



LEONHARD WEISS

*Leonhard Weiss*

INNOVATIVE – MODERN – FAMILIAR

A family-owned enterprise presents itself

WHO WE ARE



from left: Steffen Schönfeld, Marcus Herwarth, Ralf Schmidt, Christian Ott, Alexander Weiss, Stefan Schmidt-Weiss, Robert Kreß

## PREAMBLE

Our family-owned company LEONHARD WEISS especially stands out thanks to our high-level know-how, dedicated employees, and a culture we all live, in which every-day tasks are carried out. This LEONHARD WEISS culture is based on a set of values, which we have defined in our mission statement already in 1989 and which we keep developing further with foresight in connection with our vision. This set of values does not only characterise the co-existence of the people working for LEONHARD WEISS, but also our contacts with customers, business partners, as well as our responsibility concerning society and environment.

In spite of the growth within the group of companies we create a balance in connection with our understanding of values – really in the sense of a citation of Walter Cronkite: “Success can only be permanent, if it is achieved without undermining one’s principles.” We thus work on the basis of mutual confidence and cope with all challenges.




  
 Marcus Herwarth    Robert Kreß    Christian Ott    Steffen Schönfeld



  
 Ralf Schmidt    Stefan Schmidt-Weiss    Alexander Weiss

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# WHERE WE COME FROM



## YEAR OF FOUNDATION HEAD OFFICE GÖPPINGEN

In 1900 Leonhard Weiß took the step into independence. He was awarded a lot for the construction of the line Aalen-Neresheim-Ballmertshofen by the western German railway company. This construction site was the corner stone for today's company. Some years later Leonhard Weiß intensified the connection to Göppingen by buying company premises – a former gravel quarry – in Fabrikstraße.

1900



## SECOND HEAD OFFICE AND YEARS OF WAR

After the early death of Leonhard Weiß his widow Otilie lead the company together with their son, Walter Weiss, and son in law Werner Schmidt. The areas North-Eastern Württemberg and Bavaria were meant to be covered from the new site Crailsheim.

1938



## MECHANISATION AND VARIETY OF SCOPE

After the end of the war, Walter Weiss brought many breakthrough ideas back and was very eager to use modern machines and invest into the latest technology. Due to the growing variety of scope, new strategies and perspectives for the construction company were developed.

1950



## BEGINNING OF TRAINING

LEONHARD WEISS has been training young people since 1972. Professional training is a relevant focus in the concept of personnel development and a basic part of our company culture.

1972



## WITH THE SIGHT'S ON EUROPE

LEONHARD WEISS defined new goals with the activity on the European market. Today there are subsidiaries and branch offices mainly in the Scandinavian area, as well as in the Baltic States and in eastern Europe.

2000



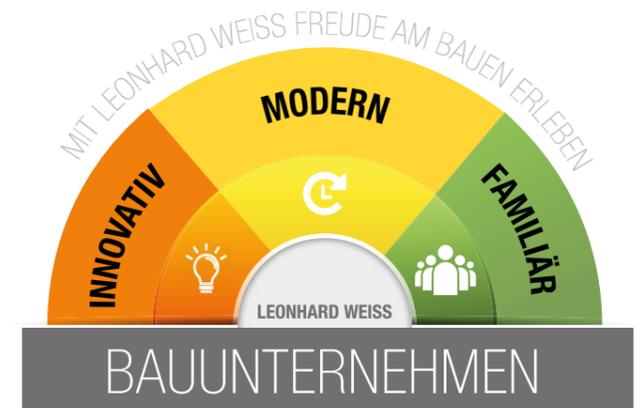
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## INNOVATIVE, MODERN, FAMILIAR

At present and in the future, we continue the story of our success. The basis of our actions is dictated by our tradition and the values we developed, with which we offer innovative and modern solutions for the construction sector of the future.

