

TAD

*// Corporate Business
Principles of TAD
Company*

*// Code of Conduct for
Suppliers and Business
Partners of TAD*

Content

Corporate Business Principles of TAD Company

- // Product quality control and safety
- // Consumer communication
- // Human rights
- // Diversity and inclusion
- // Occupational health and safety
- // Responsible procurement
- // Customers and Business Partners
- // Preserving the sustainability of the environment
- // Ethics and integrity
- // Confidentiality and ethical data management
- // Internal interaction and communication
- // Compliance

Code of Conduct for Suppliers and Business Partners of TAD

- // Ethical principles
- // Personnel and labour
- // Health, safety, and environment
- // Quality
- // Organizational and management systems

Glossary

References



Corporate Business Principles of TAD Company

TAD is committed to developing new solutions for the sustainable progress and successful development of its business in a responsible and cost-effective manner. This applies to all activities of our company—along the entire value chain.

We work to help everyone become more sustainable, minimize climate change, and improve well-being. For TAD to remain successful in the future, we have to earn the trust of our employees, consumers, customers, suppliers, and the public. This motivates us to act with integrity at all times and to live up to our commitments. Trust in our company, products, services, and brand is built step by step. Therefore, we make decisions in the long term, but with the obligatory observance of our obligations now.

In line with our purpose, values, and the way we do business, the corporate business principles set forth herein guide the actions and behaviours of everyone in the company and reflect our culture, which has begun to evolve since 2006.

They establish clear ethical principles, ensure integrity in actions and compliance with laws, regulations, and our own obligations. We do business on the foundation of strong business ethics and compliance sustainably and in a way that creates shared value.

The way we do business is ethical and based on principles.

Guided by our commitment to ensuring the quality of manufactured products (trailers/semi-trailers) and provided oversized cargo transportation services, our goal is to offer the end user the best and most efficient choice in all categories of our products.

We are working to increase the capacity, properties, and manoeuvrability of our products.

We are committed to improving the overall usability and accessibility of our products. Our experience and commitment to innovation helps us innovate quickly and flexibly.

We undertake to provide transparent information about the technical characteristics of our special trailers and encourage their effective use.



Product Quality Control and Safety

We strive to associate the TAD brand with a guaranteed safe use and the highest quality for the consumer.

We are committed to never compromise on the safety of any product. Our TAD Quality Policy summarizes the necessary elements of our commitment, including:

- Design, testing, manufacture of and provision with trusted and preferred products and services.
 - Compliance with high safety standards both in the production of special trailers of various models and in the transportation of oversized cargo in all countries where we provide such services.
 - Challenging ourselves to continually improve our management systems to ensure product quality and safety in order to address deficiencies.
- Ability to inspire an understanding of the involvement of all our employees and suppliers in product quality and safety.



Consumer Communication

Our communication is aimed at creating a positive impact on our consumers from the use of our products and services.

We undertake to conduct responsible, reliable communication with consumers that will enable them to make informed choices and promote safe use.

We provide accurate technical characteristics of products, clear and understandable calculations when transporting oversized and valuable cargoes. All our statements regarding the compliance of our goods with the declared qualitative technical characteristics are confirmed by testing of each new model of trailer and semi-trailer in our own transportation.

Our goal is to provide consumers with accurate and transparent information about the possibility of using our products by marking and indicating in an accessible form all technical capabilities and characteristics.



Human Rights

We undertake to provide all our employees with decent working conditions and flexible employment opportunities that support a better balance of their personal and professional lives in accordance with our competence.

We respect and promote human rights in our activities and at all stages of value creation, in accordance with the UN Guiding Principles and the Ten Principles of the UN Global Compact.

We take measures to identify and correct any existing or potential negative consequences arising directly or indirectly from our activities or our business relationship.

We work to address these risks by adding controls to our policies and internal systems, learning from our experience, tracking our activities, and communicating with our stakeholders about how we respond to such consequences.

We have undertaken to comply with the International Charter of Human Rights and the principles on fundamental rights defined by the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work.

We adhere to the Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy and the OECD Guidelines for Multinational Enterprises. We particularly take measures to prevent any human rights violations in our work and in our value chain, zero tolerance for child labour, forced labour, and modern slavery.

