



Our company is at home in the Black Forest, Germany's biggest single natural environment. The sustainable use of natural resources is enshrined in our mission statement.

We are MEVA

2023 Sustainability Report



Contents

About this report / Publishing details	2
Foreword.....	3
Chronicle	4
We are MEVA	6
Our company	6
Values and policies / Compliance	8
Memberships and certificates / Financial policy	9
Sustainability	10
Engagement	13
Social responsibility	
People at MEVA	14
Equal treatment and respect	14
Higher education institutes and Academy	15
Working at MEVA	16
Training and studying at MEVA	17
Value creation.....	18
Outlook and vision.....	21
Our offerings	22
Products and services	
MEVA locations	24

About this report

The MEVA 2023 Sustainability Report describes the measures taken by the MEVA Group to support sustainable business practice and operations. It will allow all interested parties to learn more about our company and offer them a "behind-the-scenes" view. This document is available for download, in German and English, on the MEVA website. It will be updated and expanded on an annual basis or as required. Editorial deadline for this issue: Dec. 2023.

The United Nations (UN) adopted the Agenda 2030 and the associated 17 sustainable development goals in 2015. MEVA is guided by these goals. The following icons are used in this report to indicate our commitment to fair standards in the workplace, to climate protection and to combating injustice in the world.



Publishing details

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"We all have a duty to honour the intergenerational contract and preserve the chance of a livable future for our offspring."

Dear Reader

We are delighted to present you with the MEVA 2023 Sustainability Report. This is an important document which describes the current engagements and visions of our company for humankind and the environment.

MEVA cultivates long-term partnerships worldwide. Our customers create living environments and turn visions into reality. They construct architectural masterpieces, erect soaring skyscrapers and build robust infrastructure such as bridges and tunnels. The resulting structures are of lasting value to humankind. The demands placed on these companies are every bit as diverse as the regions with which they connect us. Their unwavering aim is nonetheless to meet high standards and vouch for sound, cost-effective and sustainable construction. To achieve this, they need tailored services and efficient products with smart detail solutions for everyday site practice. The values adopted by these companies are fully consistent with our own corporate philosophy: Formwork. Simple. Smart.

The name "MEVA" is a byword for high quality – which, in turn, serves as the basis for waste-free sustainability. After all, only products that offer a very long service life, function reliably in countless applications and are eventually recyclable are able to conserve resources. Compromising on product quality, on the other hand, would result in

unnecessary waste and the additional consumption of valuable resources. The achievement of quality necessitates the smooth interaction of various parameters: forward-looking development work, know-how, high standards in purchase and production, and strong support services. And behind each of these is the one overriding factor: people. The best results are delivered by employees who can develop freely and apply their individual strengths within the framework of creative teams.

Each individual leaves behind footprints – whether social or ecological – and thus has an impact on global developments. We all have a duty to honour the intergenerational contract and preserve the chance of a livable future for our offspring. We at MEVA are convinced that considered, transparent action and a far-sighted, visionary approach are a strong foundation for working towards the good of humankind and the environment. This fully accords with values that are more important today than ever before: reliability, honesty, respect, tolerance, a sense of responsibility and a team spirit.

To learn more about how MEVA lives these values, please read on.

Thank you for your interest.
Best regards




Florian F. Dingler,
Owner and Managing Director of MEVA
Schalungs-Systeme GmbH



Chronicle

From the Black Forest into the wide world

MEVA innovations revolutionise the construction industry



1970: Having started off by selling and renting out cranes and other building equipment, Gerhard Dingler recognises the market demand for modern formwork. In the Black Forest town of Haiterbach, he sets up a company with the name of MEVA (an acronym of "**Metallverarbeitung**", meaning "metal processing"). With a pioneering spirit and backed up by a four-strong team, he embarks on the development of cost-effective formwork systems.

As early as **1971**, MEVA unveils a novelty at the leading trade show bauma: the first ever modular panelised formwork system for crane-independent use, which is set to revolutionise the construction industry.

1975 is the year in which MEVA formwork is first exported. Further developments follow. The assembly lock with no losable parts (**1977**), which achieves strong, flush panel connections with just a few hammer blows, has remained state of the art to this very day. This is made possible by the use of frame members which, with ground-breaking closed hollow profiles, are much more robust (**1978**): for this purpose, MEVA develops a special method for processing steel strip in a rolling mill and allowing very tight tolerances to be met – a sensation.

1980 sees the construction of a new production hall. The appearance of the first crane-independent wall and slab formwork, made from aluminium, represents a further highlight. A new sensation follows in **1982** with Mammut, the large-area, heavy-duty formwork with a full-surface fresh concrete load capacity of 97 kN/m². Events come thick and fast in the summer and

autumn of **1987**: MEVA inaugurates Plant II in Haiterbach and sets up branches in Hanover, Munich and Hamburg.

The ensuing years witness the development of further new products, such as the STB support frame for single-sided formwork with a record-breaking height of 14 m and the modular MEP shoring tower system.

MevaDec (**1992**) is the first slab system formwork to combine three application methods in a single product.

In **1995**, MEVA becomes one of the first companies in the formwork sector to introduce a certified quality management system to DIN EN ISO 9001.

The year **2000** sees the switch to the first completely wood-free form face – the alkus all-plastic facing. By virtue of its durability, repairability and consistently high-quality concreting results, it marks an enormous advance in cost-effectiveness and the end of reliance on wear-prone plywood.

"Imperial" is the name given to the first MEVA formwork, with measurements in feet and inches, for the US market (**2001**).

Bigger, faster, more efficient: **2003** witnesses the appearance of the Mammut 350 heavy-duty formwork with a full-surface fresh concrete load capacity of 100 kN/m².

2004 marks completion of the switch, for all MEVA formwork, to the durable all-plastic facing, which comes with a seven-year warranty.

StarTec Securit, the first completely preassembled, foldable safety system, is ready for market in **2006**.

