



TEDEE CODE OF CONDUCT



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INTRODUCTION

The Tedee Code of Conduct outlines the fundamental ethical and professional standards that guide the behavior of all employees, board members, contractors, and business partners. It reflects Tedee's commitment to acting responsibly, lawfully, and with integrity in every aspect of our operations. The Code serves as a foundation for cultivating a corporate culture based on trust, accountability, and transparency, supporting our long-term sustainability and reputation as a technology leader.

The Code is a living document, informed by applicable laws, international frameworks (such as the UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and the ILO Core Labour Standards), and industry best practices.

It applies to everyone at Tedee and across our value chain. Compliance with this Code is mandatory and is integral to maintaining Tedee's values and public trust.



Legal Compliance and Ethical Conduct

Tedee is committed to conducting business in accordance with all applicable national and international laws, regulations, and industry standards. Our ethical conduct goes beyond minimum legal requirements.

All employees, managers, and external stakeholders acting on behalf of Tedee must:

- ❖ act honestly, fairly, and in good faith in all business dealings;
- ❖ avoid any situation that could result in a conflict of interest or give the appearance of impropriety;
- ❖ comply fully with all internal policies, procedures, and contractual obligations;
- ❖ act transparently and document decision-making appropriately;
- ❖ immediately report any suspected or actual violations of law, ethical standards, or company policies to designated internal channels.

All decisions should be evaluated not only from a legal but also an ethical standpoint. When in doubt, employees are encouraged to consult their line manager, the Legal & Compliance Counsel, or use the whistleblowing channel.



Anti-Corruption and Fraud Prevention

Tedee maintains a zero-tolerance approach to all forms of corruption, bribery, and fraud. This applies to all geographies and all stakeholders, including employees, suppliers, agents, and public officials.

Prohibited conduct includes:

- ❖ directly or indirectly offering, promising, giving, or receiving bribes or improper advantages;
- ❖ engaging in facilitation payments or unofficial commissions;
- ❖ misrepresenting financial information or business performance;
- ❖ misappropriating company property, funds, or confidential data;
- ❖ accepting gifts or entertainment that could influence impartiality.

All employees must complete anti-corruption training and report any suspicious behavior or pressure to act unethically.

Full details and examples are available in the **Tedee Anti-Bribery and Fraud Prevention Policy**.



Fair Labour Practices

Tedee respects and promotes internationally recognized human rights across its operations and supply chains. We are committed to fair employment practices, workplace dignity, and safe conditions.

To this end we:

- ✓ prohibit the use of any form of forced, bonded, trafficked, or child labor;
- ✓ recognize and respect freedom of association and the right to collective bargaining;
- ✓ provide working conditions that prioritize employee health, safety, and mental well-being;
- ✓ ensure wages meet or exceed legal requirements and that working hours are humane and lawful;
- ✓ screen third-party suppliers to ensure alignment with these principles.

Tedee is committed to conducting human rights due diligence and to responding promptly to any allegations of abuse or risk.



Equality & Diversity

Tedee embraces diversity as a strength. We believe that an inclusive and respectful workplace fosters innovation, creativity, and growth. Discrimination, harassment, and bullying are strictly prohibited.

Our commitments include:

- treating all individuals equally regardless of race, ethnicity, gender, age, sexual orientation, disability, religion, nationality, or any other status;
- ensuring equal opportunity in hiring, compensation, training, and promotion;
- supporting individuals with disabilities by providing accessible tools and environments;
- promoting LGBTQIA+ inclusion and handling related complaints with confidentiality and care;
- enabling reporting of any inappropriate behavior via safe and responsive channels.

We continuously review our Equality and Diversity Policy to strengthen inclusion and remove barriers to participation.



Data Protection & Information Security

Tedee handles sensitive personal and commercial data with utmost care. We comply with the General Data Protection Regulation (GDPR), Polish privacy law, and cybersecurity best practices.

All employees must:

- ✓ only collect and use personal data for lawful and clearly defined purposes;
- ✓ ensure that personal and confidential data is stored securely and only accessed by authorized persons;
- ✓ use strong passwords, multi-factor authentication, and approved tools when working remotely;
- ✓ report phishing attempts, malware, or data breaches immediately to the IT or Security Lead;
- ✓ complete data protection and cybersecurity training annually.

Failure to comply with cybersecurity or data protection rules may result in serious consequences, including personal liability.



Social Engagement

Tedee is committed to contributing positively to the communities in which it operates.

As a socially responsible company, we:

- ✓ support verified charitable and community initiatives through donations or sponsorships;
- ✓ engage employees in volunteering and pro bono activities;
- ✓ promote educational and STEM outreach initiatives to support youth and innovation;
- ✓ collaborate with local partners to promote inclusion, sustainability, and social well-being.

Social impact is part of our broader ESG strategy and reported annually in our ESG Impact Assessment.



Environmental Responsibility

Tedee recognizes the urgency of environmental protection and commits to continuous improvement in its environmental performance.

We:

- ❖ monitor and reduce energy and resource consumption, carbon emissions, and waste generation;
- ❖ ensure compliance with RoHS, REACH, and WEEE standards and other environmental laws;
- ❖ select materials and suppliers with minimal environmental impact;
- ❖ promote circular economy principles, including product recyclability and repairability;
- ❖ set environmental targets aligned with our broader ESG objectives.

Environmental responsibility is integrated into our product development lifecycle, office operations, and supplier engagement. The **Tedee Environmental Policy** outlines these obligations in detail.