

## Code of Conduct

EMPL as a company believes in long-term quality, social and environmental responsibility and in the **principles of ethical behaviour** among employees, towards our business partners and towards the public.

In addition to complying with the relevant legislation and regulations, ethical behaviour means adopting a general attitude where negative actions are omitted and positive actions are reinforced. All this always with regard to ourselves, to society and to our environment, now and in the future.

We all have a certain amount of freedom in how we handle our daily work, and that is why **the actions of every individual are crucial!**

Positive actions support the long-term development of EMPL, the relationships with business partners and the confidence and the reputation from customers and the public.

The following principles apply throughout the company:

**a) Human rights and working conditions**

Based on the understanding of the Declaration of Human Rights (UN) and the Fundamental Principles and Rights at Work (ILO), EMPL offers everyone the same rights and opportunities, fair and just contracts and a stable and secure social work environment. We protect the health and freedom of each individual, as well as the freedom of association and assembly and the adherence to the collective agreements. We condemn any type of discrimination and unfavourable treatment and any harassment, as well as any type of forced labour and child labour.

**b) Adhering to applicable regulations and local customs**

We ensure adherence to applicable laws and regulations and to regulations for taxes and levies, and we respect any special local customs. The books and documents are prepared, managed and disclosed in compliance with applicable law.

**c) Respectful, fair competition**

EMPL and its employees combat any abuse of power, fraud, corruption and bribery and work towards establishing and safeguarding the preconditions for fair competition and long-term partnerships.

**d) Responsible handling of information**

EMPL and its employees support the responsible handling of information, whether with regard to privacy and data protection or when handling sensitive/classified information. EMPL also expects its business partners to protect confidential information, to respect intellectual property and to adhere to any agreements made (e.g. confidentiality agreements).

**e) Respecting the environment as an integral component of all work processes**

EMPL aligns its objectives to ensure integration of environmental issues as an essential component of all work processes and areas. A certified environmental management system is in place for this purpose, closely linked to the integrated management system at EMPL.

EMPL focuses on responsible procurement, the protection of employees, customers and the environment with regard to hazardous substances, the careful use of energy and active measures for energy saving.

### The Management



Mag. Heinz Empl  
GF EMPL Österreich



Joe Empl  
GF EMPL Österreich



Dr. Thomas Lanner  
GF EMPL Österreich



Uwe Göbel  
GF EMPL Deutschland



Andreas Altmann  
GF EMPL Deutschland