

# We Swietelskys

#buildingeverbetter

02/2024

EN

PEOPLE  
BUILDING  
TRENDS  
FACTS  
WE

swietelsky.com



## Shaping the future

How we at Swietelsky in Hungary are taking advantage of the market opportunities of tomorrow today, even in challenging times: With the highest level of flexibility, consistent teamwork and clever strategies for the future.

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## LEGAL NOTICE

Media owner and publisher:  
Swietelsky AG  
Edlbacherstraße 10, 4020 Linz  
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Nikolaus Prokop

Graphic concept and design:  
Bueronardin, Vienna

Photos, unless otherwise stated:  
Swietelsky AG, Linz

Producer: X-Files Druck-,  
Consulting- und Produktionsagentur GmbH

Place of manufacture:  
4040 Linz/Lichtenberg

Legal notice and disclosure in  
accordance to § 25 Media Act:  
www.swietelsky.at/impressum

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Listen up:  
CEO Talk on current  
issues and the situation  
of SWIETELSKY



**How can we at Swietelsky  
secure a successful future together?  
By believing in ourselves!**

Have you ever heard of the Nordic term 'hygge'? If not: Then just flip to page 20 of this new edition of *We Swietelskys*. There you will discover the secret of success revealed by our Swietelsky colleagues from Denmark and it is as simple as it is obvious: If we work together to ensure we feel fully comfortable in our jobs, we can do our work even better, more efficiently and more successfully. Are you wondering why I am mentioning this reading recommendation now at the very start of this issue? It's because the story tells us a great deal about how to secure our shared future with confidence and self-assurance, especially in the challenging times we are seeing at the moment.

There is no doubt that we are living in turbulent times, and use of the term 'crisis' is common: This is true whether at home or abroad, at the political or economic level, on a global scale or in our private lives. This term makes many people nervous and often robs them of their confidence in their ability to overcome the current challenges. But we at Swietelsky think differently: We do not see major challenges and an era marked by change as a problem or a reason to lose heart, but as a call to think together about intelligent and successful solutions that provide security and future opportunities for us all.

Thinking ahead with confidence and self-assurance – this philosophy has been part of the SWIETELSKY tradition for many decades. And it is this, together with our broad and flexible range of skills and activities, that has made us one of the most successful and, above all, stable companies in our industry – not only in Austria, but in all countries where we have a presence. At SWIETELSKY, we firmly believe that we are not simply at the mercy of external circumstances in our business and personal lives, but that we are always in control of our own futures.

How we can successfully utilise this type of thinking in the wide range of fields in which SWIETELSKY operates – for instance, with our imaginative Swietelsky colleagues in Hungary and Germany – is discussed in the new edition of *We Swietelskys*, which contains many other exciting stories on precisely this topic. I hope you enjoy this edition of our magazine and find many inspiring suggestions on how, with drive and a firm belief in ourselves, we can #bildevenbetter.

Yours,  
Peter Krause



FOCUS ON HUNGARY

# Creative ways out of the crisis

SWIETELSKY has had a presence in Hungary since 1991 – and since then, it has grown into several companies, each of which is one of the most successful, innovative and stable players within its industry on the Hungarian construction market. However, after the spectacular boom preceding the coronavirus pandemic, during which it experienced sensational economic growth, the country slid into recession in 2023. But the message from the management teams of the three top Hungarian SWIETELSKY companies is that there is no reason to lose heart. With the highest level of flexibility, consistent teamwork and clever strategies for the future, they are already taking advantage of the market opportunities of tomorrow, even in these challenging times.

**T**he history of SWIETELSKY in Hungary goes hand in hand with an exciting period in recent contemporary economic history in Europe.

In 1991, just one year after the fall of the Berlin Wall and the beginning of the major political sea change in the former Eastern Bloc countries, SWIETELSKY wasted no time in founding its first subsidiary in Hungary. After several transformations and stages of development, the presence of SWIETELSKY in Hungary evolved into its current form in 2008 with the two complementary SWIETELSKY companies Magyarország Kft. and SWIETELSKY Építő Kft.

“Looking back, the first decade of SWIETELSKY in Hungary in the 90s was certainly not easy and in part financially turbulent, as the country’s economy was still in the reconstruction phase after reunification,” explains Hungarian SWIETELSKY Managing Director duo Árpád Bognár and Zoltán Hegyi. “The first major successes appeared on the horizon at the end of the 90s, in around 1997, in the form of a large 220-kilometre sewer construction project with five sewage treatment plants in Central Hungary, in which Swietelsky Austria contributed a great deal of expertise. From the mid-noughties at the latest, however, the company gained a successful foothold in Hungary on an increasingly large scale and expanded step by step with a growing level of expertise. The initial successes here

Important key projects such as the renovation of the 35-kilometre long Gödöllő-Hatvan line from 2018 to 2022 mean valuable references for the future for SWIETELSKY Vasúttechnika.

were in infrastructure, road and motorway construction, for instance the construction of the M6, the first true public/private partnership model for a transport infrastructure project in Hungary, in which SWIETELSKY was both a concessionaire and a member of the executing consortium. Increasingly ambitious building construction projects soon followed. First just a small office building, then a bigger one, then a shopping centre, the first hospital, and so on. The first contract for a section of the new No. 4 metro line in Budapest was signed in 2006.”

“Starting in around 2013, our rise in the public infrastructure sector was quite substantial,” recalls Árpád Bognár, looking back on his twenty-one-year career at SWIETELSKY Magyarország Kft. “In addition to road construction, where we have completed around 160 projects between 2017 and today, we have also carried out water and sewer construction projects outside the big cities. We have set new benchmarks in Hungary, not only in our classic domains of building construction, civil engineering and road construction, but also with lesser-known special projects such as flood prevention, with the construction of the first Hungarian mobile dam system, in Szentendre. Today, we are especially proud of the fact that our projects and innovations are not only highly regarded in Hungary, but internationally as well: For instance, we have already won four FIABCI Prix d’Excel-

lence awards. These are sponsored by the Wall Street Journal and are the 'Oscars' of the real estate industry for innovative solutions to key future issues. In 2017, we even took first place in two categories: the first award for the expansion of the metro stations on the new No. 4 metro line in Budapest and the second in the development category, for renovation of the Castle Garden Bazaar in Budapest. That is why, after taking so many steps with the highest level of dedication, we can now say with pride and a clear conscience that SWIETELSKY has established itself as one of the most professionally successful and stable players on the Hungarian construction market, and one very few competitors can match."

But every success story also has its downsides, and the current economic conditions in Hungary are challenging and by no means simple. After the spectacular boom from 2013 to 2020, one of the most successful eras in the recent economic history of Hungary, during which the country left large parts of Europe in its shadow with a gross domestic product that rose by almost forty per cent, it has been in a recession since 2023. In addition, the sluggish or at times suspended flow of billions of euros from the European Union due to the EU's criticism of Viktor Orbán's politics is making it extremely difficult to finance public contracts. "This is a very important factor for us. In recent years,

around seventy to eighty per cent of construction contracts came from the public sector," Árpád Bognár explains. "Many of the government contracts put out to tender have been stopped or cancelled because the financing did not materialise. Of course, this also means significant losses for us, as tenders that were already won or contracts that were agreed upon with a total value of 152 billion forints (around 381 million euros) could not be started. Recent surveys paint a clear picture of how the Hungarian construction industry is doing at the moment: In 2023, 63 per cent of construction companies stated that their sales are stagnating or even declining."

However, even though infrastructure and residential construction in Hungary are currently experiencing a lull and public investment projects have been severely curtailed or even stopped, Árpád Bognár is optimistic: "On the one hand, public sector contracts in the infrastructure sector are collapsing, but on the other, the private sector in building and industrial construction is growing. Hall construction, for example, is experiencing positive development at our company. Foreign investment, mainly from China, for instance in production facilities in the e-mobility sector, are providing fresh momentum for the Hungarian construction industry. What gives us an extra boost of confidence is one of the traditionally most important secrets behind the economic

**"Our projects and innovations are very highly regarded, not only in Hungary, but also internationally: For instance, we have already won four FIABCI Prix d'Excellence awards. These are sponsored by the Wall Street Journal and are the 'Oscars' of the real estate industry for innovative solutions to key future issues."**

**Árpád Bognár**  
Managing Director of  
SWIETELSKY Magyarország



SWIETELSKY Magyarország Kft. has extensively modernised the Cegléd wastewater treatment plant. The project is a prime example of our efforts to integrate advanced technologies and promote sustainable solutions in the construction industry.

stability of SWIETELSKY, namely our range of services, which has always been very broad, plus our high level of flexibility and creativity in shifting priorities. As the private building construction sector is currently full of interesting opportunities, we have won four exciting new hotel projects financed by private investors thanks to our strong competitiveness. They include the TRIBE Budapest Airport Hotel, which is intended for BREEAM Gold certification and thus really showcases our expertise in sustainable construction. When it comes to sustainability, we see a bright future for SWIETELSKY in general because, on the one hand, we have a great deal of expertise here and, on the other hand, there is a lot of catching up to do in Hungary in this area, for example with the energy-efficient renovation of buildings or in the sustainable energy sector. Just recently, we modernised the Cegléd sewage treatment plant, and in doing so completed a very interesting and exemplary project in the context of sustainability. The innovative membrane technology used there is designed to be so efficient that the system will be a role model for similar projects in Hungary in the future."

Árpád Bognár and Zoltán Hegyi see the high degree of flexibility and creativ-

ity of SWIETELSKY and its employees as a further success factor in challenging times: "The M4 metro line in Budapest is an excellent example of this high degree of adaptability. We completed the expansion of the stations in 2014, which was a completely new construction project. It included the expansion of all the new metro stations and the shell of three other stations and is one of the largest projects in our company history to date. So it almost goes without saying that it will not be followed right away by a project of similar size. That's why, soon after, our colleagues switched from underground line to hotel construction and built the Hard Rock Hotel in Budapest, which opened in 2020. And since we really do focus on flexibility, the same teams returned to underground construction only a short time later, to work on the M3 metro line. This underground line, dating back to the 1970s, is the longest and busiest in Budapest. We completely renovated the stations in the centre section, which is logistically very complicated, by spring 2023."

On the topic of underground line construction: In addition to many other current projects at SWIETELSKY Magyarország Kft., for example the recently completed asphalt mixing plant in

SWIETELSKY Magyarország's flagship projects: the TRIBE Hotel at Budapest Airport (left) and the awards at the FIABCI World Prix d'Excellence Awards and the Construction Industry Level Award.

Székesfehérvár, the M3 metro line was one of the sites of the company's new student trainee programme. This programme offers students from Hungarian universities and technical colleges the chance to gather practical experience directly at the pulse of trendsetting SWIETELSKY construction projects for several weeks or even months at a time. "As experts with many years of experience in the construction sector, it is our responsibility to the future and for the coming generation to reach out to young people in order to get them excited about the industry and help them choose their professions," emphasise Árpád Bognár and Zoltán Hegyi.

SWIETELSKY Magyarország Kft. is running this programme together with SWIETELSKY Vasúttechnika Kft., the third-largest SWIETELSKY company in Hungary and a leading railway and underground construction specialist in the country. Originally resulting from the purchase of Hungarian railway construction company Mávépcell Kft in late 2003 and active in reorganised form under the current name SWIETELSKY Vasúttechnika Kft. since 2008, the SWIETELSKY railway construction teams were confronted with an abso-

lutely gigantic construction project during renovation work on the M3 metro line: "We faced special challenges here that differed greatly from typical railway construction," is how Szabolcs Vingelmann, Technical Managing Director at SWIETELSKY Vasúttechnika Kft., together with Commercial Managing Director Annamaria Benedek, remembers the complex project. "While SWIETELSKY Építő Kft. carried out the above-ground traffic engineering work and the entire renovation of the metro stations in the centre section, our services included not only the construction of new track systems, but also the renovation of the tunnel sections, installation of new signalling systems, cabling and a new telecommunications infrastructure as well as material logistics over tracks in all station sections on the line."

According to the SWIETELSKY-Vasúttechnika management team, another railway construction highlight of the last few years was the Szeged–Hódmezővásárhely tram and train line, which opened in 2021 and was "operated with a new, hybrid vehicle type that can travel on both railway and tram tracks and can switch between diesel and electric drive."

**"At SWIETELSKY, we want to work together much more closely within our companies in Hungary in the future by not just acting as contractors for each other, but as a real, cohesive team with full sets of responsibilities".**

**Annamaria Benedek**  
Commercial Managing Director  
SWIETELSKY Vasúttechnika Kft.



SWIETELSKY Vasúttechnika is also internationally active as a sought-after railway construction specialist: For instance, for the line renovation work from Kiruna to Luleå in Swedish Lapland near the Arctic Circle.

