Code of Conduct
The ethical values of the Rhomberg Sersa Rail Group
Rhomberg Sersa Rail Group considers it to be its entrepreneurial mission to create an enduring added value for customers, employees, partners and society as a whole. The bases thereto are our company philosophies as well as a maximum of integrity and professionalism.

Our goal is to have our services and products meet sustainable quality standards. In June 2012 we became ethically certified as one of the first three companies in Austria and therefore we have voluntarily entered an obligation for more transparency and lasting actions. These are company values which gain more and more importance in everyday business life, primarily when competing and during public tenders.

Our values and principles are reflected in our guidelines, which we have described clearly laid out in this Code of Conduct. We personally stand behind the values described in this Code of Conduct and we also expect compliance with these principles from all employees at the Rhomberg Sersa Rail Group. We are convinced that as a result we will foster competitiveness and market share of the Rhomberg Sersa Rail Group on a long-term basis.

Bregenz, dated April 2015

Hubert Rhomberg  
Konrad Schnyder

Rhomberg Sersa Rail Holding GmbH
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**Gender-neutral wording:**

*As a matter of easy legibility the gender-specific differentiation (e.g. male/female employees) shall be dispensed with. Any terms shall apply as a rule to both genders as a matter of equal treatment.*
What is the Code of Conduct?

The Code of Conduct is a collection of ethical values and behavioral principles, which may be or have to be applied in different environments and correlations depending on the individual situation.

This Code of Conduct contains all valid guidelines and principles of the group of companies for behavior which conforms to the ethical values and the law. The compliance with these behavioral guidelines is both in the interest of the group of companies but also in the interest of the individual employee, since we can strengthen our reputation and thus our competitiveness by complying with certain rules of conduct.

Our guidelines are based on our company’s mission statement and the company’s strategy and they contain rules for ethical and legally impeccable behavior.
Rhomberg Sersa Rail Group is the amalgamation of two traditional family companies. Rhomberg Group as well as Sersa Group are managed as fourth-generation family companies. This enables us to take a long-term view, regardless of share values and short-term profit expectations. It creates the necessary stability for innovations and also provides opportunities for unconventional ideas.

Cornelius Rhomberg founded the construction company and managed it until his death in 1912.

Walter Rhomberg founded today's company „Rhomberg Bau“ („Rhomberg Construction“).

Walter-Heinz Rhomberg joins the company. He manages the operative agenda from 1972 until 2002 and in 2002 he switched to the management of Rhomberg Holding. Since 2010 he is the chairman of the advisory board of Rhomberg Holding.

SERSA is acquired by Arnold Schnyder.

After the transfer of management by Arnold’s son Konrad Schnyder SERSA developed into an international rail technology specialist.

Hubert Rhomberg joins Rhomberg Holding. On April 1, 2010, he takes over management from his father.

Rhomberg Bahntechnik (Rhomberg Rail Technology) and SERSA merge in a 50:50 joint venture and thus become a complete service provider in the area of rail technology.
Mission statement

1. We live and experience our values:
   - Humanity and appreciation of values
   - Trust and dependability
   - Transparency and fairness
   - Courage and innovation
   - Effect of ideals and consequences
   - Life-long learning
2. We think in terms of benefit to our customers and we are the competent partner to carry out infrastructure projects and maintenance of existing infrastructure during the entire lifecycle.
3. Our employees are pro-active and motivated.
4. We are offering attractive terms for the frameworks of tasks which make sense and we support professional top performance.
5. Our company philosophy, interesting challenges in the markets and projects, dedicated education and training as well as exemplary management qualities are creating growth opportunities for our employees on an ongoing basis. This fosters our position as an attractive employer.
6. Our pro-active approach towards opportunities and risks as well as our well-founded knowledge of the markets secure positive results on a long-term basis.
Sustainability

Sustainability is the foundation of our strategy. This also includes the fact that we put great emphasis on the quality of life for our employees, for our customers and for our network partners.

Our mission statement and our ideas for company values provide an overview on

- who we are and where we come from,
- how we act and what benefits we are trying to provide with our activities.

They show our idea of themes, such as entrepreneurial sustainability, the generation of profits, or the assuming of responsibilities for the company and the environment.

In 1987 a generally applicable, modern definition for sustainability was introduced in the United Nations Commission under the leadership of the former Norwegian prime minister Gro Harlem Brundtland: It is about meeting the requirements of today’s generation to satisfy their own needs within the framework of responsible actions, without the possibility to endanger the opportunities of future generations.

The classic description of sustainable development considers the three elements „social issues“, „environment“, and „economics“. The challenge for the operative area on a corporate level lies in finding approaches for the action-oriented implementation within these subjects.

Sustainability never isolates an individual element of sustainability, but it acknowledges the effects, correlations, and dependencies and it searches an overall optimized solution of a permanently sustainable development.

Within the group we are searching for our possibilities, depending on possible actions, on subject-oriented sensitization of customers, partner companies, employees, and sub-contractors, or the integration of sustainability options in offers, planning parameters and tenders.
Management is a challenge and a joint learning and development process, during which the contribution of each individual counts.

Contented, involved and motivated employees are an essential factor for success. The satisfaction of employees has an enormous influence on achieving the company’s goals.

The individual chapters of our employee handbook demonstrate how the implementation of the management tasks is carried out, how our management principles foster the implementation of our company values and which tools are available.
A well-balanced mixture of work and leisure time and the use of employees according to strengths have a high priority for our company. Only someone who can combine his job with family and leisure time without problems can provide work performance without worries and with pleasure. We are working together with our employees showing flexibility, we are enabling work models based on needs and we are being rewarded with the highest level of service.

The health of our employees is very important. Only someone who is healthy can perform his job well. We know that health problems are often caused in the working environment. Together with our company physicians we are offering numerous measures, which make the work day healthier.
Corporate Governance

Rhomberg Sersa Rail Group was awarded the Certificate of Ethical Company Management by OeGNI.

We have thus taken a next step in our company value management, in addition to our compliance guideline and the social media guideline.

We may therefore claim that our services and our products meet sustainable quality standards. This certificate also proves to the outside world that the group of companies, which stand behind these services act in an ethically responsible manner and therefore also stands up clearly against corruption.

As such we see an opportunity to strengthen our competitiveness, because the integrity of management actions and business models as well as the assumption of responsibility in society determined more and more the economic success of a company. This is not merely the avoidance of legal and reputational risks, but also – and primarily so – the acceptance by investors, customers and employees.

Hubert Rhomberg declared the reasons behind the certification as follows: „It is not enough to build in a sustainable manner; the participating companies also have to act in a sustainable and ethical manner. Ethical standards and loyal company and management structures shall strengthen the competitiveness and market position of Rhomberg Sersa Rail Group in a sustainable manner in compliance with its company philosophy. “

Seal of ethical company certification
Our guidelines

Compliance guideline

what: Ethical and legal guidepost contains basic rules for our fair, open, and integral behavior within the Rhomberg Sersa Rail Group as well as towards business partners, customers and competitors.
where: Brochure, intranet, IMS, internet: www.rhomberg-sersa.com

Social media guideline

what: Guideline for employees for the deliberate and responsible use of social media. Applies to all statements within the framework of the new media which are made in connection with Rhomberg Sersa Rail Group.
where: Brochure, intranet, IMS

Employee handbook

what: Information for (new) employees in order to integrate as quickly as possible into the Rhomberg Sersa Rail Group.
where: Intranet