

# **RAG Austria AG – Supplier Code of Conduct**

RAG Austria AG is the largest energy storage company in Austria. Our goal is to provide our customers with safe, efficient, environmentally friendly and affordable energy and gas storage services.

Our business principles define our responsibility with respect to our employees, our main stakeholders as well as to the society at large and the environment.

## **RAG Austria AG Corporate Principles**

RAG Austria AG is committed to a corporate management that takes on responsibility for the environment and society. We put great value on fair and transparent business relationships with partners who act in accordance with our principles.

This Code of Conduct applies to all suppliers of RAG Austria AG. If the supplier uses subcontractors for the provision of services, the supplier undertakes to ensure compliance with the Code of Conduct also on the part of the subcontractors and check it on a regular basis.

## **Requirements for our suppliers**

### **1 Social responsibility & human rights**

The supplier undertakes to respect and observe human rights as fundamental values based on the European Convention on Human Rights and the UN Charter.

#### **1.1 Free choice of employment**

Forced labour or compulsory labour is not permitted. Work must always be performed on a voluntary basis, and employees must have the freedom to terminate the employment with a reasonable notice period. They must retain control over their identity documents. Punishment, psychological and/or physical coercion are prohibited.

#### **1.2 Ban on child labour**

Child labour is not allowed to be used at any stage of the production. Suppliers are required to comply with the ILO Conventions on the minimum age for the employment of children. According to the Conventions, the age must not be under the age at which compulsory schooling ends; in any case, it must not be under the age of 15.

### **1.3 Freedom of association**

The employees of the supplier must have the free choice to associate, without threat and intimidation, join a trade union, appoint workers' representatives and be elected to the workers' representative body.

### **1.4 Non-discrimination rule**

Discrimination against employees in any form is not permitted. This applies e.g. to disadvantages due to gender, race, skin colour, disability, political opinion, origin, religion, age, pregnancy or sexual orientation. The personal dignity, privacy and personal rights of each individual shall be respected.

### **1.5 Fair pay and working hours**

Both remuneration and working hours must comply with applicable national laws and industry standards.

### **1.6 Health and safety**

The supplier guarantees occupational health and safety at the workplace; at a minimum, within the scope of national provisions. The supplier ensures a safe and health-promoting working environment to preserve the health of employees, protect third parties and prevent accidents, injuries and work-related illnesses. In addition, employees shall be informed of and instructed at regular intervals in applicable health and safety standards as well as associated measures.

## **2 Environmental responsibility**

The supplier shall comply with all applicable environmental laws, regulations and standards and operates an efficient system for identifying and eliminating potential environmental hazards.

This includes measures for:

- prevention of accidents, health and environmental damage;
- reduction of emissions and waste;
- efficient use of energy and raw materials;
- preparedness for emergency situations and their handling;
- ongoing review and continuous improvement of the in-house environmental management system.

### **3 Compliance & integrity**

#### **3.1 Compliance with laws**

The supplier agrees to comply with the laws, provisions and rules applicable in those countries in which he conducts his business.

#### **3.2 Fair competition**

The supplier undertakes not to restrict free competition and not to violate any national or international antitrust regulations.

#### **3.3 Integrity/bribery, acceptance of benefits**

All business activities must be based on the highest standards of integrity. The supplier shall comply with the statutory provisions against bribery, corruption, blackmail and embezzlement. Procedures for monitoring and enforcing the standards must be established to ensure compliance with anti-corruption laws.

### **4 Compliance & communication**

RAG Austria AG expects suppliers to comply with the Code of Conduct, communicate the content of the Code to employees and contractual partners in a comprehensible way and ensure that they adhere to the Code.

RAG Austria AG reserves the right to obtain information from the supplier and conduct audits and evaluations to ensure that the suppliers comply with laws, regulations and standards. In the event that a supplier violates the Code or if no measures are taken when laws or standards have been violated, this may constitute a reason to terminate the business relationship or to assert claims.