**FAKT 1**  
The highest level of flexibility makes SWIETELSKY strong in Hungary.

**FAKT 2**  
Even more cooperation in the Group is what characterises our future strategy.

**FAKT 3**  
SWIETELSKY Vasúttechnika is also internationally active in railway construction.

SWIETELSKY Vasúttechnika Kft. is especially proud of the renovation work on the 35-kilometre-long Gödöllő–Hatvan line in Central Hungary, completed between 2018 and 2022, which is currently the largest project that SWIETELSKY Vasúttechnika has managed single-handedly as a general contractor. "Flagship projects like these are extremely valuable references for us and are a major help in landing new projects, even in challenging times," says Annamaria Benedek. "Of course, we are also clearly feeling the effects of public-sector cutbacks and cancelled projects in railway construction." But since SWIETELSKY has always liked to think outside the box, the company is currently examining several strategies at once to find a solution, strategies which rely on even more solidarity and collaboration within the SWIETELSKY Group and on projects outside the borders of Hungary as well.

"A very good example of how we want to work together even more closely within the company in the future is our project in the harbour of Csepel Island in the Danube in the centre of Budapest, which is currently nearing completion. For this combined road and rail renovation project, for the first time, we are working as part of an integrated joint venture cooperation. Here, we are not operating as contractors for each other, but as a true, cohesive team in which each partner has full responsibilities. Although the scale of this project is only mid-range, the new form of collaboration will be a pioneering flagship project for SWIETELSKY."

István Dudás, Director for Railway Construction at SWIETELSKY Vasúttechnika Kft., is also taking an exciting step into the future with his railway construction team, under the motto: "If the Hungarian railway construction market stagnates, we will simply go abroad with our manpower, our top-class equipment and our expertise." This is based on the fact that he and his experienced Swietelsky colleagues are currently involved in an impressive railway construction project using state-of-the-art railway construction technology in the far north, near the Arctic Circle. The aim is to bring a very unusual part

of the Swedish railway network up to date: the route from Kiruna, the northernmost city in Sweden, to Luleå in the heart of Swedish Lapland. This is an essential transport link for the transport of goods and passengers in this northernmost region of Sweden. The project is not only a milestone for Swedish railway infrastructure, but also an important step which will allow SWIETELSKY Vasúttechnika Kft. to expand its expertise in railway technology and successfully drive forward future infrastructure renovations in other countries as well, not least in Hungary itself, "where there is a huge backlog, and along with it great market opportunities in the future." Szabolcs Vingelmann, Annamaria Benedek and István Dudás are in complete agreement on this. "Every crisis comes to an end sooner or later – and when it does, we will be able to score even more points at home with our newly acquired railway construction skills and Swietelsky employees who were trained under the most demanding conditions."

# PEOPLE

NETWORK FOR THE ADVANCEMENT OF WOMEN

## Three women, three questions

In 2024, we launched the SWIETELSKY Network for the Advancement of Women as an integral part of our corporate culture. Every female employee can either play an active role or simply benefit from network. For inspiration, we spoke to three exceptional women at SWIETELSKY – and what really motivates them in their jobs.



### ← ANNE MODDERNO Managing Director, Swietelsky Rail Australia

Railway construction is still a male-dominated sector.

**What was your personal motivation for entering this industry?**

In my civil engineering class at Newcastle University, I was one of only two women, but the railway is in my blood. My grandfather and uncle dedicated their entire working lives to the railway industry. And my grandfather really impressed me with his stories about the human experience of comradery in the industry, which is truly unique.

**What new ideas are there at Swietelsky Rail Australia that promote work-life balance?**

At Swietelsky Rail Australia, we are active in our commitment to the values of family, integrity, respect and excellence. That's why it was very important to me to establish a comprehensive program last year to ensure the wellbeing of our employees in the workplace and to create a culture in which everyone feels truly supported, safe and represented. This work won Swietelsky Rail Australia Business of the Year at the 2024 Hunter Safety Awards, and our program has also received a Family Inclusive Workplace certification from Family Friendly Workplaces Australia.

**You also work as a mentor:**

**What career advice do you have for women who want to enter the construction industry?**

Be brave and trust in your ability to achieve your goals. Don't wait until you have checked off all the requirements in a job advertisement before applying. It's completely normal to be afraid of not measuring up before taking this step; this happens to men, too. But when you step out of your comfort zone, that is when you learn and grow the most.



### MIRELA EZARU Head of Design & BIM Department, Swietelsky Romania

**You have been Head of the Design & BIM department at SWIETELSKY since 2023. What has been your biggest challenge on the job so far?**

The biggest challenge was definitely building the Design & BIM (Building Information Modelling) department from scratch and integrating BIM technology into our projects. We have ensured that the BIM practices of SWIETELSKY Romania are in line with the latest industry standards, which has significantly improved project coordination, reduced errors and optimised collaboration between the teams involved.

**You are an architect – which architectural trends will shape the future in Romania?**

Both on a global level and in Romania, sustainability and green architecture, user-centred design, modular and pre-fabricated architecture and intelligent buildings will become more and more prominent as design standards. These trends are constantly expanding in terms of sustainability, for instance with topics such as zero-energy buildings, the circular economy in construction or innovative and sustainable building materials.

**You have just designed the new SWIETELSKY headquarters in Bucharest and Constanța. What was your philosophy?**

Developing a distinctive design style for a company starts with understanding its mission, values and goals. That's why the design of the new headquarters reflects the values and identity of SWIETELSKY, emphasising openness, collaboration and comfort along with the integration of cutting-edge technologies and sustainable solutions.



### DITTE FRIIS Assistant Project Manager, Swietelsky Rail Scandinavia

**What have been the most impressive moments in your career at SWIETELSKY so far?**

The most impressive moment so far was seeing our PM 1000 URM planed subgrade optimisation machine live in action for the first time while I was working on the Slagelse–Korsør railway line. It's really crazy to see how much it can do in a single pass and how all the work steps interlock perfectly.

**Scandinavia is famous for its high level of job satisfaction. What do you think is the reason for this?**

One important reason is the general understanding that when you take time off, you take time off and can't be reached. This gives us great peace of mind when we're not at work. It's important to relax and think about something other than work or you can't perform at 100%. We all need a break once in a while, and that break should be completely undisturbed.

**As a woman, why did you choose a career in a technical field?**

As a child, I travelled a lot by train and was fascinated by how everything works in rail transport. When I found out that there were also training opportunities in the railway sector, it sounded interesting and like something I should definitely try. And when I found out that you also have to lay tracks so that the trains can run, I found that even more interesting.

## SWIETELSKY EMPLOYEES &amp; THEIR HOBBIES

# A private look at SWIETELSKY employees

Word has already spread in many countries that we at SWIETELSKY are perfectionists. But even outside of our work lives, the search for perfection, as well as for creativity and inventiveness, means many of us have no peace. For some SWIETELSKY employees, this is also the case with their hobbies – which is why we asked some of them about them in more detail.



## RODERICK CORNELISSEN Hobby bookbinder and Technical Project Engineer / Construction Planner at SWIETELSKY Rail Benelux, Netherlands

### How did you get into this hobby and what sparked your interest in bookbinding?

Before I started my career at SWIETELSKY, I studied graphic design. As a designer, I was always fascinated by the entire production chain of an object. After my studies, I started working at a graphic design college and attended several short courses on book design. In the last year that I worked there, I started an apprenticeship at a bookbinder in Haarlem in the Netherlands – I really wanted to learn the craft thoroughly.

### What is the most beautiful or interesting book you have bound so far?

Anything that a good bookbinder makes by hand is much better in terms of construction than the mass-produced books sold in bookshops these days. What I find interesting about fine book-

binding is the use of special materials that are uncommon in normal books, such as stone veneer, leather, paper decorated by the bookbinder or even the use of ceramics in a binding. What I enjoy most is making the type of binding structure and its functionality fit the design and content of the book.

### Is there a famous bookbinder who has inspired you to take up your hobby or is a role model for you?

I was an apprentice of Benjamin Elbel; his work is very well known in the world of fine bookbinding. I really appreciate his skills and the precision with which he works. He also lets the materials he works with speak for themselves. In the year I was his apprentice, I learned a lot from him and worked on a very special project with him: An edition of 26 books, for which I designed the binding and helped make the boxes that protect the volumes.



## MICHAEL FRIDRIK Hobby blues pianist and Head of Real Estate Management at Swietelsky Austria

### How did you get into this hobby and what sparked your interest in the blues and its history?

There was a piano in my grandparents' living room and now and then I used to tickle the ivories a bit. One day my grandma asked me if I wanted her to teach me something – and she did. When I was ten, I got my first piano and classical lessons. When I first heard Axel Zwingenberger, one of the world's most famous boogie pianists from Germany, I knew that this style of music and all its related genres were what I wanted to do with my skills.

### What is your favourite blues style – especially when you play with your band?

That's a difficult question to answer because every form of blues has its very own character that can express so much. That's why we try to bring as much of it as possible to the people with my band The Blues Patties. This ranges from the very original Delta blues to the Chicago blues of Muddy Waters or Howlin' Wolf and probably the best-known style, the Memphis Blues of B.B. King. But we also have numbers by the Rolling Stones,

Creedence Clearwater Revival, and the most famous hits from the 1980 film Blues Brothers in our repertoire.

### Is there a famous blues musician who has really made an impression on you or is a role model for you?

There are many, from a wide variety of styles. But if I had to choose one, I would say B.B. King. He played his music in a way that was fun, full of joie de vivre but also serious. For me, he was one of the great ambassadors of the spirit of the blues.



## RADOVAN DZIAK Hobby photographer and Project Manager at Swietelsky Slovakia

### How did you get into this hobby and what sparked your interest in photography?

I got into photography when I won an automatic camera in a prize draw at a ball. When I tried out the new camera, it reminded me of my school days when I wanted to be a photographer, but that wasn't possible at the time. Suddenly holding a camera with good optical quality in my hands took me back to that time and I started taking photos around the clock, completely immersed in the subject – just like I wanted to do back then as a little boy.

### Is there a famous photographer who has really made an impression on you or is a role model for you?

I'm a self-taught photographer, and I've taught myself everything with the principle of trial and error – and in the beginning, it was more likely to be error. What has always inspired me was the constant desire to improve and to exchange ideas with other photographers. Through forums, articles, and literature from well-known photographers, I have managed to better understand the complexity of photography as well as, the interaction of factors such as aperture, time, composition, light, and colours.

### You have won many awards with your photography – which are you most proud of?

I am most proud of a silver award I received on the WPE Awards website and a number of recognitions and reviews on the 35awards website. But more importantly, my images are featured on 1x.com, the largest curated online photo gallery in the world with images selected by professional curators. Being in the top 1% of photos selected worldwide and in the company of more than 400 000 photographers, including many international professionals, is a great sense of achievement.

INSPIRATION PROJECT

# Finding a job for life



How does the world of SWIETELSKY and large corporate headquarters in the construction sector work? For four weeks, student had a chance to find out live on site in an exciting training programme.

What happens on a large underground railway construction site? And who will win the go-kart race? The SWIETELSKY Inspiration Project gave them a wealth of insights along with lots of fun and new ideas.



**Choosing the right career is one of the most important decisions in life. It is why we at Swietelsky organised a four-week practical training programme to give young people the chance to experience the world of SWIETELSKY first hand and to be inspired to seek future exciting career paths: The SWIETELSKY Inspiration Project.**

The main theme of our Inspiration Project 2024 was commercial career opportunities at SWIETELSKY, with the intention of the project being to provide a wide range of insights into exciting job profiles at SWIETELSKY and an invitation to young people to experience for themselves the day-to-day workings of the large corporate headquarters of a construction company. Students were

given the opportunity to gain valuable experience and insights as part of discussions with Swietelsky employees about important areas of operation at SWIETELSKY and they actively participated in various topics: What is the purpose of controlling in a large company? What does a treasurer in a leading construction group do? How important is compliance for the value-based quality of our work? How does sustainability management at SWIETELSKY ensure a better future? And much more.

And since we at Swietelsky like to communicate with each other on an equal footing, the students also had the chance to chat with our group management in a relaxed and friendly session, in which SWIETELSKY CFO Harald Gindl took the time to provide insights into his own professional experience and the everyday life of a CFO. Another special highlight of the project was when the students were given the rare opportunity to delve into the secrets of a major underground construction

site, enabling them to acquire fascinating insights and perspective. The day was rounded off with a fast-paced go-kart race to highlight the strengths of a competitive spirit among participants. And of course, the closing ceremony included handover of the certificates of participation and the souvenir SWIETELSKY running shirts.

The success of our Inspiration Project 2024 was such that the unique team spirit at SWIETELSKY very quickly rubbed off on the young participants: They devoted themselves to their tasks with complete dedication and a great deal of enthusiasm and creativity – and when saying goodbye, some of them expressed a keen interest in returning to SWIETELSKY as soon as possible and becoming part of our team!

