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		Code of Conduct	
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Foreword

Rail Tec Arsenal (RTA) is an internationally active, independent research and testing institute for rail vehicles, road vehicles, aviation, and all technical systems exposed to extreme climatic conditions.

As a globally recognised expert in all areas of climatic testing, RTA operates two modern climatic wind tunnels to optimise thermal comfort in mass transportation, and to examine and improve the availability and safety of systems used in industrially sensitive areas.

Scope

This Code of Conduct is an integral part of our commitment to ethical behaviour and sustainable business practices. We are convinced that adherence to these principles benefits not only our company, but also society and the environment. Together, we are committed to responsible, respectful and fair cooperation.

The Code of Conduct covers all the requirements and basic principles RTA has pledged to uphold and which are expected of its partners, suppliers and employees. Please familiarise yourself with its contents. Compliance with the Code of Conduct is the basis for fair and sustainable business relationships.

Legal and ethical requirements

Compliance with **applicable laws** (Austrian laws and relevant European Union directives) is essential. The laws cover essential **basic social principles** and international conventions, such as the fundamental principles of the ILO¹, the EU Convention on Human Rights², and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions³. In addition, RTA is aligned with the United Nations' 17 Sustainable Development Goals to promote sustainable peace and prosperity and to protect our planet⁴.

These key basic principles include, among others:



- **Prohibition of child labour and forced labour**
- **Occupational health and safety**
- **Compliance with working time regulations**
- **Appropriate remuneration**
- **Protection of personal data**

¹ ILO ratification list: <https://normlex.ilo.org/>

² Austria has been a party to the ECHR since 1958 and the Convention has constitutional status.

³ Austria ratified the Convention in 1999 and made bribery of foreign public officials a punishable offence.

⁴ See Agenda 2030 or Local Agenda 21 of the UN.

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- **Import and export control⁵ and customs**
- **Ratified obligations under international law**
- **Prohibition of money laundering**
- **Prohibition of terrorist financing**

Independence and neutrality

RTA upholds its integrity through freedom from undue commercial, financial or other influences. The management does not issue any functional instructions that could lead to incorrect reports, certificates or expert opinions. Conflicts of interest are addressed. We always act impartially.

Prohibition of corruption

It is prohibited to unlawfully manipulate the behaviour of public officials and business partners for the benefit of RTA. We remain fair and transparent.

Corporate Social Responsibility



RTA takes responsibility for employee health and actively creates a safe workplace. The economical use of resources and sustainability are a priority.

Employees

In addition to continuing professional development, RTA promotes employee satisfaction and motivation through varied activities, an atmosphere of open communication, and by closely involving families. There is no place for discrimination of any kind in our team.

We have a corporate culture that creates trust.

⁵ Also includes the Federal Act on the Import, Export and Transit of War Material (KMG).

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Quality and further development

As a research and testing facility, it is RTA's duty to ensure and improve quality standards in order to meet customer expectations in both the scientific and commercial sectors. Innovation drives our actions, and quality is a fundamental pillar of our work.

Compliance and whistleblowing

RTA has an office for reporting legal violations. We follow the applicable laws and comply with the relevant requirements and standards.

Covering costs

RTA's financial goal is the state-of-the-art operation and maintenance of its facilities. As a scientific research and testing facility, we aim to cover costs without making a profit.

Cooperation and business relations

Another cornerstone of our business is positive, respectful and fair cooperation, both within the RTA team and externally. We expect our suppliers and business partners to comply with the legal requirements of this Code of Conduct.

Information security

RTA is involved in many sensitive areas in which it must guarantee to protect data belonging to its business partners and employees. We handle information and intellectual property rights carefully and responsibly.

Environment and sustainability

Joint action is required to achieve global environmental goals. RTA makes a significant contribution to advancing the development of sustainable means of transport by optimising energy use in testing procedures. We are constantly developing measures to save energy.