2008: The eyes of the world are on Dubai, where the Burj Khalifa skyscraper – which includes 154 storeys built from in-situ concrete and steel –

„ Understanding what the customer really needs and what makes our work safer, easier and more efficient – that has always been my entrepreneurial mission and the driving force behind all innovations at MEVA. “

Gerhard Dingler, MEVA company founder



smashes all building height records. MevaDec is used to cast slabs at heights of up to 600 m and beyond.

2012 is the year when the MAC automatic climbing system is first deployed on a European building site – in Basel, Switzerland.

In **2013**, company founder Gerhard Dingler passes on responsibility for the company's fortunes to his son Florian F. Dingler.

The modular SecuritBasic safety system for wall formwork achieves compliance with all internationally valid safety requirements in **2014**.

2016 sees the launch of the modular MT 60 shoring tower system with in-built safeguards and a high load capacity.

The patent-pending combi tie hole integrated in the frame of the Mammut XT (**2016**) and StarTec XT (**2019**) wall formwork systems represents a further quantum leap in formwork technology. Now, for the first time, single-sided tying is possible with a taper tie solution requiring fewer components and no additional assembly work. Bringing considerable time savings, the straightforward,

one-touch selection between three tying methods is a real cost-killer.

The period between **2019** and **2023** turns out to be the biggest phase of investment in MEVA's history in Haiterbach: Plants I (production) and II (maintenance of rental and used formwork) are modernised at a cost of over € 7 million. Production robots boost quality and efficiency, and an ultramodern cleaning line significantly reduces energy and resource consumption while workplaces are considerably upgraded.

In early **2022**, Irene Dengler is appointed Commercial Managing Director of MEVA Schalungs-Systeme GmbH, thereby strengthening the now three-strong senior management team. The innovations rolled out at the bauma trade show in Munich in the same year include the MIS (MEVA Integrated Safety) platform system, the VarioMax flexible support system and the cost-effective EcoFix wall formwork.

We are MEVA

Our company



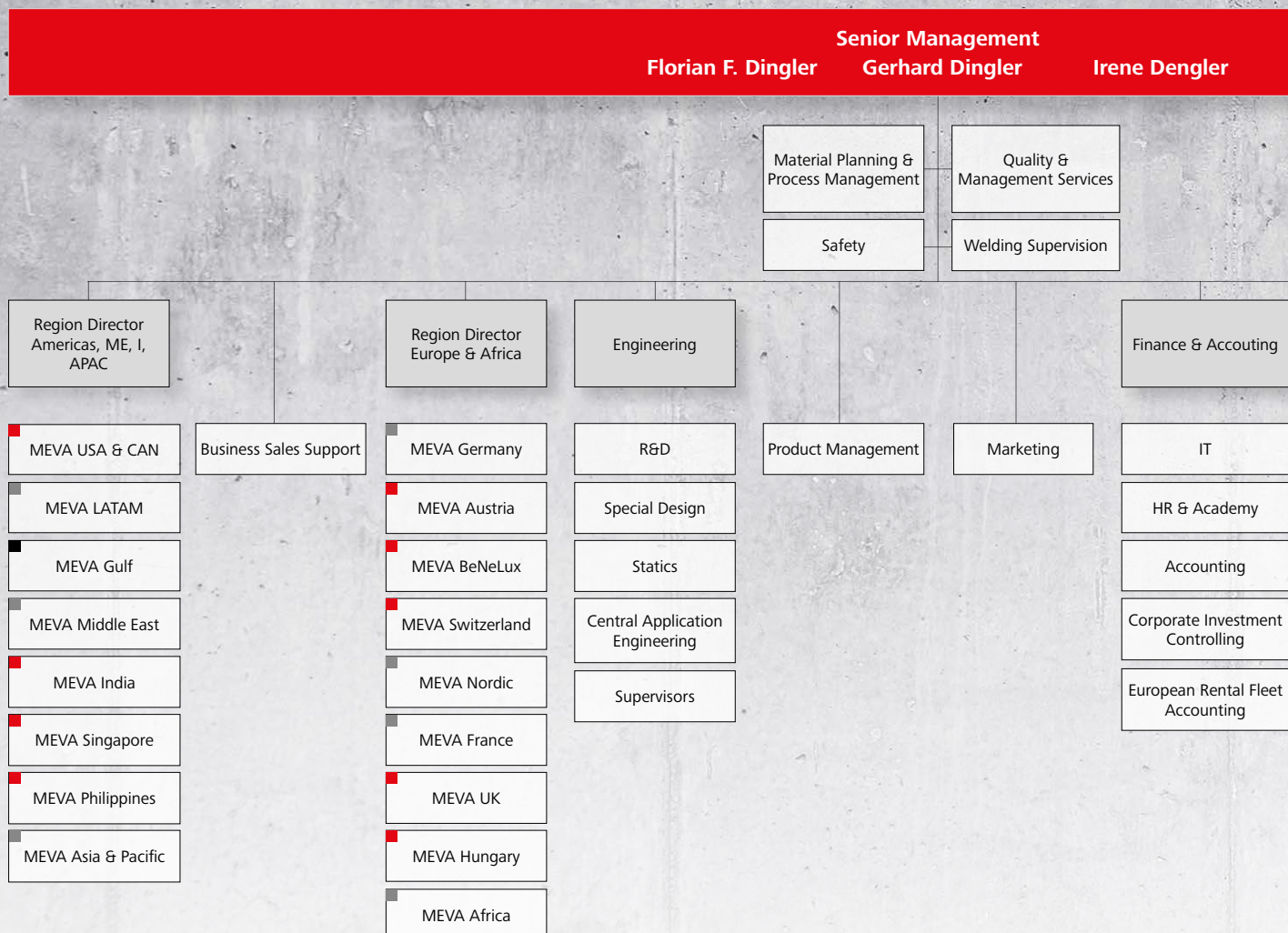
MEVA is a family-run SME and internationally operating formwork manufacturer. It has been headquartered in Haiterbach since its foundation in 1970. Its mission and its duty are to partner construction companies of all sizes on their projects – by providing innovative, high-quality products and comprehensive services.

MEVA's product portfolio ranges from crane-independent formwork and flexible scaffolding solutions to fully automatic climbing systems, specially designed formwork, customised services and digital solutions. With a headcount of some 600 spread across 40 sites in 30 countries, MEVA acts as an on-the-spot partner worldwide.

