



## □ The Company

### Corporate Social Responsibility

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

## CORPORATE SOCIAL RESPONSIBILITY

### 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.

<http://www.gemeinwohl-oekonomie.org/unterstuetzende/unternehmen/>

### 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 where we have personal contacts:  
(Sister Moises in Columbia, Father Windischhofer in Peru, Entwicklungshilfeklub, Intersol, Energy for Cuba, “Twin Villages” in Kenya, “Madres abandonadas/Verlassene Mütter” in Bolivia)
- “Doctors without Borders”, Society for Austro-Arab Relations for buying an emergency backup generator for a project in Lebanon
- “Help for Romania”/transport of goods to orphanages
- Plattform against Nuclear Danger (PLAGE), especially the funding of a person, who is intensively working on the phasing-out of nuclear energy in France.

### Social Sponsoring

“erneuerbare energie bewegt “ (2014, Congress of Austrian and Bavarian Solar Initiative Groups), International Conference for Progressive International Nuclear Law (PLAGE, October 2005), school sponsoring (HS Munderfing, Gymnasium Braunau, Business Academy Neumarkt/Wallersee) cultural programmes (Mimusbühne), Verein Grenzfluss, “Week in the Forest” - creative week for children during summer vacation (ongoing since 2006), Wilder Wind (school project about renewable energy). Sponsoring of local sport events (soccer, running events).

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



## **ECOLOGICAL RESPONSIBILITY / ENERGY**

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 m<sup>2</sup> 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.

A student was designated to analyse power consumption in our office building and to develop and take measures to reduce power consumption (end of 2013).

We are customers of Ökostrom AG 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.

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).
- All employees working outside the office have an ÖBB Vorteils card (train pass).
- Employees are encouraged to use public transportation before using a car.
- All employees have agreed to drive in an energy saving manner.
- Car pools are formed for business trips.
- Criteria for buying cars are average mileage usage, ecological data, hybrid technology.
- Company cars have been predominantly fitted with particle filters.
- The gasoline consumption values are regularly controlled and the cars regularly serviced.
- We have voluntarily committed ourselves to pay compensation for CO<sup>2</sup> emissions caused when travelling by plane. Money is used to support climate protection projects ([www.climateaustria.at](http://www.climateaustria.at))
- The transition of our fleet of cars to solar-powered ones has begun.
- Our cyclists won the Munderfing Mobility Award 2012

## **Climate Alliance (since November 2005)**

## **SOCIAL RESPONSIBILITY**

- **Females/ Employees**  
Proportion of female employees is 34%. Females in leading positions (managing director, project leader, quality manager)  
Gender-neutral wage scheme  
Hiring of at least one student intern during summer vacation
- **Work Hours**  
Hours are flexible according to the employee family situation (opening hours at kindergarten, school schedules, train schedules....)
- **Vocational Training**  
Employees are offered further vocational training according to company needs and their own personal wishes.
- **Health**  
Work spaces are checked regularly by an authorized medical person and the AUVA.  
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.
- **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 of 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 legally compliant and ethically oriented activities.

The Code of Conduct is aimed particularly against bribery and the granting and acceptance of illegal and non-customary 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:

- Decrease CO<sup>2</sup> emissions by 20% when buying new company cars (in comparison to the previous average value)
- Evaluation of the electricity consumption per workspace
- Austrian standards for planning and implementing our international projects
- Creation of jobs in the countries where our subsidiaries are situated