# WHERE WE ARE GOING

With a high measure of creativity and drive we offer our customers tried and tested, as well as innovative construction solutions, with which we set standards in the industry sector. However, we stay down-to-earth and realistic and stick to our values as LEONHARD WEISS, which we live today and in the future in the company and in our contacts with our customers and business partners.



This mind-set is characterised by our principles and virtues like curiosity, courage and determination, open culture of failure, transparency, appreciation, modesty, and joy.

We are and will remain a family-owned enterprise and live our mission statement.

# WHAT WE LIVE – OUR MISSION STATEMENT

EXPERIENCE THE JOY OF BUILDING WITH LEONHARD WEISS, ...



... by managing our **company** economically and securing the future for the benefit of all of us.



... by respecting each other as partners, supporting and challenging the strengths of every one of us. Personal fulfilment and respect for every **employee** are the result of personal achievements.



... by offering our **business partners** a trusting and fair cooperation. **Customers**, who recommend us to others are our goal.



... by paying attention to **social values** and treating human beings, family, and environment respectfully in our activities.

# WHAT GIVES DISTINCTION TO OUR FAMILY



## OVER 6.300 EMPLOYEES

... experience the joy of building and transfer this feeling to our customers and business partners.

At the same time, they form the strong backbone of our family-owned company. Together we also rise to challenges and find good solutions. LEONHARD WEISS has always set standards with team spirit, loyalty and mutual understanding since the foundation of the company in 1900 and could thus increase the inner strength of the company.

### WE STICK TOGETHER



Already since the foundation in 1900 LEONHARD WEISS has been 100-percent family-owned. We live the values of a family inside the company and outside. We build on consistency, live truthfulness and trust and will also do this in the future – as we have defined in one of our three core points – innovative, modern, familiar – of our vision.

### WE ARE MANIFOLD



We are composed of people of different generations and cultures, have 58 nationalities in our company and consider mutual respect and a trustful cooperation the strong bond, which holds us together – no matter, where we are. We are young sources of ideas and experienced professionals, come from the North, South, East and West, and still we find our common focus at LEONHARD WEISS.

### WE CHALLENGE AND SUPPORT



Many of us have been with the company for many years and a large part of our managers has been recruited inside the company. At LEONHARD WEISS we make a point of binding employees and supporting them. With a lot of responsibility and autonomy we enable our employees to further development and growth. Our LEONHARD WEISS Academy offers further training in various branches of study and supports all employees in their development. Our skills and qualifications, as well as the motivation and enthusiasm form the decisive basis for the successful future of our company.

## WE VALUE

Our employees are the most important factor of our success – for almost 125 years now. Only satisfied and motivated people can perform excellently. For this reason, we keep asking ourselves, what we can still improve further. For many years already the benefits at LEONHARD WEISS have been considerably better than the labour agreements in the construction sector. But that is not enough for us. With our attractive LW package we offer even more benefits to all our employees and have increased the existing benefits in many places. Especially work away from home, which is an integral part of the construction sector is rewarded above average.



## WE HAVE TRADITION

Our family-owned company is already managed in the fourth generation and even if we have developed strongly since our foundation, we live and value our traditions. We are straight-forward and down-to-earth. We know, where we come from, but we also know, where we are going. Therefore, we were awarded the title of one of the best traditional companies in Germany by FOCUS Money.



## WE LIVE MODERNITY

Our tradition, however, does not reduce our foresight and the courage to change. In a time of technological and social change we stick to our values, in order to break the moulds together and allow innovations, which will bring benefits to us and our customers. That makes us flexible and open for new working concepts – on the construction site, at the workshop or at the office. By means of the latest technologies and highly innovative construction methods we continuously optimise our internal processes and realise large and small construction projects together successfully.