## KIDS CAMP 2024

# Olympic holiday fun at SWIETELSKY

**While the Olympic Games were taking place in Paris in the summer of 2024, SWIETELSKY held an exciting holiday camp pilot project with the motto: “Olympia: Taking part is what counts”. The purpose of the project was to make the holiday season even more fun for the small children of Swietelsky employees, aged between 6 and 12, with five great days of adventure.**

For SWIETELSKY kids at the Linz and Vienna sites, a full five days at the SWIETELSKY Kids Camp at the end of August 2024 were a truly Olympic experience: On the first day, the ropes course at the IKUNA nature adventure park in Natternbach gave the kids the chance to tackle the large tree house tower, climb rocks and take on the 5-minute-5-slide challenge. The kids also had the opportunity to visit the Austrian Parliament, where, in addition to a spectacular tour of the newly renovated building, the young Swietelsky kids visited the interactive exhibition at the Demokratikum.

In Vienna, the following day saw the group take a trip to Swietelsky ZNL Fischamend. At a series of exciting technology stations, the children were allowed to try out a variety of materi-

als and equipment. The highlights were a shunting locomotive and a working excavator.

In Linz, exciting technology stations were explored in the SWIETELSKY Asten building yard, where the children made their own workpieces under expert supervision. The sports highlight of the week followed a day later: The big Olympic decathlon at the Linz outdoor pool. And the last day held a special surprise: A trip to the museum of optical illusions at Villa Sinnenreich in Rohrbach, where the kids got a fascinating insight into the world of illusion vs. reality. Thanks to its huge success, there is a good chance that the Kids Camp pilot project will enter its next phase in the summer of 2025. More information on registration and holiday planning for SWIETELSKY parents will follow soon.

# BUILDING

SLOVAKIA

## A new home for Andy Warhol

Andy Warhol is still considered the most successful pop artist of all time. However, what many people don't know is that the family of the flamboyant US artist originally came from Slovakia. In 1991, the world's first Andy Warhol Museum was opened in the small Slovakian town of Medzilaborce. It is now undergoing a complete renovation and modernisation process by Swietelsky Slovakia that is set to continue until summer 2025.

The world-famous pop artist Andy Warhol, who passed away in 1987, was born 96 years ago in Pittsburgh in the US state of Pennsylvania. However, his parents, whose surname was originally Varchola, were Slovakian immigrants from the small village of Miková near Medzilaborce, a small town in north-east Slovakia and home to 6000 inhabitants. The world's first Andy Warhol Museum was opened in Medzilaborce near the Polish border in 1991 to commemorate Andy Warhol's Slovakian roots. This was done with the cooperation of Andy Warhol's descendants and the New York Andy Warhol Foundation.

The town of Medzilaborce made its recently built cultural centre available for the foundation of the museum. Forty years later, however, the 1980s building had fallen into a very dilapidated state and was in need of extensive renova-

tion and modernisation work. On the initiative of the Slovakian administrative region of Prešov and the Slovakian Ministry of Finance and under the direction of civil engineer Milan Polák, the Swietelsky Slovakia road construction and civil engineering unit began extensive general refurbishment work on the museum building in May 2023. The project will not only bring the building itself but also its exhibitions up to modern standards. "The aim of the renovation work is also to create a multifunctional, genre-spanning and interactive space for Warhol's art that will also set benchmarks in terms of visionary architecture and quality of use. For instance, its roof is designed to be used in a variety of ways and its façade will be fully accessible," explains Milan Polák.

A cultural landmark in the region, the museum is set to reopen its doors in

June 2025, when it will once again make its valuable collection of Warhol originals, worth more than ten million euros, accessible to the public. Thanks to state-of-the-art multimedia equipment and interactive exhibition technology, the Andy Warhol Museum, which is the only one of its kind on European soil, will be transformed into a unique attraction for tourists and cultural travellers, providing fresh impetus to the region surrounding Medzilaborce.



The extensive renovation work on the Andy Warhol Museum in Medzilaborce aims to make the region even more of a cultural centre and tourist magnet than it already is.

## DENMARK

# The relaxed attitude to building even better

**Hygge is a term that quite a few people in Austria may already have heard. After all, anyone interested in contemporary Scandinavian interior design and lifestyle culture knows that *hygge* is the Danish term for cosiness and well-being, representing a relaxed mindset and the exact opposite of a noisy, stressful world. But what does this word have to do with the corporate culture of Swietelsky Rail Danmark and the often challenging railway construction business in Northern Europe? Harold Korts and Benjamin Jensen from Swietelsky Rail Danmark answer this question during a very relaxed conversation.**

“You can’t automatically equate *hygge* with cosiness alone”, explains Harold Korts, who originally comes from the Netherlands and has been General Manager of Swietelsky Rail Danmark in the small, tranquil village of Glumsø with a population of 2200 for over six years. “The term *hygge*, as we Danes define it, means so much more. It also has a lot to do with personal well-being, with care, respect and helpfulness – in short, with considerate and attentive human interaction that ensures that not only some, but all of us are doing well. And this is also very important to us as a corporate philosophy in our work at SWIETELSKY”.

“We Danes are known for having some of the happiest employees in the world and for generally being the most satisfied with our lives”, adds Benjamin Jensen, who originally studied philosophy and, as Quality Manager at Swietelsky Rail Danmark, also knows a lot about the quality of human well-being. “In many ways, this has to do with our long tradition of democracy and equality, for example, which is well above the average of the EU Gender Equality Index. And it is also a result of our sophisticated welfare state and our excellent education system, which ensures an equal distribution of qualifications and balanced opportunities for men and women in the world of work – this is precisely what is known around the world as the “Danish model” that is the envy of many countries’.

“The fact that we, together with Sweden, pay the highest taxes in Europe for our ‘Danish model’ is perhaps a little less envied by the world”, says Har-

old Korts with a laugh, “but this in turn ensures fair, efficient redistribution of wealth and an even level of prosperity – and this fundamental satisfaction is one of the reasons for our very cosmopolitan and tolerant attitude to life in Denmark. This also means that the Danish Swietelskys work together very harmoniously in a relatively young and very multinational team with a balanced ratio of men and women, even though we bring together people from a wide variety of countries, such as Sweden, Denmark, the Netherlands, Australia, Poland, Germany, Austria and Romania. Along with our *hygge* philosophy, however, we have a second little secret as to why we work so well together: We enjoy eating together as a team on a regular basis. And since food is known to bring people together and to make for profound, pleasant communication, our Friday breakfasts together at SWIETELSKY are a long standing tradition. Anyone who has ever heard the word *smørrebrød* and knows how varied these can be can imagine all the Danish delicacies we enjoy there”.

A friendly atmosphere in the workplace, good colleagues all around, a 37-hour work week that is strictly complied with and where overtime is a little frowned upon, calling it a day at 4 pm on the dot (and around noon on Fridays) and a country in which style, design, *savoir-vivre* and cultivated human interaction play a central role – could it be that Denmark is actually the promised land for employees? And is the *hygge* principle compatible with the often very demanding and time-critical business of railway construction? “Just because we take a relaxed approach to things

*the hygge way* doesn’t mean that we can’t also be extremely productive and performance-orientated”, say Harold Korts and Benjamin Jensen. “Firstly, respected scientific studies prove that people who feel at ease at work are significantly more efficient. And secondly, the extensive work and project workload that we have successfully completed in 2024 alone shows very clearly what high efficiency means to us”.

As the Danish railway infrastructure operator *Banedanmark* completely outsources execution and maintenance of the railway system to private companies, Swietelsky Rail Danmark has completed three major and many smaller projects as well as worked on four ongoing maintenance contracts this year alone, for example, the nationwide track tamping contract lasting until the end of 2026, which provides for around 600 tamping shifts per year. Or the maintenance contract for the overhead lines in eastern Denmark as well as the contract for track maintenance in the southern part of Jutland and track maintenance in the workshops of the Danish State Railways, where the trains are serviced. In addition, there are complex projects such as track renewal and replacement of the sub-ballast on the Roskilde-Ringsted

line with 27 kilometres of ballast cleaning and 34 kilometres of track renewal, or the replacement of 7.5 kilometres of sub-ballast and 16 kilometres of ballast cleaning on the Slagelse-Korsoer line.

“In addition”, says Harold Korts, “we have a design and build contract for the King Frederik IX bridge between Nykøbing Falster and Sundby, which is named after the former Danish King. We have to construct roughly 200 metres of slab track, replace 7 switches, build 4.4 km of track, lay tracks on a bascule bridge and install 2 expansion joints – but this also works much better *the hygge way*. That’s why the SWIETELSKY machine operator teams from Austria, who often work with us, are usually extremely surprised at both how fast and relaxed the work usually is at our construction sites. SWIETELSKY CEO Peter Krammer was also very pleasantly impressed during a recent visit to Denmark. After all, the Austrians for sure know a thing or two about cosiness. But when it comes to turning it into a very positive principle of efficiency and fairness in the workplace, we Danes are probably a little further ahead”.



**“Just because we take a *hygge* approach to things in Denmark doesn’t mean that we can’t also be extremely productive and focused on performance”.**

**Harold Korts**  
Technical business unit leader  
Scandinavia



**“We in Denmark are known for having some of the happiest employees in the world”.**

**Benjamin Jensen**  
Quality Manager Scandinavia



## CZECH REPUBLIC

## Nové Chabry: One of the largest residential complexes in Prague is growing with SWIETELSKY

In spite of the decline of the Czech construction industry, **SWIETELSKY stavební** is meeting the rapidly growing demand for housing in Prague, a metropolis of 1.3 million people, with an extraordinary flagship project: with an additional phase of construction of the *Nové Chabry* project in the north of the Czech capital, which will expand one of the largest complexes in the city to include 242 new flats with an additional ten apartment buildings.

As early as 2014 to 2021, SWIETELSKY stavební provided crucial momentum in the Prague district of Dolní Chabry: A total of 620 new flats, a shopping centre, a community centre, a nursery school, a bike path and a playground were built here in four phases as part of the large-scale *Nové Chabry* project. Now SWIETELSKY stavební is active there once again in a new phase of construction and, since June 2024, has been building ten additional blocks with 242 new flats on an area of roughly 36 000 square metres.

“Together with property developer Star Group and renowned Prague architectural firm LOXIA, with *Nové Chabry*, we, the general contractor, are practically building a new, independent city with many amenities and things to do,” says Jiří Podaný, Branch Manager of SWIETELSKY stavební. With this complex in Prague, which will contain around a thousand flats, a sophisticated urban development concept is being created as a “city where everything is within easy distance”, with large public spaces, a varied municipal infrastructure, a large park with green areas, play features and meeting spaces as well as efficient

transport connections. By the end of 2026, the new owners should already be able to move into their flats, which offer affordable, family-friendly comfort in addition to private outdoor spaces for each unit. The property developer will invest two billion Czech korunas in the new phases of the project.

Not only the concept of the residential complex is trendsetting, but also the digital technology used by SWIETELSKY stavební: “The use of new tablet PCs, which our construction managers and technicians always have to hand, gives us immediate access to all the information we need directly on the construction site,” explains Construction Manager Matej Stanek. “We also use an electronic site journal that allows us to easily track and record all progress. In addition to saving us time, digitalisation also allows comprehensive traceability, the retrieval of information and general reporting, which is invaluable to everyone involved in the project.”



“With *Nové Chabry*, we are in practice building a new, self-sufficient town with many amenities and benefits”.

Jiří Podaný  
Technical business sector  
executive



## POLAND

## Sustainable housing project Nowy Czechów in Lublin



The Nowy Czechów urban district in Lublin is being built with sophisticated ecological solutions.

In a quiet, attractive residential area in the north of Lublin, a city of 340 000 inhabitants in eastern Poland, SWIETELSKY is the general contractor for a high-class residential project with 246 residential units designed to achieve sustainable BREEAM certification.

With the construction of the high-quality Nowy Czechów residential project in Lublin, a city of 340 000 inhabitants in eastern Poland, SWIETELSKY is setting new standards for the future as a general contractor in Poland. The building, commissioned by real estate developer ImmoBilia Polska in a prime traffic and attractive investment location, will be a thirteen-floor residential building, housing 246 modern residential units. The living spaces will range from compact 32m<sup>2</sup> single studios to 122m<sup>2</sup> family apartments as well as 287 garage spaces and two commercial spaces.

The prestigious project also aims to meet the highest standards in terms of sustainability and the steadily increasing buyer interest in contemporary, environmentally friendly living in Poland. Studded with generous green terraces and built on a revitalised green area of over one hectare in size, the project, which is being constructed with sophisticated ecological solutions, is intended for the globally recognised BREEAM certification. In addition to maximum

**Start of construction**  
February 2024

**Volume**  
60 000 m<sup>3</sup>

**Area**  
5600 m<sup>2</sup>

**Floors**  
13

**Residential units**  
246

**Garage spaces**  
287

energy efficiency, this also guarantees the use of environmentally friendly, low-emission materials.

