

The Company

Corporate Social Responsibility 01/2021

It is a major concern of ours to take responsibility for society ...

Financial Responsibility

Our areas of business are „renewable energy“ and “energy efficiency”. We do not offer services for projects which, in our opinion, will not be compatible to the environment.

With the goal of decarbonization and conservation of resources, we use our know-how to offer our clients contemporary and specific solutions through continuous innovation of new services.

» We think in generations «

– this is the motto of the EWS.

Sharing of Profit with Employees

Each year a specific amount of the company profit is shared with the employees.

Distribution of Profit

Each year a certain amount of the profit is contributed to social projects and NGOs:

- _ Aid for social projects preferably where we have personal contacts
- _ “Nachbar in Not”, “Doctors without Borders”
- _ Platform against Nuclear Danger (PLAGE)

Social Sponsoring

- _ Global Wind Day (annually)
- _ Make-A-Wish (organization which fulfills desires of seriously ill children)
- _ Wilder Wind (school project from IG Windkraft about renewable energy)
- _ Sommercamp Energy Busters / Energiepark Bruck (theme renewable energy).
- _ school sponsoring (BORG Straßwalchen, HTL Braunau)
- _ Sponsoring of local cultural initiatives and sports clubs (soccer, running events).

**We sponsor the cause and not a political party.
We have “financial assets in green energy”.**

Ecological Responsibility / Energy

- _ It is our goal to operate free of greenhouse gases. Since 2017 we have been calculating our Corporate Carbon Footprint regularly.
- _ Our office building won the Upper Austrian "Holzbaupreis" in September 2005. It is a special prize awarded for energy efficiency in wooden buildings.
- _ After a year of planning and construction, the expansion of our "Technology and Service Centre for Wind Energy" opened up in November 2012. It was transformed from a low-energy building into a plus energy building. An energy storage system delivers 100% renewable energy at our fingertips. We also set the highest of standards at our workplace in terms of ergonomics, ecology and economy.
- _ The electricity for the building comes from a photovoltaic system with a capacity of 15 kWp. The unit produces our energy surplus. A 22 m² thermal solar energy system is used for heating water and for heating the building during transition periods. And if there is not enough sun for heating, a full automatic pellets heating system (21 kW) comes into operation. Room climate is taken care of by a controlled room ventilation system which uses groundwater.
- _ We have been using green electricity since 2001.
- _ In order to make a further contribution to climate protection, all our printed media is printed on climate neutral recycling paper with the Austrian ecolabel. The accounting department is becoming a "paperless office" in 2015. The entire EWS team has been told to avoid printing as much as possible.
- _ As far as possible, we buy all office items, cleaning supplies and foodstuffs according to ecological principles (e.g. Fairtrade coffee since founding of our company in 1994, healthy snacks, use of recycling paper). Our employees in Munderfing receive a free lunch, delivered from a restaurant in the area, since 2013. We also try to serve organic food from local farmers at presentations or events we organize. We prefer products from nearby suppliers which have not been transported from far away. When we buy gifts, we

keep in mind social and ecological aspects (e.g. Fairtrade products, local products). Appliances are bought according to their degree of energy efficiency.

- _ The complete EWS team is encouraged to support low energy consumption.

Transportation / Mobility

- _ A criterion for the location of our new office building was the proximity to public transportation (train and bus stations).
- _ Employees are encouraged to travel in this hierarchy 1 public transportation, 2 electric cars and 3 a diesel or gasoline run car.
- _ Flights up to a distance of 1000 km should be avoided. The decision for alternatives is based on the Carbon Footprint.
- _ Reduction of trips by enhanced use of communication techniques (e.g. MS Teams)
- _ All employees working outside the office have an ÖBB Vorteilscard or the Österreich card (train pass).
- _ Installation of 9 charging stations, also for free use by our employees.
- _ 19 of the complete fleet of cars were switched to electric drive vehicles until the end of 2020. These are available to our employees for work and for private use.
- _ Agreement with employees to adhere to an energy-saving driving-manner.
- _ Car pools are formed for business trips.
- _ Two roof covered bicycle areas
- _ We have voluntarily committed ourselves to pay compensation for CO² emissions caused when travelling by plane. Money is used to support climate protection projects (www.climateaustria.at).

Climate Alliance

(since November 2005)

Social Responsibility

The EWS was rewarded the seal of approval for workplace health promotion by the Upper Austrian Health Care Insurance in February 2017. The seal is a national award for the implementation of workplace health promotion in companies.

- _ Females/ Employees: Proportion of female employees is 35,7 %. Gender-neutral wage scheme.
 - _ Hiring of at least one student intern annually.
 - _ Work Hours: Hours are flexible according to the employee family situation (opening hours at kindergarten, school schedules, train schedules ...) and also according to part-time working models. Support of fathers to take paternity leave and for women re-entering the job market.
 - _ Vocational Training: Employees are offered further vocational training according to company needs and their own personal wishes. Support of employees who want to take an educational leave.
- Integration of new employees using a mentor system and creating a training plan.
- _ Health: Daily warm lunch or healthy snack for employees (when possible local organic products).

Annual company trip with the partners of the employees, when possible with public transportation. The trip includes a sports programme to support the team spirit.

There are efforts to develop a health programme for employees.

Sports equipment to reduce stress during work has been provided.

Range of opportunities for relaxation in the social area and on the terrace.

The employees are asked yearly about their comfort factor at work and about their contribution to the Continual Improvement Process and to the innovation of the company.

Regular check of the working spaces by an occupational health physician and a safety specialist of the AUVA.

- _ Support of employees in exceptional situations like emergencies.
- _ Doing without Christmas presents and instead spending the money for social projects (see Financial Responsibility)

Code of Conduct for our Employees and Business Associates and Partners

The Energiewerkstatt Group has a corporate culture which complies with the law and is ethically oriented. The ethical rules of conduct are to be followed by all employees. They must sign to prove their acknowledgement of the Code of Conduct and that they understand the criminal liability for its non-observance. The EWS also pays special attention when choosing its contractors, suppliers, subcontractors, project partners and, in short, "business partners", and it expects them to ensure that they also will adhere to legal and ethically oriented activities.

The Code of Conduct is aimed particularly against bribery and the granting and acceptance of illegal and exceptional gifts and against breaches of competition law, public procurement law or antitrust regulations. We expect our employees and our business partners to comply with all applicable laws for the protection of the environment in the framework of their activities and that they consider all economic, ecological and social aspects in the performance of their services.

Sustainability Strategy

We want to do more and have set the following goals:

- _ Priority for equally qualified women when hiring new employees
- _ Constant adaptation of the "Post Fossil Strategy" for our company, selection and implementation of actions

- _ Application of Austrian standards for planning and implementing our international projects