



Tama Group Code of Business Conduct

Tama Group, and its subsidiaries ("Tama"), are committed to conducting our business with high ethical standards and in compliance with our values and the laws and regulations that apply to and/or affect our business, employees and consultants in each country we operate.

The following principles are intended to guide our behavior and Tama's expectations, from its employees, consultants and third parties we do business with, for the sake of building trust with our customers and business partners around the world.

This Code of Conduct is not exhaustive and does not cover all situations and issues that arise, but we aim to deliver a clear message and raise awareness for the subjects hereof.



1. Child Labor and Forced Labor

Tama Group does not tolerate any form of child labor. We only employ people that have reached the permissible age for working as established in the local legislation in each country the work is carried out. Notwithstanding, any employment of children that are under 17 years old, shall require prior written approval from Tama's Headquarter HR manager or in case of the production sites, from Tama's Global Production Manager. We do not tolerate any form of abusive or illegal employment such as forced labor, slavery, involuntary labor, human or sex trafficking. Employment must always be voluntarily and freely chosen.

2. Fair Employment

We ensure all our employees receive at least the legally mandated minimum wages and benefits. Our working conditions comply with the laws, standards and practices applicable in the countries where we operate.

3. Freedom of Association

We respect the right of our employees to be represented by trade unions or other representatives established in accordance with applicable legislation.

4. Healthy and Safe work environment

We recognize health and safety in the workplace as a fundamental right of employees. We have adopted and continue to invest resources to establish and maintain preventive measures to minimize the potential for injury in the workplace, including through the provision of training and information. We also seek to ensure working conditions, in accordance with principles of hygiene, industrial ergonomics and operational processes.

5. Equal and Respectful Employment

Our people are our greatest asset. As diversity and inclusion are integral and essential to our business culture and values, we are committed to providing equal opportunities to all our employees and comply with all applicable laws that prohibit discrimination.

We expect our managers to treat their subordinates according to their abilities and that any decision will be free from any form of discrimination of any kind, including, but not limited to, race, gender, sexual orientation, social and personal position, health condition, disability, age, nationality, religion or personal belief.

Tama is committed to creating and maintaining a respectful and safe work environment in which people are treated with dignity, decency and respect. The environment of each company within the Tama Group should be about mutual trust and the absence of intimidation, oppression and exploitation. We will not tolerate harassment of any kind.

We will seek to prevent, correct and discipline behavior that violates this obligation and will take appropriate and immediate action in response to complaints or knowledge of violations of this Code and policies.

For purposes of this Code and without derogating from any legal definition that expanded this term, harassment is any verbal or physical conduct to threaten, intimidate or coerce any person (including but not limited to an employee, co-worker, or any person working for or on behalf of Tama Group).

6. Privacy & Confidentiality

In the conduct of our normal business operations, we may collect and store personal data through permissible means. In collecting and storing such data, we commit to safeguarding the rights of each individual all according to our privacy policy which you can find on: <https://www.tama.co.il/privacy-policy/> and our various websites.

Proper management of confidential business information by employees and consultants is essential and important to our business success. Our employees and consultants are expected not to share with others or use in any manner any information that might be considered as confidential and/or a trade secret which belongs to Tama or Tama's business partners. In addition, employees and consultants are prohibited from using or attempting to use "inside" information for their own personal use, gain or advantage.



7. Anti-Trust and Competition, Anti-Bribery and Corruption , Anti-money Laundering

We expect all of our employees, representatives and other third parties with whom we enter into business relationship, to act in accordance with compliance with applicable laws, rules, regulations and Tama Group policy of anti-bribery and corruption, anti-trust and competition laws a copy of which can be provided by Tama's legal department.

Tama is firmly opposed to all forms of money laundering and will comply with all applicable anti-money laundering laws and take all reasonable measures to prevent our group from being used to launder money.

8. Sustainability/environment

As a global leader in our industry, we have responsibility to our planet and its natural resources by managing our environmental footprint. We make efforts and define a strategic plan that includes the investment of significant resources, inter alia, through innovation to address critical environmental agendas within our field.

9. Responsible Sourcing

We are committed to conducting our worldwide business operations in a manner that complies with applicable laws and regulations regarding the sourcing of materials. Our products do not currently contain any of the minerals that would be subject to the conflict minerals rules promulgated pursuant to the Dodd-Frank Wall Street Reform and Consumer Protection Act adopted in the United States or the Conflict Minerals Regulations adopted in the European Union. We will continue to monitor applicable laws and regulations that may apply to us relating to the sourcing of materials.

10. Reporting

If any of our employees or consultants become aware of actions in violation of this Code or applicable laws, rules and regulations, we expect that they will contact their immediate supervisor. If for any reason an employee or a consultant finds it difficult to report their concerns to the supervisor verbally or in writing, they may report through their local company complaints box (if any) or report directly to the designated email: Tamaintegrity@tama.co.il.

Tama will maintain appropriate confidentiality in the review/investigation of a complaint subject to disclosure requirements under applicable laws and to that extent solely.

11. Compliance with the Code

Employees or consultants who violate the Code will be subject to disciplinary action, including potential termination of employment or termination of services (as applicable), depending upon the circumstances involved.

In addition to the Code, other Group and/or local policies and procedures in each Tama subsidiary, apply to employees and consultants of that company.

In the event of any discrepancy between this Code and such policies and procedures, the Code will prevail.

