

CODE OF CONDUCT



VERBINDUNGEN, DIE WERTE SCHAFFEN.

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1 OUR ATTITUDE

This Code of Conduct is intended to serve as a guideline to ensure that Eblinger & Partner and all Eblinger & Partner employees adhere to ethical standards and together contribute to a respectful and positive working environment.

We stand for diversity and equal opportunities through ESG-compliant human resources consulting and development.

Eblinger & Partner's Code of Conduct is a cornerstone of the company and forms the basis for how and with whom the company does business. It sets out clear standards of conduct that are adhered to by our employees.

We believe that society and the company are best served by responsible business conduct and practices.

This means that principles of ethical behaviour and social responsibility are firmly anchored in Eblinger & Partner's processes, even beyond local legal requirements.

Eblinger & Partner treats others with respect and integrity. We support the global 17 UN Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS



2 ETHICS AND INTEGRITY



We act responsibly and ensure that our actions are understandable and comprehensible. Moral and ethical values are essential - as is fair, respectful and appreciative behaviour. Reliability, trust and credibility are essential for us. We comply with applicable law, legislation, other rules and regulations. We stand by our agreements and contractual commitments. Careful handling of confidential information is a matter of course for us. We are committed to fair and free competition and comply with applicable competition and antitrust laws. We do not tolerate unfair business practices and firmly reject any form of corruption, bribery and money laundering. There must be no performance without consideration or the like. We avoid conflicts of interest as far as possible. We handle all situations in which personal and professional interests may collide in a transparent manner.

As a non-political company, Eblinger & Partner attaches great importance to independence.

The protection and security of personal data are important to us. We treat personal data confidentially and in accordance with the statutory data protection regulations and our privacy policy. We take comprehensive technical and organisational measures to ensure the greatest possible security. The server on which our website and database are hosted is located in Austria.

3 PARTNERSHIP WITH CUSTOMERS AND SUPPLIERS



We believe in building mutually beneficial relationships with our business partners based on trust and respect.

We act professionally and responsibly in all business relationships. We communicate clearly, openly and honestly. We make informed decisions based on facts and professional judgement. We respect the opinions and viewpoints of others and seek compromises or constructive and fair solutions.

The Eblinger & Partner team acts respectfully and in partnership, builds long-term relationships, acts appreciatively at eye level and with handshake quality. We always work on and stand for **connections that create value.**

4 FAIRNESS TOWARDS CANDIDATES



Our search and selection process is based on diversity, fairness and equal opportunities for all candidates. We treat all candidates with respect.

At Eblingler & Partner, we take a holistic view of diversity. We strongly oppose any form of discrimination, bullying or sexual harassment.

We do not discriminate against any candidate on the grounds of race, age, gender, skin colour, sexual orientation, ethnic origin, disability, political opinion, trade union membership, nationality, religion or marital status.

5 FAIRNESS TOWARDS EMPLOYEES



Our employees and their well-being and development are important to us. We want to be perceived as an attractive and secure employer for our (future) employees right from the start. This also means that we pay our employees fairly. We always strive to harmonise working conditions with the respective life situations of our employees.

We take a holistic view of diversity. We work with all people and vigorously oppose discrimination, bullying and sexual harassment.

For Eblingler & Partner, the health, safety and motivation of its employees is a matter of course. Eblingler & Partner is committed to supporting the principles set out in the United Nations Universal Declaration of Human Rights.

We apply and comply with all labour law provisions. We do not discriminate against any employee on the grounds of race, age, gender, colour, sexual orientation, ethnic origin, disability, political affiliation, trade union membership, nationality, religion or marital status in the hiring and termination of employment and in career advancement through promotion, performance awards, benefits, remuneration and/or assignment of tasks.

We invest in the personal and professional development of our staff and keep up to date with the latest developments in our industry. We share our knowledge and support colleagues in their development. We promote an inclusive work environment where diversity is valued.

6 ENVIRONMENT



Ebling & Partner believes that we all have a responsibility to use measures to protect the environment and to control and minimise our impact on it.

We take care to protect natural resources and are committed to reuse and recycling measures. We make reasonable efforts to reduce and separate the amount of waste generated.

Ebling & Partner is committed to act in an environmentally friendly and, as far as possible, climate-neutral manner. In doing so, we make use of digital resources and try to avoid unnecessary travel or shift our business trips to public transport (local transport, train, etc.).