



Code of Conduct

of the ifw group

Foreword by the management



Dear Sir or Madam

As a globally active company, we must ensure that all our activities are conducted in accordance with the same correct legal and ethical code of conduct. Our principles in dealing with environmental standards, ethics and human rights are an important part of social interaction.

These rules of behaviour apply internally as well as with our business partners and the environment. Our striving for improvement, good performance and entrepreneurial behaviour is fully in line with the principles and everyone is required to fully comply with and exemplify these principles. Together we create our future. And we create this future in good conscience through our contribution to a sustainable society.

A handwritten signature in blue ink that reads "Neudeck". The signature is fluid and cursive.

Mag. Gerald Neudeck

Managing Director



Every company has an important contribution to make to society. We have set ourselves the goal of playing our role in society as a profitable and sustainable company. The basis for behaviour in this role must follow certain rules and principles. Some rules are prescribed by law and must be fully complied with by all employees at all times, while other rules deal with the principle of becoming aware of future sustainable responsibility and being active in this area. With commitments and actions. We see this as our social obligation.

As a participant in the UN Global Compact network, we are committed to the 10 recognised principles.

All our employees and business partners are required to fully comply with these standards of the Code of Conduct.

Environmental standards

Business operations should be conducted in such a way that people and the environment are protected. Every employee is responsible for using natural resources sparingly. Even small touches contribute to being valuable. We expect energy, water and raw materials to be used sparingly and efficiently and all forms of waste to be avoided.

The use of renewable energy makes an important contribution to CO2 reduction.

We endeavour to use resources sparingly in our production and always ensure compliance with all environmental standards.

The reduction of CO2 emissions is of great importance to ifw and is also expected by our business partners.



Human rights

Compliance with international human rights is of fundamental importance. Behind all products are people and human dignity is inviolable.

Discrimination based on, for example, gender, race, religion, age or other characteristics has no place in our world. We also distance ourselves from extremism of any kind.

Child labour must not be used in any company, and we also advocate a minimum age for employment.

Any form of forced or compulsory labour is illegal and must not be used in any way.

It is important to us to promote a culture of health and safety within the company, to provide healthy and safe workplaces and to work continuously on improvements.



Respectful partnership (compliance)

Every ifw employee represents the company with their actions every day. Be it in their dealings with each other internally or externally with business partners. This behaviour reflects our company and therefore the responsibility for a respectful, cooperative behaviour of each individual is very great.

Everyone is responsible and obliged to comply with the law. Fraudulent behaviour and the dissemination of untrue information must not take place under any circumstances.

Fair dealings with each other internally are just as important as fair business practices with our customers and suppliers. Price fixing, bribery, taking advantage of a possible dependency relationship or other anti-competitive behaviour are not tolerated.

When giving or accepting gifts, we pay attention to business practices and remain uninfluenced by them.

We respect business secrets and also protect our own expertise.

If there are conflicts of interest due to existing close relationships, these must be reported to the relevant line manager and it will then be decided whether direct contacts should be conducted via another person.

Sponsoring activities are carefully selected by ifw and documented centrally and transparently.

