

Code of Conduct (CoC) of Sorst Streckmetall GmbH

Our Core Understanding

Sorst Streckmetall GmbH is a company that has been working with customers and suppliers worldwide since its founding more than 125 years ago. Compliance with legal regulations as well as universally accepted ethical values is a matter of course for us, and we always strive to be actively engaged beyond that.

Since 2022, we have been part of the MEISER Group. This has made us stronger, and together we can better commit to sustainable actions and social engagement – both nationally and internationally. The process from raw material through production and refinement to the end customer is regulated and transparent. The well-being of people and the environment is therefore always at the centre of our focus. For greater productivity and well-being, we create new work environments. The result: highest quality and durable products for our customers.

For us, sustainability goes even further. That is why the entire MEISER Group has been socially committed for years in the areas of culture, sports, and education.

Scope

This Code of Conduct applies to the entire company and all employees. Within our means, we also require these principles from our suppliers and service providers.

Integrity and Respect

Human dignity is inviolable. All of our actions are guided by treating each other with appreciation and respect, regardless of religion, beliefs, gender, or ethics. There is zero tolerance for any form of discrimination.

Business relationships with customers and suppliers

Every day, we actively work to ensure that the following values and principles are upheld:

Legal Compliance

We comply with the laws and other legal regulations of the countries in which we

operate. This also includes adhering to trade controls, import and export regulations, and economic embargoes.

Corruption

We reject all forms of corruption, bribery, and money laundering. We work transparently and with highest level of integrity. We make our decisions independently. We are not influenced by unauthorized advantages offered to us, nor do we make immoral offers ourselves.

Fairness

We stand for fair competition. We maintain a cooperative and trustworthy relationship with regulatory authorities.

Consumer Interests

We adhere to consumer protection regulations. We always ensure that our practices in sales, marketing, and information sharing are appropriate.

Communication

This CoC is communicated openly. All partners including employees, customers, suppliers and other interested parties, always have access to the current version. Changes and revisions are communicated openly.

Handling Information

Data Protection and Data Security

We protect the personal data of our employees, customers, and suppliers, as well as trade secrets and business information of our partners. To this end, we employ all available means. All employees are required to strictly adhere to our data protection policies.

Monitoring and compliance with data protection policies are ensured by an internal data protection officer and external audits.

Conflicts of Interest

Secondary employment may only be carried out if it does not conflict with our business interests. Business decisions must not be influenced by the personal interests of management or employees.

Human Rights

We always respect the observance of human rights.

We respect the protection of privacy.

In our company, we protect our employees from physical, sexual, psychological, or verbal harassment or abuse. Corporal punishment is strictly prohibited.

We respect and protect the right to freedom of opinion and expression.

Particularly vulnerable individuals, such as young people, pregnant women, and people with disabilities, have special rights and are protected to a greater extent.

There is zero tolerance for violations.

Working Conditions

We reject child labour. At our company, young people are only allowed to work from the age of 16. Exceptions are so-called school internships and apprenticeships. During this time, we take special care in order to ensure that children suffer no harm, either physically or mentally.

Our employee compensation exceeds legal requirements and regulations.

We do not exceed the maximum allowable working hours.

Furthermore, the health of our employees is particularly important to us. Our measures go far beyond legal requirements. We have a position dedicated exclusively to occupational safety. In addition, we have been externally certified and carry the "Safe with System" quality seal, which includes an occupational safety management system.

We respect the employees' right to freedom of association and assembly and maintain an appreciative, fair and cooperative relationship with the works council.

Environmental protection

All our resources we use responsibly. We comply with the applicable regulations and standards for environmental protection and are constantly striving to become even more efficient and sustainable.



Dr. Klaus Müsch, Managing Director
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