

Code of Conduct

Staff rules

Last updated: August 2026



The OeNB's Mission Statement

Our vision

Security through stability. The euro – our currency.

Our mission

The OeNB is the **independent central bank of the Republic of Austria.**

Together with the European Central Bank (ECB) and the other euro area central banks, we safeguard the **stability of the euro** and thus support **positive economic development** in the euro area, especially with regard to growth and employment.

In cooperation with the ECB and the Austrian Financial Market Authority, we ensure the **stability of banks and financial markets.**

We and our subsidiaries provide **secure cash** and **smoothly functioning payment services** and, together with the ECB and the other central banks, we shape the future of payment systems in the euro area.

We invest and manage **monetary and gold reserves** professionally in accordance with our stability mandate and furnish Austrian banks with **central bank liquidity** as needed.

As a **central economic policy-making institution**, we seek to provide economic and financial expertise and guide policymakers with high-quality explanations, analyses, studies and statistics.

We **actively promote economic and financial literacy** in Austria.

We are aware of our **responsibility toward Austria and Europe** and seek to work **efficiently and effectively.**

Our values

We are **committed to the European project** and actively support the European integration process.

Our endeavours are founded on **technical expertise and social competence, transparency, sustainability, foresight, high moral standards and responsible leadership.**

We welcome change and **embrace forward thinking.**

Our **staff** and their knowledge, commitment, performance and integrity are our biggest asset.

We are an **equal opportunity employer**, value **diversity** and assist our employees in combining a career with family life.

Our **social responsibility** is also reflected in our support for science and research, humanitarian concerns, art, culture and environmental protection.



A message from the Governing Board

Dear colleagues,

As is outlined in the OeNB's Mission Statement, all of you and your knowledge, skills and commitment are our biggest asset. These are not just empty words; rather, they reflect what we as members of the OeNB's Governing Board are proud to witness, day to day.

We trust in you living up to the highest standards of integrity, moral competence and ethical conduct. In this respect, our Code of Conduct serves as an important social responsibility and loyalty yardstick. It embodies the values set out in our Mission Statement, outlines our principles of staff conduct and requires us to comply with these principles, and thus act with responsibility and loyalty to the OeNB.

The Code of Conduct is binding for all employees and for the entire management, which means that we as Governing Board members also base our actions on it. It is up to us all to enhance public confidence in Austria's central bank and strengthen security in these challenging times.

Josef Meichenitsch

Edeltraud Stiftinger

Martin Kocher

Thomas Steiner

1 It is up to me

I am at all times aware of the substantial responsibility I have working for Austria's central bank. In doing my job, I adhere to normative standards and any principles that are binding at the national or EU level. Moreover, I abide by the orders and instructions given by the OeNB's management. In doing so, I hold myself to the highest standards of accountability and moral integrity.

In any given situation, I act in a manner that is consistent with the OeNB's values, bearing in mind the following:

- Does my behaviour feel right and appropriate?
- Does it reflect the OeNB's objectives and could I justify my action when being held accountable?
- Could I talk to my managers about it?

I always strive to do my job objectively and professionally, and not to mix personal and business interests.

I am aware that intentional misconduct will not be tolerated and will lead to disciplinary action.

The Golden Rule

Quod tibi hoc alteri

Treat others as you would have them treat you



1.1 If I am not sure what to do: who can I ask?

If I am unsure of what I am expected to do or of what my responsibilities are as outlined in the OeNB's staff rules or guidelines, I can check with my managers, the business area in charge (such as the People and Culture division or the IT and Information Security division) or the staff council. In all compliance-related matters, the Compliance Office stands ready to listen and to advise. All compliance-related staff rules and guidelines, including forms and FAQs, are available on the intranet (Compliance section). Forms are accessible through EUREKA, our document management system.

1.2 Speaking up

I can and I should speak up when I see something that is unlawful or goes against OeNB rules. I can raise my concerns through the OeNB's whistleblowing system, which provides for the anonymous reporting of concerns through an external platform that can be accessed 24/7 from any device at: <https://oenb.integrityline.app/>

Providing whistleblower protection is a binding responsibility for the OeNB under the respective staff agreement as well as under national law. If known, whistleblowers' identities must not be revealed; and if whistleblowers should become known, they must be protected against victimisation or harassment.





2 Relationships

2.1 Internal relationships

I treat others with respect, communicate in a friendly way and make every effort not to discriminate against anyone.

I am loyal to my managers and act in line with their commands, directives and instructions, provided they are consistent with the applicable laws and regulations. I do my best to do my job.

As a manager, I seek to support my staff and fulfil my duty of care toward my staff, treating them in a loyal manner. I provide adequate working conditions and offer help in challenging situations.

If a conflict emerges, I seek to discuss the issue in a constructive manner and work out adequate solutions.



2.2 External relationships

The OeNB has been tasked with unique economic and monetary policy responsibilities for the public good. Being conscious of the special tasks we fulfil, I carry out the corresponding operations and handle the related tasks, concerns and queries in a friendly, efficient and effective manner.

Even if issues addressed to me do not fall within the purview of the OeNB, I will seek to be welcoming and help direct individuals seeking information to the right address.

2.3 Fairness, tolerance and open-mindedness

I seek to treat others fairly and as equals, with due regard for their dignity and privacy. I will not engage in preferential or discriminatory treatment; nor will I support or tolerate such treatment in any business, client or internal interactions – above all with regard to discrimination based on ethnicity, religion, beliefs, gender, sexual orientation, age or disability.