Independent and far-sighted

As a family-run SME, MEVA combines financial stability with social autonomy. This allows us to conduct our business independently, on our own initiative and with full entrepreneurial decision-making freedom. Our regional representations across the globe are conversant with the relevant industry demands and offer optimised solutions for each specific requirement.

We cater for the interests of our customers, suppliers, employees and partners, and are mindful of our responsibility towards all stakeholders. By cultivating close customer relationships based on understanding and a respectful, trusting partner-

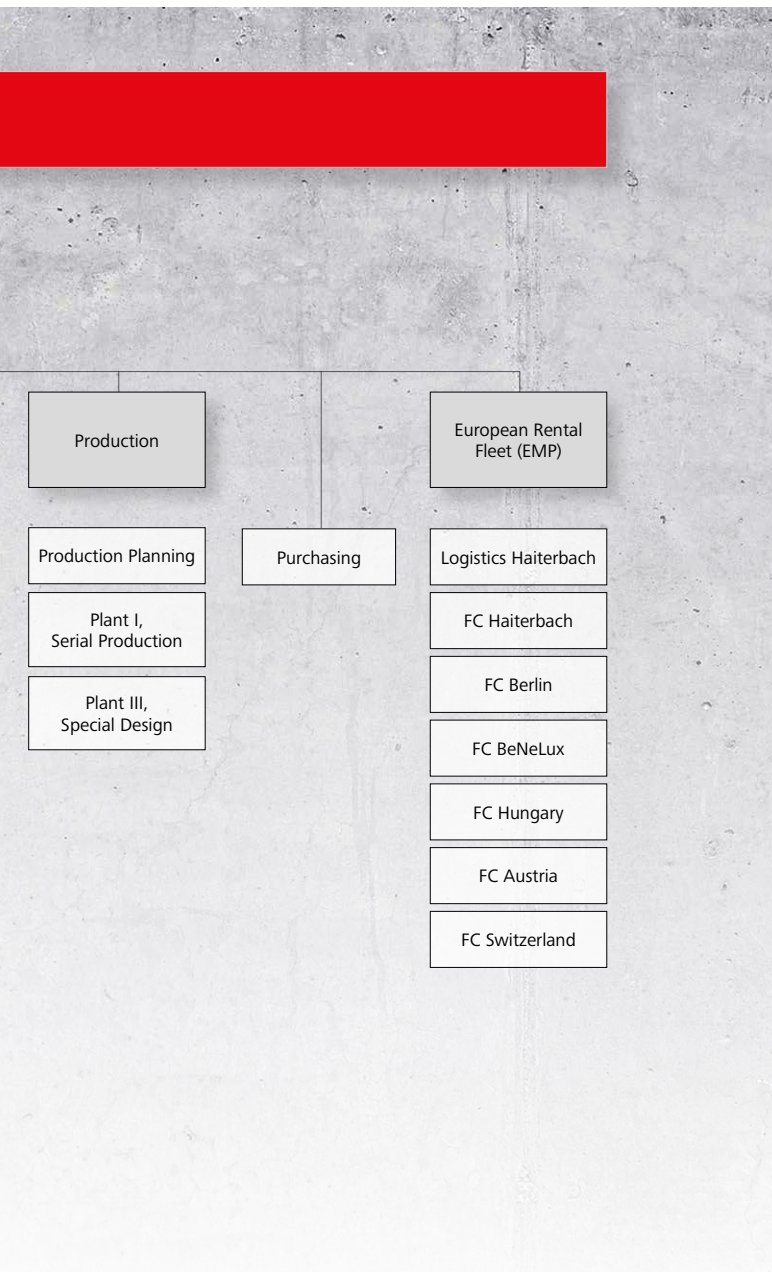


ship, we lay the foundations for meeting all the challenges with which we are confronted. Customer satisfaction and compliance with all legal and contractual requirements are always our top priorities. Our ability to deliver on this, even under difficult circumstances, was borne out during the corona years of 2020 and 2021. Our international networking, decentralised structures and prudent, forward-looking planning enabled us to maintain our global business and delivery operations at all times.

We are driven by the ambition to get better every day without making any compromises on product and service quality.

Facts & figures

- **Company**
 - MEVA Schalungs-Systeme GmbH
- **Year founded**
 - 1970
- **Registered office**
 - Industriestraße 5, 72221 Haiterbach, Germany
- **2021 Group sales**
 - € 129.378 million
- **2021 Group equity ratio**
 - > 57 %
- **Register of companies**
 - HRBB 340133 (District Court, Stuttgart)
- **Legal form**
 - GmbH (limited-liability company)
- **Headcount**
 - Over 600 worldwide (as 31.01.2023)
- **Locations**
 - Over 40 worldwide in 30 countries
- **Certifications**
 - ISO 9001
- **Memberships**
 - GSV – European Concrete Formwork Quality Protection Association
 - CONSTRUCT – European industry organisation
 - ACI – American Concrete Institute
 - ASCC – American Society of Concrete Contractors
- **Senior management**
 - Florian F. Dingler
Owner and Managing Director
 - Gerhard Dingler, Managing Director
 - Irene Dengler, Managing Director



Values and policies



MEVA's philosophy, mission statement, principles and convictions are made available to the entire workforce. The relevant documents describe what we deem important as well as how we work and act. This includes basic rules on identity, sustainability, innovation, environmental protection, our sense of responsibility, customer focus, integrity as well as the fair, legal and ethical treatment of each other and of other interest groups. The following documents serve as guidelines for our strategy:

- **Vision, Mission, Corporate Values** – guidelines for our everyday work.
- **MEVA Corporate Policy** – people, quality, environment.
- **MEVA FairPlay** – our code of conduct for all employees.
- **MEVA Corporate Social Responsibility** – a document underlining MEVA's acceptance, as a company, of its social and ecological responsibility.

