

# BETE CODE OF CONDUCT (OUR CODE)

For responsible, sustainable, and future-oriented work.

The BETE Code of Conduct - OUR CODE - is the value-based foundation for acting with integrity and in compliance with regulations within BETE Deutschland GmbH. It serves as a binding guideline for all employees, regardless of their respective roles.

Together, we bear responsibility for our cooperation, our working environment, our customer solutions, our environment, and society. We treat each other and all other people with respect, fairness, and as equals. We take a stand and steadfastly represent our values – even under time, economic, or social pressure.

As a company that develops innovative spray and nozzle technologies, we stand for uncompromising quality, reliability, and customer focus. Supporting our customers and exceeding their expectations is the basis of our growth. We accompany them from the initial inquiry through consultation to individual development, thereby jointly optimizing production processes, resource utilization, and efficiency.

We are convinced that it is crucial for the trust in our products, services, and developments that we always behave in a sincere, transparent, and responsible manner. We always make decisions in accordance with our corporate values and applicable national and international laws, regulations, and internal guidelines.

**BETE is always on the move:**

We are constantly developing new solutions, improving ourselves, and working closely together as a team. Our customizable nozzle technologies enable our customers to operate their plants more efficiently, safely, and in a more resource-efficient manner.

**BETE is fast:**

In a dynamic world, our customers need immediate results. We work efficiently, straightforwardly, and purposefully—and deliver solutions as quickly as possible.

**BETE thinks about tomorrow:**

Conserving resources is a high priority for us. We consider both our products and our internal processes from an environmental perspective. With the right nozzle technology, we help reduce operating resources, lower emissions, and save costs—to the benefit of our customers and the environment.

We do not tolerate violations of the code of conduct. Anyone who violates our regulations must expect appropriate consequences. To avoid this, we seek advice and support, thereby working together to protect our company, our values, and our reputation.

Compliance with **OUR CODE** is the personal responsibility of every employee. It is our duty to familiarize ourselves with its principles and integrate them into our daily decisions.

For strong cooperation.

For intelligent, sustainable solutions.

For the protection of people and the environment – today and in the future.

# I. GENERAL PRINCIPLES

## 1. Compliance with Laws and Regulations

We are committed to complying with applicable laws, regulations, and internal guidelines—both in Germany and internationally.

## 2. Respect and Fairness

We reject any form of discrimination, harassment, bullying, or disrespectful behavior. Each of us is committed to contributing to an inclusive and appreciative work environment.

## 3. Integrity and honesty

Each of us is committed to acting honestly and transparently. Fraud, bribery, corruption, and other unethical practices are strictly prohibited.



# II. CONDUCT IN THE WORKPLACE

## 1. Teamwork and cooperation

We cultivate an equal, fair, non-discriminatory, and respectful working environment.

We trust and respect each other. Conflicts are addressed constructively and with a focus on finding solutions.

## 2. Confidentiality

We value the responsible, transparent, and secure handling of data. The collection, processing, use, and storage of data is carried out in accordance with legal requirements. Personal data of employees, former employees, customers, suppliers, service providers, and applicants is protected.

## 3. Protection of company property

Careful handling of company property (e.g., equipment, software, data) is mandatory. Private use is only permitted within the scope of company guidelines.

## 4. Workplace safety and health

We take our responsibility for the health and safety of our employees seriously. Each of us ensures that our workplace is always safe to work in. We report any unsafe conditions.



# III. DEALING WITH BUSINESS PARTNERS AND THIRD PARTIES

## 1. Ethical business conduct

We practice consistent and clear communication. Our relationships with customers, suppliers, and other partners are based on honesty, fairness, and professionalism.

## 2. Avoiding conflicts of interest

We act with integrity. It is therefore important to us in our work to avoid any conflict between personal interests and the interests of the company. If we recognize or suspect a potential conflict of interest, we are obliged to report this to management immediately.

## 3. Gifts and benefits

Benefits in the form of gifts, invitations, or other advantages are only permitted within the scope of what is customary and permitted. Bribery in any form is prohibited.



# IV. WE FOCUS ON SUSTAINABILITY AND SOCIAL RESPONSIBILITY

## 1. Environmental protection

We take care to use natural resources sparingly and are constantly working on developments that enable our customers to become more environmentally friendly. We all use resources and energy appropriately, responsibly, and as environmentally friendly as possible in the course of our work.

## 2. Social responsibility

We support initiatives that make a positive contribution to society. Each of us is invited to participate in volunteer projects.



# V. COMMUNICATION AND REPORTING OBLIGATIONS

## 1. We communicate clearly and respectfully

Questions, concerns, or suggestions for improving work processes can be expressed openly and without fear of consequences.

## 2. Reporting violations

Violations of this Code of Conduct or legal regulations must be reported. Confidentiality and protection of whistleblowers are guaranteed.



# VI. CONSEQUENCES OF VIOLATIONS

Looking the other way is not the right approach

We respond immediately and appropriately to misconduct and violations. This can range from disciplinary measures to a warning or termination. In serious cases, this may also include legal action.



# CLOSING REMARKS

Compliance with our Code of Conduct is the personal responsibility of each and every one of us.

It is more than just a document—it is an expression of our shared attitude and the values that BETE Germany stands for.

Our Code reminds us every day how we want to work together: respectfully, transparently, responsibly, and always in the interests of our customers and partners. It provides guidance in complex situations, strengthens trust in our work, and forms the basis for long-term success.

By living our values, we not only act in accordance with legal requirements, but also make an active contribution to a safe, fair, and sustainable working environment. Together, we develop solutions that are convincing – today and tomorrow.

Each and every one of us contributes to ensuring that BETE Germany remains a company that can be relied upon.

If we take this code seriously and integrate it into our daily actions, we will create a future that we can be proud of as a team.

