

The Company

Corporate Social Responsibility 01/2018

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.

» Every kilowatt hour of energy saved, is a kilowatt that does not have to be produced «

– this is the motto of the EWS.

The Energiewerkstatt Group supports the “common welfare economy”, an economical model with a future. We have prepared a common welfare balance sheet and belong to the pioneer group in this field.

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”
- _ Plattform against Nuclear Danger (PLAGE)
- _ Chernobyl-Aid Munderfing

- _ Financial support of the local refugee-aid organisation “munderfing.hilft” and the providing of a piece of land free of charge for the erection of refugee quarters for 32 people since 2016

Social Sponsoring

- _ Global Wind Day (annually)
- _ „erneuerbare energie bewegt“ (2014, 2015 Congress of Austrian and Bavarian Solar Initiative Groups),
- _ “International Conference for Progressive International Nuclear Law” (PLAGE, October 2005)
- _ school sponsoring (NMS Munderfing, Gymnasium Braunau, Business Academy Neumarkt/Wallersee, BORG Straßwalchen)
- _ cultural programmes (Mimusbühne)
- _ Wilder Wind (school project from IG Windkraft about renewable energy)
- _ Sommercamp Energy Busters / Energiepark Bruck (theme renewable energy).
- _ 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. We calculated our Corporate Carbon Footprint in 2017.
- _ 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.

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.
- _ All employees working outside the office have an ÖBB Vorteils card or the Österreich card (train pass).
- _ Installation of 7 charging stations, also for free use by our employees (status 12/2017)
- _ Fleet of 8 electric cars for our employees for work and for private use (status 12/2017)
- _ Criteria for buying cars are: electric car otherwise car with average mileage usage, ecological data, hybrid technology.
- _ The gasoline consumption values are regularly controlled and the cars regularly.
- _ All employees have agreed to drive in an energy saving manner.
- _ Car pools are formed for business trips.
- _ An e-bike has been acquired and the team motivated to use it (April 2015).
- _ Two roof covered bicycle areas
- _ Our cyclists won the Munderfing Mobility Award 2012.
- _ Participation in the campaign "Bicycle to work and win" from the municipality of Munderfing
- _ 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 38%. Females in leading positions (managing director, project leader, quality manager) 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. Continuous sports activities in small groups from volley ball to climbing.

A running group with the goal to participate in 2 events annually was founded in 2014.

Sports equipment to reduce stress during work has been provided.

An electric bicycle for private use to motivate exercise was bought in 2015.

Support of the campaign "Bicycle to work and win" from the municipality of Munderfing"

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:

- _ Calculate the "Post Fossil Strategy" for our company, choose and take measures in 2018
- _ Further Testing of different electric cars for practical application and for the transition of the corporate fleet to electric cars by 2020
- _ Continuous evaluation of the electricity consumption per workspace
- _ Application of Austrian standards for planning and implementing our international projects