



TMS Code of Conduct

TM Systems Group (TMS) is dedicated to conducting long-term, profitable business in an ethical and responsible manner, considering economic, social and environmental considerations across the organization. Our Code of Conduct outlines the values that guide TMS globally and sets expectations for suppliers and other business partners in their interactions with our employees, our partners, suppliers, and other stakeholders. The company's Code of Conduct is complemented by more detailed and specialized rules and guidelines, all in compliance with this Code of Conduct.

TMS is committed to adhering to all applicable national and international laws and regulations, as well as locally established good practices. This encompasses laws and regulations related to environmental practices, occupational health and safety, and labor practices. Code of Conduct serves as a framework for ethical behavior, setting minimum standards. In cases where laws and regulations conflict with the Code of Conduct, the spirit of the Code of Conduct should be followed to the extent reasonably possible.

Organizational requirements and management responsibility

TMS' quality management system meets the standards of the ISO 9001 quality management system. Applied to all operations throughout the organization, this system undergoes regular measurement and assessment through internal and external audits. Continuous improvement in operations and quality is achieved through the implementation of new tools, development projects, employee training, and monitoring the achievement of set objectives.

Human rights and fair working conditions

TMS is committed to providing all employees with a safe and healthy working environment, along with fair salaries and benefits. Compensations paid to employees comply with all applicable wage laws, including those related to minimum wages, overtime hours, and mandatory benefits.

TMS respects the right of employees to form representative organizations and join trade unions, committing to establishing constructive dialogues with such unions. Employees receive appropriate health and safety information, training, and equipment. TMS is also committed to adhering to safety requirements set by their customers, business partners, and other stakeholders.



TMS is committed to treating its employees with dignity and respect, offering equal opportunities and non-discrimination in recruitment, promotion practices, and daily work. Employees and job applicants must be treated and evaluated based on the inherent requirements of the job. Discrimination, including factors such as gender, age, disability, health condition, religion, marital status, sexual orientation, political opinion, nationality, social or ethnic origin, or other similar characteristics, as well as any form of harassment or abuse, is considered unacceptable. TMS will not tolerate the use of child or forced labour in any form and under any circumstances. Overtime at TMS is performed strictly on a voluntary basis.

Environmental responsibility and sustainability

TMS rigorously adheres to all relevant legislation and regulations governing environmental protection and the proper handling of dangerous and hazardous materials. Our commitment extends beyond mere compliance; TMS is devoted to operating in alignment with the principles of sustainable development. This entails the responsible use of natural resources, ongoing enhancements in environmental performance, and a commitment to pollution prevention.

Furthermore, TMS is dedicated to the development of products and services that actively contribute to environmental protection. We stand firmly beside our customers, offering support in their endeavours to achieve their environmental goals. Through collaborative efforts and a shared commitment to sustainable practices, TMS endeavours to make a positive impact on the environment while meeting the needs of our clients.

Business integrity

TMS is committed to maintaining financial records carefully and accurately, as well as reporting and disclosing details of business activities, corporate structure, financial situation, and performance honestly, promptly, and in accordance with applicable laws and regulations. TMS conducts business in full compliance with all applicable antitrust, fair competition, and anti-corruption laws.

TMS directors, managers, employees, and third parties acting on its behalf are expected to act responsibly while promoting the interests of TMS and avoid any activity that may lead to a conflict of interest. Employees are responsible for consulting their supervisors before taking action if they have concerns.



Offering, promising, giving, or accepting any direct or indirect bribes, facilitation payments, or anything of value for the purpose of obtaining or retaining business or any improper benefit or advantage is strictly forbidden. Customary and reasonable business courtesies, including gifts and corporate hospitality given in compliance with applicable laws, are permitted.

Any business courtesies must be reasonable in scope, value, and frequency, and should align with ordinary local business customs. In cases where the code of our customer is more stringent than other mentioned rules, we adhere to those codes.

TMS is committed to protecting both its own confidential, sensitive, and proprietary information, as well as information entrusted to TMS by customers, employees, suppliers, and other stakeholders. Information is safeguarded in accordance with applicable laws and regulations, and non-disclosure agreements are concluded with third parties whenever appropriate.

Export control

TMS adheres to all applicable trade sanction and export control laws, regulations and practices.

Supplier's commitment and contractual obligation

TMS strives for reliable, fair and mutually beneficial relations with its suppliers. Supplier selection is based on free and fair competition and transparent supplier selection criteria, including objective factors such as quality, reliability, delivery and price. TMS conducts audit in accordance with principles presented in the quality management system on suppliers prior to engaging them.

TMS expects its suppliers to comply with the national laws and regulations of the countries in which they operate and to work in accordance with the principles presented in TMS Code. In addition, TMS and its suppliers may agree on further standards in supply agreements.

Whistleblowing

TMS is committed to the highest standards of transparency and accountability and therefore enables employees and other stakeholders to disclose their concerns of compliance-related violations internally in accordance with the TMS Whistleblowing Guidelines without fear of reprisal.