



MODEO'S CODE OF CONDUCT PRINCIPLES

Modeo's 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 is a key principle guiding all actions at Modeo and decision-making. Honesty, transparency and fairness are an essential part of our value base. We act ethically and morally correctly in all situations.

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. Sustainable Economy

Our ethical principles include honesty and transparency, fairness, and the promotion of sustainable economy. We do not condone bribery, corruption, or extortion in any form. Sales promotion activities, including representation and gifts, should be transparent, reasonable, and always have a clear connection to the business relationship.



5. Environmental Responsibility

Respecting the environment and supporting sustainable development are integral parts of Modeo's operations. We have identified how our operations impact the environment and aim to minimize the consumption of natural resources to preserve biodiversity and slow climate change. Our environmental management system complies with the ISO 14001 standard and our entire staff is committed to acting in accordance with our principles of sustainable development.

6. Customer Satisfaction and Quality

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

7. 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.

8. 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 competitors or markets.

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.