

Policy on engagement with workers in the value chain of the EVN Group

We are aware of the impacts of our procurement procedures on the environment and society and are committed to the protection of workers in our value chain.

1 Purpose

This policy is intended to serve as a guideline for our efforts to identify, assess and manage the material impacts, risks and opportunities related to workers in our value chain. It defines the principles and processes that form the basis to monitor, control and/or mitigate actual or potential impacts and risks.

The policy underscores our commitment to achieving the sustainable alignment of all procurement procedures in the EVN Group and to making a positive contribution to meeting the goals of the European Green Deal. Our commitment also reflects the Sustainable Development Goals (SDGs) of the United Nations (UN), which we have supported for many years – in particular SDG 12 “Responsible consumption and production”.

2 Scope of application

This policy covers all material sustainable procurement activities in the EVN Group and applies to the entire group. It is applicable to all workers in the value chain unless otherwise indicated.

We also expect our business partners, suppliers and customers to respect and support our efforts to mitigate the impacts of our procurement activities on workers in the value chain. We cooperate, wherever possible, to minimise the impacts of our joint activities on the environment and society and work to meet our environmental goals.

These principles of conduct and action lines concentrate on the focus topics identified during the annual update of the materiality analysis.

3 Definition

A worker in the value chain is a person performing work in the EVN value chain – regardless of the existence or nature of any contractual relationship with EVN. The workers in the EVN value chain are differentiated by geographical area and product group. The following workers could be particularly affected by material impacts from our activities:

- Workers at the company’s location who are not part of the own workforce (and do not fall under the perimeter of application of ESRS S1)
- Workers at companies in the upstream value chain
- Workers at companies in the downstream value chain
- Workers who are particularly vulnerable due to inherent characteristics or special circumstances, above all
 - Women and girls
 - Young workers
 - Workers with migration status or different ethnic affiliation
 - Workers with a non-heterosexual orientation

4 Principles of conduct

The consideration and inclusion of the interests of workers in the value chain in our decisions and business activities are based on the following principles of conduct which apply to all our procurement activities:

- Compliance: We ensure that we meet – and wherever possible exceed – the legal requirements and guidelines defined by international frameworks. Examples of these frameworks, among others, are the UN Guiding Principles on Human Rights, the International Bill of Human Rights (Universal Declaration of Human Rights), the Declaration on Fundamental Rights and Principles at Work of the International Labour Organization including the Core Conventions, and OECD Guidelines for Multinational Enterprises. Violations that have an impact on or risk for workers in the value chain are managed with appropriate processes as part of our strategic supplier management.

- Responsibility: Each employee is responsible for minimising the impacts and risks for workers in the value chain as part of his or her activities.
- Continuous improvement and active management: Through the active management of our procurement processes, we support and continuously improve our sustainable procurement.
- Transparency: We cooperate with our business partners and their workers to ensure and increase transparency in the value chain.
- Risk-based approach: We follow a risk-based approach throughout the group in line with our strategic supplier management to analyse the impacts, risks and opportunities for workers in the value chain.

5 Priority action lines

Workers in the value chain play an important role in the EVN Group's sustainable procurement, and we have therefore defined the following priority action lines:

- Competence development: We develop the skills of our employees and our business partners and their workers through training and workshops to ensure and support humane working conditions.
- Increase in transparency in the EVN value chain: We are working continuously to develop a comprehensive picture of our value chains together with all related actual or potential impacts, risks and opportunities.
- Measures to increase diversity and mitigate discrimination: We require our business partners to create an inclusive working environment that respects and supports the diversity of workers. In addition, we encourage our business partners to ensure that all workers have the same opportunities and possibilities, independent of their gender or other personal characteristics.
- Measures to increase occupational safety and workplace health: We require our business partners to provide safe and healthy working conditions for workers in our value chain and to implement effective measures to prevent work accidents, injuries and work-related illnesses.
- Prevention of child labour, forced labour and slavery: We require our business partners to undertake active measures to prevent and fight forced labour, child labour and slavery.
- Mitigation of environmentally related human rights risks: Through cross-sector cooperation and active stakeholder engagement, we support positive social and economic developments in our procurement areas.

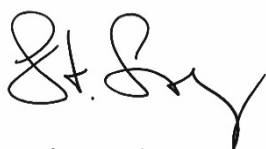
6 Goals

As part of our annual, group-wide "Sustainable Procurement Summit" and based on the materiality analysis, we set sustainable procurement goals. These goals are formulated under the acronym SMART ("specific, measurable, attractive, realistic and timed").


7 Responsibility

The Executive Board of the EVN Group represents the highest level of the company's organisation that is responsible for the implementation of this policy.

The Executive Board of EVN AG



Stefan Szyszkowitz
Sprecher des Vorstands



Alexandra Wittmann
Mitglied des Vorstands



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