

## **Fundamental ethical principles**

### **1. Compliance with laws and internal regulations**

POWERLINES and its employees are committed to comprehensive compliance. This means the consistent adherence to all relevant external regulations (e.g. laws and decrees), but also the strict observance of internal guidelines and fundamental ethical principles.

Particular attention is paid to the prevention of corruption, fraud, conflicts of interest and the integrity of competition.

### **2. Honesty, integrity and respect**

POWERLINES attaches great importance to honest, fair and respectful conduct. This applies both within the company and in dealings with customers and business partners. The integrity of the company has the highest priority and is ensured by conscientious adherence to the present principles. Tolerance, respect and equal treatment are lived every day at POWERLINES.

A corresponding standard is also applied to the integrity of business partners. In POWERLINES' view, a commitment to good ethical and legal conduct is indispensable in order to be considered a contractual partner.

### **3. Loyalty**

The quality of a relationship, whether internal or external to the company with customers and business partners, depends to a large extent on the loyalty the parties offer each other. This applies in particular to the fulfilment of obligations, but also to open communication and a healthy basis for discussion.

Long-lasting business relationships and handshake quality are therefore advantages POWERLINES is proud of and whose maintenance is of great importance.

### **4. Connection to the community**

POWERLINES operates internationally and attaches great importance to being a true part of the community in the regions where the company is active. Through its activities, POWERLINES supports the development of regional infrastructure and in this course creates an active exchange with the community.

Respect for local authorities and regulations as well as regional customs are preconditions for an efficient togetherness. POWERLINES is interested in the expectations of its customers, local residents, employees and the community and strives to meet these expectations.

### **5. Unconditional commitment to human rights and fair working conditions**

Respect for human rights must be a matter of course for everyone. POWERLINES clearly and unequivocally opposes any violation of these fundamental social rules.

POWERLINES also demands this commitment as well as compliance with the European Convention on Human Rights, other nationally and internationally applicable regulations on human rights and fair working conditions from all business partners and will not participate in projects that involve a violation of these regulations.



## **6. Environmental protection**

The environment as the habitat of humanity concerns everyone and its protection requires collective effort. POWERLINES recognises this responsibility, which exists not only towards the planet, but also towards future generations. POWERLINES' goal is to find, apply and develop sustainable business practices and to encourage business partners and suppliers to make sustainability a priority in order to reduce negative environmental impacts and work towards a cleaner environment.