

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