

HUMAN RESOURCES POLICY

1. Mutual benefits

Every relationship is built on trust – at home, with customers and, last but not least, among people who work at Imtech. Whether they are employers or employees. Trust is built on three pillars at Imtech:

Integrity. Our organisation is committed to doing business honestly and fairly. Imtech strives to strike a good balance between the well-being of individuals, attention to the world and environment and the economic result.

Credibility. Credibility translates into our openness about the organisation's goals and plans. Among other things, this means we deploy people and resources effectively and efficiently, so that employees know how their work fits in logically with Imtech's objectives. Imtech strives to communicate continuously with its stakeholder groups. These include shareholders, customers, employees, suppliers, consultants, training institutes and everybody in the company's immediate business environment.

Respect. As far as Imtech is concerned, respect is more than a buzz word. Partly because of its size, Imtech is an organisation in which all groups of society are represented. That is why many different views are accepted at Imtech. Above all, respect is a question of enabling people to do their work well, with the right instruments, resources and training. Good performance and commitment are recognised and rewarded, with rewards being shared responsibly. Wherever possible, we identify and fight discrimination. If necessary, we strive to achieve good harmonisation of work and care duties.

2. Personal development

Entrepreneur in charge of your own career. Imtech's success is directly linked to the effort and performance of the people who work for the company. That makes continuous development opportunities for our employees extremely important for the growth and further professionalisation of employees and organisation alike. We must achieve this development together: Imtech is committed to investing in development opportunities in terms of time, money and coaching. But this is not a one-way street: it is up to every employee to be an entrepreneur in charge of his or her own career!

Development of skills. With the right skills, you can do your work better and better, Imtech has programmes that identify the knowledge and skills that individual employees need to focus on. The company supports this objective by means of a wide range of training courses, aligned to what we do in our everyday work.

Management and permanent development. Imtech is a modern, innovative and all-round technical service provider. That is exactly how we must keep it. Therefore, Imtech has a total approach towards management and development. This approach includes identifying and training talented individuals and offering opportunities to people who are able and willing to advance.

3. Leadership

Shining example. Leadership at Imtech is built on characteristics like integrity, vision and inspirational behaviour. What does this mean? It means being open and transparent, appreciating people in the organisation who set an example and who are proud of what they do. It means offering ample scope to employees to get the best out of themselves and showing

them what their contribution is to our work. There is not one fixed style of leadership. It depends on the situation and on what is necessary for the success of people and the company.

Continuous development. The development of leadership is supported by training, by coaching and by examining our own behaviour based on an appraisal from others. It is a combination of knowing more about the theory and gaining more hands-on experience. When people join us and advance through the company, Imtech examines their potential for becoming a good leader based on defined standards and skills. Factors that are examined include customer satisfaction, employee satisfaction and results. By measuring these matters and relating them to the characteristics of different types of leaderships, Imtech is able to form an impartial opinion of the organisation. This is important to safeguard our future success!

4. The right people in the right place

Versatile engineering reinforcements. In Europe, Imtech has developed into a formidable provider of engineering services. We are versatile, with ample knowledge and experience covering various technologies, techniques and services in electrical engineering, ICT and mechanical engineering. Imtech will continue to grow and so will our need for highly-qualified technical personnel at all levels, in the long term as well as the short term. Thanks to the further development of Imtech, the level of technical knowledge we require will become higher and higher.

Preferred new employer. For that reason, Imtech is intensifying its cooperation with universities and colleges and is working actively on industry dedicated training. All of these efforts are focused on familiarising talented young people with Imtech at an early stage. Increasing the awareness of our company and reinforcing its image will help us achieve our objective of making Imtech the “first choice” and thus recruit the best people.

An organisation moving forward all the time! Imtech conducts an active policy focused on employee satisfaction and the retention of highly-qualified employees. Part of this policy is the fullest possible stimulation of an exchange of knowledge and skills between all parts of Imtech. The objective is to take advantage internationally of each other’s knowledge and experience, enabling us to go on developing as a company. It will provide a basis for serving our customers even better than we do now!

5. Employee benefits

Aligned to the market. Good employee benefits are more than just about a good salary. Imtech provides a total package, which may differ from business unit to business unit and for each individual employee. The company’s ambition to employ the best people means the total package or employee benefits must stand up to a benchmark with “the competition”.

Individually tailored. Imtech is working on the further development of employee benefits, which will take into account that the performance and value of the employee are going to become more important considerations in the progression of remuneration. Particularly for positions where results really count, a form of variable remuneration is going to form a larger part of the total package of employee benefits. This will be done by keeping an eye on the outside world, with particular attention for the specific market conditions in which the company operates. A basic principle is that the total package or employee benefits must give every employee optimum scope for personal growth.

6. Healthy business

Imtech needs the best people, now and in the years ahead. So, we have to make sure employees are able to work optimally, today and over the long haul; healthily, motivated and with the latest knowledge and skills. One of the cornerstones of the Imtech's HR policy is to promote the safety, health and well-being of all employees. We do this by creating a working climate in which employees can deliver their best performance. This is a setting in which people are able to be productive and creative, with room for everybody, humour and the willingness to go the extra mile, if necessary. In other words, a workplace in which employees feel good and come to work with a smile on their faces.

Personal responsibility counts. Ensuring a working climate in which every employee functions optimally is one of the most important tasks of management. Imtech takes the view that employees have an important personal responsibility for their own commitment and development. In other words, the company offers ample opportunities, so take advantage of them!

7. Balance between work and private life

Working towards the right balance. Developments in society are taking place rapidly. Imtech operates at the heart of society. We have critical and demanding customers, who increasingly need our services 24 hours a day. As Imtech wants to recruit, retain and motivate the best people, the company provides numerous opportunities for striking the right balance between work and private life. Imtech wants to offer as many choices and as much flexibility as possible, but without losing sight of the fact that the interests of the company and its customers must always be a shared responsibility.

Constantly in motion. The balance between work and private life differs for every individual. That is why Imtech offers a wide range of facilities, including flexible working hours, leave arrangements, child care and working from home. Trends like the ageing of the population, the growing attention for personal development, for the scaling down of government involvement in all kinds of services and for the ongoing internationalisation of society mean that this wide package of facilities offered by Imtech is constantly subject to change.

8. Socially-responsible business

'Doing the right things. And do them right!' How do you strike the right balance between all kinds of different interests and factors? Such as technology, the environment, social standards, values and objectives in terms of a return. This question goes to the heart of socially-responsible business, sometimes called sustainable business. They are relatively new terms that are evolving continuously. Only in technology are developments occurring this fast. Take our innovative power station in Austria: it is making eco-electricity by incinerating industrial and natural waste wood. What could not be produced "cleanly" a few years ago is now possible.

Showing the way forward. Within Imtech, socially-responsible business has been translated into a number of themes. They include attention for the safety and health of employees and investment in the development of people to enable them to continue playing an important role at the company in the longer term.

Of course, our work allows us to make a significant contribution to maintaining a healthy living environment by such means as lowering energy consumption and reducing pollution and emissions of harmful substances. Imtech believes that this is an important responsibility and is directing its knowledge and expertise towards making a recognisable contribution to these objectives.