



SUPPLIER CODE OF CONDUCT

TM SYSTEMS SUPPLIER CODE OF CONDUCT

We carefully choose our business partners and work only with those who share our values and conduct business ethically and responsibly. We expect our suppliers and partners acting on our behalf to comply with all relevant laws and regulations and uphold the same social, legal, and ethical standards as TM Systems.

This Supplier Code of Conduct (TMS Supplier Code) outlines TM Systems' expectations for responsible and ethical business practices and sets the standards for working with us. All suppliers must adhere to this TMS Supplier Code.

"Supplier" refers to any company or entity selling or seeking to sell goods or services to TM Systems, including their officers, employees, agents, and subcontractors.

Suppliers must ensure their representatives are aware of and follow this TMS Supplier Code and are expected to continually monitor compliance.



RESPECT FOR HUMAN AND LABOR RIGHTS

The Supplier must respect internationally proclaimed human rights such as those described in the United Nations (UN) Guiding Principles on Business and Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

PROHIBITION OF CHILD LABOR

The Supplier must not use or support child labor. They must follow the minimum age rules in local laws or the ILO Minimum Age Convention (No. 138), whichever sets a higher age. The Supplier must also make sure that young workers are not given tasks that could harm their health, safety, or development.

PROHIBITION OF FORCED LABOR

The Supplier must not use or support any type of forced labor, including modern slavery, human trafficking, or bonded labor. All employees should have the right to leave their job according to local laws. Employees should not have to give money or hand over their identity papers to their employer.

WAGES AND WORKING HOURS

The Supplier must follow all laws and rules on wages and working hours, including overtime, benefits, and other pay. Wages and benefits must meet or be higher than local legal standards.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

The Supplier must respect employees' rights to join groups, unions, and associations, negotiate as a group, and follow any collective bargaining agreements.

RESPONSIBLE BUSINESS PRACTICES

The Supplier must be aware of and comply with all applicable laws and regulations in the countries where it operates. In case of conflict between mandatory law and the principles set out in this TMS Supplier Code, the law shall prevail.

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.

EQUAL TREATMENT, NON-DISCRIMINATION AND ANTI-HARASSMENT

The Supplier must provide employees with a fair, respectful workplace free from harassment and discrimination. We do not tolerate any form of discrimination by the Supplier, including discrimination based on age, gender, religion, ethnicity, national origin, sexual orientation, political views, disability, or any other characteristic protected by law.

Additionally, we do not accept any tolerance of harassment, bullying, or other inappropriate behavior by the Supplier, whether physical or verbal, that could be considered offensive, intimidating, or insulting.

HEALTH AND SAFETY

The Supplier must follow all relevant health and safety laws, regulations, and standards to ensure a safe and healthy work environment in all business activities for all employees, contractors, and anyone working for or visiting the Supplier's premises or sharing the same joint worksites.

ENVIRONMENT

The Supplier must adhere to all relevant environmental laws, regulations, and standards and ensure that raw materials are sourced responsibly and in line with local laws. We expect our Suppliers to share our commitment to environmental protection and to take ongoing actions to:

- reduce the environmental impact of their operations
- to improve the efficient use of natural resources
- or at a minimum, to acknowledge the environmental impacts of their actions.

QUALITY AND PRODUCT SAFETY

We expect our Suppliers to be committed to high quality in their operations and to delivering quality products and services. All products must be safe for their intended use and comply with applicable legal and contractual safety requirements.

FAIR COMPETITION

The Supplier must compete fairly and comply with all applicable competition and antitrust laws. The Supplier shall not enter into any agreements or engage in any discussions that could be considered to distort competition, or otherwise engage in any anti-competitive or unfair trade practices.



ANTI-CORRUPTION

Corruption and bribery in any form are strictly prohibited. The Supplier must not offer, give, solicit, or accept any improper or corrupt payments or benefits in exchange for favorable decisions or unfair business advantages. Gifts and entertainment may only be offered and accepted if they comply with applicable laws and standard business practices, are reasonable in value, appropriate for the business relationship, and related to a legitimate business purpose.

ANTI-MONEY LAUNDERING AND TAX EVASION

The Supplier must comply with all anti-money laundering and counterterrorism financing laws. Funds should only come from legitimate sources, and the Supplier must ensure that taxes and similar charges are reported and paid according to applicable laws.

TRADE COMPLIANCE

The Supplier must comply with all customs and trade laws, including import and export regulations, export controls, embargoes, and economic sanctions.

PROTECTION OF TM SYSTEMS' INFORMATION AND INTELLECTUAL PROPERTY

The Supplier must respect and protect the intellectual property of TM Systems and third parties, safeguard their confidential information, and manage any personal information in compliance with applicable laws. The Supplier shall not make any public announcements or disclosures about TM Systems or its projects without prior approval.



COMPLIANCE

The Supplier must continuously monitor compliance with this Supplier Code of Conduct and maintain accurate documentation. By confirming or executing a purchase order the Supplier expresses agreement with the text of the TMS Supplier Code and declares to be familiarized with its content.

If TM Systems finds that the Supplier has breached this Supplier Code, the Supplier must take immediate corrective action. If TM Systems deems the non-compliance severe or if corrective actions are not timely or sufficient, it reserves the right to suspend or terminate the contract with the Supplier and/or exclude the Supplier from future tender processes. The Supplier will hold harmless and indemnify TM Systems from and against damages arising out of a breach of the TMS Supplier Code.

We encourage our Suppliers to report any actual or potential misconduct and violations of law or this TMS Supplier Code that could affect TM Systems.

Please report in writing to the email address **whistleblower@tmsystems.com**.