

WE are NIMAK ....

... and WE abide by the following principles:

- (1) **Human rights & employee rights**  
*... are rights that we fundamentally support and comply with.*
- (2) **Compliance with laws & legislation**  
*... is an elementary fundamental principle for us.*
- (3) **Fair competition & anti-corruption**  
*... because we persuade with the quality of our products and services - we categorically reject any form of bribery.*
- (4) **Equal treatment & nondiscrimination**  
*... equal opportunity and mutual respect define our daily interactions.*
- (5) **Sustainability, environmental protection & climate protection**  
*... are important corporate goals for us.*
- (6) **Invitations & gifts**  
*... must not lead to conflicts between business and private interests.*
- (7) **Contributions & sponsoring**  
*... we contribute transparently to social and charitable organizations and we do that without getting anything in return.*
- (8) **Data protection & information security**  
*... are our basis in communications with employees, customers and suppliers.*