

CODE OF CONDUCT

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We take responsibility for the environment because we know that our work and our various major projects are relevant to social policy. Our Code of Conduct captures the fundamental values of our company: integrity, excellence, trust, and sustainability. It constitutes an integral part of our staff's employment contracts and the agreements we hold with our subcontractors and suppliers. It also governs the way in which we act towards each other, our business partners, and the authorities. All its provisions are binding.



RESPONSIBILITY

As a responsible company, we apply the highest standards and ambitious environmental goals to every project. We consistently embrace energy efficiency and smart technologies, reduce our CO₂ emissions, and use renewable resources whenever we can, for example, wood for our light-industrial projects.



RESPECT

We treat our employees and business partners with kindness and respect because we know that we owe our success to the unique combination of experience, talent, knowledge, and diversity. Our aim is to create a working environment in which people from all backgrounds are accepted and appreciated.



COMPLIANCE

We obey every law, regulation, and custom of the countries in which our projects are based. By doing so, we clearly state that our integrity is untouchable. We avoid corruption and anti-trust agreements and comply with all privacy and equality provisions.



ETHICS

We support the ethical principles on which our society is based. With our Code of Conduct, we ensure that they are upheld transparently across all levels. Our fundamental rules also include the protection of our own employees from physical and psychological harm, sexual harassment, and discrimination. We do not tolerate racism in any form whatsoever.



BRIBERY AND CORRUPTION

We pledge to act with complete integrity in everything we do. Bribery and corruption are illegal practices. We will never demand, promise nor pay bribes. Anyone attempting to engage in bribery will be prosecuted. This duty applies to government officials and civil servants as well as private-sector individuals and organizations.



CONFIDENTIALITY AND DATA PROTECTION

We adhere to high data protection standards and always handle data cautiously. We always respect confidential agreements. It is our duty to ensure that everyone who makes data or confidential documents available to us may have full confidence in our appropriate treatment thereof.