


A1

Due Diligence



Business success and social responsibility must be connected. Responsible and ethical conduct towards employees, business partners, society, and the environment is an integral part of the A1 Group corporate identity, including those with the A1 Group affiliated companies. Compliance with the law in our business activities is an absolute indispensable condition.

To be recognised as a trustworthy business partner, we are internally governed by high ethical and work standards. Compliance is more than just a word for us. It is a value embedded in all the A1 activities. We expect the same from our suppliers and their partners within the supply chain.

We therefore request all our suppliers who were identified as either medium- or high-risk vendors based on our ESG risk assessment of the materials procured by the A1 Group to share our commitment and answer the questions in our Due Diligence Form (DDF), or alternatively provide us with their EcoVadis scorecard.

The DDF is to be filled in and submitted online in our e-Procurement tool iValua upon notification of the supplier. In the case of severe and repeated non-compliances, we are forced to cease our business partnership. For more information about our responsible sourcing initiatives, please refer to our [Responsible Sourcing Policy](#) and [Supplier Code of Conduct](#).

EcoVadis

Do you have a valid EcoVadis scorecard?

Yes:

What medal were you awarded in EcoVadis?

No medal Bronze Silver Gold Platinum

What was your company's Overall Score?

What was your company's score in the section Environment?

What was your company's score in the section Labour and Human Rights?

What was your company's score in the section Ethics?

What was your company's score in the section Sustainable Procurement?

Date of the validity of the EcoVadis scorecard

No: please proceed with questionnaire

About **ecovadis**

Ecovadis provides supplier sustainability ratings based on 21 CSR criteria via an online platform, enabling companies to assess the ESG performance of their suppliers. Suppliers are thereby asked to fill in Ecovadis' questionnaire, the results are then presented in a scoring card to the company who requested it.

More information can be found here:

[Supply Chain Sustainability Assessments | EcoVadis](#)

Compliance Basics

1. We as a supplier maintain awareness and comply with all applicable laws and regulations in the countries where we operate (including human rights, labour law, environmental law and anti-corruption law).

Yes No

2. We as a supplier compete fairly for Telekom Austria AG (A1 Group)'s business, without offering or paying bribes, kickbacks or giving anything of value to secure an improper commercial advantage. If at any moment in time, we perceive any suggestion of an unethical behaviour of any of A1 Group's employees, we will proceed to report such behaviour or circumstance to [tell.me Portal](#).

Yes No

3. We as a supplier comply with A1 Group compliance policies especially with regard to gifts and entertainment and conflicts of interest when dealing with A1 Group's employees.

Yes No

4. We confirm that we as a company and/or members of our executive body have not been charged with or convicted of economic and / or financial crime, corruption, fraud or violation of any anti-trust laws in the last 5 years. If you select "we do not confirm" an additional question will come up where you need to provide further information.

We confirm We do not confirm

5. If not confirmed: What measures has your company taken to prevent these violations in the future?

6. We as a supplier confirm that we have appropriate management processes or own policies that ensure an equivalent level of compliance to the [A1 Group policies](#).

Yes No

7. We as a supplier confirm that we have measures in place to protect the whistleblower's anonymity and to protect whistleblowers against retaliation in line with the principles of the ISO 37002 and/or the EU Whistleblowing Directive.

Yes No

Social Responsibility

8. We as a supplier ensure compliance with A1 Group's [human rights policy](#) and all international references stated within.

Yes No

9. We as a supplier confirm that social protection against loss of income due to major life events as well as access to health care is provided where state provision is lacking.

Yes No

10. We as a supplier confirm compliance with applicable statutory provisions regarding working and resting time and were not fined in the past 5 years for violating such provisions.

Yes No



11. We as a supplier confirm that any personnel is paid at least minimum wages in accordance with any applicable international, national, sub-national legislation, official norms or collective agreements. If no such regulation exists, we confirm that we pay fair wages.

