

Code of Conduct for BeamTec GmbH

I. Preamble

BeamTec GmbH is committed to its corporate responsibility towards society, the environment, customers, suppliers, and employees. Our actions are guided by the values of **integrity, fairness, and sustainability**. This Code of Conduct serves as a foundation for our business relationships and aligns with international standards such as the principles of the UN Global Compact, ILO conventions, the Universal Declaration of Human Rights, and the German Supply Chain Due Diligence Act (LKSG).

II. General Principles

- **Compliance with Laws:** BeamTec GmbH adheres to all applicable laws and regulations in the countries where it operates.
- **Fair Treatment:** Business partners are treated respectfully and fairly. Contracts are honored while considering changes in circumstances.
- **Social Responsibility:** Decisions and actions prioritize social, environmental, and economic sustainability.

III. Ethical Business Practices

a) Anti-Corruption

- Any form of bribery or undue advantage is prohibited.
- Gifts or invitations are only acceptable within the bounds of customary business hospitality without influencing decisions.
- Employees must avoid and disclose conflicts of interest.

b) Anti-Money Laundering

- BeamTec GmbH complies with all legal regulations to combat money laundering and terrorism financing.

c) Fair Competition

- Fair competition is respected. Activities or agreements that unfairly restrict competition are prohibited.

d) Export Controls

- All relevant laws governing the import and export of goods, services, and information, as well as applicable embargoes, are strictly observed.

IV. Social Responsibility

a) **Human Rights**

- BeamTec GmbH respects internationally recognized human rights and ensures it does not contribute to human rights violations.

b) **Non-Discrimination**

- Discrimination based on gender, origin, religion, age, disability, or sexual orientation is not tolerated.

c) **Working Conditions**

- Fair working conditions are ensured, including appropriate remuneration, freedom of association, and adherence to ILO core labor standards.
- Child labor and forced labor are strictly prohibited.

d) **Health and Safety**

- Workplace safety and health protection are top priorities.

V. Environmental Protection

BeamTec GmbH is committed to sustainable practices:

- Responsible use of resources.
- Compliance with all environmental laws.
- Promotion of environmentally friendly technologies and circular economy practices.

VI. Information Handling

- Trade secrets and confidential business information are protected.
- Confidential information must not be disclosed without authorization.

VII. Supplier Commitment

BeamTec GmbH expects its suppliers to adhere to this Code of Conduct. Suppliers should also promote these standards within their own supply chains.

VIII. Reporting Violations

Employees are encouraged to report violations of this Code. Whistleblowers are protected from retaliation under applicable laws.

IX. Implementation and Monitoring

BeamTec GmbH ensures compliance with this Code through training, policies, and monitoring mechanisms. Violations may result in personnel consequences. This Code of Conduct is binding for all employees and business partners of BeamTec GmbH and serves as a guideline for ethical conduct across all business areas.