Compliance



MEVA champions fair competition and resolutely abides by the **German cartel laws**. We are alert to and take decisive action against any associated breaches. Any identified irregularities may be reported in line with the **German Whistleblower Protection Act**. We do not collude or enter into any agreements with competitors for the purpose of price- or quantity-fixing, or anti-competitive behaviour. We are equally single-minded in our observance of the existing **anti-money laundering laws**. We examine all submitted offers exclusively in terms of fair, objective and uniform criteria, such as quality, price, reliability, transparency and the integrity of the potential or existing business partner. We are convinced that we win over customers and secure contracts by offering quality and outstanding value for money. Through its lawful and impeccable conduct vis-à-vis customers, suppliers and public institutions, MEVA does its utmost to avoid even the slightest suspicion of accepting or granting benefits. We refrain, as a matter of principle,

from any collaboration with customers or suppliers that breach national or international laws or codes, e.g. in respect of **human rights, workers' rights, minimum wage, environmental protection or anti-corruption provisions**. Nor do we work with companies or in countries involved in human trafficking or where forced labour prevails. All due care is taken to ensure that MEVA's bookkeeping records, reports and operating results comply with legal requirements, the principles of proper accounting and internal guidelines.



Memberships and certificates



MEVA was one of the first companies to introduce a **quality management system** worldwide in all subsidiaries. It is regularly audited and certified to **ISO 9001**. Our products are developed in compliance with all relevant international standards and codes, and in consultation with the Product Safety Committee of the German Institution for Statutory Accident Insurance and Prevention (Technical Committee Construction, Berlin). We thereby ensure that our product designs meet the highest German and international site safety requirements. In addition, all products comply with the OSHA (Occupational Safety and Health Administration) standards.

MEVA participates as an active member in the relevant industry committees, organisations and initiatives. We see this as an important contribution to the steady expansion of concrete construction know-how.

- Chair of Technical Committee in GSV – European Concrete Formwork Quality Protection Association
- Formwork manufacturer with lead role in developing "concrete pressure standard" DIN 18218

- Member of American Society of Concrete Contractors (ASCC)
- Motive force behind "Wegweiser Sichtbeton" manual on architectural concrete
- Member of American Concrete Institute (ACI) Formwork Committee, with lead role in framing architectural concrete guidelines
- Member of European industry organisation CONSTRUCT



Financial policy



As a general rule, financial decisions in our company are governed by several fixed criteria, including:

- Self-determined action and decision-making at all times
- Maintenance of long-term financial latitude
- Trusting, long-term partnerships with reputable financial institutions
- Avoidance of risks for MEVA

Risk management system

Given their global reach, all MEVA business units are exposed to a host of risks connected with their entrepreneurial operations. Through the use of a risk management system, MEVA endeavours to detect and avert threats to planned procedures and eliminate risks to the achievement of its corporate goals. Comprising a series of elements systematically embedded in its structural and process organisation, the MEVA risk management system is primarily geared to the company's operational planning and the prescribed risk management strategy. Key components include management meetings and the internal specification of risk areas

plus associated recording and communication. Balance sheet-oriented indicators for turnover, sales, operating results, order levels and production output are used as control parameters for this purpose.

We are aware of MEVA's heavy dependence on trends in global construction activity. A pivotal role is played by demand in the domestic German market, in markets where MEVA is present through its own structures and in those export markets important for the company. Through a gradual strengthening of its export activities, MEVA seeks to offset regional fluctuations and capitalise on global opportunities. Our business operations can be divided between three strong regions:

- Germany: 42 %
- Rest of Europe: 38 %
- Regions outside Europe: 20 %



Sustainability

Identity & resources



As a company and employer, we are mindful of our enormous responsibility towards all interest groups: customers, business partners, authorities, suppliers, employees, test bodies, associations and the general public in civil society. Entrepreneurship, as we understand it, means satisfying our customers and staff, meeting legal requirements, and being accepted and appreciated by society. Business consistency, strategic continuity and financial stability are qualities that we demonstrate to our stakeholders at all times and that make MEVA a reliable partner. All necessary insurances have been taken out to protect our interest groups.

The process of manufacturing our products involves the consumption of valuable resources and energy. It is for this reason that we pursue **strict, self-imposed environmental targets** and take efficient measures aimed at achieving climate neutrality at the earliest possible date. For us, sustainability means manufacturing sustainable products and making sparing use of natural resources while giving due consideration to economic aspects. This is achieved by adopting suitable, **constantly evolving processes** in all areas – from product development, purchasing, manufacture and logis-

tics to sales and support. We focus our attention on devising sustainable technical solutions and furthering the aims of the "circular economy". Wherever possible, we use recycled raw materials for production and manufacture products which themselves are recyclable.

We are fully committed to the achievement of a consensus on the needs of society (food and water, health, education, living space, energy, work and income, peace and justice, participative decision-making, equality). We also support measures to tackle ecological problems (climate change, air, water and soil pollution, land conversion, biodiversity loss).

For us, the economical use of all resources needed to produce, maintain and recondition our formwork is a matter of routine. We avoid any form of wastage of water, chemicals and raw or recyclable materials. Our products also help our customers to cut their own environmental pollution and resource consumption.



1990 Inauguration of MEVA Technikum centre at headquarters in Haiterbach

2005 Inauguration of new Technikum II and modern training centre in Haiterbach

2012 Development of sustainable procurement criteria and supply chain control

2016 Development of MEVA "Mission – Vision – Goals"

2017 Installation of MEVA beehive

2018 Inauguration of company's own electric vehicle charging station powered by self-generated solar energy; purchase of first fully electric company car in Haiterbach and expansion of eco-efficient hybrid vehicle fleet in the UK and other countries

2019-2023 Modernisation of Plant I production facilities and building fabric

2020 For its wide-ranging commitment, MEVA is presented with the Lea SME Award for Social Responsibility in Baden-Württemberg

2020 MEVA's bees move to a bigger hive

2021 Development of MEVA Corporate Policy

Since 2021 Participation in KLIMAfit ecological pilot programme sponsored by the German Federal State of Baden-Württemberg

2021 and 2022 Installation of photovoltaic systems with energy store at Plants I and II for production, with self-generated renewable energy covering up to 60 % of demand

2022 MEVA launches a long-term company bike initiative in Haiterbach as an eco-friendly, health-promoting measure for commuting employees

2022-2023 Alteration and extension of Plant II to provide new fully automatic cleaning line to cut resource consumption as well as modern workplaces

2023 Preparation of new MEVA Sustainability Report

2023 Launch of MEVA "Gesundheit Plus" company health scheme





Waste reduction through long service life

We help to combat today's escalating waste problems through the long life-cycle of our products and our respectful use of raw materials and natural resources. The completely wood-free alkus all-plastic facing with its seven-year warranty, for instance, is fit for over 1,500 deployments – thereby doing the job, during its service life, of dozens of chemically contaminated wooden panels that would need elaborate disposal.

The longevity and unrestricted usability of our products over many years – without any loss of quality – is unique. Recyclability and eco-efficiency in use are factored into our product development processes from the very start and during any further refinement. Another major facet of MEVA's environmental profile is the strict separation of recyclables, which is guaranteed by **its own waste management system**. We also participate in the **KLIMAFIT programme**, sponsored by the German Federal State of Baden-Württemberg, which targets the reduction of raw materials and energy use.

Key sustainability principles enshrined in our corporate philosophy serve to reduce both MEVA's ecological footprint and that of its customers in the long term. These include:

- Intelligent product design and high product quality, e.g. high-grade galvanised and powder-coated finishes
- Easy repairability and secure long-term availability of parts
- Used formwork: rental and regeneration, sale with several-year warranty

Self-generated green power

The amount of electricity purchased for our company from external suppliers is steadily declining. This trend is particularly marked in formwork production and maintenance: as part of the extensive modernisation works at Haiterbach, MEVA invested in a high-performance (924 kWp) photovoltaic system for the production of "green" solar energy. An area of 4,270 m² on the roofs of Plants I and II was covered with PV panels and the generated power is now fed into a 300 kWh-capacity battery storage unit for direct use in the same buildings. The self-generated renewable energy provides **eco-friendly coverage for up to 60% of the electricity demand** for these energy-intensive operations and represents a quantum leap in reducing MEVA's carbon footprint. MEVA had installed its first own electric vehicle charging station as early as 2018 and has since put more into operation.

KLIMAFIT carbon profile *

		2020	2021	2022	2023
CO ₂ e Scope 1	kg CO ₂ e	692.701,83	730.494,71	606.176,04	534.582,13
CO ₂ e Scope 2	kg CO ₂ e	386.482,25	469.210,37	388.243,80	299.534,15
CO ₂ e Scope 3	kg CO ₂ e	6.638.603,20	6.393.132,56	6.863.896,66	4.344.329,48
Total CO ₂ emissions	kg CO ₂ e	7.717.787,28	7.592.837,65	7.858.316,50	5.178.445,76
Absolute trend	kg CO ₂ e	-209.369,91	-124.949,64	265.478,85	-2.679.870,74
Percentage trend	-2,64 %	-1,62 %	3,50 %	-34,10%

* Recording and allocation of emission sources to Scopes 1, 2 and 3 in accordance with the Greenhouse Gas Protocol, with verification under the KLIMAFIT project of the German Federal State of Baden-Württemberg.





Engagement

Social responsibility



MEVA has an eye for the big picture: we do not merely talk about values and social responsibility. We put our words into action – in the company, the region and far beyond. Social responsibility is a key part of our corporate culture. We see ourselves not only as a company focused on generating profit, but also as an integral part of society. Hence our engagement in social, cultural and sports projects, with the aim of helping to improve the quality of life of our fellow human beings – at both regional and international level.

We encourage and promote diversity in our society, e.g. through sponsorship of the ASM e.V. Nagold, an active self-help group that brings together disabled and able-bodied people. By supporting people with disabilities, the ASM works to ensure their equal participation in social life.

Active trainees

Worthy of a special mention is our trainees' long tradition of engagement under their "AzubiAktiv" ("Active Trainee") initiative. This offers a framework

for the voluntary, proactive participation of young people in social projects. They initiate collection and donation campaigns for the socially disadvantaged or, in tandem with the German Red Cross, organise blood-donation events at the Technikum centre in Haiterbach.

Corporate social responsibility

We are convinced that the social engagement of MEVA and its employees not only mirrors their sense of responsibility to our society, but also contributes to the positive working environment and strong solidarity within the company. Our multi-faceted commitment has already earned us several awards, such as the Lea SME Award for Social Responsibility in Baden-Württemberg. We are proud of our contribution to improving the quality of life of our fellow human beings and will continue to honour our responsibility to society in the future.

People at MEVA

One company, one team



Our company's success is built on the day-to-day work of people, on the tireless achievements of motivated employees. MEVA is committed to safeguarding the physical and mental health of its workforce. We have put in place our own **occupational safety system**, which is steadily refined through our continuous improvement process.

MEVA gives high priority to open communication and does everything to uphold courteous, professional conduct at all times, ensure the observance of ethical principles and cultivate dialogue and constructive interaction. Employees are not only allowed, but encouraged to think creatively and contribute proactively in helping to shape the changes and developments in our industry. We regard training programmes and all other measures to promote continuing professional and personal development as a valuable investment in MEVA's future. Our motto is: one company, one team!

Equal treatment and respect

Community is a lived experience at MEVA and that is how it will stay. That is why we expect, at all times, responsible and courteous conduct – free from any prejudice – from everyone who shares our working environment. As a guideline for a well-functioning community, we created the MEVA FairPlay code of conduct. It provides a sound framework for our everyday activities and reflects the basic ethical values and standards for exemplary conduct on the part of all employees, regardless of their position in the company hierarchy.

We do not tolerate any form of discrimination or harassment. Nor do we accept any marginalisation or favouritism due to background, origin or nationality, ethnicity, religion or world view, gender or sexual orientation, age, disability or sickness. The principle of equal opportunity quite naturally governs the



appointment, promotion, transfer, payment and continuing professional development of employees. We protect the privacy and personal rights of each individual. Our routine operations also cover emergency and incident planning as well as provision for minimising any associated impact on employees and partner or third-party companies.