Yes No

12. We as a supplier confirm that we do not hinder our workers' freedom of association. This includes accepting the right of association and right to strike, and guaranteeing non-interference in trade union formation and non-discrimination of trade union members.

Yes No

13. We as a supplier confirm that we have a health and safety management system in place in accordance with applicable statutory health and safety provisions to secure a safe working environment and the health of our employees and contractors.

Yes No

14. We as a supplier confirm that we have appropriate measures against physical and psychological violence and harassment in place.

Yes No

15. We as a supplier confirm that we do not discriminate in any form (e.g. gender and gender identity, sexual orientation, race, religion, ethnicity, nationality, or persons with disabilities).

Yes No

16. We as a supplier guarantee that we do not make use of any kind of child labour.

Yes No

17. We as a supplier guarantee that we do not make use of any kind of forced labour, human trafficking and modern slavery.

Yes No

18. We as a supplier confirm that we do not directly source minerals from conflict regions (as defined by the Dodd-Frank Act and EU Conflict Minerals Regulation) and that we work toward eliminating conflict minerals along our value chain.

Yes No

Data Privacy

19. We as a supplier comply with all applicable laws regarding personal data protection. We have the necessary measures to guarantee the confidentiality and security of the personal data that is in our possession or to which we have access. We as a supplier commit to fulfilling the privacy safeguards and obligations contained in the A1 Group [Data Privacy Governance Policy](#).

Yes No



Quality Management

20. We as a supplier deliver products and services meeting applicable quality standards; committed to provide high quality products/services, we:

- ... know and comply with service quality standards, policies, specifications, and procedures that apply to the products and services provided at our location.
- ... follow and adhere to the practices of quality products and good servicing.
- ... comply with all applicable federal, state, and local advertisement laws and regulations.
- ... will report any issues immediately to A1 Group that could negatively affect the quality or public perception of A1 Group products and/or services.

Yes No

Environmental Responsibility

21. We as a supplier confirm that we have appropriate climate change adaptation and mitigation measures in place, such as:

- a certified environmental management system (ISO or EMAS)
- an environmental policy
- compliance with local environmental laws, decrees, other official requirements and sector-specific norms
- a regular climate risk assessment
- a Climate Transition Plan
- an emission reduction target in line with limiting global warming to 1.5°C
- others: _____
- We do not have such measures in place.

22. We as a supplier select and work with materials and chemical substances in accordance with the industrial hygiene rules.

Yes No

23. We as a supplier confirm that we have policies in place regarding waste management, especially harmful waste and substances of (very high) concern.

Yes No

Due Diligence

24. We as a supplier perform due diligence processes along our value chain with regard to ESG aspects, such as:

- a risk assessment related to ESG aspects of our (sub-) suppliers
- ESG-related audits with our (sub-)suppliers
- integration of ESG criteria in the purchasing process
- sending out questionnaires / self-declaration forms
- others: _____
- We do not perform Due Diligence processes along our value chain with regard to ESG aspects.

Financial Responsibility

25. We as a supplier maintain accurate and correct financial books and business records in accordance with all applicable legal and regulatory requirements and accepted accounting practices.

Yes No

Data use permission

26. We as a supplier hereby confirm that the completion of the current Due Diligence Form can be extended to other companies of Telekom Austria AG (A1 Group), which are directly or indirectly controlled by Telekom Austria AG and, answers provided in this form can be applied to all entities of our company which cooperate with A1 Group. A1 Group informs you that this Due Diligence Form is valid for 3 years. If, in the meantime, (new or existing) affiliates of your company, which are not / were not covered by this Due Diligence Form, enter into business with any company of the A1 Group, you or the respective affiliate are obliged to inform A1 Group immediately about the renewal or separate execution of a Due Diligence Form. In this regard, you hereby hold Telekom Austria AG (and/or any of its affiliates) harmless and fully indemnify the aforementioned companies against any and all damages, claims, liabilities, losses, costs or expenses (including attorney's fees) that arise from or are related to any violation of your duties and obligations out of this Due Diligence Form.

Yes No

If the answer is "Yes", please list: