

# Code of Conduct



## **1. Basic Understanding of Social Responsibility in Corporate Management**

A mutual, basic understanding of social responsibility in corporate management forms the basis of this CoC. This means that BECK company assumes responsibility by bearing in mind the consequences of its business decisions and actions on economic, technological, social and environmental levels and brings about an appropriate balance of interests. BECK company voluntarily contributes to the well-being and long-term development of a global society at every point it can at the locations where it is in business. It is geared towards universally held ethical values and principals, especially integrity, honesty and respect of human dignity.

## **2. Where the CoC applies**

This CoC is in effect for all of BECK company's branches and business from BECK company units worldwide. BECK company is promoting adherence to the content of this CoC at every point it can for its suppliers and in other parts of the value-chain.

## **3. Core Values for Social Responsibility in Corporate Management**

BECK company will proactively work to ensure that the values mentioned below are put into practice and adhered to both now and in the future.

### **3.1 Adherence to Laws**

BECK company will abide by the laws in effect and other legal requirements of the countries where it is in business. For countries that have a weak institutional framework, the company will carefully examine what good company practices from their home country should be applied to enable supportive, responsible company management.

### **3.2 Integrity and Organizational Governance**

3.2.1 BECK company gears its activities towards universally held ethical values and principals, especially integrity, honesty, respect of human dignity, openness and non-discrimination based on religion, ideology, gender and ethnicity.

3.2.2 BECK company rejects corruption and bribery as stated in the relevant UN Convention. It uses suitable means to promote transparency, trading with integrity, responsible leadership and company accountability.

3.2.3 BECK company pursues clean and recognized business practices and fair competition. In regards to competition, it focuses on professional behavior and high standards of quality for work. It fosters partnership and trusting interaction with the supervisory authorities.

### **3.3 Consumer Interests**

To the extent consumer interests are affected, BECK company abides by regulations that protect the consumer, as well as appropriate sales, marketing and information practices. Groups that are in special need of protection (e.g. protection of minors) will receive special attention.

### **3.4 Communication**

BECK company will communicate in an open way and is oriented towards dialogue about the requirements of this CoC and about its implementation among employees, clients, suppliers and other stakeholders. Every document and all information will be duly produced. They will not be unfairly changed or destroyed. They will be properly stored. Company secrets and partner's business information will be handled sensitively and will be kept in confidence.

### **3.5 Human Rights**

BECK company is committed to promote human rights. It respects human rights stated in the Charter of the United Nations, especially those named in the following:

#### **3.5.1 Privacy**

Protection of privacy.

#### **3.5.2 Health and Safety**

Ensuring health and work safety, especially the guarantee of a safe and health-promoting work environment, avoiding accidents and injuries.

#### **3.5.3 Harassment**

Employee protection against bodily punishment and against physical, sexual, psychological or verbal harassment or abuse.

#### **3.5.4 Freedom of Conscience**

Protection and guarantee of the right to freedom of conscience and freedom of expression.



### 3.6 Working Conditions

#### 3.6.1 Child Labor

The prohibition of child labor, i.e. the employment of persons younger than 15 years old, as long as the local legal requirements do not specify a higher age limit and as long as no exceptions are permitted.

#### 3.6.2 Forced Labor

The prohibition of forced labor of any kind.

#### 3.6.3 Hours of Work

Beck company abides by work standards concerning the longest permitted time of work.

#### 3.6.4 Employee Rights

Respecting the rights of the employee to freedom of association and assembly.

#### 3.6.5 Prohibition of Discrimination

Treatment of all employees in a non-discriminatory fashion.

### 3.7 Environmental Protection

BECK company fulfills the requirements and the standards for environmental protection that affect their operations and acts in an environmentally conscious way at all locations where it is in operation. Beside of that Beck company is treating natural resources in a responsible-minded way.

### 3.8 Civic Commitment

BECK company contributes to the social and economic development of the countries and regions where it is in business and promotes appropriate, volunteer activities by its employees.

## 4. Implementation and Application

BECK company will make every appropriate and reasonable effort to implement and to apply the principles and values described in this CoC both now and in the future. Contractual partners will be informed about the basic measures upon request and within the scope of a reciprocal cooperation, so that it becomes observable how keeping these measures is fundamentally guaranteed. No right exists to disseminate operational or business secrets related to competition or any other information that is in need of protection.

Nuremberg, 2020-05-14

A blue ink signature of Alexander Beck, written in a cursive style, positioned above a horizontal line.

Alexander Beck

A blue ink signature of Nicolai Beck, written in a cursive style, positioned above a horizontal line.

Nicolai Beck

A blue ink signature of Patrick Beck, written in a cursive style, positioned above a horizontal line.

Patrick Beck

A blue ink signature of Dr. Dieter Beck, written in a cursive style, positioned above a horizontal line.

Dr. Dieter Beck

A blue ink signature of Nikolas Loebenberger, written in a cursive style, positioned above a horizontal line.

Nikolas Loebenberger