

Human Rights Policy

Researching the Universal Declaration of Human Rights showed how human rights, which have been effective for more than 60 years, are relevant to our business and in what manner these can be lived in corporate practice.

The Human Rights Policy was first published in the 2009 Sustainability Report.

1 We demand and support respect

Within OeKB, mutual appreciation is a major principle of working together and an essential contribution toward common success. We expect this respectful attitude from one another and support it in our relations with principals, customers, suppliers, NGOs, sponsorship partners and other stakeholders. In doing so, we strive for a culture of dialogue as well as open and constructive criticism.

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

2 We offer equal opportunities

Taking into account various roles and individual strong points, our goal is to grant equal rights to all individuals who work at OeKB. Professional qualification and social competence are the crucial criteria of our personnel decisions. Employees who are in need of advice and support in personal issues receive these anonymously within the employee assistance programme (EAP).

Article 2

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Article 7

All are equal before the law and are entitled without any discrimination to equal protection of the law. All are entitled to equal protection against any discrimination in violation of this Declaration and against any incitement to such discrimination.

3 We look out of people

We support initiatives, which supports the right to personal freedom. Specifically by scholarships for the Vienna Master of Arts in Human Rights at the Ludwig Boltzmann Institute of Human Rights.

Article 3

Everyone has the right to life, liberty and security of person.

4 We buy fairly traded goods and monitor the export supply chain

To us, people's personal freedom is indefeasible. In that sense, we pay much attention to the working conditions prevailing in our supply chain. We thus make sure that products and services we buy have originated under demonstrably fair conditions. In the future, social aspects will be considered in OeKB's internal procurement of computers and other hardware. Striving towards the wellbeing of the people who work in the OeKB Group, our efforts extend far beyond strict industrial-safety requirements.

Article 4

No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms.

5 We want to contribute toward exporting high standards and grand values

Political arbitrariness prevails in many countries of the world. Nevertheless, commercial relationships can contribute toward supporting the local population and thus positively affect the human rights conditions in these countries. Hence, we pay particular attention to supporting the development by our activities.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 9

No one shall be subjected to arbitrary arrest, detention or exile.

Article 13

Everyone has the right to freedom of movement and residence within the borders of each state.

Everyone has the right to leave any country, including his own, and to return to his country.

6 The right to an effective remedy is being observed

Employees have access to legal advice not only via institutions, such as the workers chamber (Arbeiterkammer), but also through the employee assistance programme that is operated by an external partner on behalf of OeKB. On the OeKB website we created a complaints mechanism to GRI 4, internal we introduced a reporting system.

Article 8

Everyone has the right to an effective remedy by the competent national tribunals for acts violating the fundamental rights granted him by the constitution or by law.

Article 10

Everyone is entitled in full equality to a fair and public hearing by an independent and impartial tribunal, in the determination of his rights and obligations and of any criminal charge against him.

7 We trust and protect

We trust in our employees to act with responsibility and enhance our employees' individual responsibility. The professional handling of confidential data and classified information is at the core of our business. Hence, data secrecy means more to us than just a legal requirement. Our shop agreement clearly defines the modest personal use of IT services and the handling of usage data.

Article 12

No one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honour and reputation. Everyone has the right to the protection of the law against such interference or attacks.

8 We support democratic processes

Society and corporations benefit from people who want to actively shape their environment. The OeKB Group supports activities of the works council, employee initiatives and the workers chamber elections and allows employees to participate in voluntary aid activities in cases of catastrophe.

Article 20

Everyone has the right to freedom of peaceful assembly and association.

No one may be compelled to belong to an association.

Article 21

Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.

Everyone has the right of equal access to public service in his country.

The will of the people shall be the basis of the authority of government; this will shall be expressed in periodic and genuine elections which shall be by universal and equal suffrage and shall be held by secret vote or by equivalent free voting procedures.

9 We support social security

High social security and comprehensive quality of life are strong points of Austria as a commercial location. The OeKB Group supports initiatives that strengthen social solidarity and assist people in need. In addition to pension plan contributions, OeKB offers its employees access to private health insurance.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

10 We pay fair salaries

Employees of the OeKB Group are paid fair salaries that are in line with the market and subject to function and performance, rather than gender. Fairness also applies to procurement, which demonstrably takes into consideration social aspects and trade-union freedom in the supply chain.

Article 23

Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment.

Everyone, without any discrimination, has the right to equal pay for equal work.

Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection.

Everyone has the right to form and to join trade unions for the protection of his interests.

11 We want well-rested employees

Rest and recreation of employees keep our team's productive energy alive. The regulations governing working and vacation times were drafted in agreement with the works council and set forth in the shop agreements. By virtue of relevant programmes, we support participation in sports and health-promoting events.

Article 24

Everyone has the right to rest and leisure, including reasonable limitation of working hours and periodic holidays with pay.