



# CODE OF CONDUCT



# FINDING OUR DIRECTION

WIEHAG looks back on more than 175 years of history — a history shaped by responsibility, reliability, and progress. We place the utmost importance on fairness, respect, and trust — both within our teams and in the way we work with partners and clients.

Ethical standards and legally compliant behaviour are essential foundations for protecting our values, our reputation, and our long-term sustainable goals.

With this Code of Conduct, we define our binding principles for responsible, ethical conduct — within the company, in collaboration with business partners, and in the way we handle resources and the environment.

Sustainability is the foundation of our thinking and actions. Just as a forest can only thrive in ecological balance, we see ourselves as part of a larger whole. This awareness shapes our ethical approach, our innovative strength, and our ambition to contribute to the green transformation of the built environment.

Responsibility means approaching new paths with foresight and courage and continually pushing the boundaries of engineered timber construction — always in harmony with nature, being open to new ideas, and committed to creating positive impacts for future generations. Longevity is the most intelligent form of sustainability.

With our Code of Conduct, we offer guidance and build trust. It is our shared framework for value-based, future-oriented growth — built on strong foundations and focused on a liveable future.



**Dr. Erich Wiesner**  
Owner and CEO of WIEHAG

# VALUES WITH IMPACT

# Guiding

**We shape our relationships with respect:**  
We treat people, wood in its raw form, and our environment with appreciation and care.

**Dependable outcomes:**  
Across every project, our experience and expertise provide dependable outcomes for our clients and partner companies.

**Wood is at the heart of what we do:**  
We are inspired by wood and work with its natural properties in a considered, constructive way.

**We set ambitious goals:**  
We work with commitment and a clear focus on finding solutions that support long-term growth.

**We act sustainably:**  
Our work is guided by foresight and a clear sense of responsibility to people, climate and society.

# Principles



# TAKING RESPONSIBILITY TOGETHER

Sustainability at WIEHAG is both a commitment and a lived responsibility. We design our processes, our products, and the way we operate across the WIEHAG Campus so that natural resources are protected and social standards are upheld.

- We are committed to acting in a sustainable and responsible way, and to making a meaningful contribution to environmental protection.
- We source our timber primarily from sustainably managed and certified forests in our region. This ensures traceability and quality while reducing transport distances and associated emissions.
- Our manufacturing processes are designed for energy efficiency and the optimised use of materials. By using modern technologies, we conserve resources and further reduce waste.
- From the planning stage onwards, we prioritise timber structures that are long-lasting, easy to dismantle, and suitable for recycling. This enables simple separation and reuse of materials at the end of their service life and supports a genuine circular economy.
- In our day-to-day operations, we focus on reducing energy consumption, avoiding waste, and expanding the use of renewable energy. We also support sustainable commuting options for our employees to help further reduce our ecological footprint.
- Raising awareness among all employees about environmentally responsible behaviour is second nature to us. We foster a culture of accountability, shared ownership, and conscious decision-making.
- We are committed to continuously driving improvement and innovation in all areas of sustainability. We work closely with partners who share our values and actively support our goals.



# SUSTAINABILITY IN OUR DAILY WORK

Sustainability is created through consistent, responsible behaviour — in our processes, our decisions, and the way we work together. From this understanding, we define the practical steps that shape how we bring sustainability to life in our daily work.

## **Resource-efficient production**

At the WIEHAG Campus in Altheim, we use modern, energy-efficient machinery designed for precise processing and minimal material waste. Wood offcuts are collected, recycled, or used to generate energy.

## **Energy-efficient systems and in-house power generation**

A substantial share of our energy is produced on-site through photovoltaic systems. We complement this with heat-recovery technologies, LED lighting, intelligent controls, and continuous optimisation to further reduce energy consumption.

## **Short transport routes and centralised production**

Planning, cutting, and prefabrication all take place onsite in Altheim. Efficient logistics, reduced emissions, and streamlined workflows ensure a sustainable path from production through to delivery onsite.

## **Avoiding waste and designing for circularity**

We separate waste responsibly, use materials purposefully and efficiently, and design projects so that dismantling and recycling are considered from the outset.

## **Sustainable commuting**

We support sustainable commuting options for our employees to help further reduce our ecological footprint.

