

CODE OF ETHICS





What is Code of Ethics of Tammer?

At Tammer OÜ, we are guided by strong values and a commitment to ethical business practices. We uphold integrity in our work environment, ensuring fairness in both our business operations and communication.

The principles set out in our Code of Ethics form the basis for our internal activities and our cooperation with our customers, both in the development of our products and services, as well as our policies on a broader scale. The Code applies to all employees and partners of Tammer.

With our ethical activities, we have created the Code that we have followed and will continue to follow in our own activities and forms of cooperation. This document reflects the principles and values we expect of ourselves and others.



Our employees are our core value!

We respect human rights and the rights of employees in our company.

- We respect our employees and the role work plays in their lives.
- We ensure fair working conditions for employees by offering competitive pay and legal working hours.
- We give people information in the language they understand.
- We ensure people's confidentiality and respect their privacy.

We have value-based and inclusive management.

- We are guided by agreed values in our daily work processes.
- We carry out an employee satisfaction survey every two years.
- All employees can give anonymous feedback using the whistleblowing channel.
- We foster a culture where every employee dares to report risks, hazards and concerns.
- We involve employees in the implementation of the strategy by allowing them to actively participate in working groups and have their say.

We value a safe and diverse working environment.

- When recruiting staff, we use personality analysis as a tool.
- We promote the self-development, professional development and in-service training of employees.
- We make sure that everyone can feel equal and valued in the team.
- We notice deprivation, exclusion, discrimination and abuse on any grounds and intervene within our competence to prevent it.
- We ensure physically and mentally safe working conditions.



Friendliness and reliability

Cooperation and communication

- We communicate with colleagues and partners in a friendly manner and maintain relationships of trust.
- We acknowledge mistakes and learn from experience.
- We communicate professionally and ethically, both in meetings and on digital channels.
- We contribute to charity every year.
- We value mutual feedback to improve both the quality of our products and the way we communicate with each other.
- We treat our partners equally, condemn bribery and corruption and do our best to avoid conflicts of interest.

Information and data

- We keep accurate financial and documentary records that ensure transparency and reliability in the organisation.
- We protect confidential information and intellectual property, implement the necessary security measures to keep confidential information, and ensure that information is handled in a timely, secure and responsible manner.
- We continuously audit all our processes and activities.



Innovation and determination

- We make bold decisions that support the development of the company.
- We share our stories and are an example to others.
- Our machinery and technology are adapted to contemporary safety regulations and innovations.
- We work on product and IT development every day, and we are constantly testing new products and solutions.
- We are constantly looking for opportunities for growth and innovation, and find new markets and business opportunities.

Sustainability

- We share ideas and experiences with companies that have similar values.
- We use resources responsibly, optimising processes and seeking more sustainable solutions.
- We monitor our company's activities and reduce negative impacts on the environment and climate.
- We comply with environmental safety and proceed from the related laws, standards and regulations.
- We raise the environmental awareness of our employees.



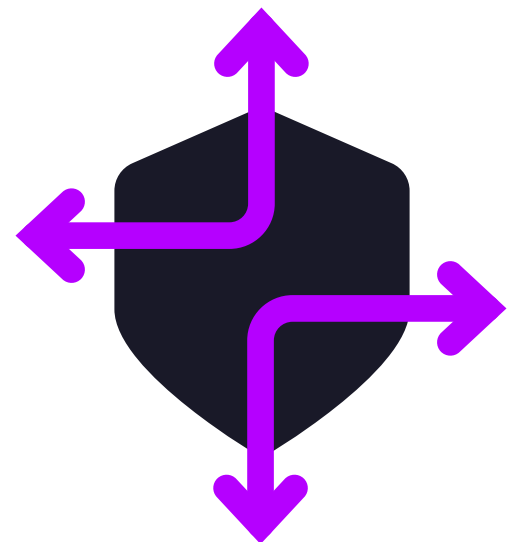


Flexibility

- We keep our organisation of work as flexible as possible because work-life balance is important to us. Our incentive package includes a range of family-friendly benefits.
- We allow our office employees to work remotely.
- We have created a play area for children in our office.
- We contribute to the health of our employees through health insurance, sports allowance and other health activities.
- We are flexible in respect of the wishes of our customers, being project-based producers.

Security

- We put a lot of emphasis on product development to ensure that our doors and windows protect people from all kinds of risks.
- We take responsibility for the quality of our products and correct non-conformities.
- We provide maintenance and repair services for doors to ensure that they remain secure and safe for as long as possible, and function as well as possible.
- We believe that accidents can be prevented by placing a strong emphasis on risk management and regular training.
- We contribute to solutions that increase cyber security.



Notification

The Code of Ethics describes our value-based standards that help us interact with colleagues, customers, suppliers, partners, the community and the state.

In addition to value-based standards, we and our operations are subject to a range of national and international laws, regulations and legal requirements, and following them is self-evident to us.

We believe that acting according to our values and ethical standards gives us the opportunity to be a company that is successful and responsible at the same time.

There are no negative consequences for the whistleblower for reporting a breach of the Code of Conduct. We want to promote a culture where everyone feels comfortable raising issues and concerns related to the Code of Conduct.

Anyone can send their concerns and questions through the following channels:

- the employee's line manager,
- the HR Department,
- the anonymous channel for proposals, feedback and complaints,
- the direct contact of Tammer.

