

# MODEO CODE OF CONDUCT

Modeo Code of Conduct principles are designed to guide our daily work and behaviour. This guidance forms the foundation of our ethical and responsible business practices. We expect all our employees to act in accordance with these principles in all situations.

## 1. Ethical Principles

Ethical business practices are a fundamental principle that guide all actions and decision-making at Modeo. Honesty, transparency, and fairness form the core of our values and shape the way we operate every day. We are committed to acting ethically and with integrity in all situations, regardless of context or circumstances.

## 2. Employee Well-being and Equality

We ensure that our employees always have a safe and healthy work environment. We respect diversity and promote equality within our workforce, rejecting discrimination or harassment in any form. We expect our employees to behave honestly and in line with our values.

## 3. Human Rights

We adhere to the International Labour Organization's fundamental principles of work, which include the right to organize and bargain collectively, the prohibition of forced labour and child labour, and equality. This commitment applies even in cases where product manufacturing takes place outside the EU.

## 4. Environmental Responsibility

Respect for the environment and support for sustainable development are central to Modeo's operations. We take into account the environmental impacts arising from our activities and aim to minimize the consumption of natural resources in order to preserve biodiversity and slow down climate change. Our environmental management system complies with the ISO 14001 standard and is certified by an external party. We pay attention to environmental matters in all our operations, and our entire personnel is committed to acting in accordance with our principles of sustainable development.

## 5. Economic Responsibility

In terms of economic responsibility, Modeo's ethical principles include honesty, transparency and the promotion of a sustainable economy. We do not tolerate bribery, corruption, or extortion. Promotional activities must be transparent, reasonable, and clearly related to the business relationship.

## 6. Customer Satisfaction and Quality

In our commitment to providing high-quality products and services, we continuously work to improve our quality. Customer satisfaction is a key objective, and we aim to exceed our customers' expectations. Our quality management system is based on the ISO 9001 standard and has been verified by an external party.

## 7. Collaboration and Fair Competition

We expect our employees to be committed to good and respectful collaboration both with our partners and internally. We adhere to laws and regulations governing fair competition. We do not engage in unfair practices to harm the competitors or the markets.

## 8. Data Privacy

We commit to handling customer and other stakeholders' data carefully and protecting their privacy. We comply with applicable data protection laws and regulations. Our data security policies are kept up to date.

## 9. Commitment and Evaluation

Our entire staff is committed to adhering to these Code of Conduct principles. We continuously monitor and evaluate compliance with these principles and address any shortcomings.