“Thanks to their 24 years of experience at the Lublin site, SWIETELSKY has an excellent local network”, SWIETELSKY Spółka z o.o. Jarosław Kania says about the rapid progress of the residential construction project, which was launched in February 2024. “A proven team of top-class subcontractors and suppliers is involved in the execution of this construction project, who have been working successfully with SWIETELSKY for years and will ensure reliable, on-time completion of the project”.

“The project is currently in the reinforced concrete stage for the underground part of the building, which extends over two floors”. report Krzysztof Ścibior and Arkadiusz Krut, – project manager and site manager of the project.

## AUSTRIA

## Climate-friendly flagship project at Oberes Hausfeld



The largely car-free new urban neighbourhood at Oberes Hausfeld is a major project in the pioneering urban development of Vienna-Donaustadt.

**A somewhat smaller neighbour of Seestadt Aspern, a 26-hectare, largely car-free urban district is currently being built in Vienna-Donaustadt directly on the U2 underground line: The Oberes Hausfeld urban development area, a climate-friendly, green residential area, will be largely energy self-sufficient and car-free and include over 1200 sustainably designed residential units and sophisticated infrastructure from SWIETELSKY.**

Just a few hundred metres west of Seestadt in Aspern, another key project is being built as part of the new forward-looking urban development in Vienna-Donaustadt: Oberes Hausfeld, designed in a prime transport location directly on the U2 underground line.

On behalf of Kallco Development GmbH & Co KG, SWIETELSKY is creating a new, diverse urban district as a flagship project for sustainable construction. With approx. 1200 residential units as well as commercial space, a kindergarten and multi-storey car parks on a total of ten building sites, the project has an impressive usable area of 67 000 m<sup>2</sup>. Offering around 800 car parking spaces, it will effectively support the concept of a largely car-free "city of short trips" with quiet, green living spaces.

It is not just the high quality of living in the new neighbourhood on the other side of the Danube that will set an example, but also its innovative energy supply: With a total of around 50 000 metres of deep drilling areas for efficient and climate-friendly use of geothermal energy and a large-scale

photovoltaic system, SWIETELSKY is setting new standards when it comes to sustainability at Oberes Hausfeld. In light of this, the new residential construction project will be partially self-sufficient in its energy production and meet the very demanding sustainability standards of the Climate Active Gold certification and the EU taxonomy.

After an intensive environmental impact assessment procedure, which took four years, the SWIETELSKY team started the first construction phase in November 2023 and this is expected to be completed in 2026. "The shell construction work is currently in full swing. The official kick-off for this major construction project was marked by a special highlight, the ground-breaking ceremony on 14 May 2024", reports Project Manager Christoph Hornof.

## BUILDING EVER BETTER

## News from around the world

From the railroad construction project of the century *Rail Baltica* in Latvia to record-breaking railroad line maintenance in Australia, from the unique zoo enclosure in Prague to impressive bridge construction projects in Slovakia and Poland: The international SWIETELSKY teams of experts inspire with successful projects of the highest order that really prove their point. When it comes to sustainable, forward-looking progress in construction, SWIETELSKY is also clearly ahead of the game worldwide.



## AUSTRALIEN

### High output ballast cleaning, Hunter Valley



“Ballast cleaning is an important maintenance measure for railroad lines to support effective network operation and track performance and to increase the service life of valuable railroad infrastructure”, says Anne Moddero, the new Managing Director of SWIETELSKY Rail Australia since May of 2023. Over time, ballast can become contaminated due to wear and the accumulation of debris, fine particles and other foreign objects. This contamination reduces the ballast’s effectiveness in draining water and maintaining track stability, which can lead to track deformation, poor ride quality and increased maintenance costs. However, on a section of track near Narrabri in Hunter Valley in the state of New South Wales, SWIETELSKY Rail Australia recently proved that ballast cleaning is not only essential but can also be carried out with record-breaking speed and efficiency. During a full track closure lasting only 72 hours, a team of over 40 SWIETELSKY specialists successfully carried out complete ballast cleaning on over 5.5 km of track with an average ballast return of 50-75%. They did this using SWIETELSKY’s extensive range of machinery, bringing in over 9600 tonnes of new ballast, handling over 6 km of spoil management and track dewatering and completing over 19.4 km of freshly tamped and dynamically stabilised track. Australia is not only a land of extremes when it comes to distances, but it also stands out for the exceptional efficiency of the SWIETELSKY rail construction teams.

## GERMANY

### Complete renovation of the Riedbahn rail line, Mannheim – Biblis



With more than 20 million passengers every year, the approximately 70-kilometre-long Riedbahn rail line between Frankfurt am Main and Mannheim is one of the busiest lines in Germany. However, this heavily used railway corridor is now showing its age, which is why Deutsche Bahn took the decision to completely upgrade the Riedbahn rail line, including all its facilities. Work commenced on 15 July 2024 and is set to be completed within a compact closure period of just five months. Against this background, SWIETELSKY is thus currently handling the mammoth task of fully replacing 60 kilometres of track in just under 120 days on the 27-kilometre-long southern construction section between Mannheim and Biblis. The task additionally includes the cleaning of 54 km of ballast bed, the replacement of 39 switches, the re-tensioning of 28 kilometres of contact wire, the re-laying of 70 masts, the construction of over 2 kilometres of sound barriers, the replacement of 3 passages and the renovation of 3 railway overpasses and 8 stations in record time. The overarching objective of the construction project, which is unique in Germany to date, is to improve and strengthen the tracks and thereby mark a new era in railway construction for SWIETELSKY. And, according to Martin Kukacka, Technical Director of Railway Construction at SWIETELSKY Germany, for the tireless SWIETELSKY specialist teams, this is all the more reason to “play a decisive role in shaping the future of Deutsche Bahn” with complete dedication.

## LATVIA

### Airport railway station & Rail Baltica, Riga



One of the most important infrastructure projects in Europe, Rail Baltica, the railway construction project of the century, will create a new rail link from Warsaw through Riga to Tallinn, with a future extension to Helsinki via a ferry or tunnel connection. An important station along the 870 km-long, double-track, high-speed line – which will have a European standard gauge of 1435 – the Riga Airport station will also play a key role in Latvia as an air and rail transport hub. In 2021 as part of a project community, SWIETELSKY was commissioned with the construction of the new Riga Airport railway station as well as the adjacent Rail Baltica infrastructure at the station – the project is divided into five construction phases and is scheduled to be completed by December 2028. The scope of the project includes not only the construction of the two-storey railway station building based on a reinforced concrete structure with a wood/glass façade, but also the railway connection to the existing rail network. This encompasses a total of 16 km of railway line including noise protection measures as well as a railway bridge over the motorway, access roads, overpasses and embankments. On 30 September 2024, we completed the shell of the station building in line with the construction schedule. The next phase of the project involves the extension of the viaduct to a total of 1.7 km in the direction of the main Rail Baltica line and Riga Central Station. It is indeed a truly Herculean achievement by the SWIETELSKY teams “that sets new standards in European infrastructure and creates a sustainable connection between the Baltic states and the rest of Europe,” said Peter Kritsch, Technical Branch Manager for International Railway Construction at SWIETELSKY, who has noted the rapid progress of the infrastructure lighthouse project with great pride.

## AUSTRIA

### Hampton by Hilton Vienna City West, Vienna



The *Hampton by Hilton Vienna City West* in 1150 Vienna, the largest Hilton hotel to have ever been built in Europe to date, was successfully completed by SWIETELSKY on 4 September 2024. Located in an excellent area directly on Linke Wienzeile near the U4 underground line and opposite the historic Otto Wagner Bridge, the nine-storey hotel building impresses with an imposing triangular shape, modern architectural style and futuristic aluminium façade. It was constructed under the management of Daniel Müllner-Frank, Florian Frühwald and Daniel Arzberger over a period of two and a half years with a budget of around Euro 32.5 million and features 355 rooms on a gross floor area of 15 500 m<sup>2</sup>. In addition to the highly efficient and targeted execution of the construction process with a comprehensive lean management approach, strong emphasis was also placed on the sustainability of the project, which is intended for certification according to the ÖGNI Gold Standard for especially high ecological, economic and social standards.

## AUSTRIA

### MIC Headquarters, Linz



In Lederergasse on the Linz waterfront, SWIETELSKY has built a new, pioneering headquarters with around 10 000 m<sup>2</sup> of office space for MIC, world market leader in global customs software solutions from Upper Austria. The five-storey office building was built in line with a strict ecological and environmentally-friendly concept using a sustainable hybrid timber construction method from SWIETELSKY, as well as an extensive photovoltaic system and green roofs. SWIETELSKY completed the construction work in a record-breaking time frame, with construction work commencing in the beginning of February 2023 and project handover taking place at the beginning of October 2024. The success was thanks to optimal planning and the highly efficient execution of the construction processes, as Structural Engineering Group Leader and Project Manager Manuel Egger emphasises: “We are proud that we managed to complete this challenging construction project in such a short time and with such a high level of quality. This was especially thanks to the high degree of prefabrication of our exterior timber walls as well as the excellent collaboration with our partner for the timber/concrete composite elements.”

## POLAND

### Railroad overpass, Bukowno



In Bukowno, a town of 10 000 inhabitants 50 km north-west of Krakow, the SWIETELSKY team is currently constructing an important transport link between the northern and southern parts of the city that are separated by railroad tracks. The new railroad overpass is meant to be part of a modern and safe transport infrastructure in Bukowno and will be accessible in the future via a 6 meter wide carriageway. The bridge, with a span of 116 meters and a total width of 12.2 meters, will be constructed as a single-span arched steel girder structure with a pre-stressed reinforced concrete deck, with flat cables for longitudinal prestressing. Work is currently underway on the assembly of the arch girders, as is road construction on the access roads. The next phase will include the tensioning of the structure, corrosion protection measures and the application of the road surface on the bridge approaches. This is a project that is as complex as it is valuable for the future of Bukowno's traffic infrastructure and that the experienced SWIETELSKY team, with Sławomir Tarnopolski as construction site manager, is set to complete on time with the greatest level of commitment and maximum efficiency in their collaborative efforts.

## ROMANIA

### Silotrans grain silo installation, harbour of Constanța



SWIETELSKY recently won a major construction project in the south-east Romanian harbour town of Constanța on the Black Sea Coast. The project was launched in June 2024 on behalf of warehousing logistics provider Silotrans SRL, a company also hailing from Constanța, and consists of the construction of four large foundations for grain silos in the harbour area. These will significantly expand the storage capacity of Silotrans on site and will be built by specialist teams from SWIETELSKY over the coming 12 months. The project will be under the direct coordination and supervision of Adrian Stanescu, Technical Group Manager at SWIETELSKY, Construction Manager Radu Turculeț and Civil Engineer Georgiana-Daniela Vulpe, who is responsible for quality assurance.

## CZECH REPUBLIC

### Special exhibition “Gobi Desert”, Prague Zoo



In spring 2024, the Prague Zoo celebrated the opening of a very special exhibition in the presence of Czech President Petr Pavel: A special exhibition with the theme of the mysterious natural paradise of the Central Asian desert region of Gobi. The unique building infrastructure for this special exhibition was created by SWIETELSKY after a large amount of complex work and under great time pressure. This includes the paddocks and stables for the famous Mongolian Przewalski wild horses, which are almost threatened with extinction, in addition to a new, heptagonal terrarium pavilion for rare small mammals and reptiles, an enclosure for shy Pallas long-hair cats and a cult “Obo” cairn in the Mongolian shamanic tradition. Special consideration had to be given to the special environment during the construction work to minimise the impact of construction noise and traffic on the zoo's animals. “The delivery of building materials, for instance, was only allowed to take place during the short period from sunrise until the zoo opened at 9:00 in the morning, and staff members were posted by the concrete mixer to protect visitors and animals”, recalls SWIETELSKY site manager Michael Jaroch – but in spite of all this, the project was successfully completed on schedule in the short construction period from October 2022 to February 2024.

# TRENDS

CRISIS-PROOF

## SWIETELSKY remains on track even after Brexit

Before the hard Brexit, the construction industry across Europe was trembling. Today, almost five years after the UK left the EU, it is clear that SWIETELSKY is holding its own on the British market despite initial bureaucratic hurdles. An overview.

**Rethink, adapt plans, act quickly: With Brexit, SWIETELSKY, as a globally active company in the rail infrastructure sector, had to have internalised the new import and export regulations for cross-border business by the end of the transition period on 31 December 2020 at the latest.**

While the team was still taking the initiative, tackling the necessary adjustments and incorporating all the changes into its workflow, it was clear that time was of the essence. After all, two new Plasser & Theurer Unimat 09-4x4/4S universal tamping machines for railway construction would be leaving Austria for the UK as early as March 2021. Until then, processes and procedures had to be adapted to the new conditions at the borders between the European Union and the United Kingdom so that the transport would be legally compliant and run smoothly.