We also respect the right to freedom of association for our employees, including the right to form and participate in associations and unions.



Diversity and Inclusion

Our long-term success depends on our ability to attract, develop, and retain the most productive employees who respect our values and are committed to our goal of improving the quality of life for all, both today and for future generations.

Diversity and inclusion are integral parts of TAD's culture.

We support the diversity of all communities, cultures, and generations among our employees and try to use the diversity of opinions to develop creativity and innovation.

We undertake to promote gender balance and provide equal opportunities for everyone in our company.

We do not tolerate any discrimination based on origin, nationality, religion, race, gender, age, physical condition, sexual orientation; we do not participate in and do not allow any manifestations of harassment based on the above or any other reasons.

We treat each other with respect and dignity and expect everyone to develop a sense of personal responsibility.

We respect international conventions regarding workers' rights. Outside the company, we operate and collaborate with society and stakeholders on an inclusive basis in all our diverse environments and along the entire value chain.



Occupational Health and Safety

We are committed to preventing work-related accidents, injuries, or illnesses and to protecting our employees, contractors, and other parties involved in our supply chain. The TAD Safety and Health Policy sees safety as an integral part of our value of respecting ourselves and our environment.

We recognize and demand that everyone has an active role to play in complying with health and safety regulations in their workplace. Our managers must promote an awareness and understanding of occupational health and safety among our employees, contractors, and all others who are associated with or involved in our business activities. The occupational health and safety management system implemented by TAD is confirmed by the DSTU ISO 45001:2019 certificate.



Responsible Procurement

We expect all of our Business Partners to meet the requirements of the TAD Standard for Responsible Procurement.

We regularly review our Business Partners' compliance with our Standard.

We undertake to implement sustainable production practices that contribute to long-term sustainability of production, creation of sustainable livelihoods, reduction of carbon emissions, protection, preservation, and multiplication of natural resources.

The environmental management system of TAD at the entire stage of production of trailers and semi-trailers meets the requirements of DSTU ISO 14001:2015, which is confirmed by the relevant certificate.

We encourage dynamic transformations in our procurement and related production activities.

We expect from our suppliers transparency and continuous improvement in their work.

Guided by our values based on respect, we commit ourselves to adhere to unified principles in our relations with our Business Partners and expect them to treat their suppliers accordingly.

In line with the ideal of continuous improvement, we support measures to identify milestones in improving our business practices, work on change projects, and implement requirements to improve business integrity, labour standards, safety, health, and environmental practices.



Customers and Business Partners

We demonstrate an approach of honesty, integrity, and fairness to our consumers.

In our business operations, we expect our Business Partners to follow similar business principles.

If they demonstrate non-compliance with any of our business principles, we will require an open and transparent discussion, identify corrective measures, or terminate the business relationship with them if necessary. Conversely, we respect the motivated standards of our partners.

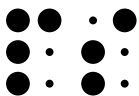


Preserving the Sustainability of the Environment

We undertake to adhere to business practices that are consistent with protecting the sustainability of the environment along our entire value chain.
We strive to use natural resources efficiently at all stages of the life cycle of our products.

We prioritize the use of renewable resources through sustainable management and aim to achieve zero waste in our operations.

We undertake to reduce emissions of harmful substances (CO₂) into the atmosphere through our own generation of electricity by a hybrid solar plant in the amount of 1,340 tons per year starting from 2026. Through these initiatives, we contribute to overcoming the effects of global warming.



Ethics and Integrity

The TAD Code of Business Conduct defines a list of minimum standards that are out of the question and relate to the main areas of employee behaviour, along with integrity, compliance with laws, avoidance of conflicts of interest, antitrust and fairness of agreements, bribery, corruption (10 principles of the UN Global Compact initiative), discrimination and harassment, as well as accuracy in reporting and accounting.

We expect our employees and third parties with whom we cooperate to adhere to the following principles:

- TAD acts honestly and legally, always notifies of the existence of any conflict of interest and handles it in a fair and open manner.
- TAD competes with full compliance with applicable antitrust, competition, and fair business laws by systematically refusing to engage in anti-competitive activities.

The anti-corruption management system in TAD is confirmed by the DSTU ISO 37001:2018 certificate.