We guarantee information security by means of a close-knit communications network, both internally and externally. We cultivate a practice of in-depth information- and experience-sharing with all interest groups, and communicate openly and transparently. We naturally offer support to the people at MEVA during important or critical phases of their personal life, e.g. by granting special leave.

Reliability, honesty and a cordial attitude vis-à-vis all interest groups form the natural basis for responsible action and well-functioning business relationships. Our employees are valued for their entrepreneurial

commitment and strong identification with MEVA. A team spirit, passion and the constant search for improvement help to turn fresh ideas into reality and push back the boundaries of the technically feasible. This, in turn, enables us to respond to the wishes and needs of our customers, and cultivate close, long-term partnerships for the successful delivery of projects. We are MEVA. And it is our shared outlook and convictions that drive us, day in, day out, to achieve that decisive bit more.

Among the things that matter more than ever before in the everyday dialogue between company, suppliers and customers are deep trust, reliability and tireless commitment – all of which lay the foundation for fruitful partnerships. MEVA's experts work closely with its customers to provide advice and support, cultivate a practice of in-depth information- and experience-sharing, and enquire about needs and wishes. This is because open, honest communication builds trust and prevents misunderstandings.



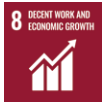
Higher education institutes and Academy

MEVA is a strong advocate of knowledge transfer as a means of promoting the general development of expertise, products and services. That is why we forge close ties with universities and other higher education institutes in many countries, including Germany, Switzerland and the USA. We support specific scientific projects, accompany students on international excursions and equip young people with practical know-how and skills for their future.

With the comprehensive assistance of our form-work team – whether on the customer's premises, on site or at MEVA – we make a direct contribution to occupational safety and the efficient, sustainable application of our products. This is also the purpose behind the Academy and showroom offerings presented by several of our national representatives. We continually expand our training programmes and allow our customers to select specific subjects, upon request. Given the strong demand, the Technikum centre, which opened in 1990, was extended by the Technikum II training centre in 2005. Customer visits and other events are heavily frequented. The Haiterbach site also boasts a fully functional test tower for MEVA climbing and safety systems.



Working at MEVA



As befits a family-owned business, MEVA cultivates a friendly, personal atmosphere of trust among all employees that extends beyond site boundaries and across hierarchical levels. Each and every individual is encouraged to exploit his or her own personal development potential. Annual staff reviews offer MEVA and its workforce a means of providing mutual feedback, setting targets and evaluating performance. This promotes the productivity and satisfaction of employees while helping them to advance their careers. We are convinced that a trusting partnership, equal opportunity and inclusion form the basis for success and fulfilment. Wherever possible, we help to reconcile family and professional commitments, and promote a harmonious work/life balance by offering flexible working hours, mobile working arrangements and, in some cases, holiday leave beyond the standard allowance.

Through strict compliance with all safety regulations and precautions, MEVA provides a safe working environment. We support employees who volunteer to do work for the rescue services and train as fire safety assistants or safety officers. The health and well-being of staff are also promoted through investment in pleasant, air-conditioned workplaces and associated amenities. Information on what is happening in the company is disseminated via intranet, the monthly UpdateIntern newsletter and the printed biannual ForumIntern magazine.

Positive response to improvement initiative

No one is more familiar with MEVA's products and processes than its staff members. That is why we encourage them to contribute to discussions

and decision-making processes. In line with our philosophy that "better beats good", they are given the opportunity – through the MEVA improvement initiative (MVI) – to submit suggestions for boosting efficiency, cost-effectiveness, sustainability and customer benefit. The ideas are then examined by an MVI team. A reward is given to anyone who submits a proposal and a bonus awarded if it is implemented. The MVI team was kept on its toes in 2022, having dealt with some 58 suggestions, more than ever before. MEVA greatly appreciates the commitment and entrepreneurial thinking of its employees.

Shopfloor management: keeping an eye on everything

Introduced in 2020, the MEVA shopfloor management system is a key element in our operational quality management regime. It allows a rapid response to any irregularities in production. Processes and equipment availability are recorded in real time while product quality and working safety are enhanced. Responsibilities and deadlines are defined, collaboration between hierarchies promoted and a culture of continuous improvement created. Employees are made aware of aims and measures, rules and standards. With everyone working to the same instructions, the risk of misunderstandings is reduced. The MEVA quality chart, prominently displayed in the production hall, provides a visible indication of the status quo in terms of production targets and measures. Briefings held at the start of each new shift also help to identify and troubleshoot problems. The mandatory legal notices for the workplace and information on what is happening at MEVA are posted on the notice board for all to see.





Training and studying at MEVA

MEVA places its trust in its employees and their abilities. It seeks to inspire them and retain them in the company. The same applies to the next generation of professionals. Since as early as the 1990s, we have provided training in various trade and commercial disciplines with the aim of retaining high-performing workers at MEVA. We also offer students from the DHBW (Baden-Wuerttemberg Cooperative State University) Stuttgart the chance to equip themselves for their future careers in a relaxed environment under the competent supervision of experienced engineers. MEVA naturally complies with the relevant ordinances, syllabuses and framework plans issued by the German Chamber of Commerce and Industry.

Under the supervision of the HR department and with expert coaching by the training officers, the young people are involved in the processes of the specialist departments from the very start, based on the "challenge and support" principle. Through active participation in real-life projects, they can gather practical experience and confidence while simultaneously working towards the possibility of employment at a later date. MEVA attaches great importance to its educational offerings given that the trainees and students of today will be the top performers of tomorrow.

Training occupations: industrial commercial assistants, construction mechanics, industrial mechanics, IT specialists. DHBW study programmes: Mechanical Engineering, Business Administration.





Value creation

The MEVA path to quality



Our pursuit of quality is driven by technological development, specific customer needs, and efficiency in production and support. Meticulously co-ordinated processes enable departments and business units to deliver the best possible results, as testified by numerous references from across the globe.

