

CODE OF ETHICS

In shaping its working environment, Tammer OÜ is guided by specific values and objectives. We observe ethical principles and implement fair business and communication practices. The principles set out in our code of ethics form the basis of what we do in the company and in cooperating with our clients, in the development of our products and services and in the broader shaping of our company policy. The code of ethics applies to all of Tammer's employees and partners.

By taking an ethical approach to our work, we have established a code by which we have been guided and will continue to be guided in our actions and in the forms of cooperation we pursue.

Reflected in this document are the principles and values we expect of ourselves and of others.

OUR EMPLOYEES ARE OUR CORE VALUE



We respect human rights and workers' rights

- We respect our employees and the role of work in their lives.
- We guarantee our employees fair working conditions, offering them a competitive salary and working hours that are in line with the law.
- We share information with people in a language they understand.
- We ensure people's confidentiality and respect their privacy.

We favour values-based and inclusive management

- We are guided by agreed values in our everyday work.
- We conduct a satisfaction survey among our employees every two years.
- All employees have the opportunity to anonymously report breaches.

- We foster a company culture in which every employee feels comfortable reporting breaches, risks and concerns.
- We involve employees in the implementation of our strategy, enabling them to have a say and play an active role in working groups.

We value safety and a diverse working environment

- We use personal suitability assessments as a tool in recruiting.
- We favour the personal and professional development of our employees and in-service training.
- We promote a workplace in which every person feels like an equal and fully valued member of the team. We note any ostracism, marginalisation, discrimination or mistreatment, whatever the basis, and do everything we can within our abilities to stop it.
- We guarantee working conditions that are both physically and mentally safe.

FRIENDLINESS and RELIABILITY



Cooperation and communication

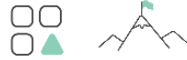
- We communicate with our colleagues and partners in a friendly manner and maintain trustworthy relations.
- We own up to and learn from our mistakes.
- We take an ethical and professional approach whether communicating face to face or via digital channels.
- We contribute to charity every year.
- We value mutual feedback so as to improve the quality of our products and interaction.
- We treat all of our partners equally, condemn bribery and corruption and do our best to avoid conflicts of interest.

Information and data

- We maintain precise financial accounts and documentation to ensure the transparency and reliability of our organisation.

- We protect confidential information and intellectual property, implement the required security measures for the preservation of confidential information and ensure the safe, timely and responsible handling of information.
- We regularly audit all of our processes and activities.

INNOVATION and DETERMINATION



- We make bold decisions that support the company's development.
- We share our experience and set an example to others.
- The machinery and technology we use is adapted for modern safety regulations and innovations.
- We work on product and IT development on a daily basis, constantly testing new products and solutions.
- We always seek opportunities for growth and innovation and identify new markets and lines of business.

FLEXIBILITY



- We organise our operations as flexibly as possible, because striking a balance between work and family life is important to us. Our motivation package includes a number of benefits that take family into account.
- We allow our office-based employees to work remotely.
- We have created a children's play area in our office.
- We contribute to the well-being of our employees by offering them health insurance, sports benefits and other health-related perks.
- As project-based manufacturers we are flexible in regard to our clients' wishes.

SAFETY



- We place a lot of emphasis on product development so that our fillers protect people from all possible dangers.
- We take responsibility for the quality of our products and rectify any nonconformities.
- We offer maintenance and repair services for doors so that they function with maximum effectiveness and guarantee a sense of security for as long as possible.

- We are convinced that accidents can be prevented by foregrounding risk management and regular training.
- We contribute to solutions that enhance cybersecurity.

ENVIRONMENTALLY FRIENDLY



- We exchange thoughts and experiences with like-minded companies.
- We make responsible use of resources, optimising our processes and seeking more sustainable solutions.
- We monitor what we do in the company and work to reduce our impact on the climate and environment.
- We do everything we can to ensure environmental safety, observing the relevant laws, standards and regulations.
- We broaden the environmental awareness of our employees.

The code of ethics outlines the values-based norms that help us in communicating and interacting with our colleagues, clients, suppliers and partners, as well as the community and the state. In addition to these norms, a plethora of national and international laws, statutes and legal requirements which we observe as a matter of course also apply to us and to our operations. We feel that by operating in accordance with fixed values and ethical norms we can be a successful company, but also a responsible one.

REPORTING BREACHES

Informing us when the code of ethics is breached does not lead to repercussions for the employee who reports it. We want to promote a company culture in which everyone feels comfortable raising issues and concerns related to the code of ethics. Anyone can do this by:

- talking to their line manager;
- informing the HR Department;
- using the anonymous channel for proposals, feedback and complaints; or
- making direct contact with Tammer.