

## Press Release

07/06/2016



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### **NORMA Group celebrates ten years of diversity**

**Maintal, Germany, 7 June 2016** – NORMA Group, a global market leader in engineered joining technology, is celebrating the NORMA Diversity Day today with its around 6,500 employees from 40 nations. “Tolerance, respect and equal opportunity at the workplace are core values,” said Werner Deggim, CEO of NORMA Group. “We practice this every day. Diversity Day is an opportunity to celebrate diversity within our company together and acknowledge it as a significant competitive advantage.”

This year, Diversity Day is dedicated to the 10th anniversary of NORMA Group. The company was created in 2006 by the merger of the German company Rasmussen GmbH and the Swedish ABA Group. Its business strategy has been characterized by diversification and international growth since then. “Geographical and sectoral expansion has been the key to our success in the last decade. The increasing diversity among our workforce has also contributed to this,” Werner Deggim said.

NORMA Group signed the “[Diversity Charter](#)” in 2013 and developed a diversity strategy a year later. The company recognizes diversity not only with respect to gender, nationality and age, but also systematically promotes the exchange of views and ideas between all employees. For instance, various exchange programs were launched that allow employees to experience short and long term assignments at sites abroad. “Besides initiatives such as the NORMA Diversity Day, it is also part of our strategy to increase the share of women in management positions worldwide in the medium term,” Werner Deggim said. “The needs of refugees and people with disabilities are of great importance to us. We employ 52 disabled people in Germany alone. And we offer orientation traineeships for refugees at our Maintal site.”

Exchanges among the workforce and beyond the company’s boundaries will also be the focus on NORMA Help Day on the 9<sup>th</sup> of June, 2016. On this activity day, its employees around the world will volunteer to work on projects in their neighborhoods. These will range from a field trip with refugee families to collecting donations for the volunteer fire department and renovating a kindergarten.

Please find more information about diversity at NORMA Group in our [Annual Report](#), on our [website](#) and in our [2013 Corporate Responsibility Report](#). A new Corporate Responsibility Report will be published this year. Press photos are available from our platform on [www.normagroup.com/images](http://www.normagroup.com/images).



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### **About NORMA Group**

NORMA Group is a global market leader in engineered joining technology. The company manufactures a wide range of innovative connecting solutions and water management technology offering more than 35,000 products to customers in 100 countries with around 6,500 employees. NORMA Group helps its customers and business partners to react to global challenges such as climate change and increasing scarcity of resources. NORMA Group joining products can be found in vehicles and trains, ships and aircraft, buildings and water management as well as in applications for the pharmaceutical and biotechnology industry. The company generated sales of around EUR 890 million in 2015. NORMA Group operates a global network of 22 production facilities as well as numerous sales and distribution sites across Europe, the Americas, and Asia-Pacific. NORMA Group has its headquarters in Maintal, Germany. NORMA Group SE is listed on the German stock exchange (Prime Standard) and included in the MDAX index.