

MORE FROM WOOD.



## EGGER Code of Conduct

Our values determine our conduct.



# EGGER Code of Conduct

Dear employees,

Since 1961, EGGER has developed from a Tyrolean sawmill into one of the world's leading manufacturers of wood-based materials. We act with future generations in mind and assume ecological, economic and social responsibility. At the same time, we are still a family company with clear values: Respect, quality and progress are the basis of our actions and a key part of our business success.

Transparent values apply within our corporate group. We conduct ourselves with integrity, respect and fairness towards our employees, business partners and third parties as well as the public and undertake international business in compliance with national and international regulations. EGGER joined the UN Global Compact and has committed itself to the principles laid down there for the areas human rights, labour standards, environmental protection, and fight against corruption. We are also committed to the 17 Sustainable Development Goals of the United Nations, which provide a vision for the future for governments, industry and the entire global community.

This Code of Conduct is based on the values, the mission statement and the corporate goals of our corporate group. It must be observed by all employees. Line supervisors are especially responsible for making sure that the Code of Conduct is observed, whatever we do. It is not only what we achieve that matters, but how we achieve it.

We therefore ask you to pay attention to this Code of Conduct and use it to guide your actions whilst at work. If you have any doubts regarding the correct behaviour in business life, ask for advice from your line supervisor or the legal department. If you become aware of circumstances which indicate a violation of this Code of Conduct, please inform your line supervisor, the legal department or the external ombuds office. This can be done anonymously.

The owners, the Group Management and the Supervisory Board are committed to this Code of Conduct and strongly count on your support towards its successful implementation in business activities.

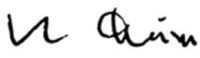
St. Johann in Tirol, 01 October 2023




Fritz Egger  
Partner and Board  
Member



Michael Egger  
Partner



Dr. Robert Briem  
Board Member



Univ.-Prof. Dr. Ewald Aschauer  
Supervisory  
board



Walter Schiegl  
Supervisory board



Michael Stiehl  
Supervisory board



Alfred Wurmbrand  
Board member



Thomas Leissing  
Group Management



Michael Egger Jr.  
Group  
Management



Hannes Mitterweissacher  
Group Management



Frank Bölling  
Group Management

## **1. We act in compliance with the law and with integrity**

EGGER pledges to comply with all legal, regulatory or permit conditions of the countries where EGGER is active. The ten principles of the UN Global Compact must be observed. All employees must be aware and comply with the conditions that apply to their respective area of responsibility. When dealing with colleagues, customers, suppliers and authorities, EGGER employees must always act in compliance with the law, with professionalism and fairness.

## **2. We are committed to a free market and undertake fair competition**

EGGER is committed to a market organisation that relies on competition. We strictly prohibit anti-competitive conduct, such as cartel agreements with competitors, suppliers or customers. All employees must strictly comply with competition and in particular cartel law requirements that are applicable in their country.

## **3. We are opposed to any kind of active and passive bribery**

EGGER refuses any kind of corruption. We obtain orders fairly, based on the quality and prices of our distinguished products and services. Inadmissible business practices, such as active and passive bribery, extortion, corruption, etc. are not tolerated in any form. No employee may offer, promise or grant other persons, in the context of a business activity, unjustified advantages or approve such advantages. This also applies to accepting such unjustified advantages. Facilitation payments and bribes of any kind are not tolerated by EGGER.

## **4. We support the reserved handling of gifts**

Donations (gifts, payments, etc.) may only be initiated by employees if they are intended for a generally accepted purpose and if they correspond to normal practices and internal guidelines. Such donations must be proportionate and properly recorded in the accounts. We assess what is to be deemed appropriate based on a value of approximately 50 euros. No donations may be initiated that could be perceived to be bribery. This also applies to accepting such gifts. It is always necessary to ascertain that donations are not unreasonably frequently initiated or accepted, no legal conditions are violated and that a business decision will not be influenced.

## **5. We avoid conflicts of interest**

All employees are committed to the interests of the company. Conflicts of interest, i.e. the pursuit of private interests at the expense of EGGER, must be avoided. In the event of a potential conflict, employees must inform their line supervisor or the legal department in order to find an appropriate solution.

## **6. We are committed to our social environment**

EGGER's core values include the respect for the customs and traditions of countries in which EGGER is active. We promote the involvement of qualified employees and line supervisors from the area of our locations. We contribute to strengthening the respective regions by supporting social, cultural, scientific and athletic projects and events. Donations and sponsorship may only be granted by EGGER in compliance with relevant legislation and applicable internal guidelines. Only the managers of the respective companies may decide with regard to granting donations and sponsorship.

## **7. We support fair employment conditions**

EGGER supports and respects the protection of the international human rights. All employees are bound to observe them at any time.

EGGER is expressly committed to fair employment conditions. All relevant regulations in the respective employment country are followed by us as an employer. In particular, we are against any type of child labour or forced labour.