### EMPLOYER AWARDS

TOP employer "Construction sector" (FOCUS) TOP employer "Career" (FOCUS)  
 TOP employer "Training & Development" (FOCUS)  
 TOP employer "Most family friendly company in Germany" Germany's best training companies  
 TOP training company – Das Handwerk  
 Top Company (kununu)  
 TOP 500 family-owned companies

### INNOVATION AWARDS

TOP 100 Innovator – award for the most innovative medium sized companies in Germany, quality award track construction

### AWARD-WINNING CONSTRUCTION

AUDI quality award Volkswagen Group Award  
 McDonald's Award  
 German Bridge Construction Award  
 Bauma innovation award construction methods  
 Finsterwalder construction engineering award



## WE ARE AWARD-WINNING

We can be proud of a large number of prizes and awards. They reflect the high quality of our performances, our attractiveness as employer, as well as innovative construction partner.

We consider every award as incentive to become even better and keep developing continuously.



ULRICH FINSTERWALDER  
**INGENIEURBAUPREIS**



# WHAT MAKES US STAND OUT AS PARTNERS



## FAIR AND TRUSTFUL



We don't like to call ourselves contractor, as we think, that "partner" is more suitable to describe our cooperation. We don't only show fairness and cooperative relationships with our customers, but also always towards our suppliers and subcontractors. We are aware that the economic success of LEONHARD WEISS strongly depends on a good and stable relationship with our partners. Therefore, they considerably contribute to a successful and on-schedule termination of our construction projects.

## WE ARE PROFESSIONALS

Construction is our métier – we are professionals here. We treat every one of our construction projects as something unique, which becomes something awesome due to our many years of project experience, our employees, and the use of the latest machines. In every contract we recognise the vision of our customer. This encourages us to deliver the best result possible and fulfil his individual requirements.



### ROAD AND NETWORK CONSTRUCTION

A modern world needs high mobility and rapid connections. We provide freedom, individuality, and quality of life.



### ENGINEERING AND TURNKEY CONSTRUCTION

Every building we construct, gives new room and new perspectives to our life and our culture.



### TRACK INFRASTRUCTURE CONSTRUCTION

Imaginativeness and pioneering spirit make us an ideal partner in the field of track construction since the year 1900.



### RESOURCES AND PARTICIPATIONS

A tight network of our own and affiliated companies secures our supply of raw materials and our auxiliary services.

## WE ARE VARIED

LEONHARD WEISS counts nine subsidiary companies, specialised in different fields of construction and building which complete and top off our portfolio in many ways. Our customers therefore experience concentrated know-how and project coordination from one source.

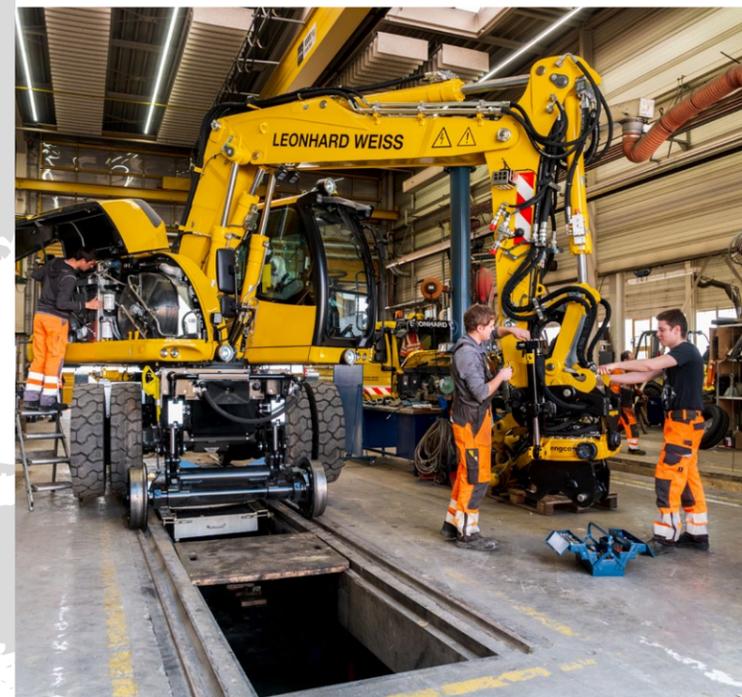
## WE CONNECT EUROPE

Since our foundation in the year 1900 in the Swabian Town of Göppingen, many things have changed, because it is not our style to stay put. We like to put out feelers to other European countries, where there are exciting construction projects in breathtaking landscapes or modern metropolises waiting for us. Our branch offices and subsidiaries in Europe enable us to find inspiration and courage for innovations outside of Germany and they participate in creating European infrastructure.



