

## Code of Conduct

*Tamware is committed to fair and cooperative business relations as well as to social and ecological sustainability. Sustainability is about how we conduct our business– it is about being responsible and delivering value in our relationships and across our value chain.*

### Core Values:

- *Customer First - exceeding customer expectations*
- *Willingness to innovate*
- *Succeeding together*

### Mission:

*Tamware's Mission is to design, manufacture and deliver Door solutions systems to automotive and rail sectors complying with the laws and regulations, but also with standards that apply to our products.*

### Strategy:

*Tamware acts as its customers' strategic partner and subcontractor for door systems. The company strategy is to develop as part of the strategy of its global customers and to form a joint road map with a joint long-term commitment.*

### Vision:

*To be the more sustain and trustable Door Solutions provider for buss and rail business solutions.*

Responsible and ethical business depends on our own people, but also relationships with business partners – like suppliers and customers, who share our commitments.

### Compliance with Laws and Regulations

Tamware has committed to comply all national and international laws and regulations of the countries in which it operates.

### Equality

Tamware assumes that people must be treated equally, no matter what age, sex, political or other conception, religion, nationality, or ethnic origin they represent. Tamware respects human dignity and dissimilarity and do not accept any kind of discrimination or intolerance.

### Exploitation of Child Labor

Tamware does not accept exploitation of child labor in any circumstances and does not make any kind of contracts with suppliers or subcontractors using child labor.

### Working hours, Wages and Benefits

Tamware adheres applicable laws regarding working hours, minimum wages, overtime, breaks and rest time, sick leaves, and annual holidays. Also, parental leaves and mandatory benefits are respected according to the laws and agreements.

### Harassment and non-discrimination

Tamware does not tolerate any type of harassment of its employees.

### Environment

Tamware wants to practice business so that adverse effects towards environment will be avoided or minimized. Tamware continuously seeks ways to make products and services more environmentally friendly to achieve sustainable development and to increase level of environmental protection.

### Occupational Health and Safety

Tamware wants to offer employees healthy and safe working environment and aims continuously to develop working methods and working conditions considering safety aspects. Tamware requires that all its suppliers and sub-suppliers follow these principals in their own actions.

### Corruption, extortion, and bribery (Giving or Receiving Gifts and Expenses which could be counted as a Bribe)

Tamware or employees of Tamware, shall not give or receive any direct or indirect bribes or other benefits that could be considered as a bribe, and which could affect Tamware or its client's decision-making.

### Forced or Compulsory Labour (Modern slavery)

Tamware does not accept any form of forced labour. Employees in Tamware are free to terminate employment in accordance with applicable local laws and collective agreements.

### Privacy Notice and Data Protection

The business partner is protecting privacy including personal data. Tamware collect, gather, process, use and store personal data strictly in accordance with applicable privacy laws, regulations and standards (e.g., EU-GDPR).

### Freedom of Association

Tamware employees have right to form and join trade unions for the protection of their own interests.

### Financial responsibility

The accuracy and completeness of Tamware's financial and accounting records is crucial to our success. All books, records, and accounts of Tamware must be maintained in an accurate and auditable manner, as well as in conformity with generally accepted accounting principles. Tamware financial records shall not contain any false, misleading or artificial entries or information.

### Disclosure of Information

Tamware employees have signed internal non-disclosure agreements in the beginning of their employment contract. Stakeholders and customers sign non-disclosure agreements at the same time or prior to the sign contracts with us.

### Fair Competition and Anti-Trust

We support all efforts to promote a free market and open competition worldwide. No employee or officer is permitted to engage in price fixing, bid rigging, allocation of markets or customers, or similar illegal anti-competitive activities.

### Conflict of Interest

Tamware employees are expected to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest. This includes a conflict between the interests of Tamware and personal interests or those of close relatives, friends or associates.

### Counterfeit Parts

The Suppliers of Tamware are to develop, implement and maintain methods and processes appropriate to its products, to eliminate the risk of introducing counterfeit parts and materials into deliverable products.

### Intellectual Property

Tamware will make every effort to obtain and maintain all necessary intellectual property rights, including patents, copyrights and trademarks. Tamware also respects third-party intellectual properties and do not use them, unless has first carefully secured rights to use them.

### Export Controls and Economic Sanctions

Tamware is committed to complying with all customs, trade and export control regulations and economic sanctions lists, while taking into consideration potential conflicting regulations among the countries in which we operate.

### Protection of Identity and Non-Retaliation (Whistleblowing)

Tamware does not tolerate retaliation against anyone who reports possible violations of law, other company policies or procedures. Employees of Tamware can report this kind of violations, without the fear of their identity being revealed in any way.



Jussi Hilden  
Managing Director, CEO