

ASECAP CODE OF CONDUCT

ASECAP – *Association Européenne des Concessionnaires d’Autoroutes et d’ouvrages à Péage* – is the European Association of Operators of Toll Road Infrastructures. The ASECAP network comprises more than 82,000 km of toll motorways, bridges and tunnels across 18 member countries (*Austria, Croatia, Denmark, France, Germany, Greece, Hungary, Ireland, Italy, Morocco, the Netherlands, Poland, Portugal, Serbia, the Slovak Republic, Slovenia, Spain and Turkey*) and managed by 127 companies. ASECAP has two Advisory Group Partners: *Kapsch & Kontron*.

ASECAP’s purpose is to defend and develop the system of motorways and road infrastructures in Europe applying tolls – the user/pay model principle - as a powerful tool to ensure the financing of their construction, maintenance and operation.

Moreover, ASECAP exchanges among its members experience, technical expertise, best practices and information regarding the construction, financing, maintenance, operation and improvement of toll infrastructures, and promotes and organises annual conferences and webinars for its members on technical, administrative and financial issues aimed at the deployment of efficient traffic management, providing to the end users a high-quality road service at an appropriate cost. For that purpose, it also collects technical and statistical data and participates in select projects.

In addition, ASECAP maintains permanent relations with relevant international organisations, the EU institutions and the industry’s main stakeholders, protecting the interests of ASECAP members regarding the deployment of a holistic cooperative transport approach at the service of all citizens.

Furthermore, the toll road operators represented in ASECAP bring into the spotlight their crucial role in the development of a sustainable, safe and smart transport system in Europe. They want to highlight their engagement and commitment to improving the transport sector by making it more efficient, socially equitable and more sustainable from different standpoints: safety, environment, mobility and finance.

In their search to improve the environmental-friendly aspect of their activities and bearing in mind that they represent a driving force for the economic development of our continent, toll road operators seek to fulfil their responsibilities through a collective effort to foster sustainable development. In particular, they are willing to make their core business, the “toll”, become the key instrument to achieve this fundamental objective.

The requirement for toll road operators to answer the climate change challenges is of paramount importance and will remain the key priority for the future. ASECAP members are shouldering their responsibility as nationwide land developers, playing a major role in the social and economic development of the regions they serve and connect, and stepping up their efforts to develop safe and sustainable transport solutions towards low-carbon/carbon-free motorway.



ASECAP is committed to the principles of diversity, inclusion, integrity, civility, and respect in all of our activities. We look to you to be a partner in this commitment by helping us to maintain a safe, professional, and cordial environment.

ASECAP members will observe and uphold integrity and professional behavior. All members of the network will practice honesty and integrity in fulfilling their responsibilities within ASECAP network and will endeavor to avoid even the suspicion of dishonesty, fraud, deceit, misrepresentation, or other unprofessional demeanor.

All forms of discrimination, harassment, bullying, and inflammatory statements are prohibited in any ASECAP activity.

ASECAP members will not harass or discriminate on the basis of gender identity, sexual orientation, pregnancy, marital or parental status, race, religion, creed, color, national origin, age, economic status, disability, political affiliation, medical history, physical appearance, body size, level of education or intellect, region of the country, or organizational affiliation.

Friendly space of exchange. ASECAP is committed to providing a safe, productive and welcoming environment that fosters open dialogue, exchange of ideas, and equal treatment of all participants. All those who take part in ASECAP activities, including but not limited to, attendees, speakers, volunteers, exhibitors. Participants will: • Treat other participants with respect and consideration, and value a diversity of views and opinions. • Be considerate, respectful, and collaborative. • Communicate clearly, critiquing ideas rather than individuals and avoiding personal attacks directed towards others. • Be mindful of their surroundings and the experience of fellow participants. • Respect the rules, policies, and property of the meeting venue.

Discrimination is prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

Bullying is unwelcome, aggressive behavior involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment.

Inflammatory statements are remarks directed to or about any individual that have the effect of demeaning, diminishing, marginalizing, ostracizing, or slandering that individual.



Reporting and resolution

If you experience or witness discrimination, harassment, bullying, or inflammatory statements, you are encouraged to make your unease or disapproval known to the individual at the time the incident occurs—only if you are comfortable doing so. You are also urged to report any violation of this policy and incident you witness by:

- Reaching out to ASECAP Secretary General or at the site of the ASECAP activity where the member or volunteer is participating.
- Complaints should be reported as soon as possible after an incident. To ensure the prompt investigation of the incident, the complainant should provide as much information as is possible, such as names, dates, locations, and steps taken. The ASECAP Representative will promptly address the alleged violation in consultation with the ASECAP President board.

If an investigation results in a finding that an individual has committed a violation, ASECAP will take the actions necessary to protect those involved in its activities from any future discrimination, harassment, bullying, or inflammatory statements, including in appropriate circumstances **the removal of an individual from current ASECAP activities and a ban on participation in future activities**. Notwithstanding the above, ASECAP reserves the right to take immediate action, including removal of any individual from an ASECAP activity, prior to any investigation, as ASECAP deems necessary or appropriate.

Anonymous and confidential reporting

Information contained in a complaint is kept confidential to the extent possible while allowing for an investigation, and information is revealed only as necessary or expedient. ASECAP will not retaliate or tolerate retaliation against anyone who makes a good faith report of discrimination, harassment, or bullying.

Note: The application of this Code of Conduct is wholly within the discretion of ASECAP. By adopting this Code of Conduct, ASECAP is not assuming a legal duty to any member or other event participant. ASECAP is not responsible for the actions of attendees and other persons at ASECAP events.