## WE APPLY THE LATEST METHODS

We use methods and technologies which make our performances even more attractive for our business partners. At the same time, we make the visions of our building owners come true by means of the latest technologies but are also open and flexible for new solutions. Our customers benefit from the use of innovative working methods like BIM from the economical point of view, as well as from the ecological point of view. Our LEAN-Management which aims at cutting back organisational and constructional processes is an integral part of our process optimisation.



## WE MAKE USE OF THE LATEST TECHNOLOGIES

The use of machines is indispensable in the construction sector, but it is also a large factor concerning the carbon footprint. The more innovative the technology, the lower the emission values. The use of emission-free construction machines and equipment is thus as ground-breaking for us as for ex. the use of liquid gas facilities. Our highly modern machinery has got an average age of 4.5 years and is accurately maintained in our own workshops or by our own mobile field crew.

# IMPRESSIONS FROM ROAD AND NETWORK CONSTRUCTION



Road construction, motorways, infrastructure provision / earth and sewer construction – outside facilities – maneuvering areas – water engineering – environmental / flood protection – construction of dumping grounds – supply and communication networks – underground cable construction – horizontal wash boring and pipe renovation – pipeline construction – laying of cables – cable installation electricity and telecommunication – cable fault location and measuring technology – draw-in and blow-in technology – construction of stations – overhead line construction



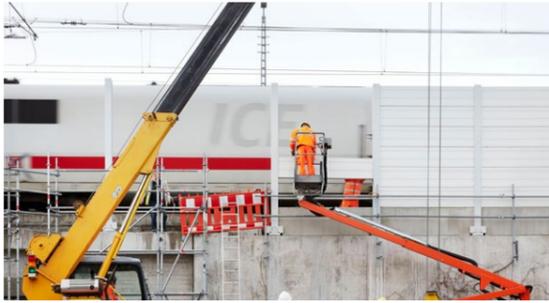
# IMPRESSIONS FROM ENGINEERING AND TURNKEY CONSTRUCTION



Structural engineering – underground engineering – maintenance of production plants – industrial construction / logistics facilities – office / administration buildings – retail / commercial construction – education / sports centres – social facilities – special constructions – construction in existing structures – renovation / traffic structures – renovation of car parks – sealing of buildings – melted asphalt in road construction and structural engineering – tunnel renovation / tunnel equipment



# IMPRESSIONS FROM TRACK INFRASTRUCTURE CONSTRUCTION



Track conversion / new construction / upgrade of tracks – new construction / conversion of points – points mechanisms – superstructure welding – platforms – inspection and maintenance – auxiliary bridges – crane runways – tramway systems – rail treatment – TRAVETTO track systems – IECC / ERTMS – underground cable engineering / cable networks – noise protection walls – transport depots – special underground engineering close to railway tracks – level crossings – signal foundations TECDOWN – tunnel upgrades – special projects



# WHAT IDENTIFIES US AS LEONHARD WEISS



## GREATNESS REQUIRES RESPONSIBILITY

From our foundation to the present day, LEONHARD WEISS has developed into one of the top 10 construction companies. In addition to many positive signals, we also see increasing challenges in our society.

As a company with traditions and values we bear our entrepreneurial responsibility in many different ways and share our success with our environment.



### WE ARE YELLOW

LEONHARD WEISS WEISS is one hundred percent family-owned. That is one of our success factors. The shareholder families don't only agree with the decisions in the company completely, but they put all their confidence into the over 6,300 employees. The "Yellow ones of WEISS" feel like one large family connected with each other on the basis of the LW spirit and the mission statement "experience the joy of building with LEONHARD WEISS" and they are there for each other. Together we create the most diversified structures for the future.