Within the limits of the current legislation, we maintain cooperation with those parties that share our concerns on relevant issues in order to work together to find common solutions.

- TAD Company prohibits its employees and suppliers from being involved in bribery and corruption, as well as in actions where such illegal actions may be suspected.
- TAD ensures the accuracy of financial reporting and compliance with TAD's accounting standards in order to meet our obligations to stakeholders and regulators.



Confidentiality and Ethical Data Management

TAD Company respects the individual's right to retain their personal data and recognizes that privacy is a fundamental human right.

TAD's commitment to personal data protection and privacy is set out in the [Privacy Programme](#). This document defines the observance of confidentiality as an integral part of our business activities and provides that the personal data we receive is processed in a lawful and fair manner, protected from unauthorized disclosure, unlawful or accidental destruction, loss or abuse, and deleted after it has become unnecessary.

We strive to be open with people about how we process their data and provide clear controls over the collection and use of personal data, including responding to inquiries and complaints.

We avoid unethical use of data and technology that could lead to discrimination, exploitation, or harm.

We undertake to ethically use artificial intelligence taking into account: Transparency, Diversity, Non-Discrimination and Honesty, Confidentiality and Security, Welfare of the Environment and Society, Accountability, and Technical Reliability.



Internal Interaction and Communication

We create an innovative and open work environment that can inspire employees to contribute, always be able to express their opinions and create, while being involved and feeling respected.

Therefore, the expressed opinion of each employee of the company on any issue is welcome.

Each employee can discuss any issue with his/her immediate supervisor in order to ensure the continuous development of such a working environment, can contact the company's senior management, compliance manager, or anonymously through the trust box.



Compliance

TAD's corporate business principles are mandatory for all employees. They are also referred to in the Code of Business Conduct and other policies.

We have integrated them into our business planning, operations, production, internal assessment, and audit processes.

Our compliance programme supports the continuous improvement and application of TAD's corporate business principles, which are based on a worldview of ethics, integrity, and a 'do the right thing for the right reason' approach.

We assess compliance with respect to human rights, working and employment conditions, safety, health, the environment, and business integrity.

We also measure progress against our social commitments, commitments to responsible procurement, quality, responsible marketing, and other commitments through independent external audits and certification processes.

We are constantly improving our communication and training processes to ensure compliance with TAD's corporate business principles and to fill in the gaps if necessary, without tolerating cases of non-compliance.

Free access to internal and external grievance mechanisms is ensured so that employees and external stakeholders can voice their concerns about potential cases of non-compliance. We consider all appeals received and prohibit the use of any punitive measures against any employee who has sent an appeal in good faith.



Monitoring and Reporting

Corporate business principles are tied to specific principles, policies, and standards. Our internal auditors regularly review our practices for compliance with these commitments.

Code of Conduct for Suppliers and Business Partners of TAD



TAD is one of the companies looking to change its operations and strategies to be in line with the UN Global Compact (UNGC), generally accepted principles in the field of human rights, environmental protection, and the fight against corruption.

Since 2006, TAD has supported a voluntary, responsible engineering initiative, whereby companies work together to continuously improve their health, safety, and environment performance.

The Code of Conduct for Suppliers and Business Partners of TAD (hereinafter referred to as the Code) (i.e. for all counterparties that supply TAD with goods, materials, or services) takes into account the established principles of sustainable development, which have also been taken into account in essential internal regulations of TAD:

// Sustainability is a key element of TAD values and an integral part of our business strategy.

// Thanks to its own policy of sustainable development, TAD has clearly defined its commitment to the principles of sustainable development.

// TAD's position on human rights underscores its efforts to uphold universally recognized principles in the field of human rights and working conditions.

// The corporate policy of law-abiding and correct behaviour defines the main legal areas in which the activities of TAD employees, which comply with ethical and legislative norms, are most important for the well-being of the company.

All these actions demonstrate how TAD undertakes to comply with ethical, social, and environmental standards, how TAD applies the principles of sustainable development in its daily activities.

The principles set out in this Code are an important criterion for the selection and evaluation of our suppliers. Moreover, we expect our Business Partners to spread these standards further along the supply chain. If the supplier violates these principles and cannot agree with the improvement plan or does not comply with it, TAD reserves the right to terminate the commercial relationship with such supplier.

