



Two wheels, two towns, one goal

Environment and Climate

How can employees get to work with the lowest possible emissions? Christian Limbach in Neuwied and Kyithar Swe in Vienna show how it's done, with active support from L&R.



“Sustainability is incredibly important to me.”

Christian Limbach, Regulatory Affairs
Manager Europe and Sustainability Lead

06:05 In Mehlem near Bonn, Christian’s day begins with a glass of water. Everything is ready for the daily commute to Neuwied: the cycling gear, a change of clothes for the office, the Deutschland-Ticket for public transport.

Christian spends half his time working as Regulatory Affairs Manager Europe and the other half as Sustainability Lead. When L&R set up the “Environmental, Social and Corporate Governance” division in 2024, he applied immediately. “Sustainability is incredibly important to me. I have been involved in this personally since I was a teenager, because I want to make a difference. This opens up entirely new career opportunities,” he explains.

06:30 Everything is still quiet where he lives. Christian sets off on his e-mountain bike, riding past front gardens before continuing alongside the B9 main road. “The route isn’t particularly scenic, but it’s completely separate

from traffic and there are no junctions. Which is worth its weight in gold,” he says. It’s just under four kilometres to Rolandseck train station. While waiting for the train, Christian watches the sun rise over the Siebengebirge hills.

He started working at L&R in Neuwied in 2018, and bought a small car just for his daily commute. “Reluctantly”, he admits, “but the train ticket would have been not only very expensive, but also far too inflexible”. Then L&R offered the Jobrad bike leasing scheme and the Deutschland-Ticket, so he seized the opportunity to park his combustion engine car for good. Since then, he has taken advantage of both offers not only for commuting but also for family outings at weekends.

06:40 The local train has compartments designated for two to three bicycles. Christian wheels his e-bike into the train compartment and secures it so that the 25-kilo bike stays stable throughout the journey. At first, he leased it through L&R’s Jobrad bike leasing scheme, but now he owns it outright. The train isn’t very full this early in the day. Christian explains that it’s not usually a problem finding



4 km
Mehlem – Rolandseck



Start 06:30
Mehlem

Depart 06:40
Rolandseck

What used to be time wasted
in the car is now quality time.



Riding with conviction.
Every morning.

somewhere for your bike and a seat for yourself. He now has 35 minutes to himself. He uses it for “sleeping, reading or admiring the scenery”. He sees the train journey not as lost time, but as extra quality of life. “I couldn’t do anything in the car except listen to the radio or make phone calls.” “Here I get half an hour to myself”, he adds.

Christian points out that his commute only works because he is very flexible. He talks about single-parent colleagues who would like to do the same as him. But they rely on trains running reliably to be with the children on time. If a train is cancelled on Christian’s journey home yet again, he simply cycles the full 33 kilometres.

Better commuting in Germany

All employees can lease a bicycle or e-bike with tax advantages through the “Jobrad” bike leasing scheme.

L&R subsidises the Deutschland-Ticket for public transport to the tune of 50 euros each month.



07:15
Weißenthurm



Christian saves
3.5 kg of CO₂ every
journey, compared to
driving a car.

07:15 Next stop: Weißenthurm. Christian wheels his bike off the train and cycles towards the Rhine bridge. The stairs up include a tarmac strip in the middle to make it easier for cyclists to wheel their bikes up. The slope is only about 20 centimetres wide and Christian is determined to ride up it instead of pushing. He calls the balancing exercise his “morning wake-up challenge”. Once at the top, it’s about 500 metres across the bridge. The wind here can be ice cold in winter. That doesn’t bother Christian; he has the right clothes for every kind of weather and rides his bike all year round. On the other side, a gentle spiral ramp leads down to the Rhine promenade.



Arrive 07:35
Neuwied

Fresh and fit after early morning
exercise, ready for the working day.