Quality management

At MEVA, the pivotal role in terms of product responsibility, occupational safety, ecological production and across-the-board sustainability at MEVA is played by the Quality Management department. Its duties are:

- to guarantee the highest quality standards throughout the MEVA product and service portfolio
- to boost efficiency and effectiveness through continuous improvement and review of work procedures
- to check for compliance with legal standards and requirements
- to ensure that customer needs and expectations are fulfilled
- to raise quality management awareness among employees by means of training programmes/workshops

To investigate weaknesses and identify potential for improvement, we apply **process analysis and a continuous improvement process (CIP)**. Deviations from targets are pinpointed and optimisation measures implemented. Standards and specifications that are binding on all employees vouch for process stability.

Product development

Thinking ahead on sustainability: that is the principle behind our product development operations and the factors driving MEVA's progress – innovation, quality and the quest for more sustainable solutions. New developments and refinements are rigorously honed for stability, durability and maximum resource efficiency, e.g. through cleanability with a minimum of water and chemicals. Reliability and occupational safety likewise top the agenda in MEVA's product development process. Products are developed in accordance with a zero-error principle so as to keep any risks to health and technical performance to a justifiable minimum. The aim is to make the handling and assembly of our products as straightforward and effortless as possible. Hence our brand promise: "Formwork. Simple. Smart."



Testing by suitable methods vouches for the quality of our products. Contractors put new products through their paces under rigorous site conditions on real-life projects. Naturally enough, all customer feedback is then factored into the product development process. MEVA also has the agility to respond quickly to changes in the market and in technology.

Purchasing

Our purchasing operations are strictly governed by the **German Supply Chain Due Diligence Act**, thus ensuring the observance of human rights, labour standards and environmental requirements along the MEVA supply chain. We collaborate exclusively with suppliers that meet strict demands in terms of compliance and sustainability, and, in awarding contracts, we prioritise companies with high-performance management systems. Any potential suppliers failing to meet these prerequisites are vetted by means of regular on-the-spot visits. We request suppliers to submit certifications and environmental audits, e.g. to ISO 14001. An in-house MEVA risk management system evaluates, for example, geographical and political factors in the supply chain.

Annual visits to suppliers allow **continuous monitoring** together with the optimisation of processes at MEVA following purchase. From our suppliers we expect continuous product availability and the ability to respond promptly to fluctuations in demand. This, in turn, enables us to guarantee our customers

the promised deliverability, consistently high quality, fair prices and transparent supply chain policy.

Our complaint management system, training programmes, a code of conduct for MEVA suppliers currently under preparation plus general and specific supplier agreements are likewise aimed at safeguarding our values during purchasing. We manufacture formwork frames in Haiterbach and at our own production plant in Europe. In response to major international projects, we can also draw on a network of qualified suppliers located in close geographical proximity.

IT security

MEVA's cyber risk management is an iterative process embracing, among other things, the identification, quantification, verification and control of IT and information security risks. One key aspect is **data protection**: through our own internal data protection guidelines, training programmes and other measures, we ensure that personal data and information entrusted to our company is properly protected and not endangered by cyber attacks or data leaks.

We continually invest in secure, robust IT infrastructure. We are able to respond promptly to any security incidents and remedy these effectively. MEVA raises employee awareness of IT security risks by conducting regular online training sessions and alertness tests.



Production and rental formwork

Precision, quality and efficiency are the hallmarks of our production and our rental formwork service. MEVA invested over € 7 million (between 2019 and 2023) in modernising Plants I and II, as the centre-pieces of our production and formwork maintenance operations. The refurbishment was focused on sustainable processes, flexibility and pleasant working conditions.

Among other things, ultramodern robot and laser technology is now used for manufacturing. The steel and aluminium frames of our formwork products undergo high-grade processing and welding, including galvanising or powder coating, which enables them to achieve a very long service life. Manufacturing operations pose only very minor environmental risks given the small quantities of hazardous substances used and the largely automated production processes.

MEVA closely controls its environmental impacts and constantly seeks to minimise these through suitable measures. High production efficiency and flexibility ensure that the demand for products is promptly satisfied and delivery times met. The adoption of manufacturing practices and methods that are as sustainable and eco-friendly as possible makes our products safe and free from substances that pose a health hazard. Our **shopfloor management-based production philosophy**, i.e. with on-the-spot process control and guidance, enhances value creation and strengthens the individual responsibility of staff members. Flexible inventory management and batch production,

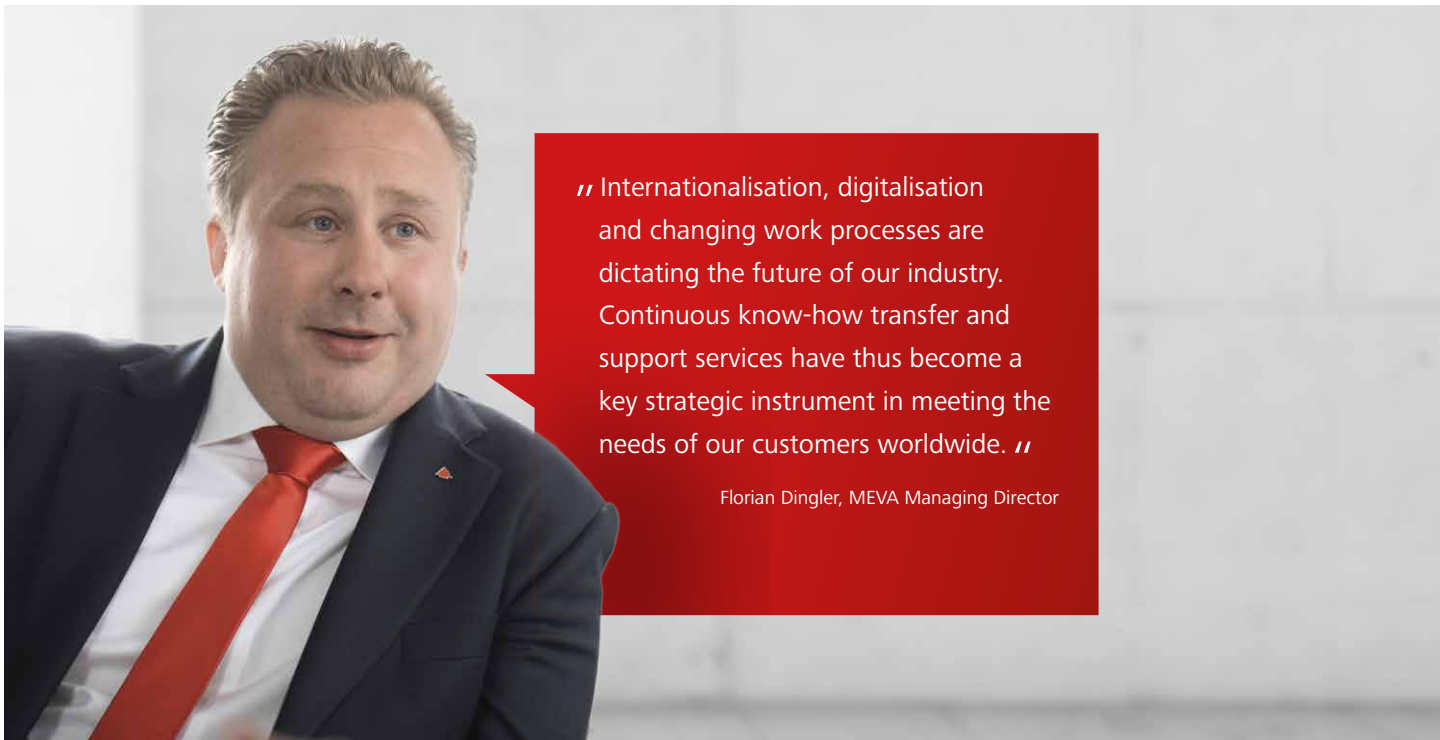
chained processes and optimised workplaces serve to boost efficiency.

