b>			
<b>Complying with applicable legislation in the field of energy, safety and Environment</b>	Conducting recurrent tests	<b>Shared Services legal matters, Building &amp; Facility Management and Safety, fire protection, waste management</b>	○
	Appointment of officers		○
	Creation of waste management concept		○
	Review of decision conformities		○
	Conducting a workplace evaluation		○
	Approval process for the transport of dangerous goods		○
	Conducting energy audits in the context of the Energy Efficiency Act		○

**KEY:** ☑ = Project completed ○ = Project ongoing or under implementation



#### Note:

In this text, we have renounced gender-specific language in the interest of readability. However, both genders are always addressed in terms of equal treatment.

#### Legal Notes:

The contents have been carefully researched, using reliable sources.  
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