

Code of Conduct

KIESOW Austria GmbH

1. Ethical principles

We are committed to the aim of being oriented towards the principles of integrity and honesty in the organization of our company, in the relationship with our employees and with our business partners.

The business success of our companies is the result of the joint efforts of all employees in the fulfilment of their responsibilities and taking ethical principles into account.

In our view, success in business life necessitates compliance with laws and rules.

2. Law and legislation

We undertake to comply with the legislation of the Federal Republic of Austria and, as far as it is agreed in individual contracts, also with the statutory regulations of foreign legal systems.

3. Corruption

We reject any conduct that can be considered corruption and will not participate in such conduct, either.

We observe the anti-corruption law applicable in the Federal Republic of Austria.

4. Competition law

We undertake to act in line with competition law in the Federal Republic of Austria and the European Community, and to violate neither provisions of antitrust law nor laws to protect fair competition.

5. Responsibility towards employees

We undertake to observe to the full extent the labour law in force in the Federal Republic of Austria including the law of health protection for employees.

In particular, we prevent accidents and sicknesses at the workplace, take care of preventive occupational health and safety and health-promoting measures for the health and satisfaction of our employees and ensure, by information for and the training of responsible employees, compliance with all health and safety regulations.

6. Responsibility for the environment

We undertake to implement the environmental and climate-protection laws of the Federal Republic of Austria in the course of our actions.

We will, in the course of our commercial actions, note the ecological consequences and avoid any avoidable pollution of the environment.

7. Social and ecological minimum standards

We undertake to observe the principles of the UN Global Compact, namely:

To support the protection of international human rights and to respect human rights; To maintain the freedom of association of employees and employers;

Not to permit any forced labour and to advocate the elimination of all forms of forced labour;

Not to permit or promote child labour in any form;

Not to discriminate against employees and to observe the anti-discrimination law in force;

In our conduct, to observe the environmental protection laws in force and to take care to pursue the most environmentally friendly corporate business policy and to accelerate the development and dissemination of environmentally friendly technologies;

Not to participate in any form of corruption, blackmail or bribery.

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We will enter into further obligations in relation to our business partners only after written agreement in individual cases.

Aurolzmünster, Juni 2024

KIESOW Austria GmbH

Matthias Brinkmeier

A handwritten signature in blue ink, appearing to read 'M. Brinkmeier', is positioned below the printed name.