Innovative cleaning line

After its deployment on site, rental formwork with a total panel area of over 100,000 m² per year is delivered to Plant II, the largest of six European formwork centres. Here, it is thoroughly cleaned, inspected and carefully reconditioned. 2022 saw a series of individual cleaning facilities superseded by a fully automatic cleaning line, which has optimised work procedures and transport routes. The **fine-tuned water and energy management** achieved through intelligent control of the high-pressure cleaning levels serves to minimise resource consumption. A rotary grinding unit to treat the facing surfaces additionally speeds up materials handling, thus ensuring high availability and improving material utilisation. The market demand for top-quality formwork and stock availability can be reliably met and delivery commitments honoured. In Plant II too, the infrastructure was significantly upgraded: both the inviting workplaces for welders and maintenance staff and the work yard are now bathed in energy-efficient LED light.

Sales network

Decentralisation and short distances are key to the future of our sales operations. Formwork centres and strong distributors are located exactly where they are needed. Thanks to the steady expansion of MEVA's sales network, numerous service offerings, e.g. formwork maintenance, delivery and project support are available everywhere at all times.



Outlook and vision

Strategy – measures – goals



Thinking back, thinking anew, thinking forward: the focus of our development is on **improving customer benefit**. We achieve best practice through interdisciplinary collaboration and teamwork. That is how we make forward-looking construction even safer, more cost-effective and more sustainable.

- **We undertake** to comply with all legal requirements and regulations covering all aspects of occupational safety and health, quality, environmental protection and energy.
- **We improve** our products and processes continuously at all levels on the basis of a zero-error strategy.
- **We avoid** or minimise environmental impacts and risks to the safety and health of employees by taking preventive action.
- **We control** our energy use to eliminate unnecessary expenditure and we devise measures to improve energy efficiency.
- **We take care** to ensure that our measures reflect the state of the art, the principles of occupational medicine and hygiene as well as all other established findings of occupational science.

As we seek to build a world fit for the next generation, we set ourselves sustainability targets that far exceed legal requirements. We aim to and will achieve 100% climate and carbon neutrality together with full recyclability. We will not, however, lose sight of customer or employee satisfaction, as the foundation for the success, growth and continuing existence of our company.

Here, the necessary transparency is guaranteed through the use of key performance indicator systems that will help to build a secure future for our company. The agreed performance figures are published and made available to the entire workforce.

Motivation and obligation

MEVA is committed to keeping pace with and promoting the state of the art. We undertake to strike the right balance between social and economic demands, meet legal obligations and steadily improve our environmental and energy performance.

The fact that we have already achieved a great deal both motivates and obliges. We set the direction, narrow down and concretise long-term corporate goals, define milestones and make every effort to improve energy efficiency across the board.

Our offerings

Products and services



MEVA is committed to setting lasting standards on the world market with innovative, high-grade products and comprehensive services, to simplifying and speeding up construction processes, and to maximising safety on building sites worldwide. Always with an ear to the market, we are quick to pinpoint needs and deliver the ideal range of offerings to meet our customers' demands.

MEVA offers a comprehensive portfolio of products, technologies and services to meet the needs of all projects, both large and small, from foundations to high-rises, with everything from lightweight hand-set formwork to fully automatic climbing systems. Even intelligent virtual systems have become an integral part of everyday site practice. To equip itself for the future, MEVA has responded to the changing work processes brought about by digitalisation by setting up partner company BIM².

Our smart, time-tested and efficient formwork and climbing systems, shoring towers and props, working scaffolds and bracing are continuously refined. As a result, the systems at all times reflect the state of the art while guaranteeing the rational, cost-effective performance of concreting works on site. This is also the best way of countering sales risks.

Compliance with all international quality

standards: MEVA's formwork and scaffolding systems are developed and manufactured in accordance with all relevant standards and norms. The associated certificates are available to all customers.

MEVA's international engineering teams liaise closely and engage in an intensive dialogue to ensure the successful delivery of construction projects.

Our services include digital construction and formwork planning, consulting, design, logistics, supervision, on-site support, special formwork assemblies and training.



Wall formwork systems



Slab formwork systems



Circular & column formwork



Single-sided bracing



Shoring towers & props



Access & Safety platforms



Climbing systems



System-independent accessories



Special formwork



Used formwork



Rentals & regeneration



BIM, design & planning

You can rely on us wherever you are.

With 40 offices on 5 continents, we are
on the spot wherever you need us.

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