Thus, this Code is provided to our suppliers in order to strengthen our mutual understanding of how these principles should be applied in practice in everyday activities, including efforts to improve the environment, human health, animals and plants.



Ethical Principles



In order to fulfil our social obligations, our Business Partners and Suppliers undertake to conduct their activities in accordance with ethical principles and to act in good faith. Ethical requirements include the following aspects:



Commercial good faith

Business Partners undertake not to practice or encourage any form of corruption. Business Partners undertake not to offer or accept bribes or other unlawful inducements (e.g. facilitation payment) to or from their Business Partners or government officials. Business Partners undertake not to offer TAD employees any kind of gifts or personal benefits that can be perceived as a bribe. In all cases, gifts or any valuables, other property, benefits, privileges, services should not be offered to unduly influence business relations and should not violate applicable law or ethical standards.



Fair competition

Business Partners undertake to conduct their activities in accordance with the principles of fair competition and to apply antitrust law: not to cause reputational damage, not to disseminate trade secrets, not to use the distinctive signs/logos of the company without permission.



Control of International Trade

Business Partners must adhere to export control regulations and, if necessary, provide accurate and true information to customs and other state authorities.

<https://www.tad.com.ua/privacy-program/>



Conflict of Interest

Business Partners undertake to notify TAD of any situation that may cause a conflict of interest, for example, that TAD employees have professional, private, and/or significant financial benefits or interests in any supplier enterprise.



Identification of Problems

Business Partners undertake to encourage and provide their employees with opportunities and ways to report problems, complaints, or potentially illegal actions in the workplace without the threatened reprisal, intimidation, or harassment. Any reports must be kept strictly confidential. Business Partners undertake to investigate such reports and, if necessary, take corrective measures. Business Partners undertake to notify TAD of legal claims, administrative investigations or prosecutions that may affect their activities in relation to TAD.

If the supplier or one of its employees finds at any time that a TAD employee has violated these principles, the supplier or its employee is advised to report these problems to our Law Enforcement and Correct Behaviour Hotline on the website at



Minerals Extracted in Conflict Zones

Business Partners undertake to ensure that products supplied to TAD do not contain metals derived from minerals or their derivatives extracted in conflict zones that directly or indirectly finance or benefit illegal

Confidentiality and Intellectual Property

Business Partners undertake to protect and use only properly confidential information and to protect the confidentiality and current intellectual property rights of all employees and Business Partners.

Business Partners undertake not to use TAD's name or trademarks publicly or for promotional purposes without the prior written consent of TAD.

Confidentiality and Data Protection



Information systems of suppliers that contain confidential information or data of TAD shall be properly used and protected from unauthorized access, use, disclosure, modification, or destruction. Business Partners undertake to collect personal information only for a legitimate business purpose, to use it responsibly, transparently, and securely and to oblige third parties who have access to personal information to protect such information.

armed groups and cause or encourage human rights violations.



Personnel and Labour

Business Partners undertake to protect the human rights of their employees and treat them with dignity and respect. This includes the following aspects:



Prohibition of child labour

We do not tolerate child labour in our supply chain. Business Partners undertake not to allow any form of child labour in their business cooperation in accordance with the basic labour standards of the International Labour Organization (ILO)¹ and the principles of the UN Global Compact. If local law provides for a higher age for employment or compulsory education, a higher age shall apply.



Work Schedule, Salaries, and Benefits

The working time of employees should not exceed the maximum level established by the current legislation and ILO standards. The remuneration shall be paid to employees regularly, on time, and in full in accordance with the current labour legislation and shall comply with the provisions of the law on remuneration. Remuneration and benefits should be aimed at ensuring an adequate standard of living for employees and their families. Unless otherwise provided by the current legislation, deductions from the basic salary as a disciplinary measure are not allowed (this does not exclude the right to indemnification on a contractual or legal basis). Business Partners are expected to provide their employees with fair and competitive compensation and benefits, and to promote equal pay for similar work in their industry. Business Partners are encouraged to offer their employees ample opportunities for training and education.