Moreover, I will refrain from any activities that impair the integrity of others. At the OeNB, sexual harassment or mobbing, physical, verbal or non-verbal attacks or insults will not be tolerated.



3 Integrity and objectivity

The OeNB's independence is ultimately also built upon the integrity of its staff. I contribute to the OeNB's independence by meeting my responsibilities with integrity and objectivity. I maintain a professional distance in particular with regard to regular business contacts or members of supervised institutions, and make sure to strictly separate business and private matters.

At the OeNB, there is zero tolerance for bribery and corruption. I will promptly report any action seeking to compromise the integrity of OeNB staff members to my managers or the Compliance Office.

3.1 Entertainment and gifts

To protect against any suggestion of impropriety arising from the acceptance of any entertainment, gifts or other benefits, I comply with the OeNB's staff rules on gifts and hospitality.

3.2 Conflicts of interest

Conflicts of interest may impair my objectivity and ability to act, and hence compromise my integrity. This is why I seek to avoid conflicts of interest, or potential conflicts of interest. Detailed rules have been laid down in the OeNB's staff rules on preventing and managing conflicts of interest.

3.3 Secondary employment

If I wish to take up secondary employment, I need to inform the OeNB as my main employer beforehand. This will allow the OeNB to ensure that any secondary employment will not compromise my ability to serve the OeNB, and that it will not give rise to any conflicts of interest. Further details are provided in the OeNB's guideline on secondary employment.

4 Communications

4.1 External communications

In recognition of the OeNB's public accountability, I am aware of the weight that information published in the name of the OeNB carries. Media engagement is the prerogative of the bank's management, with due regard to the role of the Press Office in handling media contacts.

I take great care to ensure that, seven days before a monetary policy meeting of the Governing Council of the ECB, no information leaks out that could influence expectations about forthcoming monetary policy decisions. In addition, I maintain equal distance from all market participants and avoid any behaviour that could give the impression that unobjective advantages are being granted.

4.2 Public sharing of personal views

Any intention to express personal views through private papers or talks in a personal capacity on economic or academic issues falling into the remit of the OeNB needs to be cleared with the business area to which I report. Further details are provided in the OeNB's guideline on secondary employment.

4.3 Using social media

Having grown in importance in recent years, social media have come to be an important communication channel. Thus, the OeNB now operates X, Instagram, LinkedIn and YouTube channels, among others. These channels serve to disseminate the OeNB's official views and are administered solely by the Communications division.

It cannot be ruled out that OeNB staff members are linked to the OeNB even when engaging with social media in a personal capacity. This is why I comply with the applicable legal and social rules. Further details are provided in the OeNB's guideline on social media.





5 Personal finances

Overindebtedness might entice my actions to be guided by personal interests, or may enable third parties to exert influence upon me more easily. This is why I make sure not to overspend, or not to incur financial obligations that are beyond my limits regarding income and assets. I will not go beyond my financial means when borrowing or incurring private debt, engaging in speculative transactions or participating in sweepstakes and lotteries.

5.1 Private financial transactions

I am prohibited from misusing non-public, market-sensitive information which I have acquired working for the OeNB to obtain advantages for myself or a third party. This holds true in particular for securities transactions or currency and gold trades I undertake for investment purposes. Further details are provided in the OeNB's staff rules on private financial transactions.





6 Using OeNB resources

I carry out my tasks with due consideration to economic principles. Cost awareness and sparing use of resources are key objectives beyond the OeNB's core objectives.

I am careful with anything that belongs to the OeNB and make sure that the OeNB gets value for money. Internal OeNB resources must not be made accessible or available to third parties. The resources, including technical equipment, provided by the OeNB are intended for official use as a rule. I am, however, permitted to make limited, reasonable private use thereof by way of exception. Further details are provided in the OeNB's staff rules.

6.1 Using IT assets

OeNB IT assets are for use of authorised individuals only, both on and off premises. IT assets and IT services, such as internet and email access, are, as a rule, intended for official use, and may be used for private purposes only to a limited extent.



Accessing or emailing internet pages with pornographic or radical political content, weapon and sweepstake pages is expressly prohibited.

6.2 Leaving the OeNB

When leaving the bank, I will return all resources and access authorisations, such as access data and keys (including staff ID, cards, tokens, PGP keys) as well as any other OeNB property.



7 Data handling

To be able to fulfil its tasks, the OeNB requires access to a broad range of data relating to Austrian businesses, including confidential data on credit institutions and firms. These firms and institutions need to know that their data are in safe hands.

7.1 Privacy and data protection

In conducting my tasks, I handle data safely and securely and honour my duty of secrecy. When I perform my tasks, I adhere to the “need to know” principle. I receive and forward information solely for the purpose of performing my duties and in accordance with the applicable confidentiality provisions.

I abide by the OeNB’s clean desk rules, the rules for handling electronic and above all personal data, and the staff rules on IT and IT security.



8 Sustainability and the environment

Stability and security is our mission, not only with regard to the conduct of operations, as laid down in the Nationalbank Act, but also with regard to a high degree of social responsibility that goes beyond the economic realm.

We strive to minimise the negative effects resulting from our business activities and to reduce our carbon footprint. The OeNB has been certified according to a range of environmental and sustainability standards. Accordingly, we also expect our providers and vendors to meet high standards.

I am aware of the environmental impact of my activities and seek to create a positive impact wherever possible. I strive to use the bank's resources sparingly, recycle as much as possible, and adopt sustainable business travel practices.

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