



Code of Conduct

The Wörmann-Team Corporate Group is an owner-managed, medium-sized company based in Schloß Holte-Stukenbrock, Germany. With more than 80 employees, we operate in the service sector.

For over 20 years, we have been preparing and developing all types of transport routes for heavy-duty transports. Our services range from planning the appropriate route and applying for the required permits under traffic regulations, to the optimal preparation of the route to be navigated, including civil engineering and structural measures.

Furthermore, we accompany heavy transports with our service vehicles as well as BF3 and BF4 escort vehicles in close cooperation with road maintenance authorities and state agencies.

Another business division of the Wörmann-Team Corporate Group is the complete dismantling of wind turbines. This encompasses everything from project planning and the dismantling of the nacelle and rotor blades, to the removal of steel or concrete tower sections, as well as the demolition of the foundation and transformer station. Throughout this process, we also handle the disposal of all components in compliance with the legal provisions of the German Circular Economy Act (KrWG) or, alternatively, manage the logistics for the resale of the wind turbine.

Mutual trust and respect define the interactions among our employees and with our business partners. Compliance requirements are an essential component of a constantly changing business environment. The established Code of Conduct of the Wörmann-Team Corporate Group sets out guidelines and behavioral requirements regarding human rights, child labor, occupational health and safety, legal compliance, corruption and bribery, data protection, and environmental protection.

Protection of Fundamental Human Rights

Equal opportunity and equal treatment of our employees and third parties are actively promoted, regardless of race, nationality, origin, disability, sexual orientation, gender identity, political or religious beliefs, skin color, gender, or age. Driven by our social responsibility, we respect the personal dignity, privacy, and personal rights of every individual.

Forced labor, child labor, all forms of modern slavery, and any form of exploitation are strictly prohibited at the Wörmann-Team Corporate Group, and strict adherence to corresponding laws is ensured. We guarantee fair remuneration, taking into account market-, role-, and performance-based compensation. Furthermore, we recognize our employees' freedom of association. Members of employee organizations or trade unions are neither favored nor disadvantaged by us.

**Child Labor**

Employees who do not meet the legal minimum age for employment will not be hired. Child labor among our suppliers is likewise strictly not tolerated.

Occupational Health and Safety

The safety and health of our employees are paramount. We ensure health and safety through preventive medical examinations and regular hazard assessments. We provide suitable infrastructure and train our employees on topics related to occupational health and safety.

Compliance with Applicable Laws

To secure our business success, we comply with all applicable laws and regulations. Non-compliance can have lasting consequences for both the company and our employees.

Corruption and Bribery

Any form of corruption and bribery, whether active or passive, is prohibited. Gifts and benefits are only permissible to a reasonable extent if they are not accepted or granted in exchange for an unlawful advantage. Furthermore, they must not have an inappropriately high value, nor exceed the limits of customary business practice and the recipient's normal standard of living.

Data Protection

We process the personal data of employees, customers, and business partners exclusively in accordance with the General Data Protection Regulation (GDPR) and the German Federal Data Protection Act (BDSG). Access to personal data is restricted to the necessary minimum and secured through appropriate technical and organizational measures.

Conflicts of Interest

Employees are obligated to avoid situations in which private interests could conflict with the interests of the Wörmann-Team Corporate Group. Secondary employment or private business relationships with suppliers and business partners that could create a conflict of interest must be disclosed.



IT Security and Trade Secrets

We protect confidential company, customer, and partner data from unauthorized access, loss, or misuse through appropriate IT security measures. Third-party trade secrets are treated confidentially and are not unlawfully used or disclosed.

Environmental Protection

We maintain an environmental management system to reduce our environmental impact within the scope of technically and economically viable possibilities. Our environmental protection measures are regularly reviewed and adjusted as part of a continuous improvement process.

Corporate Guidelines

- **Customer Satisfaction is Our Primary Goal:** Meeting the needs and expectations of our customers is paramount. Therefore, we place particular value on reliability, responsibility, and quality.
- **"All from a Single Source":** To remain a high-performing business partner, we align our operations with our core principle: "all from a single source."
- **Continuous Improvement:** The continuous improvement process is essential to maintaining a strong and successful competitive position in the long term.

The Wörmann-Team Corporate Group defines itself through the above Code of Conduct, which also forms the basis for the minimum requirements expected from our business partners. Our suppliers are expected to ensure that their sub-suppliers also comply with this Code of Conduct.

Nils Wörmann

Managing Director, Wörmann-Team Corporate Group

As of September 2026