Free Choice of Place of Work

We do not tolerate slavery, nor do we engage any of the employees in bonded, forced, or compulsory labour and human trafficking in our supply chain. Bonded, forced, or compulsory prison labour is also not allowed. Practices such as seizure of private property, passports, wages, training certificates, or any other document for inappropriate reasons are also unacceptable.



Freedom of Participation in Associations

Business Partners undertake to conduct an open and constructive dialogue with their employees and employee representatives. In accordance with the current legislation, Business Partners shall respect the rights of their employees to freely participate in associations, to form and participate in trade unions, to demand representation, to join labour councils, and to participate in collective bargaining. Business Partners undertake not to disadvantage employees who act as employees' representatives so that they can perform their duties under no threat of reprisal or discrimination.

¹ Convention Concerning Minimum Age for Admission to Employment 1973.; (No. 138); Convention concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour 1999 (No. 182); Convention concerning Forced or Compulsory Labour 1930 (No. 29)



Diversity and Inclusion

The fundamental principle of the corporate policy of Business Partners should be equal treatment of all employees. Typical aspects of discriminatory attitudes, conscious or unconscious, include irrelevant employee characteristics such as age, disability, ethnicity, marital status, gender, gender identity, genetic information, nationality, physical characteristics, political affiliation, pregnancy, religion, social origin, sexual orientation, trade union membership, or any illegal criterion under applicable law. Business Partners undertake to ensure that their employees are not subjected to harassment in any form.

TAD recommends that Business Partners create an inclusive and secure working environment providing for the diverse disclosure of employees' skills. Similarly, TAD recommends that Business Partners implement existing programmes of interaction with enterprises of various forms of ownership, in the implementation of which, workplaces for persons with disabilities will be created and equipped accordingly.



Local Community

In order to increase responsibility for the communities in which they work, Business Partners should take into account the interests of local residents and provide them with a healthy and safe living environment. Support for job creation at the local level, support for curricula in local educational institutions, and active participation in infrastructure development are encouraged.



Fair Treatment

Business Partners shall provide their employees with a workplace free from cruel and inhuman treatment, any sexual harassment, sexual abuse, physical punishment or torture, mental or physical coercion or verbal abuse of employees or threats of any nature. In addition, Business Partners are expected not to unfairly terminate any employment contracts without clear evidence and explanations that the termination of the employment contract is related to the employee's performance indicators. Employees shall have the right to resign freely, subject to prior notice provided for by law.

Employees shall be paid their salaries in a timely manner and in full for the work performed before dismissal, in accordance with the current legislation.



Health, Safety, and Environment

Business Partners undertake to allocate sufficient funds for the health and labour of their employees, customers, visitors, suppliers, and other persons who may be affected by their activities. Business activities of Business Partners should be environmentally friendly and resource-saving. This includes the following aspects:



Health and safety

Business Partners undertake to adequately protect their employees from chemical, biological, and physical risks. The physically difficult tasks and conditions at the workplace, as well as the risks associated with the operation of various machines and mechanisms, shall be regulated in such a way as to protect employees from harmful and dangerous influences.

Business Partners undertake to ensure proper control measures, safe working procedures, proper maintenance, and the necessary technical measures to reduce risks to health and safety at the workplace and prevent accidents and occupational diseases. In addition, Business Partners undertake to provide employees with appropriate personal protective equipment.

Safety information for any identified risk at the workplace or hazardous materials² should be posted and available for review with subsequent use by all employees directly concerned. A safe and healthy working environment should include at least the provision of potable water, adequate lighting, temperature, ventilation, and sanitation.



Process safety

Business Partners undertake to implement security programmes to manage and support all their production processes in accordance with approved security standards. Programmes must be appropriate to the facility and the risks of the production process.

Business Partners undertake to properly report, disclose, and manage the risks inherent in their processes in the manufacture of products to ensure the protection of those directly involved in the production and consumption of these products.



Safety of Products

Business Partners must comply with the requirements for product safety, ensure proper labelling of products, and inform the end user about the rules for their use. They undertake to provide the relevant parties with appropriate documentation containing all the necessary information regarding the safe handling of such products. Such documentation should include information about the product itself, instructions for use, detailed instructions and rules for use. Business Partners should actively and transparently exchange information on the health, safety, and environmental aspects of their products with all stakeholders.