This order was a complex one, as it involved being the first British company to import a large track-laying machine. The first step was to commission a customs agent. However, it wasn't just Brexit, with all the necessary coordination at official level, that presented the team with challenges; the route through the approximately 50-kilometre-long Eurotunnel also had to be mastered logistically. The connection between France and England is the longest underwater tunnel in the world, with 38 kilometres of the entire route running under the Strait of Dover.

### Steep learning curve for everyone involved

Thanks to the close cooperation between SWIETELSKY, the Upper Austrian track-laying machine manufacturer Plasser & Theurer, His Majesty's Revenue and Customs (HMRC) and the Border Force, the British security authority, the endeavour was a success: The responsible parties signed off the perfectly prepared import documents and the entry into the UK was thus successfully authorised. The import was completed and Plasser UK was finally

able to receive the aircraft safely. In retrospect, it is clear that the project was a challenging one, during which all parties, including Border Force and HMRC, learnt a lot for future cross-border projects.

The positive effects of the successful start became apparent just a few months later when SWIETELSKY imported another machine to England. The handling process essentially remained the same and the project went relatively smoothly the first time round. This was followed by two more machines and two machines from the Fischamend site also found their correct way to the UK, where the latter were to be used temporarily.

### Approach processes routinely

After the first successful steps under the new circumstances, things continued to move forward. In order to ensure the continuation of international business relations and to create some necessary simplifications in the workflow, SWIETELSKY applied to the tax authority HMRC for authorisations to temporarily bring machines to the UK for work on High Speed 1 (HS1), the high-speed railway line between the UK and France, and for outward processing. These measures allow the company to send parts to Europe for overhaul, for example, without incurring import or export duties or taxes each time. These authorisations are each valid for three years; they have now been successfully renewed following the expiry of the first period. SWIETELSKY has also undergone regular audits as part of these procedures.

However, there was further relief for the engineering and machine teams. The experts from Fischamend carry out work in the UK and have required visas for their assignments since Brexit. So SWIETELSKY applied for a sponsor licence from the British Home Office – with success. This licence makes it possible to apply for visas for qualified professionals who are working for a limited period of time. It is pleasing to note that this process is quite simple for the HS1 campaign;

only an in-house skilled labour visa needs to be applied for.

### Positioned for the future

After around five years of Brexit, initial experience and increasingly routine processes, the conclusion is that the transition following the UK's withdrawal from the European Union has been particularly challenging for everyone involved. Through pragmatic collaboration with HMRC and intensive specialist training, SWIETELSKY has now implemented processes and procedures that allow international projects to continue seamlessly even after a political and consequently economic earthquake such as Brexit.

The initially complex import and export of goods has long since become part of "daily business". And despite the increased bureaucratic effort and some initial hurdles due to Brexit, the Group has proven its ability to change and adapt at an international level and has not noticed any negative impact on its business figures. In short, the economic conditions have remained and continue to remain on track for SWIETELSKY in the UK.

## SWIETELSKY GERMANY

# A sustainable piece of the German future pie

Is the construction industry in crisis? Not necessarily – at least not according to the plans of Thomas Eberl, Wadim Strangfeld, Helwig Falch and Harald Görres from Swietelsky Germany. Together, they are a management quartet representing multiple generations of the division for major projects, infrastructure and turnkey construction as well as railway construction, building construction and civil engineering at Swietelsky Germany. Their goal is to conquer the German market with sustainable strategies in line with the energy transition, despite the challenging times, and to do so with colleagues who are inspired by the unique SWIETELSKY corporate culture that strives to achieve an environment of mutual respect for one another and a better world.

Behind the ambitious new German expansion plans of SWIETELSKY is, of course, a well thought-out strategy. Thomas Eberl and Wadim Strangfeld, Commercial and Technical Division Managers of the new division for major projects, infrastructure and turnkey construction at Swietelsky Germany since April of this year, give a clear explanation of the strategy: “With our market offensive, we are entering a world of cut-throat competition. The crux of our new market opportunities does not just rest in the major project, infrastructure and turnkey construction business, but rather lies in an overarching and very exciting common denominator: the energy transition with investments in the multi-billions. And if you take a closer look at the individual trades involved in construction projects for the sustainable energy sector, these are precisely the areas where SWIETELSKY has long thrived: Earthworks, civil engineering, special civil engineering, flush drilling, structural engineering, tunnel construction, building construction and much more; this is where we can really shine.”

The new management quartet believes that the second major entry point for SWIETELSKY in Germany lies in a domain where SWIETELSKY has been one of Europe’s top providers for decades: railway construction. “Our railway construction projects for Deutsche Bahn, one of the five largest infrastructure clients in Germany, have an excel-

lent reputation,” says Harald Görres, long-standing Swietelsky employee and Division Manager of Railway Construction DE at SWIETELSKY. “Railway construction is clearly our gateway to the German infrastructure market and at the same time an area that we want to significantly expand in the future: While services such as structural engineering, special civil engineering and tunnel construction were provided by subcontractors in the past, we want to handle these from a single source in the future. And if you compare our extraordinary bundling of top-class specialist expertise, the large German supplier market suddenly looks very small, and this opens up very good market opportunities for us, even in a displacement market.”

When it comes to turnkey construction, Wadim Strangfeld once again places a particular focus on sustainable issues. “SWIETELSKY has been developing an excellent level of expertise in timber and hybrid construction in Austria. Timber construction is currently in great demand in Germany, as shown by our current flagship project in Munich, the BMW Talent Campus. It is due to open in summer 2025.

Helwig Falch, who has been with SWIETELSKY for over two decades and is the new Division Manager of Building Construction and Civil Engineering at Swietelsky Germany, sees a special competitive advantage in

**“If you respect people as much as we do, you create wide-ranging opportunities that almost automatically encompass many other important SWIETELSKY corporate values, such as the highest level of quality, commitment and team spirit in our work.”**

**Thomas Eberl, Wadim Strangfeld  
Technical business sector executive  
and commercial business sector  
executive**

The management quartet of the new business unit for major projects, infrastructure and turnkey construction at Swietelsky Germany: Wadim Strangfeld, Thomas Eberl, Harald Görres and Helwig Falch (f.l.t.r)

the tried-and-tested structures that have grown at SWIETELSKY over many years:

“In addition to our actual construction expertise in building construction and civil engineering, we are also proficient in innovative and forward-looking areas such as recycling, reprocessing and the disposal of building materials. Other key sustainability topics such as material flows and the circular economy are a major focus for us and are already in the works.”

However, the biggest challenge of the SWIETELSKY German market offensive, which emphasizes sustainability and the energy transition, is one of the biggest current concerns in the construction industry: the shortage of skilled workers. “Following the recently approved business plan, we now intend to expand our organisational structure in the coming years and need a large number of expert employees to do so,” explains Thomas Eberl. Helwig Falch adds: “We are currently looking for a

very wide range of people, from tradespeople to construction and project managers to commercial specialists and managers.”

However, as Wadim Strangfeld stresses, the type of top-class employee currently being sought by SWIETELSKY is not tempted by money, expensive cars, laptops and company mobile phones or other purely material benefits alone: “Our most convincing argument when recruiting employees is completely different, namely what we emphasize is our unique corporate culture at SWIETELSKY. It is one that is based on genuine equality and aims to have a positive influence on the world around us, which is expressed by our motto *Always build better*. For anyone who would like to support us in this undertaking: We welcome absolutely anyone who has the confidence to do so and wants to join us.”



## THE FACE OF SWIETELSKY

# A strong brand starts on the construction site



**Modern construction fencing, stylishly designed container labelling and eye-catching crane stickers provide an ideal stage for presenting SWIETELSKY professionally on a tidy construction site. Let's make the most of this opportunity.**

"We build our buildings, and then they build us." Winston Churchill puts it in a nutshell: every project that we realise at SWIETELSKY not only stands for precision and quality, but also for our values and identity as a company. Every construction site, every crane, every detail tells something about us. This makes it all the more important that our construction sites tell the right story.

The SWIETELSKY shovel is much more than a logo – it is a message. Our construction sites are more than just places of work – they are ambassadors for our brand. This message is aimed at clients, future employees and society: we stand for quality, reliability and innovation.

### The power of a strong brand

A strong brand presence gives a company a clear profile and recognisability and is more than just a design issue. It conveys trust and creates orientation – two factors that are crucial for both clients and potential new employees. It is the result of a shared understanding and commitment. For an international construction group like SWIETELSKY, a standardised image means that this message is perceived clearly and unmistakably – regardless of the location.

The connection between brand and daily work is particularly close in the construction industry: construction sites attract attention. This offers a unique opportunity to present yourself effectively as a company.

### Building sites as a stage

While many companies invest large sums in outdoor advertising, SWIETELSKY has an advantage: our construction sites are our stage. This visible presence not only strengthens the brand, but also contributes to our image as a

construction company. With a standardised design and branding that is used internationally, SWIETELSKY deliberately focuses on a clear and modern visual language.

### Together into the future

A strong brand is not just the goal, but the way to make our vision visible. A standardised brand image strengthens our image and creates a common identity that distinguishes us nationally and internationally. This is our way of combining tradition and future – clear, modern and convincing. So let's set standards together and let our construction sites tell the SWIETELSKY story with the right branding!

### BEST OF CONSTRUCTION SITE

You're proud of your construction site and your team? Then enter our photo competition! We're looking for the coolest pictures of SWIETELSKY construction sites – ideally with our logo centre stage. Whether you want to take a panorama, a close-up or a team photo, let your creativity run wild and show us how you capture the SWIETELSKY spirit at your construction site!

#### HOW IT WORKS:

1. Take photographs of your construction site with SWIETELSKY branding.
2. Select your best picture.
3. Send your photograph to [kommunikation@swietelsky.at](mailto:kommunikation@swietelsky.at) with a brief description.

DEADLINE FOR ENTRY: 28.02.2025

The best entries will be published in our employee magazine – and you can win great prizes!

### CLICK HERE FOR THE "CONSTRUCTION SITE BRANDING" GUIDE

Scan QR code & brand construction site



## RAILWAY CONSTRUCTION

## Rail Yard Maasvlakte Zuid

In September of this year, after a tender process lasting from February until July 2024, SWIETELSKY Rail Benelux was awarded the contract for the most important rail transport project of the day, in the Port of Rotterdam: The purpose of Rail Yard Maasvlakte Zuid, a large, state-of-the-art marshalling yard, is to bring electrically powered rail operations to freight transport in Europe's largest deepwater port in a sustainable and climate-friendly manner.

The construction project comprises four clusters with six tracks each which can accommodate freight trains with the EU standard length of 740 metres. In addition, 12 kilometres of railway tracks, overhead lines, a substation as well as extensive security and telecommunications infrastructures will be built. The Rail Yard eliminates capacity bottlenecks and makes transport routes in the port more efficient. "The Port of Rotterdam has ambitious goals: It aims not only to play a central role as a logistics hub, but also as an energy port in the context of the EU Green Deal," explains Project Manager Alessio Suvaal. "This is especially true for growing projects such as offshore wind farms and the production of green hydrogen. For SWIETELSKY Rail Benelux, this project is a major opportunity to contribute to the sustainable development of the Dutch economy."



## RAILWAY CONSTRUCTION

## InnoTrans 2024 Berlin

Every other year in September, the world's largest trade show for traffic engineering takes place in Berlin: the InnoTrans. In 2024, the trade show was a record-breaker, with the largest exhibition space and the highest number of visitors in its history. An event not to be beaten and one which SWIETELSKY of course could not miss as a chance to present its latest innovations as one of the top railway construction companies in Europe.

170 000 visitors, 2940 exhibitors as well as an unparalleled display of innovations and 226 world premières: The 2024 InnoTrans from 24 to 27 September at the Berlin exhibition grounds smashed all previous records. With the transport revolution and future technologies in mind, we at Swietelsky also presented our latest innovations in rail transport, infrastructure and modern mobility concepts at our booth. At the same time, we had the chance to give many exciting presentations, lead lively discussions and engage in an intensive exchange of ideas with the global transport industry – with, for example, fascinating new insights into what is probably the most exciting topic of the year: the revolution in artificial intelligence in the transport sector.



## RAILWAY CONSTRUCTION

## DB underground cabling challenge

Parallel to its 33 400-kilometre railway network, Deutsche Bahn plans to create a nationwide high-speed fibre-optic network for the digitalisation of rail transport by 2028. Rainer Marx, Norbert Midl and Matthias Schauer from SWIETELSKY Railway Construction have developed a new process that allows fibre-optic cable to be laid at the required speed – and this can be carried out in the same work step as byway construction and gravel flank cleaning.

