



TYMA CZ Code of Conduct

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Preamble

TYMA CZ, s.r.o. is committed to responsible, ethical, and lawful conduct in all its business activities. As a reliable business partner, we fully recognize, respect, and implement international requirements for sustainability, ethical standards, and corporate social responsibility throughout our supply chain. This Code defines the core principles guiding our company, all its employees, and our business partners.

Human Rights and Working Conditions

We commit to respecting human rights and ensuring fair working conditions in accordance with international standards (International Labour Organization ILO, UN):

Prohibition of Forced and Child Labor. We resolutely reject all forms of forced, compulsory, or child labor at any stage of the supply chain.

Equal Opportunities and Non-Discrimination. We promote diversity and inclusion. Any discrimination based on race, gender, age, religion, nationality, or sexual orientation is impermissible.

Compensation and Working Hours. We guarantee wages meeting applicable legal standards and fully comply with working hour limits and the right to rest.

Freedom of Association. We respect the right of employees to form trade unions and bargain collectively in accordance with local laws.

Occupational Health and Safety

A safe working environment is the highest priority for TYMA CZ, s.r.o. We ensure safe and healthy working conditions for all employees, contractors, and visitors. We regularly identify, assess, and minimize operational risks, prevent work-related injuries, and provide employees with the necessary personal protective equipment and regular training.

Environmental Protection and Sustainability

A responsible approach to the environment is an integral part of our strategy. We actively minimize our ecological footprint:

Energy and Emissions. We strive to reduce greenhouse gas emissions, improve energy efficiency, and support renewable energy sources.

Resource Management. We efficiently manage water, raw materials, and packaging. We rigorously comply with waste regulations and prioritize recycling.

Chemical and Hazardous Substances. We ensure our products fully comply with international legislative requirements for material safety (e.g., REACH, RoHS) and do not contain prohibited substances.

Integrity, Anti-Corruption, and Fair Competition

We maintain zero tolerance for any unethical or unlawful behavior. We firmly reject all forms of corruption, bribery, extortion, embezzlement, or money laundering. We respect the rules of free and fair competition and avoid unlawful cartel agreements. Our employees are required to prevent situations that could lead to a conflict of personal and business interests.

Data Protection and Information Security

We protect confidential information, business secrets, customer data, and the intellectual property of all our partners. We process the personal data of employees, customers, and suppliers unreservedly in compliance with GDPR and applicable privacy laws.

Health and Safety Policy

We ensure strict compliance and development of standards in the following areas:

Emergency Preparedness. We define and regularly review procedures for emergency situations to protect human health and minimize damage.

Incident and Accident Management. We record, analyze, and evaluate all operational incidents and accidents to prevent their recurrence and ensure corrective actions.

Fire Protection. We diligently comply with fire prevention regulations, maintain operational detection and extinguishing systems, and regularly train personnel.

Whistleblowing and Supply Chain Compliance

We have established safe and confidential channels for reporting potential violations of this Code or legal regulations (Whistleblowing system), guaranteeing protection for whistleblowers against any retaliation. We require and actively verify the same ethical, social, and environmental standards within our sub-suppliers and business partners.

Whistleblowing

Reports of a breach of this Code can be submitted digitally by e-mail to the address set up specifically for this purpose:

whistleblowing@tyma.cz

Approval and Validity

This document expresses the official stance and ongoing commitment of TYMA CZ, s.r.o. management towards global standards of sustainability, integrity, and ethical conduct in the modern business environment. Every employee and partner is obliged to fully respect these principles.

In Trmice, 17 August 2026



Authorized Signature – TYMA CZ, s.r.o.