### WE ADHERE TO STANDARDS

As responsible, fair, and economically sustainable company, marked by a respectful and trustful cooperation, we not only adhere to legal prescriptions, but follow initiatives which go much further. In the year 2021 LEONHARD WEISS joined the UN Global Compact and committed to its principles in all fields of entrepreneurial responsibility. We are also a member of the German Association for Sustainable Construction (Deutsche Gesellschaft für Nachhaltiges Bauen (DGNB)) with the aim to support sustainability in the construction sector.

The Integrated Management System at LEONHARD WEISS as universal basic system combines quality, environmental protection, as well as safety at work systems to form a unit and enhances these systems continuously.

## WE SHOW TRANSPARENCY

In order to set clear goals for a more sustainable economic activity we continuously scrutinize ourselves and our actions. We thus evaluate our ecologic footprint by means of our annual sustainability report, which is accessible for everybody, and critically analyse the insights gained. These are, among others, our carbon footprint and our energy consumption. As company in the construction sector, it is a special challenge to build and operate sustainably. We are determined to achieve these goals together as a team.

## WE CONNECT ECOLOGY WITH ECONOMY

New technologies for the generation of energy and economic operation of machines procure considerable advantages. They contribute to a more environmentally friendly construction and at the same time preserve resources better than traditional alternatives. Our company intern initiative for the use of materials, with which we allocate excesses to other construction sites is also part of this concept. We avoid potentially high emissions due to the transport to dumps and we support the reuse and return of materials into the economic cycle.

## WE LIKE TO SHARE

We give part of our economic success back to society – and where would that be more suitable than for those who really need it. Every year LEONHARD WEISS donates a large amount to Radio 7-Drachenkinder, builds playgrounds at our own costs in connection with social projects and gets involved in further social facilities. We also invest considerable amounts into the fields culture and team sports every year and support social interactions.



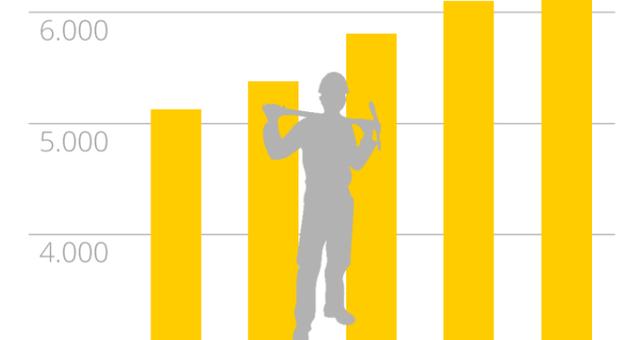
## WE KNOW OUR ROLE

As one of the largest employers in the German construction sector, today also represented in many European countries, we bear responsibility for the environment of our sites. Our success is owed to the regions and the human beings, who cooperate with us and put their trust in us. This generates many tasks for us in the sense of entrepreneurial responsibility, like the creation and the continuous preservation of training positions and jobs, the support of the region, as well as acting economically and sustainably.

### NUMBER OF TRAINESSES

Ø 350  
in total 1st to 4th  
training year

### EMPLOYEE DEVELOPMENT (2018-2022)



## WE PAY ATTENTION

The wellbeing of our employees and our partners is very important to us, and we consider it one of our main assignments, to steadily improve the safety of all participants of a construction site. When it comes to occupational safety, we thus put a strong focus on improving safety at work on the construction site, at the workshop or at the office. By means of a comprehensive programme we offer numerous measures of health preservation or recovery in our internal health management. In addition to that, we support important social topics like equality of treatment, variety and respect of human rights.