Around 20 000 kilometres of the new Deutsche Bahn high-speed fibre-optic network are already in place. Now the remaining 13 400 kilometres need to be laid quickly, efficiently and in the highest technical quality by 2028. The foundation: a new, innovative and extremely sturdy generation of fibre-optic cables that can be laid directly in the ground both quickly and easily without having to create a cable duct for this purpose.

A challenge almost tailor-made for SWIETELSKY railway construction expert Rainer Marx and SWIETELSKY mechanical engineering experts Norbert Midl and Matthias Schauer, who, as a trio, rose to meet the major underground cabling challenge of Deutsche Bahn in September 2022 in Berlin. In a pitch lasting just eight minutes, they won over the DB jury with their new, clever underground cabling method that combines several work steps into one and was then applied successfully on an initial pilot track construction site in Garching near Munich in 2023.

"In just three weeks, our mechanical engineering department in Fischamend adapted our flank profiling machine for our new method. It now also features a cable plough on a lateral hydraulic boom," explains Rainer Marx. "With the cable plough, the cable is laid directly behind an earth tiller that digs a channel roughly 20 cm deep in the byway and is uncoiled directly into the earth. The channel is then immediately refilled and the byway compacted and levelled. This means that up to 3 kilometres of cable can now be laid in just 10 hours, while forming the byways and cleaning the gravel flanks at the same time – and this is the speed that must be maintained if Deutsche Bahn wants to complete its fibre-optic network on time by 2028."



Video: DB underground cabling challenge

The clever SWIETELSKY solution: The flank profiling machine now also carries a cable plough on a lateral boom, which is used to lay the fibre optic cable directly into the ground of the edge path behind an earth tiller.

# FACTS

## When construction becomes an alpine sport

Building in alpine regions – a challenge that places the highest demands on people and technology. Because at thousands of metres above sea level, the transport of materials and machines alone is a real feat of logistics. Added to this are the dangers caused by weather, wind and terrain, which can often only be avoided with the aid of extensive experience. It is in this extreme special construction discipline that the experts of Tyrolean SWIETELSKY subsidiary HTB have earned an excellent reputation as specialists in construction projects at the intersection between high-tech building and high-performance mountaineering.

When you're building at thousands of metres above sea level, not only is the air thin, but the demands on people and machinery also often resemble those in extreme sports. When every kilogram counts because you are transporting material by helicopter, when machines are trimmed down to customised lightweight products and when expert teams with special alpine training bivouac in mountain containers during construction work – few providers in Europe can handle such requirements. HTB, with headquarters in Arzl in Pitztal in the Tyrolean district of Imst, is one of the Austrian pioneers in this special construction discipline. Founded in 1988 and part of the SWIETELSKY Group, this company is among Austria's most experienced and sought-after specialists in alpine construction and foundation engineering. It has completed countless cable car, ski lift and ski slope projects for well-known winter sports resorts, and has also constructed spectacular suspension bridges,

rope trails and view points, all of which were built in a nature- and environmentally-friendly manner.

Its unparalleled reference projects include Austria's highest cable railway, the Wildspitzbahn, on the Hinterer Brunnenkogel mountain in Pitztal at 3440 metres above sea level, or the highest suspension bridge in Europe, the 140-metre-long Stubnerkogel bridge at 2300 metres above sea level in Bad Gastein. This is valuable pioneering work, especially when it comes to sustainable building in alpine regions, such as the construction of the mountain station for the new Hochzeiger 2.5 ski lift in Jerzens in Pitztal, which was completed in 2022: "The original tender was for the construction of a classic steel hall," explains Armin Krabichler, Technical Branch Manager at HTB. "But we managed to convince the client to go for a sustainable wooden construction, which not only had decisive advantages in terms of the environment, but

also in terms of local value creation, as most of the companies which worked on the project were regional."

And since special tasks are already the norm for HTB, just this year, the company put into operation a brand-new, trendsetting flagship project which offers an impressive example of how sustainable energy technologies can be used efficiently in alpine tourism: This 3650 square-metre photovoltaic power plant of the Zwölferhorn cable railway in St. Gilgen, with a peak capacity of over 800 kilowatts, was constructed with an investment of 2.1 million euros. As the world's first energy-independent cable railway, it has transformed the Zwölferhorn from an energy consumer to a sustainable producer of energy and now runs exclusively on solar power.

The world's first energy-independent cable car: The solar-powered Zwölferhorn cable railway in St. Gilgen (l)

SWIETELSKY erected a sustainable timber construction for the mountain station of the new Hochzeiger ski lift in Jerzens in the Pitztal valley instead of the classic steel hall originally planned (r).



## TOOLBOX FOR CONSTRUCTION MANAGEMENT

# Three best practices for all occasions

**Construction managers are the main point of contact both on and off the construction site. But in addition to expertise, resistance to stress, a talent for organisation and a good feel for interpersonal communication, a construction manager needs many other skills. Our two experienced construction management experts Lela Petrovic and Hannah Ulbing from our Building Operations Support Department have summarised what exactly these are in three best practices as a compact toolbox for construction management.**

It's a really tough job, but somebody's got to do it – that or something like it could be the secret motto for construction managers. After all, during the entire construction phase, they are the main point of contact for nearly all parties and stakeholders involved, and they are also responsible for making sure the construction project goes off without a hitch, as planned and to schedule – and they have to do all this in an environment in which fresh challenges can appear out of nowhere at any second.

At the same time, the construction manager has an extremely wide range of tasks to perform. Because no matter what the construction project is, it always involves many different trades, whose work and schedules have to be coordinated. At the same time, the interests of clients and authorities off the construction site need to be considered. In addition, construction management must keep the economic aspects, construction details and schedule under control in addition to ensuring safe structural operation of the construction site.

This means construction management assumes the central role in organising and planning the entire construction

process, long before groundbreaking takes place and long after the final touches have been added. A well thought-out schedule is essential here, and nerves of steel, good judgement of character and a talent for communication with equal parts empathy and assertiveness certainly wouldn't hurt, either.

And in addition to the holy construction management mantra of 'Overview – Coordination – Communication – Control', the compact practical best practice toolbox, put together by our two experienced construction management experts Lela Petrovic and Hannah Ulbing from the Building Operations Support Department for all SWIETELSKY employees – can also be a great help. Like our two experts say: "The construction management team needs to do a lot more than just roll up their sleeves when everything goes haywire. We are often the first point of contact in a crisis, but we also help to make sure projects run smoothly (again) and support all SWIETELSKY employees actively with their construction management concerns."



Lela Petrovic, Hannah Ulbing

Department: Support  
Construction Operations  
Swietelsky AG

## TOOLBOX FOR CONSTRUCTION MANAGEMENT

1



## CONTRACTUAL KNOWLEDGE

Comprehensive knowledge of the content of the contract is essential for construction management. Especially when there are deviations in services such as changes and/or disruptions in the provision of services, any action taken needs to be in line with the relevant contractual clauses, and it is important to be aware of any deadlines in order to minimise financial risks.

2



## DOCUMENTATION

Seamless and traceable documentation is crucial, especially when disruptions or deviations in the construction process occur. All relevant events, decisions and measures must be defined in detail to ensure transparency and traceability. The use of software tools can provide support here. This documentation is not only important for internal purposes, but also serves as verification in the event of disputes – even disputes which end up in court.

3



## CONTINUOUS COMPARISON OF THE TARGET/ACTUAL CONSTRUCTION SCHEDULE

Regular comparison of the planned construction schedule with actual progress of the construction project is crucial in order to identify potential delays at an early stage and take countermeasures. This is also important with regard to reporting obligations in the event of deviations in performance.

## SUSTAINABILITY STRATEGY

# Holistic approaches to transformation

**SWIETELSKY is setting ambitious sustainability goals for the coming years leading up to 2030/31. Not only is this in keeping with our sense of responsibility towards humans and the environment, but is also often a basic requirement when awarding contracts. Based on our new sustainability strategy that defines our fields of action as well as the expansion of our sustainability team, we want to flesh out our goals across all Group divisions from the new 2025/26 financial year so that we can work through them in a structured and consistent manner – because ‘Always build better’ must also mean ‘Always build more sustainably’.**

In June 2024, SWIETELSKY published a comprehensive document on its sustainability strategy. In it, we define the fields of action concerning sustainability that will be essential for the development of our company until 2030/31 in order to mitigate the effects of global warming and take increased responsibility for sustainable development. At the same time, as part of the development of this strategy, we at SWIETELSKY want to position ourselves as a key player in sustainable construction and adaptation to climate change through our dedication to this complex topic.

As an integral part of this commitment to a sustainable future, we at SWIETELSKY are planning the development and execution of a transformation plan for climate protection based on the principles of the European Union ‘Fit for 55’ plan and the climate targets of the Science Based Targets initiative (SBTi).

During the development of the SWIETELSKY sustainability strategy, the first step was an assessment of sustainability aspects by a group of stakeholders, in accordance with the principle of dual materiality. This was carried out both from the inside-out perspective, which examines the impact of our business activities on sustainability issues, and from the outside-in perspective, which examines the risks and opportunities of sustainability issues as regards the economic situation of our company and its future viability.

“Our consistently strategic and structured approach to our sustainability topics has also become particularly

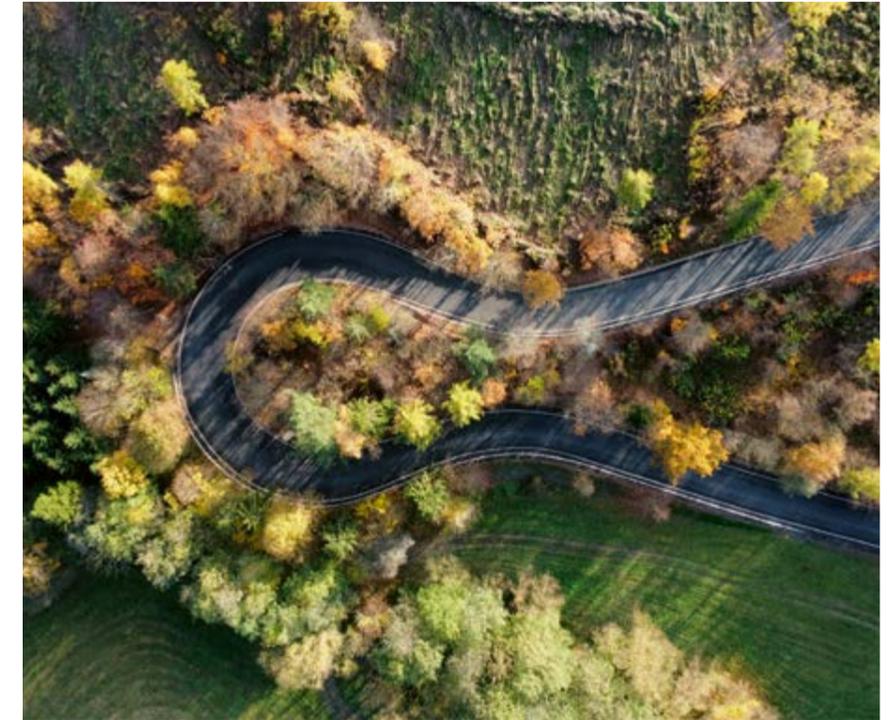
important in view of the EU Corporate Sustainability Reporting Directive (CSRD), which has been in force since 2024,” explains Ulrike Middelhoff, new Group Division Manager for Sustainability at SWIETELSKY since September 2024. “The CSRD is by no means just a reporting guideline. It is a guide to action for strategic sustainability management and for the continuous process of improvement that is so important to us in terms of a comprehensive transformation plan for the coming years.”

In order to comply with the legal requirements of the Corporate Sustainability Reporting Directive (CSRD), it is necessary to collect data compiled on the basis of science-based aspects. We will use a new database for data collection, which will also enable us to calculate emissions from the upstream and downstream value chain at SWIETELSKY, so-called Scope 3 emissions. Based on the data relevant to decision-making obtained for the 2024/25 financial year, we will continue to develop our sustainability strategy as a ‘living document’ and, together with our original stakeholder group and other selected colleagues from operational practice, we will draw up a transformation plan that will define sub-targets and measures to achieve the ‘Fit for 55’ emissions reduction target by 2030 and beyond.

Together with new structures and processes in sustainability management, the sustainability team at SWIETELSKY will also be greatly expanded in the future, “especially in operational areas, where there will be dedicated sustain-

Our “Always build better” positioning must also include our goal of “Always build more sustainably”. The new document on our sustainability strategy shows how to achieve our sustainability goals by 2030/31.

ability officers and site managers for sustainability issues, because even the best strategy is useless if it is not supported by the employees,” says Ulrike Middelhoff of the sustainable future plans at SWIETELSKY with a view to personnel. “Our Executive Board member and International COO at SWIETELSKY, Klaus Bleckenwegner, once very aptly said ‘Construction is people management’. In this spirit, this motto also applies at SWIETELSKY: ‘Sustainability is a team sport’ – it only works if everyone pulls together in the same direction.”



