

MODERN SLAVERY ACT STATEMENT



BILFINGER

Bilfinger Industrietechnik Salzburg GmbH is committed to and meets the objectives of the Modern Slavery Act.

As part of the Bilfinger Group, we operate under strict Compliance regulations with a Code of Conduct that sets out the general standards that everyone must meet in terms of compliance and ethical conduct, and lays out the general principles that we must adhere to in everything we do and determines regarding important aspects of our business dealings.

Our Code of Conduct is underpinned by an Integrity Guideline, Competition Guideline and Third Party Guideline, all of which ensure that we adhere to fair employment, ethical behaviour and forbids illegal employment, and ensures our supply chain are audited and checked to comply with our standards.

This means we operate with transparency, responsibility, security and integrity in dealing with business partners and colleagues. Bilfinger expects all of its employees to put this corporate philosophy into practice on their own. Executives, who lead by example, have been given particular responsibilities in this regard, but all our employees are supported and trained in compliance.

Bilfinger has enacted compliance regulations that apply throughout the Group. The “Compliance” e-learning training program conveys these values in an interactive, online format.

Bilfinger Group companies will not be in business contact with customers and suppliers that are listed on sanction lists.

The Group has a clear Whistleblowing Policy and actively encourages the reporting and exposure of unethical behaviour through a confidential reporting line, and all matters raised are thoroughly investigated and appropriate action is taken in accordance with the Group’s compliance standards.

The Group continues to build on the approach deployed to ensure that it operates free from enforced labour, human trafficking and slavery.