

Beyond words: Code of Conduct

Not a checkbox document. But one to live by.
Values that don't just sound good – but do good.

Nice words? Sure – we know how.

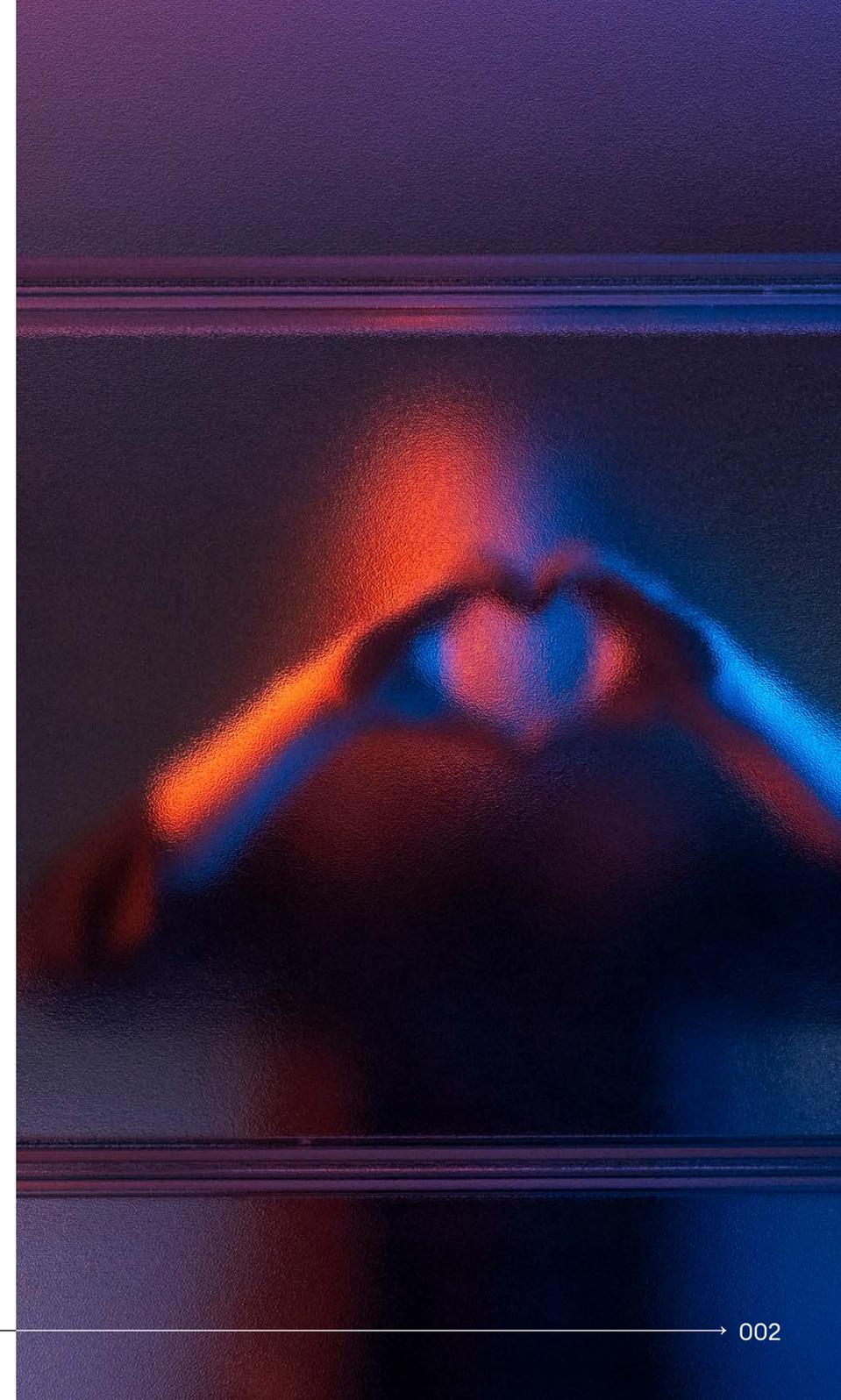
But this Code of Conduct is more than that: It defines what we stand for at beyond global – in how we treat one another, how we work together, and how we take responsibility. It's not a rulebook. And not legal fine print. It's a shared commitment to how we want to act – every day, inside and out.

Our values at a glance

We want to grow – as people, as a team, as an agency. And we believe that takes more than good ideas: it takes values. Our values create the framework for how we work and how we relate to each other.

We believe in ...

- Openness and respect in communication
- Diversity, solidarity and responsibility
- Curiosity, development and shared knowledge
- Leadership through attitude – not authority





 Communication

Speak openly. Listen fully.

Because good ideas start with honest exchange.

Our values:

- We respect and share different opinions.
- We rely on respectful, professional communication that fosters creativity and exchange.
- We communicate transparently and honestly.

In short:

Diversity fuels our creativity – that’s why we listen, share opinions and treat each other with respect. We stay objective, even when things get heated. And we say what’s true – honestly, clearly, and openly.

 Collaboration

Live diversity. Be a team.

Because we’re better together.

Our values:

- We take care of ourselves and our resources.
- Our diversity defines us – and makes us stronger.
- We support each other.
- We act as a team.
- We can count on one another.

In short:

We’re many – with different strengths, perspectives and stories. That’s our strength. Diversity is our lived culture – with no room for everyday racism, stereotypes or so-called jokes at the expense of others. We look out for one another, offer support and act as a team. Because when you can count on each other, you move forward – together.





 Learning organisation

Share knowledge. Keep moving.

Because growth only happens when we stay curious.

Our values:

- We share our experiences and knowledge.
- We see ourselves as a learning organization.
- We embrace change and ongoing development.

In short:

We grow with every experience. That's why we share knowledge, exchange ideas and stay curious.

Progress requires openness – to new things, to change, to reflection.

That's what keeps us moving.

 Leadership

Lead by example. Not by command.

Because trust creates more momentum than power.

Our values:

- We create a work environment free from discrimination, exclusion and sexual harassment.
- We lead by motivation – not fear or abuse of power.
- We focus on solutions and empower teams.
- We aim to be role models – and lead by example.

In short:

We create a space where no one has to hide or compromise who they are – free from discrimination, exclusion and boundary-crossing of any kind.

Leadership for us means listening, motivating, sharing responsibility and showing integrity.

We own our decisions – even the tough ones.

And we only work with clients who share our values.



Making it matter

A Code of Conduct only works when it's lived.

This Code isn't theory. It's our guide for how we work together – in projects, in pressure, in everyday interactions. It applies to everyone at beyond global and shapes how we interact with clients, partners and applicants.

It's not a static document – it's a living commitment. One that grows with us. Because we don't just want to write down our values. We want to live them. A little better, every day.





BEYOND global OND