**–55%  
GREENHOUSE GASES**  
by the 2030/2031  
financial year (based on  
2020/2021 emissions).

**100% RENEWABLE  
POWER MIX IN EUROPE**  
and the quadrupling  
our own production  
of renewable electricity

**75% ANNUAL  
RECYCLING RATE**  
at the SWIETELSKY site  
for waste management &  
resource management

## 10 Years

Alandzak, Ivan  
 Anetsberger, Manuela  
 Antalec, Frantisek  
 Appeldoorn, Arjan  
 Artner, Markus  
 Artner, Wolfgang  
 Árvai, Zsolt  
 Bailey, Katja  
 Bajtai, Róbert  
 Bauer, Andrea  
 Bencic, Christian  
 Benecke, Manuel  
 Benkö, Mária Magdolna  
 Beranek, Nadine  
 Berényi, Gyula  
 Berger, Christoph  
 Berger, Thomas  
 Berta, Adam  
 Bicski, Viktor  
 Biermann, Andreas  
 Bikic, Himzo  
 Bikic, Muhamed  
 Binder, Stephanie  
 Bödör, Katalin  
 Bodor, Krisztián  
 Borschke, Lorenz  
 Boskó, István Attila  
 Brandstätter, Leonhard  
 Breuer, Thorsten  
 Brodesser, Matthias  
 Buchner, Daniel  
 Bujdosó, Laszlo  
 Butija, Boris  
 Collins, Megan  
 Czibere, János  
 Dakos, Ferenc  
 Dankl, Wolfgang  
 Dedic, Kemal  
 Derler, Karl  
 Deutschmann, Josef  
 Alexander  
 Distlbacher, Johannes  
 Divkovic, Marinko  
 Dopler, Christopher  
 Dornauer, Thomas  
 Drinic, Stanko  
 Dykas, Mariusz Marcin  
 Eberhart, Daniel  
 Ebner, Hubert  
 Ebner, Manuel  
 Eckhardt, Alexander  
 Eckhardt, Otto  
 Eckhardt, Rudolf  
 Eckl, Bernhard  
 Egger, Nathanael  
 Eggertsberger, Sebastian  
 Eibensteiner, Evelin  
 Eisendle, Josef  
 Eiterer, Simon  
 Elmazi, Ismail  
 Entholzer, Christoph  
 Erdélyi, András  
 Estermann, Markus  
 Feichtinger, Christian  
 Fejzula, Bekim  
 Fekete, Csaba  
 Fekete, Istvan  
 Felzmann, Alexander  
 Fercher, Bernhard  
 Figuli, Michal  
 Fischer, Johannes  
 Fleischmann, Sigmund  
 FraiB, Markus  
 Frödden, Roberto  
 Fruth, Christian  
 Fussey, Jamie  
 Füzér, István  
 Gabl, Pascal  
 Garstenauer, Philip  
 Gauglhofer, Christian  
 Glantschnig, Florian  
 Gmoser, Markus  
 Gödt, Matthias  
 Gorgasser-Ranacher, Daniel  
 Görres, Harald  
 Granitzer, Georg  
 Gruber, Andreas  
 Gruber, Hans Peter  
 Gstrein, Anton  
 Haas, Hans Peter  
 Haberl, Günther  
 Hackl, Jürgen  
 Hagenauer, Mario  
 Haindl, Jürgen  
 Hall, Callum  
 Handler, Michaela  
 Hartmannsgruber, Robert  
 Hasanagic, Mirsad  
 Hauer, Thomas  
 Haunerdingner, Thomas  
 Haunschied, Benjamin  
 Hausbacher, Rupert  
 Hauser, Silvia  
 Hebein, Manuel  
 Heessler, Walter  
 Hellweger, Florian  
 HinterstoiBer, Michael  
 Hofstadler, Andre  
 Holndonerné Tóth, Zsuzsanna Borbála  
 Horváth, Péter  
 Huber, Gerhard

Hudritsch, Oliver  
 Huemer, Kevin  
 Illic, Lovro  
 Insirovic, Nermin  
 Istenig, Inemari  
 Kaidisch, Alexander  
 Kainer, Gerhard  
 Kardos, Ján  
 Kasbauer, Manfred  
 Kaufmann, Martin  
 Knauer, Tobias  
 Knieler, Denise  
 Koerten, Bernd van  
 Kokarnig, Christoph  
 Kolb, Heike  
 Konrath, Herbert  
 Kos, Hans-Peter  
 Kotoric, Muhamed  
 Kovács, Zsolt  
 Kralj, Emanuel  
 Kralj, Danir  
 Krammer, Josef  
 Kraßnitzer, Jennifer  
 Kraxner, Lukas  
 Kritsch, Peter  
 Kubicz, Adam  
 Kucevic, Edin  
 Kucevic, Sabahudin  
 Kuprian, Viktoria  
 Kynaston Snr, Christopher  
 Mark  
 Kyrku, Zlatko  
 Lachsteiner, Andreas  
 Laireiter, Hermann  
 Lampersberger, Karl  
 Landmann, Martin  
 Latu, Nathan  
 Lechleitner, Nico  
 Lechner, Thomas  
 Leitner, Josef  
 Leonhartsberger, Stefan  
 Lerchner, Richard  
 Letonja, Christoph

Letovanec, Peter  
 Leutemann, Detlef Harald  
 Levic, Suad  
 Liebhardt, Stefan  
 Ligasová, Janka  
 Lindner-Fleischhacker, Jürgen  
 Loibl, Sascha  
 Lovišková, Jana  
 Luchian, Dana-Teodora  
 Maier, Alexander  
 Maier, Andreas  
 Maier, Michael  
 Makaric, Radislav  
 Mamok, Mateusz  
 Manka, Marcin Henryk  
 Maric, Drago  
 Marin, Vlatko  
 Marketz, Christoph  
 Marth, Josef  
 Matasic, Milan  
 Matijevic, Robert  
 Mayr, Ulrich Gottlieb  
 McLennan, Daniel  
 Melichar, Alexander  
 Mendl-Haas, Nina Bianca  
 Mesanovic, Nihad  
 Mitek, Thomas  
 Mitter, Thomas  
 Moser, Bettina  
 Müller, Manfred  
 Mumic, Fadil  
 Nadegger, Thomas  
 Nagy, Károly Róbert  
 Narat, Manfred  
 Nendwlich, Christoph  
 Netzer, Fabian Klaus  
 Neuwirth, Christopher  
 Niederegger, Peter  
 Oberguggenberger, Felizian  
 Obernberger, Philipp  
 Ohrnhofer-Zisser, Peter  
 Opletal, Nina  
 Orosz, Tamás

Otzlberger, Christoph  
 Pádar, Zsanett  
 Paschke, Marco  
 Paatl, Marco  
 Pasztor, Andreas  
 Pauer, Simon  
 Paulitsch, Manfred  
 Payer, Lukas  
 Pazdera, Daniel  
 Perknovsky, Viliam  
 Pethö, Gábor  
 Pichler, Michael  
 Pöcho, Reinold  
 Pogacar, Stefan  
 Pohl, Peter  
 Pohnholzer, Konrad  
 Kos, Hans-Peter  
 Pötsch, Stefan  
 Prieße, Oswald  
 Priller, Stephan  
 Rad, Daniel  
 Radics, Tamás  
 Raich, Johannes  
 Raith, Renate  
 Rapcia, Daniel  
 Rauchenbichler, Markus  
 Raudner, Markus  
 Rechberger, Karl  
 Reiner, Walter  
 Siegfried  
 Reusser, Karl-Heinz  
 Ritz, Christian  
 Rossak, Joachim  
 Rothe, Michael

Rupprecht, Martin  
 Sadler, Eva  
 Sáfar, Roland  
 Salletmayr, Ludwig  
 Salzmann, Werner  
 Schachner, Christian  
 Schatzel, Karol  
 Schaidler, Gerhard  
 Scharl, Markus  
 Schaballe, Hans-Jürgen  
 Scherf, Gottfried  
 Schierl, Manuel  
 Schilcher, Johann  
 Schiller, Andreas  
 Schmidbauer, Markus  
 Schmidl, Günter  
 Schmidseder, Markus  
 Schmidt, Peter  
 Schott, Gabriele  
 Roswitha  
 Schreiner, Alexander  
 Schreuders, Dick  
 Schuchter, Gerhard  
 Schütz, Raphael  
 Schützenhofer, Markus  
 Schwarz, Nina-Zoe  
 Schwarzmüller, Paulina Patrycja  
 Schweiger, Christian  
 Sebestyán, Andrásné  
 Seregély, György  
 Siegett, Ronny  
 Simlinger, Martin  
 Skina, Michael  
 Skivjani, Astrit  
 Skrbic, Zivko  
 Sollfrank, Florian  
 Sonnberger, Theresia

Walch, Dominik Erich  
 Weber, Katrin  
 Weier, Herbert  
 Weinberger, Stefan  
 Weitzer, Manuel  
 Wißner, Johann  
 Wierl, Wilfried  
 Wisemüller, Reinhard  
 Wille, Jonas  
 Wilscher, Bernd  
 Wilscher, Günter  
 Wilscher, Hans-Peter  
 Wimmerer, Silas  
 Winkler, Hermann  
 Zima, Harald  
 Zimmel, Dominik  
 Zimmermann, Rainer  
 Zweiler, Rene

## 15 Years

Akdemir, Abdurrahman  
 Anderssohn, Eric  
 Ankner, Thomas  
 Steinidl, Dominic  
 Auberger, Rudolf  
 Berger, Paul  
 Binder, Hans-Jürgen  
 Bishop, Barbara  
 Bolante, Jordan  
 Castro  
 Bolze, Andre  
 Dirk  
 Bolze, Jeanette

Brown, Andrew James  
 Dallinger, Aron  
 Dargovits, Patrick  
 Doekal, Holga  
 Ewing, Paul Fraser  
 Failer, Michael  
 Flir, Rene

## Höllrigl, Hansjörg Josef

Höllwirth, Heinz  
 Holzer, Michael  
 Huber, Manfred  
 Huber, Richard  
 Hubmann, Robert  
 Humm, Josef  
 Huter, Simon

Kurzmeier, Peter

Pinzger, Andreas  
 Pirker, Patrick  
 Posch, Stefan  
 Priller, Egon  
 Pürstner, Andreas  
 Reichl, Jennifer  
 Reinstadler, Mario Reinhold  
 Reitsamer, Ernst  
 Rieger, Armin  
 Robel, Oliver  
 Rohrmoser, Marcus  
 Ruszkai, Anita  
 Sancanin, Brane  
 Schaffer, Patrick

Ladner, Alexander  
 Lang, Josef  
 Langer, Markus  
 Leontjiew, Vadim  
 Lercher, Robert  
 Lukas, Dominik  
 Mark, Manuel

Schaidler, Gerhard  
 Schenk, Alexandra  
 Schermann, Kevin  
 Schirnhofner, Christian  
 Schuack, Andreas  
 Schnegg, Frank  
 Schuchter, Gerhard

## 20 Years

Amashauffer, Stefan  
 Andreosevic, Zivko  
 Auer, Dietmar  
 Auer, Johannes  
 Barmanbek, Cengiz  
 Barta, András  
 Bicek, Robert  
 Blauensteiner, Cornelia  
 Bolat, Ramazan  
 Boryga, Iwona  
 Botos, Georg  
 Brhel, Radek  
 Brousek, Roman  
 Buchelt, Günther  
 Cizmazia, Roland  
 Dallner, Bettina  
 Demhasaj, Bekim  
 Dila, Florin  
 Dorottyia, Simon  
 Dudic, Dragan  
 Dusek, Josef

Dworschak, Christian  
 Entholzer, Manfred  
 Eppinger, Reinhard  
 Erhart, Hannes  
 Fahrberger, Siegfried  
 Fahlhofer, Robert  
 Fischer, Thomas

Karlítepe, Mehmet  
 Kecskés, Alexandra  
 Kelmen, Zsolt  
 Kerschbaumer, Andreas  
 Knapp, Stefan  
 Krabichler, Armin  
 Krpic, Ostoja  
 Kuklis, Stanislav  
 Küssel, Andreas  
 Lázár, Antónia  
 Lerchster, Christof  
 Lesterl, Werner  
 Letocha, Ludvik  
 Leutgeb, Florian  
 Lintner, Martin  
 Lukács, Antikó