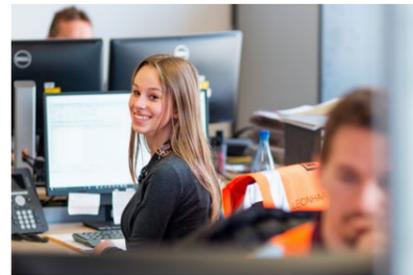
# IMPRESSIONS AND STATEMENTS OF OUR EMPLOYEES



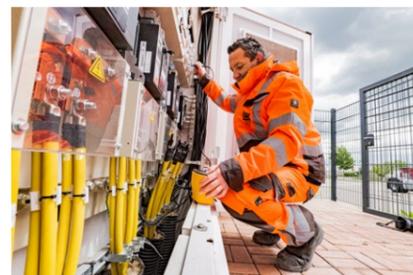
“ The most important thing for me is the team spirit within the division. Yellow construction sites make me proud – we all pull together.



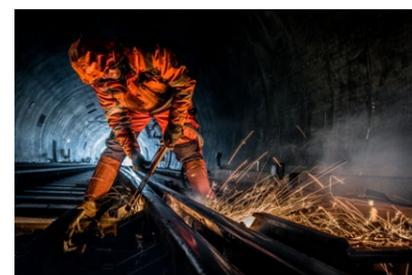
“ LW is a family-owned enterprise. It's the person that counts, I'm not only a number. I feel that we treat each other as equals.



“ It is one of our tasks to make sure that we all pull together, in spite of the large growth and that we don't lose our shared aim.



“ Short decision-making processes are still one of the factors of our success. We need to keep them while the company is growing – a real challenge!



“ The team spirit of the LW-family, good remuneration and a secure future. For me LEONHARD WEISS is the best employer I can imagine.



“ High esteem, often little gestures can make all the difference: managers greet us and ask how we are or sit at our table at the Casino.



“ Our culture, the way colleagues treat each other, friendliness and the pride to work for LW. LW takes care of all employees – that is an important factor.

# LEONHARD WEISS-GROUP

An extensive group of companies has developed from the original enterprise founded by Leonhard Weiß, which is also active in a large territory outside Germany. As general contractor for construction performances with our own branch offices, subsidiary companies and participations in Germany and Europe, LEONHARD WEISS Group delivers convincing performances of the highest quality and guarantees a professional and on-schedule realisation of construction projects.

In spite of all the variety and growing size of LEONHARD WEISS Group we all pay attention to the right balance between company growth and preservation of the company culture – that is what makes us strong and forms the secure foundation for a successful future.

## LEONHARD WEISS-LOCATIONS



### GERMANY

LEONHARD WEISS GmbH & Co. KG  
 LEONHARD WEISS Fußbodentechnik GmbH & Co. KG  
 LEONHARD WEISS Beteiligungsholding GmbH (Asphalt, concrete and raw materials)  
 AMG – Asphaltmischwerk Göppingen GmbH & Co. KG  
 FAST OPTICOM AG  
 FRE – FOCUS RAIL Engineering GmbH  
 infra-tec GmbH  
 invatec GmbH  
 SDC – Steinsanierung Denkmalpflege Crailsheim GmbH & Co. KG  
 VIA GmbH



### EUROPE

Estonia	LEONHARD WEISS OÜ – Tallinn LEONHARD WEISS VIATER OÜ – Tallinn
Finland	LEONHARD WEISS SUOMI OY – Helsinki
Latvia	LEONHARD WEISS OÜ – Riga
Lithuania	LEONHARD WEISS LIETUVA UAB – Vilnius
Norway	LEONHARD WEISS GmbH & Co. KG – Øyer
Poland	LWZ Sp. z o.o. – Żórawina LEONHARD WEISS MASZINY TOROWE Sp. z o.o. – Żórawina
Romania	LEONHARD WEISS ROMANIA S.r.l. – Bukarest
Sweden	LEONHARD WEISS GmbH & Co. KG – Stockholm
Switzerland	LEONHARD WEISS BAU AG – Regensdorf
Czech Republic	LEONHARD WEISS GmbH & Co. KG – Prague

For better readability we only use the male gender form; female/divers are, however, always included.

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