



*Living social
responsibility*

www.treibacher.com

What we at Treibacher Industrie AG understand by social responsibility...




Rainer Schmidmayer
Member of the
Management Board




René Haberl
Member of the
Management Board

The contribution that our company makes to society is not just the products or services it provides for daily use, it also involves assuming social, societal and ecological responsibility. In today's business environment, the necessity to conduct business responsibly and sustainably is more important than ever.

Sustainability and social responsibility, the way we understand it, covers a wide spectrum. For instance, we support individuals with impairments, promote the arts and culture as well as young talented athletes from the region. We work hard to ensure that our employees find a meaningful balance between their professional and family lives. In terms of the

environment, we have a professional and resource friendly environment management system in place. In all of our efforts we focus on the region in which we are active.

With this brochure, we want to demonstrate that the much talked about principles of sustainability and corporate social responsibility are backed by us with substance and concrete projects.





...what areas are we **particularly committed to?**

Even though we would prefer to be active in all areas and projects in which we are asked to provide support, we have to consolidate and focus our commitment activities.

This is why we concentrate our CSR activities on the following areas:

- Direct sphere of influence – Employees and customers
- Art and culture
- Social commitment
- Sports in Althofen
- Education and society

The following pages will give you a look at some of the measures that we have already implemented or that we provide long-term support to.



...our internal measures.

Code of Ethics and Conduct

In collaboration with everyone involved, we have developed a Treibacher Code of Ethics and Conduct. This code defines the manner in which we conduct business with ethical and social responsibility. In combination with the Treibacher Management Principles, standards and instructions have been defined to ensure the respectful and honorable treatment of our employees, safe working conditions as well as the sustainable treatment of our environment.

Treibacher Management Principles

Treibacher Industrie AG maintains an open management culture. The rules of the game required to this end are defined in the Treibacher Management principles. We adhere to these principles at all levels of hierarchy.

Involvement of the works council

In accordance with legal stipulations, we have two full-time works council members who represent the interests and concerns of our staff. Also in the case of conflicting views, we work to achieve the best

possible solutions for our company in a respectful, constructive and appreciative manner and involve our employee representatives in all essential business decisions.

Travel allowance for employees

Some of our employees are faced with a long commute to work. To cover part of the costs that this involves, we provide a travel allowance amounting to the price of a ticket for public transportation under certain circumstances.

Canteen allowance

We provide healthy and nutritional meals for our staff at the company canteen. And of course, we make a financial contribution toward ensuring that our employees can benefit from quality nutrition at a favorable price.

Health program

We promote and further measures that serve to ensure the safety and health of each and every employee. From a fitness studio to physical therapy





and nutrition counseling, we support our employees when it comes to taking care of their health.

Retirement savings

All employees have the opportunity to invest in retirement savings individually and are exempt from income tax.

Employee profit-sharing program

Our employees are responsible for the success of our company. So as a consequence it only makes sense that they share in the success of the company. And an agreement has been concluded with the works council to this end.

Group health insurance scheme

A framework agreement has been concluded in order to offer our employees a discounted health insurance rate. With our corporate healthcare plan, our employees benefit from extensive services at specially favorable rates.

Higher anniversary bonuses than defined in the collective agreement

We would like to express our appreciation to our long-standing, loyal employees with considerably higher anniversary bonuses than defined in the collective agreement. Employment periods of 45 years are not a rarity at our company and we deeply appreciate this.

Benefit society

If employees should come upon unexpected (financial) hardships, we use the funds from the benefit society to help them get back on their feet. The benefit society is endowed by funds from the company and actions of the works council.

Company sports club

Our company offers six different disciplines in which our employees can demonstrate their team spirit outside the realm of their professional activities and strengthen their physical fitness. Be it with tennis, floorball, climbing or hiking.

Free mineral water

To motivate our employees to drink more liquids, we have decided to provide free mineral water. This small token is highly appreciated and has been very well accepted – together we consume some 40.000 liters per year.

Company savings club

The works council invests the contributions paid into the Treibacher savings club to generate a profit and pays it out once a year. Of course, payments can also be made during the ongoing year.

Kunst im Werk (Art at the Factory) – Discount

Employees can receive tickets to the annual concert „Kunst im Werk“ at a discounted price.

Our commitment in **the field of art & culture:** **Kunst im Werk**

Innovation, know-how, flexibility and creativity – Treibacher Industrie AG not only stands for this in terms of its core business chemical and metallurgy. As one of the largest industrial enterprises in Carinthia, we have made it our task to not just play a significant role in the economy of the region but also to set standards and stimulate development in key social fields.

