



Code of Conduct

The Wörmann-Team group of companies is an owner-managed, medium-sized company based in Schloß Holte-Stukenbrock.

With more than 80 employees, we are active in the service sector. For more than 20 years we have been expanding all types of transport routes for the transport of heavy goods.

From the planning of a suitable route and applying for permits according to traffic law requirements to optimal preparation of the route to be travelled, including structural measures.

In addition, we accompany heavy loads with our service vehicles, BF3 or BF4 escort vehicles, in cooperation with the road maintenance departments and state authorities.

Another branch of the Wörmann-Team group of companies is involved with the complete dismantling of wind turbines. This means from the planning of the project, the dismantling of the machine and the rotor blades to the removal of the steel or concrete tower parts and the demolition of the foundation and the transformer house. We also take care of the professional disposal of all components or the logistics in the course of a resale of the system.

Company guidelines

- Customer satisfaction is our ultimate goal. Meeting the needs and expectations of our customers is key. That is why we attach particular importance to reliability, responsibility and quality.
- In order to continue to be an efficient business partner, we follow our guiding principle: "Everything from one source".
- The continuous improvement process is crucial for a stable and sustainable competitive position.

The Wörmann-Team group of companies is defined by the following code of conduct, in which the minimum requirements are placed on our business partners. Our suppliers are required to ask their sub-suppliers to comply with the Code of Conduct as well.



Nils Wörmann
Geschäftsführer der Wörmann-Team Unternehmensgruppe

Mutual trust and respect determine the interaction between employees and our business partners. Compliance requirements are an essential part of a constantly changing business world. The established Code of Conduct of the Wörmann-Team group of companies provides recommendations for actions and behavioural requirements with regard to basic human rights, child labour, health and safety at work, compliance with the law, corruption, bribery and environmental protection.

Respect for fundamental human rights

Equal opportunities and equal treatment of our employees and third parties is always promoted, regardless of their race, nationality, origin, disability, sexual orientation, political or religious beliefs, skin colour, gender or age. As a matter of social responsibility, we respect the personal dignity, privacy and personal rights of each individual. Forced labour, child labour, all forms of modern slavery and human trafficking, as well as any form of exploitation are prohibited at the Wörmann-Team group of companies and strict compliance with the relevant laws is ensured. We guarantee fair remuneration, taking into account remuneration that is in line with the market, function and performance. We also recognize employees' freedom of association. We neither favour nor discriminate against members of employee organizations or trade unions.

Child labour

Employees who do not have the respective legal minimum age for employees will not be employed. Child labour at our suppliers is also not accepted.

Health and safety at work

Safety and health are important to us. We want to ensure health and safety at work through preventive medical examinations and risk analyses. We provide a suitable infrastructure, and train our employees on occupational health and safety issues.

Compliance with applicable law

In order to ensure our business success, all applicable laws and regulations are of course complied with. Non-conformity can have lasting consequences for both the company and our employees. To ensure compliance with applicable law, we investigate all suspected violations in order to remedy them if necessary and take appropriate action.

Corruption and bribery

Any form of corruption and bribery, whether active or passive, is to be avoided. Benefits are only permissible in moderation and if they are not accepted or granted in return for an unlawful advantage. Furthermore, they must not be of an unreasonably high value, nor disproportionately exceed the bounds of customary business practice, and the normal standard of living of the recipient.

Environmental protection

Due to our applied and appropriate environmental management system, we reduce environmental pollution in terms of technical and economic possibilities beyond the legally required standards. By applying the continuous improvement process, our environmental protection measures are regularly checked and adapted to the changing environment.

As of December 2021