² In accordance with the UN Globally Harmonized System (UNGHS)



Health, Safety, and Environment



Emergency Preparedness, Information about Risks and Training

Business Partners undertake to provide information on identified risks at the workplace for employees and suppliers. They shall undergo appropriate training at all times to ensure that both workers and suppliers throughout the production chain are adequately protected. Business Partners undertake to identify and assess relevant risks and emergencies in the workplace and in the surrounding areas. The potential impact of such risks should be minimized through the application of appropriate fire protection, effective emergency plans, and regular exercises.



Waste & Emissions

Business Partners undertake to ensure safe and responsible storage, transportation, recycling, reuse, and disposal of waste, emissions into the atmosphere, and wastewater discharge. Any activity that may adversely affect human health or the environment shall be properly monitored and measured. Emissions of hazardous substances should be minimized. Particular attention should be paid to the active ingredients. Business Partners undertake to prevent or minimize accidental spills and uncontrolled emissions of hazardous substances.



Resource Conservation and Climate Protection

Business Partners undertake to economically use natural resources (for example, water, energy sources, raw materials) and protect them. In order to ensure the conservation of renewable natural resources, Business Partners undertake to promote the application of generally recognized standards and certification of sustainable development developed by stakeholders. The negative impact on the environment and climate caused by the business activities of Business Partners or their supply chain should be minimized or eliminated at their source.

It is recommended that the practices comply with the principles of circular economy, such as replacement, collection and redistribution of materials for their reuse.

Business Partners undertake to develop and use environmentally clean and environmentally friendly products, processes, and technologies.

Business Partners undertake to ensure and demonstrate actions aimed at continuous improvement of the state of the environment, including reducing the consumption of raw materials, energy, emissions, noise, waste, and dependence on natural resources and hazardous substances, through the introduction with strict adherence to various programmes and policies.



Quality

Business Partners undertake to supply high-quality, safe, and efficient products and services that fully comply with the requirements of current legislation and standards. This includes the following aspects:



Quality Requirements

Business Partners undertake to comply with generally recognized quality standards or contractual requirements for the quality of products and services supplied to TAD that meet the stated quality guarantees and are safe for use. Business Partners undertake to immediately handle any inconsistencies that may adversely affect the quality of products and services supplied. Business Partners shall inform TAD of changes in the production or supply process that may affect the specification of the products or services supplied.



Safety and Anti-counterfeiting Measures

Business Partners undertake to implement good security practices in all their supply chains. Business Partners undertake to ensure the integrity of each batch of products shipped to TAD from its point of origin to its destination.

Business Partners undertake to take sufficient measures in their area of responsibility to ensure that TAD products, their components or raw materials, as well as relevant know-how, do not fall into the hands of counterfeiters, fraudsters, thieves, or other unauthorized third parties and do not go beyond the legitimate supply chain.

Business Partners undertake to immediately analyse the relationship with a third party if they have or have received evidence of participation in the production or sale of counterfeit products of the third party, including products intended for export, which are considered counterfeit products in the country of destination. TAD expects Business Partners to support the investigation and prosecution of any activity related to counterfeit products.





Organizational and Management Systems

Business Partners undertake to introduce effective management systems and organizational structure in their companies. This includes the following aspects:



Legal and Other Requirements

Business Partners undertake to determine and comply with all applicable international and local laws and regulations, contractual agreements and internationally recognized standards. Business Partners also undertake to conduct their activities in accordance with generally accepted industry standards, to obtain, maintain, and update all necessary permits, certificates, licences, and registrations, and to conduct their activities in accordance with the restrictions and requirements of such permits.



Systems, Documentation, and Assessment

Business Partners undertake to develop, implement, and use management and control systems related to the content of this Code. Business Partners undertake to keep documentation that is necessary to demonstrate their compliance with the principles set out in this Code. Such documentation may be verified by TAD by mutual agreement.



Commitment and Responsibility

Business Partners undertake to comply with the principles set out in this Code by allocating appropriate resources and including all the above aspects in their policies and procedures.



Risk Management

Business Partners undertake to introduce mechanisms for regular identification, assessment, and management of risks in all areas, in accordance with this Code and taking into account legal requirements.



Communication of Sustainable Development Criteria in the Supply Chain

Business Partners undertake to spread the principles set out in this Code further along the supply chain.