## 25 Years

Abfalter, Gerhard  
 Abstreiter, Georg  
 Bischof, Gotthard  
 Braid, Manfred  
 Braid, Markus  
 Brunthaler, Franz  
 Bucholt, Günther  
 Buchholz, Andre  
 Dóra, Marianna  
 Obermaier, Sascha  
 Fevertag, Gerhard  
 Forster, Reiner  
 Frech, Gerald  
 Freidl, Sieghard  
 Freudenberger, Eberhard  
 Freudenberger, Roland  
 Friedl, Rainer  
 Fritzl, Franz  
 Gelter, Rene  
 Goltzsche, Tino  
 Griesbacher, Martin  
 Gutenbrunner, Daniela  
 Hackl, Ewald  
 Hagen, Mario  
 Heiss, Bernhard  
 Hempel, Horst

## 30 Years

Weigl, Martin  
 Weiler, Peter  
 Weitzberger, Manfred  
 Winkler, Stefan  
 Zábárdi, Ernő  
 Zangerl, Wolfgang  
 Zariqi, Besim  
 Zeller, Christian  
 Zweiler, Franz

## 25 Years

Abfalter, Gerhard  
 Abstreiter, Georg  
 Bischof, Gotthard  
 Braid, Manfred  
 Braid, Markus  
 Brunthaler, Franz  
 Bucholt, Günther  
 Buchholz, Andre  
 Dóra, Marianna  
 Obermaier, Sascha  
 Fevertag, Gerhard  
 Forster, Reiner  
 Frech, Gerald  
 Freidl, Sieghard  
 Freudenberger, Eberhard  
 Freudenberger, Roland  
 Friedl, Rainer  
 Fritzl, Franz  
 Gelter, Rene  
 Goltzsche, Tino  
 Griesbacher, Martin  
 Gutenbrunner, Daniela  
 Hackl, Ewald  
 Hagen, Mario  
 Heiss, Bernhard  
 Hempel, Horst

## 30 Years

Achleitner, Guido  
 Astner, Mathias  
 Basdogan, Erdal  
 Blauensteiner, Martin  
 Bogad, Joachim  
 Bubestinger, Peter  
 Cseh, Lajos  
 Daxer, Erwin  
 Deutschmann, Josef  
 Fehr, Markus  
 Flach, Thomas  
 Fortner, Maria  
 Galler, Hubert  
 Gargari, Kawa  
 Golde, Hans-Jürgen  
 Grimm, Reinhard  
 Hajas, Tibor  
 Haslauer, Karl  
 Hauer, Sonja  
 Häuserer, Herbert  
 Höffinger, Johann  
 Jäger, Hubert  
 Jenny, Alexander  
 Kaiser, Wolfgang  
 Kelz, Karl  
 Kezic, Zdravco  
 Kókai, József  
 Kröll, Johannes  
 Larcher, Martin  
 Lenz, Karl  
 Machherndl, Dieter Karl  
 Melmer, Alexander  
 Misanovic, Milka  
 Morina, Enver  
 Müller, Heiko  
 Müller, Matthias  
 Niederer, Gerald  
 Nisevic, Dusko  
 Partalo, Zeljko  
 Pejcic, Ljubisa  
 Pötzl, Gerald  
 Rohn, Erwin  
 Schasching, Markus  
 Schlesinger, Martina  
 Schmid, Thomas  
 Schmidt, Andreas  
 Schmidt, Matthias  
 Schumergrubner, Herbert  
 Schwarzbach, Thomas  
 Seifert, Ralf  
 Tomic, Slobodan  
 Varga, György  
 Zieger, Bernd

## 35 Years

Baldauf, Christian  
 Dallinger, Johann  
 Denoth, Manfred  
 Ellmer, Rudolf  
 Feuchtgruber, Christof  
 Haberleitner, Natascha  
 Kovacic, Paul  
 Scheikl, Franz  
 Stephl, Monika

## 40 Years

Baumann, Johann  
 Böcklinger, Franz  
 Dollnig, Herbert  
 Düregger, Peter  
 Frisch, Erwin  
 Hütter, Rudolf  
 Meigl, Josef  
 Stangl, Anton  
 Wagner, Johann

## 45 Years

Jandl, Alfred  
 Schiller, Walter  
 Somogyi, György

May, Michaela  
 Mayr, Manfred Kaspar  
 Molnár, Szabolcs  
 Mondok, Zsuzsanna  
 Moosburger, Patrick  
 Nagy, Jozsef  
 Németh-Gregosits, Ildikó Erzsébet  
 Ninaus, Patrick

Schuler, Mathias  
 Schweiger, Georg  
 Senn, Martin Walter  
 Solderits, Markus  
 Spiesz, Philipp  
 Steiner, Christian  
 Stockhammer, Franz  
 Strasser, Manuel Klaus  
 Suppan, Reinhold

Florea, Liviu  
 Forstner, Günter

Rachholz, Friedrich  
 Raderer-Müllner, Elisabeth  
 Ramet, Maximilian  
 Rappold, Klaus  
 Rási-Solti, Zita  
 Rath, Ewald  
 Rauscher, Patrick  
 Reiter, Andreas  
 Réz, László  
 Rrustemi, Shaip  
 Schabauer, Christian  
 Schitz, Andreas  
 Sigl, Johann  
 Slakter, Kornélia  
 Rauter, Bernd  
 Giedyk, Joanna  
 Górecki, Paweł  
 Gruber, Franz  
 Günther, Benjamin  
 Härdinger, Mathias  
 Hansmann, Mario  
 Haufschild, Mario  
 Hebenstreit, Martin  
 Héderné Schrenk, Laura Lujza  
 Hetfleisch, Christian  
 Hollaus, Martin  
 Horváth, Ferenc II  
 Huber, Reinhard  
 Huber, Wilfried  
 Iancu, Andrei  
 Járđan, Tibor  
 Kaiser, Franz  
 Kaltenberger, Walter  
 Kargl, Andreas

Gaich, Helmut  
 Garamszegi, Zoltán  
 Geisler, Franz  
 Glaser, Bernd  
 Giedyk, Joanna  
 Górecki, Paweł  
 Gruber, Franz  
 Günther, Benjamin  
 Härdinger, Mathias  
 Hansmann, Mario  
 Haufschild, Mario  
 Hebenstreit, Martin  
 Héderné Schrenk, Laura Lujza  
 Hetfleisch, Christian  
 Hollaus, Martin  
 Horváth, Ferenc II  
 Huber, Reinhard  
 Huber, Wilfried  
 Iancu, Andrei  
 Járđan, Tibor  
 Kaiser, Franz  
 Kaltenberger, Walter  
 Kargl, Andreas

Papp, Edit  
 Pesendorfer, Christine  
 Pettek, Dennis  
 Petzl, Matthias

Horvath, Johann  
 Hruškar, Branko  
 Izgi, Jusuf  
 Jochum, Alexander  
 Kautschitz, Roland  
 Klicic, Meho  
 Knežević, Valentina  
 Koidl, Thomas  
 Korn, Josef  
 Krnetić, Milorad  
 Lankmaier, Thomas  
 Lechner, Michael  
 Mašić, Jasmin  
 Matzinger, Catharina  
 Mazaga, Thomas  
 Meixner, Robert  
 Mestery, Tibor  
 Mössmer, Denise  
 Niederl, Johann  
 Ninaus, Heinz  
 Orascanin, Reuf  
 Pál, István  
 Póka-Szabó, Mónika  
 Csilla

Račić, Zdenko  
 Rauter, Markus  
 Reiter, Bertram  
 Reiter, Brigitta  
 Schmidmeister, Bettina  
 Schrücker, Roland  
 Schuchter, Gerold  
 Šoš, Božana  
 Sulzbachner, Martin  
 Turner, Anton  
 Wahlmüller, Christian  
 Waschits, Erwin  
 Weinfurthner, Franz  
 Weiss, Wolfgang  
 Weissenbacher, Anton  
 Weitgasser, Gerhard  
 Weitz, Jörg  
 Zach, Gerald  
 Zach, Johann  
 Zimmermann, Josef



## Events & news

### WINGS FOR LIFE WORLD RUN 2024: Almost 2000 kilometres for a good cause



The Wings for Life World Run, initiated by Red Bull founder Dietrich Mateschitz and two-time motocross world champion Heinz Kinigadner, is the largest running event in the world. On 5 May 2024, a total of 265 818 participants from 192 nations in 169 countries took part in the eleventh run of its kind to collect kilometres and donations for research projects to find a cure for paraplegia. In attendance: Our multi-national SWIETELSKY team, which ran an impressive 1955.72 kilometres in just one day at its Wings for Life Run debut, contributing 7387.95 euros to a good cause at the same time. Just as impressive: Our team took 39th place in the worldwide ranking, which SWIETELSKY COO Klaus Bleckenwegner acknowledged with personal pride: "This amazing performance by our teams from many different countries made us proud and gives us wings for future group projects so we can become even stronger as an international Group." And it goes without saying that our athletic Swietelsky employees will be back for the next Wings for Life Run in 2025 to show that, together as a team, we can achieve great things.

### DRAGON BOAT CUP 2024 IN VIENNA: All in the same boat, and full speed ahead



All in the same boat: Our participation in the big Dragon Boat Cup on the Old Danube in Vienna in June 2024 shows how literally we at SWIETELSKY take this motto. Even the joint training runs in preparation were a real team building experience on a whole new level – along with the athletic challenge, our team spirit grew a little more with every stroke of the paddle. On the day of the competition on 14 June, our motivated and well-trained Swietelsky employees were at the ready on the starting line – and took a sensational fifth place in their very first dragon boat race. This was a remarkable result for them as newcomers, as only long-time dragon boat veterans mastered the course with faster times. Just as sensational was how quickly the Swietelsky employees from different departments in our company came together as a team and cheered each other on with full dedication to achieve top performance. One thing is clear: Swietelsky will be back at the next Dragon Boat Cup in 2025 to make up the remaining four places.

## Events & News

### WORLDSKILLS LYON 2024: We are world champions in concrete construction!



Word has already got around that we at Swietelsky know a thing or two about concrete construction. And now we are officially world champions – thanks to our subsidiary Georg Fessler GmbH from Zwettl in the Waldviertel region of Austria and its apprentices Christoph Kurz from Unterrabenthau and Stefan Huber from Schönbach. At the 47th WorldSkills Competition from 10 to 15 September 2024 at the LDLC Arena in Lyon, the two competed against top-class international competitors in the discipline of concrete construction in front of around 12 000 spectators – including French President Emmanuel Macron – and promptly brought home gold. Their challenging task was to construct formwork with curvature, completely tie a reinforcement cage and produce formwork with a bearer and a column. Many participants failed the first part of the task. Christoph Kurz and Stefan Huber, on the other hand, finished all steps quickly and with the utmost precision, which was celebrated fittingly on their return home to Zwettl.

### REGISTER NOW: The “Swietelsky Ski Day” in Schladming



On 25 January 2025, the “Swietelsky Ski Day” for all employees of SWIETELSKY will be held in Schladming.

Please register by no later than 10 January 2025. Scan the QR code and fill out the registration form. From 10 persons onwards, please register as a group.

Or call us direct at 0664/88900399 or send an e-mail to: [sara.haunschmied@swietelsky.at](mailto:sara.haunschmied@swietelsky.at)

Your Central Works Council



## Interactive site

### DIY: BUILDING BIRDHOUSES

Hurray! Winter is here! It's the perfect time to offer our feathered friends a cosy little house along with some food. By building a birdhouse, you are creating safe shelter and a feeding station for birds who have a hard time finding food in winter. How it works:

#### Materials

- 1 wooden board (approx. 15 cm wide, 2 cm thick, 1 m long)
- Ruler, pencil, saw, power drill, 4-mm drill bits
- Sandpaper, hammer and nails (or wood glue)
- Optional: Weather-resistant wood preservation paint

- 1. Cut wood**  
Cut the board into the following pieces:  
Front and back wall: 15 × 25 cm each (front wall: drill 4 cm entrance hole approx. 15 cm from the lower edge)  
Side walls: 15 × 20 cm (2 pieces)  
Base: 15 × 15 cm  
Roof: 17 × 20 cm (2 pieces)
- 2. Sand edges**  
Sand all edges well to prevent splinters.
- 3. Assemble birdhouse**  
Fasten the rear wall to the sides, insert the base, then the front wall. Hammer or glue everything together well.
- 4. Assemble roof**  
Place the two roof sections on the top, slightly sloping so that rain can run off.
- 5. Optional: Weather protection**  
If you want, apply weather-resistant paint or clear varnish, but make sure the products are non-toxic.
- 6. Installation**  
Look for a quiet, sheltered spot on a branch or a house wall for your new birdhouse. Make sure that unwelcome guests like cats cannot get into the birdhouse.

Done! Now all that's left to do: Wait and watch as the first birds come to visit!

### QUIZ: PLAY AND WIN

You've read the entire magazine carefully?  
Good – then you're ready for the big quiz!  
The 5 entrants with the highest number of points will win a special SWIETELSKY prize.

Ready? Then scan the QR code and get started!



We work for people.  
We are part of the solution.  
We shape the future.  
**Building ever better.**



**#buildingeverbetter**