## **Raising awareness across the team**

Employees take part in environmental initiatives and a range of presentations and training sessions. Sustainability is firmly embedded in our culture — across the entire WIEHAG Campus.

## **Recycled tarpaulins for transport**

For transporting our timber elements, we use tarpaulins made from recycled materials. This reduces plastic waste and ensures our commitment to sustainability extends beyond the factory gates.



# RESPECTING HUMAN DIGNITY

We are fully committed to respecting and upholding internationally recognised human rights — as defined in the United Nations Universal Declaration of Human Rights and the Core Labour Standards of the International Labour Organisation (ILO).

Protecting the dignity of every individual is fundamental to who we are and guides all our actions — within our company and in our collaboration with partners around the world.

We do not tolerate any form of forced labour, child labour, discrimination, or exploitation. Every person has the right to fair working conditions, personal safety, freedom of expression, and equal treatment — regardless of background, gender, religion, age, sexual orientation, or personal beliefs.

As an international company, we approach different cultures, values, and traditions with openness, respect, and genuine interest.

We see cultural diversity as a source of strength and inspiration, and we respect regional customs without compromising our ethical principles or values. Our employees act with appreciation, care, and responsibility in all international settings.

This respectful approach is part of our culture. It builds trust, supports collaboration on equal terms, and strengthens our vision of being both economically successful and ethically grounded.



# INTEGRITY IN PRACTICE

Integrity is the foundation of how we conduct business at WIEHAG.

As a company built on long-term partnerships and trust, we act ethically, honestly, and transparently at all times — within our organisation and in our relationships with clients, suppliers, subcontractors, and the wider community. Our aim is not only to achieve commercial success, but to do so in a way that is morally sound and aligned with our values.

We take a clear stance against unlawful business practices such as corruption, bribery, fraud, or money laundering. Such behaviour contradicts our values and undermines the trust placed in us by partners and society. We are committed to fair competition and to complying with all relevant laws, regulations, and industry standards in every market where we operate.

The TIMBER COMPASS provides a binding framework that supports every employee and leader in making responsible and ethically sound decisions — even in challenging situations.

Breaches of the law or of internal policies will not be tolerated and will be followed up accordingly.

We foster a culture in which ethical behaviour is expected, demonstrated, and valued. This includes speaking openly about moral questions, raising concerns early, and supporting one another in living our shared values every day.

In this way, integrity becomes not just a principle, but a lived reality at WIEHAG.

# KNOWING HOW

## DOS

- Communicate honestly and respectfully — even when the topic is difficult.
- Seek legal advice or internal guidance if you have concerns.
- Handle gifts or invitations transparently and according to company guidelines.
- Ensure that documentation and business processes are clear and easy to trace.
- Take responsibility. Report and address misconduct openly.

## DON'TS

- Do not conceal or manipulate information.
- Do not ignore violations of the law or ethical grey areas.
- Do not accept bribes, undue advantages, or favours intended to influence decisions.
- Do not make off-the-record arrangements or informal deals.
- Do not overlook unethical behaviour or breaches of rules.

## WORKING TOGETHER AS EQUALS

A positive and respectful working environment is the foundation for engagement, innovation, and long-term success.

We are committed to fostering a workplace culture built on trust, fairness, and mutual respect. When people feel safe, heard, and valued, they can realise their full potential and contribute to the growth of our company.

We do not tolerate any form of discrimination — regardless of gender, ethnic background, age, religion, sexual orientation, personal beliefs, physical or mental ability.

Everyone deserves the same level of respect and equal opportunities for development.

We also take a clear stance against bullying, sexual harassment, and verbal or physical violence in the workplace. Such behaviour directly contradicts our values and will be addressed with appropriate seriousness. Leaders have a particular responsibility to model respectful behaviour and ensure a workplace where everyone feels safe and valued.

To deeply embed these principles, we rely on clear behavioural expectations and open dialogue about diversity, inclusion, and respectful communication. A strong workplace culture does not happen by chance — it is the result of conscious decisions and our shared commitment to a humane, fair, and professional working environment.

## HEALTH, SAFETY & ENVIRONMENT

We are fully committed to the health and safety of our people — and equally to protecting our environment. We understand that safe working conditions and the responsible use of natural resources are essential for long-term success and sustainability.

We foster a safe and healthy workplace where prevention, training and individual responsibility play a key role. At the same time, we are committed to environmentally conscious and resource-efficient practices across our entire value chain.

