

The contractor has taken notice of the following integrity clauses, to which the EVN Group has also committed itself, and agrees to take them into account in the provision of its deliveries/services. The contracting entity may check compliance with these obligations at any time. In the event of non-compliance, the contracting entity may demand negotiations in order to re-establish the contractual condition. If the contractor fails to comply with such demand within one month or if the defect is not remedied within a reasonable or mutually agreed period of time, the contracting entity may terminate the contract with immediate effect. If the contractor refuses or frustrates such inspections, the contracting entity may also terminate the contract with immediate effect. The contractor further agrees to bind its upstream suppliers and subcontractors to the following principles and standards.

1. Recognition of human rights: Our contractors and their subcontractors are expected to recognize and uphold the United Nations Universal Declaration of Human Rights and to ensure that they are not involved in human rights violations.

2. No child labour and no forced labour: In the manufacture of their products and in the provision of their services, our contractors and their subcontractors agree not to use or tolerate child labour, forced labour, or other involuntary labour as set out in the Conventions of the International Labour Organisation (ILO).

3. No discrimination and no harassment at work: Every employee is treated with respect and dignity and must not be physically, psychologically, sexually or verbally harassed, abused or discriminated because of his or her gender, race, religion, age, origin, disability, sexual orientation or political or ideological views.

4. Labour and social law requirements: In performing contracts, our contractors and their subcontractors agree to comply with the labour and social legislation in force in the respective country of performance.

5. Right to assemble and to strike: Employees of our contractors and their subcontractors should have the opportunity to assemble and strike, without having to fear consequences, within the framework of the legal provisions of the country in which they are working.

6. Transparency regarding working hours and pay: The working hours should be in accordance with applicable laws. The employees of our contractors and subcontractors should receive employment contracts in which the working hours and remuneration are specified.

7. Health and safety at work: Our contractors and their subcontractors must ensure that occupational health and safety at work are guaranteed for their employees in compliance with applicable laws and regulations. Free access to drinking water, sanitary facilities, adequate fire protection, lighting, ventilation and, where necessary, appropriate personal protective equipment must be provided. Employees are to be trained in the correct use of protective equipment and in general safety regulations.

8. High ethical standards: We expect our contractors and their subcontractors to attach a high level of importance to business ethics, to comply with the relevant national laws (in particular labour, competition, anti-trust and consumer laws) and not to engage or participate in any form of corruption, bribery, fraud or extortion.

9. Transparent business relationships: Our contractors and their subcontractors agree not to offer, solicit, give or accept any gifts, payments or other similar benefits or gratuities that might induce any person to act in breach of their obligations.

10. Protection of the environment: We expect our contractors and their subcontractors to observe all applicable laws and regulations for the protection of the environment within the scope of their entrepreneurial activities and to appropriately weigh up economic, ecological and social aspects when providing their services/deliveries and thus to implement sustainable development in the best possible way.

11. Reduction of resource consumption, waste and emissions: The continuous improvement of efficiency in the use of resources is an important management and operational component. Our contractors and their subcontractors are, as a matter of principle, expected to avoid waste of any kind as well as all emissions into the air, water or soil. If emissions cannot be avoided, appropriate operational measures must be taken to minimise them.