	Code of conduct	Management system	
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We all, employees and managers of the BEKA group („BEKA“) as a regionally as well as internationally operating enterprise, understand integrity and fairness as the guiding principles of our actions.

To ensure that our business and our strategic goals are consistent with our ethical, moral and social guidelines, we have set up some rules of conduct. Each employee of the BEKA group is requested to act in this entrepreneurial, reliable and customer-oriented way.

The code of conduct specifies the principles to which we commit ourselves, our suppliers and service providers. The code of conduct serves as binding framework as well as orientation guide for our everyday actions and decisions and thus for an appreciative way of social interaction.

Rules of conduct (short version)

- Legal conformity and cosmopolitanism.
- Customer orientation is an implicitness.
- High quality standart and continous enhancement by an integrated management system.
- Fair competition in compliance with antitrust and other laws/regulations in this field.
- BEKA will not accept any corruption or manipulation.
- Conflicts of interest have to be disclosed. A conflict of interest exists when taken job-related decisions are influenced by personal interests or private relations.
- Thinking and acting economically and responsible handling of all assets.
- Responsible handling of confidential information and intellectual property.
- Occupational safety and health protection.
- Humans and the environment / human rights, ban on child labor / on forced labor / on discrimination.
- Environmental policy and sustainability based on an integrated management system.
- Social commitment (promotion of social and cultural life).

Compliance with these rules/principles is an issue of utmost importance tu us. All employees and managers are thus directly addressed to follow these guidelines. Violations will be pursued consequently, solved quickly and sanctioned accordingly.

Pegnitz 31. Januar 2020

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Code of conduct

Management system


Dokumenten-Nr.: MVA 1.07

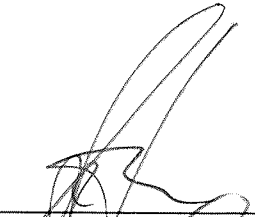
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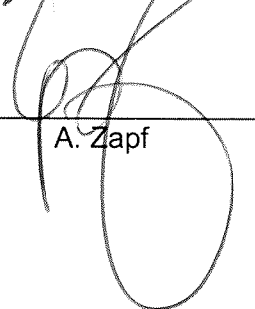
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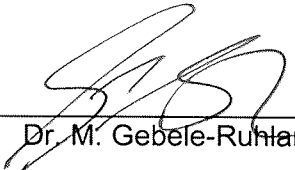

managing director R. Brendel


J. Brendel


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Works Council Representative

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