

August 2020

norelem Normelemente GmbH & Co. KG · Volmarstraße 1 · 71706 Markgröningen

# Code of Conduct norelem Normelemente GmbH und Co. KG - referred as 'the company' -

## 1. Working hours

Working hours correspond to the applicable sector standard.

## 2. Bribery, venality and corruption

The company rejects bribery and corruption and does not tolerate this type of behavior.

## 3. Fair competition

The company undertakes not to restrict free competition and not to breach the national and international regulations for combating cartels.

## 4. Legislation, standards and ethical conduct

The company observes the applicable legislation and standards. We follow the generally valid ethical values and principles, especially integrity, honesty and human dignity.

## 5. Health and safety at work

The national and international regulations for ensuring health and safety at work are observed.

## 6. Child labour

Child labour and all forms of exploitation of children and young people are rejected. The relevant legislation will be observed.

#### 7. Human rights

Internationally acknowledged human rights are explicitly supported.

# 8. Environmental protection

The company observes the legal environmental regulations. On our own initiative, we actively protect the environment in order to avoid environmental pollution or reduce it to a minimum. For disposal and recycling of waste and wastewater we work together with a certified waste disposal company.

#### 9. Remuneration

Remuneration, including wages, overtime and fringe benefits, is at or above the level established by applicable jurisdiction and legislation.

#### 10. Forced labour

Any form of forced labour and similar practices are rejected.

#### Area of application

This Code of Conduct applies to all branches and production facilities of the company.

norelem Normelemente GmbH & Co. KG

Marcus Schneck CEO of norelem group

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