We expect our employees to treat each other and third parties with respect. We do not tolerate any harassment or discrimination in respect of employment and occupation, in particular on the basis of age, disability, origin, gender, religion or sexual orientation.

The key criteria for the development of employees are performance and potential. We promote the internal and external training of our employees and maintain an open company culture, allowing and encouraging all employees to contribute their opinions and improvement proposals for the company. We are also committed to honest and fair dialogue with our employee representatives and guarantee our employees' freedom of association.

We inform our employees with regard to our strategic and operational goals and provide the resources and information needed for implementation.

## **8. We protect our employees and take care of their health**

EGGER is actively involved in protecting its employees and taking care of their health. Therefore, the company aims to keep the risks to which its employees are exposed during everyday work activities to a minimum, to continuously prevent unnecessary hazards and to continuously improve its performance in the field of work safety and health protection. For this purpose, the locations are maintained to a high technological standard and are continuously improved when it comes to fire protection technology, safety and environmental technology.

This is verified with the help of external and internal audits and when necessary conditions are adapted. We not only comply with the laws, regulations and other requirements concerning work safety and health protection, but we are also constantly aiming to set new and higher standards.

Every employee is expected to provide support in our efforts to create safe working conditions. All our employees must know and follow the safety guidelines and regulations relevant to them.

EGGER is committed to involving and consulting its employees or their representatives in the decision-making process on safety- and health-related aspects.

EGGER is committed to reducing sick days and offers its employees a variety of opportunities to attain and maintain their fitness and health. Employees are invited to contribute to this goal.

## **9. We act to protect our environment**

EGGER particularly values protecting the environment, conserving natural resources, and employing efficient energy generation. We contribute pro-actively to the achievement of European and national climate goals. We achieve this through our strategies and objectives. In particular we conduct sustainable forestry, utilise recycled materials, optimise the use of energy, produce Environmental Product Declarations (EPDs), as well as certificates of sustainable forest management (PEFC and FSC®), which we regularly define and assess as part of our EGGER Management System and our entire sustainability strategy. Our management systems in the areas of quality, environment, energy, and safety are based on international ISO standards, wherever required.

We not only comply with the laws, regulations, and other requirements that we have committed to, but we also constantly aim towards setting new and higher standards and energy optimisation. It is our goal to avoid environmental pollution wherever possible, to continuously reduce unnecessary energy consumption by increasing energy efficiency, and to steadily improve our performance concerning environmental protection and energy optimisation for our activities, products, and services.

In this way, EGGER promotes the development and dissemination of environmentally friendly technologies. EGGER also takes initiatives to increase the sense of responsibility for the environment and also expects the same from its employees. EGGER supports a precautionary approach to environmental challenges.

## **10. We check that our products are safe**

EGGER takes its responsibility to ensure its products are safe very seriously. In the interest of the consuming persons and beyond legal obligations, we therefore strive to check our products, the supply chain and the internal value chain for substances of concern and have them tested by independent institutes. We regularly and honestly communicate about characteristics and ingredients, accurately verify the requirements of our customers, and provide support when there is a query.

## **11. We keep records in writing, correctly, completely, and in a timely manner**

Within EGGER, reports and records concerning business processes are kept, processed and archived in writing, correctly, completely and in a timely manner. The principles of proper bookkeeping and accounting must be observed. These principles must also be observed when settling travel costs, expenses and all other processes.

## **12. We handle sensitive data with the greatest care**

EGGER complies with the relevant regulations concerning data protection and handles personal data as well as all documents and information regarding business processes with strict confidentiality. In addition to personal data, we particularly consider every type of EGGER know-how, business and company reports, cost overviews, recipes, strategy papers, market evaluations, as well as all information regarding customers, suppliers and employees as particularly worthy of protection. Information of this type may only be communicated to third parties in accordance with the statutory provisions.

In order to protect sensitive data, EGGER uses the latest information technology and implements standardised IT processes. To this end, EGGER uses a certified information security management system.

## **13. We ensure the implementation of our Code of Conduct**

For purposes of its implementation, this Code of Conduct has been communicated to all EGGER employees and is available on the Internet and the Intranet. Problem awareness, knowledge and correct conduct is communicated through special and regular events for our employees. Guidelines on many topics are available to our employees on the Intranet. In key areas, compliance with the Code of Conduct is supervised by our internal audit system.

EGGER employees are expressly asked to refer situations which suggest violation of the Code of Conduct. This can be done by any employee with his or her line supervisor or with EGGER's legal department. Such referral can also be done anonymously and through our external ombuds office. Under no circumstances will there be disciplinary proceedings against an EGGER employee due to making a referral, even if it turns out to be unfounded.

## **14. Your contact partners in case of doubts, difficulties or problems**

If you have doubts about how to conduct yourself correctly, we expect you to seek advice in good time. Your line supervisor, the local legal departments or the group legal department are at your disposal as points of contact. Where violation is suspected, our external ombuds office can be contacted via various channels. The corresponding contact details are available on the EGGER Intranet and on the EGGER homepage under the Compliance section.