07:20 Cargo ships make their way upstream along the Rhine while Christian cycles calmly beside the river in the opposite direction. First alongside the dike wall that protects Neuwied from flooding, then through the vast meadows of the castle’s park. After a ten-minute cycle ride through the idyllic countryside, he gets to the factory.

07:35 The bike racks at L&R are “the best I have ever used. Solidly built, fenced in and fully covered over, and only accessible with an access card,” enthuses Christian, adding that e-bike charging facilities are also available. He underlines how important secure parking is for anyone considering cycling to work.

65 minutes after leaving home, he goes through the turnstile.



17:45

By the river

The journey along the water's edge is the best bit for her.

Depart 17:30
Vienna-Auhof

30

minutes by bike
beats 60+ minutes
by bus and train.



9 kilometres of
forest, river and a
clear mind

Vienna

17:30 In Vienna-Auhof, Kyithar Swe shuts down her computer. “I prefer to head home later,” she explains, “especially in the summer. It’s not quite so hot at that time.” She has spent the day looking after employees at L&R. An expert on sustainability in human resources, Kyithar helps create long-term healthy, fair and meaningful working conditions for the workforce.

17:35 Next to the car park where most employees park their cars, Kyithar unlocks her bicycle. Driving is not an option for her, as she doesn’t hold a driving licence. She used public transport when she joined L&R in 2023, but soon became frustrated. The commute by train and bus takes almost an hour. “After two months I got out the

e-bike and tried it out to see how long it would take me,” Kyithar says. Since then, she covers the almost ten kilometres in a good half hour by bike, and enjoys being able to set her own timetable.

17:40 The Lainz Tiergarten (wildlife reserve) borders immediately onto the underpass under the West Autobahn. There are no exotic animals in enclosures here. Wild boar, deer and brown hares roam freely, because the Tiergarten is a nature reserve. It is part of the Vienna Woods, a popular local recreation area for people from the city. It’s green and quiet here, ideal for thinking about work for a while until eventually relaxation takes over. Kyithar sums it up with a laugh: “Sport and stress relief all in one.”



“For me, travelling by bike is sport and stress relief all in one.”

Kyithar Swe, People & Culture International Expert



The best antidote to sitting at a desk? The saddle

Arrive 18:10
16th District

At the end of the journey is her home, along with the mains socket for the battery.

17:45 At the northernmost edge, the Tiergarten borders the river Wien. At the river, which shares its name with the city, Kyithar switches to the cycle path running along the water's edge. The evening sun on her back, in summer she comes across people jogging along the banks or sitting on the grass with an after-work beer.

“I love being by the water,” explains Kyithar. She comes from Asia, from Myanmar. “There it’s more about the sea and the beach, but here in the big city it’s the river. “The main thing is that I can hear the splashing of the water.”

She has been travelling on two wheels whenever possible since early childhood. When it snows in Vienna, she leaves her e-bike behind, but that happens rarely. This break for winter ends as early as mid-February. She then protects herself against the cold with warm clothing and two pairs of gloves on top of each other.

18:00 For the last stretch, Kyithar leaves the river Wien cycle path near the Unter Sankt Veit underground station and turns into Ameisgasse, which later becomes Maroltingergasse. Now it's through city traffic, where other things count more than the beauty of the route: “In Maroltingergasse, the cycle path is separate from the road, which is much safer,” says Kyithar, explaining her choice.

18:10 Having arrived in the 16th district, Kyithar locks her bike up and removes the battery. She plugs that into the mains socket so it is ready the next day for the next journey along the Wien.

Two journeys, one goal. What unites the two cycling fans is an employer who promotes sustainable transport as much as possible. Through subsidies for public transport and the Jobrad bike leasing scheme, L&R has put in place a framework so that Christian Limbach, Kyithar Swe and their colleagues can plan their daily commute entirely by themselves while remaining environmentally friendly.

Arrive safely in Austria

All employees can lease a bicycle or e-bike with tax advantages through the “Jobrad” bike leasing scheme.