Through sustainable production, lower emissions and smarter use of resources, we're doing our part to build a safe, healthy and liveable future — for our people, our partners and the generations that follow.

## RESPONSIBILITY IN THE SUPPLY CHAIN

WIEHAG has always stood for quality, reliability, and the kind of trust you build partnerships on. These values shape not only our projects in modern timber engineering but every one of our business relationships.

As an international company, we take responsibility for our role in the supply chain — towards our clients, suppliers, and subcontractors. We place great importance on cooperation built on trust, transparency, and shared goals.

Our clients expect technically refined, economically efficient, and architecturally ambitious solutions — supported by professionalism, reliability, and strong collaboration. We meet these expectations through thoughtful planning, innovative products, and a deep commitment to customer focus. We view every client relationship as a long-term partnership grounded in mutual respect and open communication.

We apply the same standards to our work with suppliers and subcontractors. We expect fairness, integrity, and consistent quality — and we uphold these expectations ourselves. This includes respecting working conditions, protecting the environment, and complying fully with legal requirements. We engage with our partners openly, respectfully, and on equal terms.

We understand that successful, sustainable, and high-quality project outcomes depend on everyone in the supply chain honouring the same principles. Our responsibility begins with the very first conversation and continues through every stage of a project — all the way to completion and beyond.

„Engineering quality, manufacturing quality, handshake quality. That's what our clients and partners value about WIEHAG.“

HBM Ing. Florian Kinz  
WIEHAG Timber Construction



# CONFIDENTIALITY AND DATA PROTECTION

Protecting confidential information and personal data is essential for WIEHAG — legally, ethically, and as part of our responsibility towards employees, clients, and business partners. In a highly connected working environment, careful handling of sensitive information is essential for building and maintaining trust.

## Confidential Information

Confidential information includes internal business processes, planning documents, financial data, business strategies, development plans, and personal data relating to employees and business contacts.

To prevent harm to individuals or the company, the following principles apply:

- Confidential information may only be used in the course of your work and shared only when legally justified or expressly authorised.
- The disclosure, publication, or private use of confidential information — internal or external — is strictly prohibited.
- Sensitive data must be processed and stored only via authorised and secure systems.
- Any suspicion of data loss, unauthorised access, or accidental disclosure must be reported immediately to the IT department.
- Confidentiality obligations continue beyond the end of an employment relationship.

## Data Protection

Personal data must be processed in accordance with the General Data Protection Regulation (GDPR) and all other applicable data protection laws.

This includes:

- Processing data only when directly relevant to professional duties.
- Adhering to principles such as data minimisation, purpose limitation, and transparency.
- Implementing technical and organisational measures to protect personal data from loss, misuse, or unauthorised access.

WIEHAG provides regular training and awareness sessions on data protection and information security.

## Technical Devices

Company devices (such as laptops, smartphones, and tablets) are provided solely for professional use. Protecting the data stored on these devices is a top priority.

- Devices must be secured with current software updates, strong passwords, and — where possible — two-factor authentication.

Confidentiality and data protection are essential elements of our culture — grounded in responsibility, respect, and awareness of how important it is to safeguard information.

# STRENGTHENING INTEGRITY

Integrity and ethical behaviour are essential components of our culture. Even in a values-driven organisation, situations may arise where laws, internal rules, or this Code of Conduct are not followed. To identify such issues early and respond effectively, we rely on the awareness and sense of responsibility of all employees, leaders, and business partners.

Concerns may relate to corruption, discrimination, environmental risks, data protection issues, or breaches of employment regulations. Every report is taken seriously and reviewed through a structured, confidential process.

It is especially important to us that individuals who raise concerns are protected from disadvantage, intimidation, or retaliation — whether they are internal or external to the company.

We strongly encourage the responsible use of our whistleblowing system. This is how we ensure that our values are upheld and applied consistently in everyday working life.

## Whistleblower Platform

Reports can be submitted — anonymously if preferred — via the platform available on our WIEHAG website under point 13 at: <https://www.wiehag.com/en/privacy/>.

All reports are handled with care and treated in strict confidence.

Our whistleblowing system is a key tool for ensuring fair, respectful, and sustainable behaviour across the organisation. We encourage everyone to make use of this channel and to actively contribute to strengthening our company culture.







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