It all started in 2001 with the basic idea of promoting cultural life in the region and to invite young artists from Carinthia to creatively interpret the apparent opposites of art and industry. Over the years, the project has grown and now also includes the field of music as a prime focal point of our cultural activities. Kunst im Werk builds on 3 pillars:

Vernissage:

Young as well as established artists, such as Richard Klammer, Ute Aschbacher, Nina Springer or Marissa Tomasetti have let themselves become inspired by the industrial atmosphere. For some years now, employees have also been able to present their works of art as well.

Constant exhibition in the administrative building:

Every two months the castle changes its appearance and shows works by Fischer-Kondratovitch, Hans Staudacher or Valentin Oman.





Concert in the FL production hall:

Since 2007, we have been holding top-notch concerts with not your every-day type of artists. And all amidst the industrial hustle and bustle. For one day, we convert one of our historical production halls into a unique stage for musical encounters. The conversion of the hall is a true logistical feat and can only be done with the active support of our employees. Until Friday morning at 4 a.m., the ovens in the production hall run at full strength for ferroalloys before everyone joins in and clears up, cleans and reorganizes, because the trucks of the sound, light and stage technicians are due to roll in at noon. After just a few hours, the hall converted to festival lounge shines in an all new splendor.

**KUNST
IMWERK**



Our social **commitment...**

Our main focus is on providing support to the Benedikt workshop, part of the Caritas day workshops, where severely impaired people can express themselves creatively. Our constantly further developed partnership offers clients the opportunity to contribute to our daily work.

In addition, we support many social initiatives in the direct and close vicinity of our company – from air rescues to disaster operations.





Our Benedikt workshop exists for twelve years now and since the very beginning, we are cooperating with Treibacher Industrie AG. And I would like to not only praise the sponsoring activities, but also to thank those people, who represent the company and who are responsible for the great collaboration.



Ilse Hainig
Management of Benedikt workshop
Caritas. Team Lebensgestaltung

*As the chairman of SK Treibach,
I am particularly pleased to be able to
count on Treibacher Industrie AG
as a reliable sponsoring partner.
In the past, today and also in the future.*

*We would like to take this opportunity to
thank SK Treibach once again for their spon-
sorship. We are proud to be a partner of
Treibacher Industrie AG.*

Christian Grimschitz
Chairman
SK Treibach





Athletic sportsmanship – **Sponsoring our up and coming young athletes...**

Many of our local clubs can count on us. One of our special focuses is the soccer team „SK Treibach“ as well as the ice hockey club „EHC Althofen“. Besides our competitive spirit, we are also very dedicated to working with children and adolescents. In addition, we also regularly support e.g. the gymnastics and fencing club.

Our contribution to education & society

Internships and vacation work possibilities

Every year, we offer 100 internships and give interested students the opportunity to have an up close look at what working life is like at Treibacher Industrie AG – for many, this is their start to a successful future career.

Sponsoring and excellence grants of the Federation of Austrian Industry in Carinthia

Every year, Treibacher Industrie AG takes part in the sponsoring of excellence grants of the Federation of Austrian Industry in Carinthia. With this award, young researcher finance their stays abroad and participation in research networks.

Prom support for regional schools

We are happy for our students when they graduate from secondary school and commence with a new phase in their lives. We also support regional proms and events in this respect.

Educating more apprentices than the company actually needs

We constantly provide educational opportunities to more than 50 apprentices in five different professions. With this we offer young people a sound vocational education with the very best perspectives. Many of our students use this opportunity to combine their apprenticeship with their college entry qualification.





My first point of contact with Treibacher Industrie AG was an internship too. In the years 1977 to 1979 I was able to gain first insights for one month at a time at the central analytical laboratory. After my graduation as a chemical engineer, I got the chance to write my dissertation for Treibacher too. Subsequently, in 1982, I joined Treibacher as a committed employee and worked here until my retirement in 2020.

Dr. Alexander Bouvier
Former member of the Management Board
Treibacher Industrie AG

Participation in trade fairs and information events

Creating awareness is a major issue when it comes to motivating girls for male dominated professions or getting children and adolescents interested in science and technology. This is why we regularly take part in trade fairs and informative events or open our doors to the public and give tours of our company during our „Open House“.

*A corporate policy that is aware
of its responsibility and
sustainability and that builds on
economic profitability secures
our long-term success.*

www.treibacher.com



Innovation is our tradition.

Treibacher Industrie AG
Auer von Welsbach Strasse 1
A-9330 Althofen, Austria
+43 (0) 4262 - 505 - 0
treibacher@treibacher.com