



Our Ethics

Our mission at **BeyondBusiness** is to contribute to the development of social and environmental responsibility of business.. We act to increase awareness, develop processes and implementation of tools in the field of social and environmental responsibility. We are committed to being a leading, professional organization, creating sustainable successes for our team, clients, partners, for the community in which we operate, and for a better world for all.

Our values

Respect for all: we believe that every individual has the right to respect. We see our differences as assets, and we seek the uniqueness each individual offers, we value our differences and seek to learn from all.

Leadership and enterprise: we invest in continuous learning in our areas of expertise and maintain our knowledge of what's current in Israel and in the world, we offer our clients new and innovative services and tools for implementation, and we initiate activities to raise awareness of areas connected to social and environmental responsibility.

Professionalism and effectiveness: we listen to the needs of our clients and offer appropriate solutions whilst ensuring we provide thorough, reliable service with an keen eye for detail. We target to identify the measurable results of our activities and services provided.

Integrity and fairness: we act fairly towards every individual or organization with whom we are in contact, whether in the provision of paid or voluntary services, whether at work or outside of work. We try to promote these values with all those we are in touch with.

Openness and transparency: we aspire to act as an example of a business which acts with maximum openness and transparency versus all stakeholders, and we promote openness in all kinds of organizations in Israel. We see this as a strong basis for creating trust between our stakeholders and ourselves.

Community involvement and contribution: our concept of social and environmental responsibility includes our own contribution and involvement in our community and for our environment, and we volunteer our knowledge, expertise and services in a range of ways to support social and environmental causes.

Fun: we enjoy our work – it is what we are passionate about!

Our code of practice

Team and workplace

- We provide a supportive, transparent and open working environment for all our team
- We are committed to provide equal opportunity in all aspects of work and employment, we invest in the personal and professional development of our team and encourage development of natural skills and talents
- We act out of respect, appreciation and fair reward for contribution and achievements
- We respect balance between work and personal life through flexibility and support

Clients

- We act with energy and integrity to understand our clients' needs and assist them in achieving their goals
- We relate to all our stakeholders in a straightforward and honest way and behave fairly towards them
- We represent our services in a fair way, at a fair price and ensure we give value for money
- We do not criticize or badmouth our competitors within our team or to others
- We maintain the highest standards of confidentiality and discretion at all times

Partners, suppliers and other interfaces

We create partnerships in order to provide a broad service to our clients, and welcome a mutual basis for learning amongst colleagues. We pay suppliers on time, reliably and fairly

Conflict of interest and ethical business considerations

- We do not work simultaneously with directly competing clients without prior approval
- We do not sell services which are not effective in meeting client's needs
- We do not give or receive bribes
- We always act out of ethical considerations in our commercial dealings with clients and suppliers
- We do not take unfair advantage of honest errors, or unforeseen difficulties of our clients, suppliers or competitors

Community and environment

- We act out of respect for our environment and save energy, recycle materials and reduce waste as far as we can
- We are attentive to the needs of our community and act to strengthen our society