CODE OF CONDUCT FOR SUPPLIERS

The supplier to ACTEMIUM Cegelec Austria GmbH (hereinafter referred to as "CEGELEC") pledges to:

- refrain from any discrimination and/or other unfavourable conduct with unjustified motives on the basis of nationality, ethnic origins, gender, age, sexual orientation, disability, religious or political opinions and commitments
- respect the personal dignity, privacy, personal rights and data protection rights of its employees
- assume responsibility for the health and safety of its employees and those of sub-contractors
- contain any occupational and accident risks and take the best possible precautionary measures in this regard
- comply with applicable laws, regulations and standards laid down in whichever applicable legal system(s) and the European Community
- refrain from any conduct that implicates it or CEGELEC in illegal or dishonest practices
- distance itself from any behaviour or actions that could qualify as active and/or passive corruption or as complicity in illegal exertion of influence or illegal preferential treatment
- refrain from using CEGELEC assets in any way for the purposes of personal or third-party use, unless express consent for this has been given by an authorised CEGELEC representative
- treat any information from CEGELEC that it becomes directly or indirectly aware of as a result of cooperation as strictly confidential and to not pass such information on to a third party, unless express consent for this has been given by an authorised CEGELEC representative
- comply with national and international regulations and standards for environmental protection
- minimise environmental impact and to continuously improve environmental protection
- ensure that its own suppliers comply with this code of conduct.

Any violation of these rules may lead to the termination of the working relationship between CEGELEC and the supplier. The supplier shall indemnify and hold harmless CEGELEC from and against any and all claims or legal proceedings.

(Last updated: October 2023)