Business Continuity

Business Partners are encouraged to implement appropriate business continuity plans for operations that support TAD's business.



Continual Improvement

Business Partners shall demonstrate their commitment to continuous improvement, by setting performance targets, fulfilling implementation plans, and taking corrective action in relation to deficiencies identified as a result of internal or external assessments, inspections, and audits by management.



Transparency and Disclosure

Business Partners are encouraged to communicate their social and environmental impact in external sources in accordance with the principles set out in this Code.



Training and Competence

Business Partners shall develop, implement, and maintain appropriate training activities so that their managers and employees can gain an appropriate level of knowledge and understanding of the applicable principles of this Code with respect to legislation, regulations, and generally accepted standards.



Right to Audit

Business Partners undertake to give TAD the right to assess their stable performance indicators, subject to prior reasonable notice. The assessment should be done directly by TAD or a qualified third party, in the form of an evaluation or audit.

Glossary

The glossary describes or defines certain terms, organizations, and concepts used in TAD's Code of Conduct for Business Partners. The TAD Supplier Sustainability Guide provides more comprehensive explanations of aspects of this Code, outlines key expectations and progressive experiences, and provides additional references.

Minerals Extracted in Conflict Zones

// Minerals extracted in conflict zones as defined at the present time, and contain metals like tantalum, tin, tungsten, and gold, which are derivatives of minerals like cassiterite, columbite-tantalite, and wolframite. They are also called 3TG. [URL: www.responsiblemineralsinitiative.org]

// At the initiative of the United Nations (UN), a voluntary initiative was created based on the commitments of CEOs to implement universal principles of sustainable development (also known as the Ten Principles of the UN Global Compact) and implement measures to achieve such UN goals as the Sustainable Development Goals. [URL: www.unglobalcompact.org]

Employees

// Employees are understood by TAD to mean any personnel involved or hired by the supplier.

Hazardous Materials

// According to the Globally Harmonized System of Classification and Labelling of Chemicals (GHS), prepared by the United Nations Economic Commission for Europe (UNECE).

Human Trafficking

// Human trafficking includes recruiting, sheltering, or transporting people in a situation of exploitation through the use of violence, deception, or restriction of freedom and forcing them to work against their will.

International Labour Organization (ILO)

// The ILO brings together governments, employers, and workers from 187 UN Member States to set labour standards, develop policies and programmes that promote decent working conditions for all workers. [URL: www.ilo.org]

Personal Data

// Personal data is any information about an identifiable natural person.

Sustainable Development Standards and Certification

// Voluntary and generally independent assessment of norms and standards related to environmental, social, ethical, and safety issues, taken by companies to demonstrate the activities of their organizations or products in specific areas, for example, the Forest Fund Protection Council, the Initiative for Responsible Mining.

Together for Sustainability initiative (TfS)

// Non-profit business organization. Chemical companies are its members. It is aimed at creating an industry standard for sustainable supply chains, establishing a standard approach to evaluation and improving supplier sustainability performance, and disseminating information on evaluations and audits to its members. [URL: www.tfs-initiative.com]

UN Global Compact (UNGC)

External Sources:

// Waste-free economy

<https://www.ellenmacarthurfoundation.org/>

// Declaration of Helsinki

<https://www.wma.net/what-we-do/medical-ethics/declaration-of-helsinki/>

// International Labour Standards (ILO)

<http://www.ilo.org/public/english/standards/norm/whatare/fundam/index.htm.ilo.org>

// OECD Guidelines for Multinational Enterprises

<http://www.oecd.org>

// OECD Guidelines for Chemical Accident Prevention, Preparedness and Response

<http://www.oecd.org/env/ehs/chemical-accidents/Guiding-principles-chemical-accident.pdf>

// Convention No. 138 of the International Labour Organization

<http://www.tfs-initiative.com>

// United Nations Convention on the Rights of the Child

<https://www.unicef.org/ukraine/documents/convention-full>

/// Together Towards Sustainable Development

<http://www.tfs-initiative.com>

// UN Global Compact

<http://www.unglobalcompact.org>

// UN Guiding Principles

https://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

// Universal Declaration of Human Rights

<http://www.un.org/Overview/rights.html>

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