



**CORPORATE SOCIAL
RESPONSIBILITY GOVERNANCE AND
CODE OF CONDUCT**



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1. Purpose & Scope

By identifying and communicating our Corporate Social Responsibility strategies, we demonstrate our commitment in acting responsibly, consciously and ethically when conducting business, supporting our employees, protecting the environment, and selecting business partners. At TireCheck we are committed to technological excellence and sustainable innovation. The organization has implemented a set of policies and procedures supporting the production of high quality products in a secure, ethical, and sustainable manner.

This document serves as a code of conduct for our organization and employees, defining the principles applicable to all our offices and interactions with clients and suppliers. We are guided by the principles of the UN Global Compact in the areas of human rights, working standards, environmental protection, and anti-corruption. As a company we aim to engage with the local community, working with local schools for work experience programs, working with local community organizations for sponsorship, charitable donations or facilitating our employees efforts in this area.

The Code of Conduct applies to all worldwide offices and employees of Async Technologies t/a TireCheck. This document and the policies laid out in our Management Systems for Quality, Information Security, Occupational Health & Safety, Environmental, set the standards for behaviour, legal compliance and professional integrity in all aspects of our operations. Employees found to be in violation of the Code of Conduct shall be subject to disciplinary action within the boundaries of their local contract of employment. A Whistleblowing Policy complying with EU Directive 2019/1937, is in place to enable the good-faith disclosure of information relevant to any malpractices or irregularities of the values contained in this Code of Conduct. Reporting will be handled through a confidential reporting channel, with care and in a fair manner which also protects the whistleblower (email compliance@tirecheck.com).

2. Integrity, Ethics & Legal Compliance

At all our operational locations, our employees act with honesty, fairness and accountability in all business dealings. We are committed to complying with our legal obligations in relation to ethical business practice, the protection of workers and data, and the prevention of corruption or anti-competitive practices.

- We are committed to avoiding **conflicts of interest** in our business, ensuring objectivity of decision-making is employed by our teams and without influence from personal interests.

Employees must disclose to management, perceived or potential conflicts of interest in relation to an existing or potential customer or supplier.

- Our employees are prohibited from violating any **anti-corruption** laws and norms in our business dealings including acceptance of bribes, inducements, improper payments or benefits from customers, officials, suppliers or other third parties.
- Our organization is fully committed to our obligations in relation to **anti money-laundering** practices. We employ robust and audited financial practices to ensure no applicable legal provisions against illegal financing are violated and no business relationships with such entities are maintained.
- As a company working across borders with customers and suppliers, TireCheck is fully compliant with its legal obligations in relation to **import/export/customs/foreign trade/taxation requirements**.
- Employees in our organization are prohibited from mis-use of company assets/resources or the use of TireCheck property or assets/resources for personal gain.

3. Equality, Diversity and Human Rights

Our policy is to respect and protect all internationally recognized legislation for the protection of human rights, the rights of children, and the rejection of modern slavery/compulsory labor in our own operations and those of our suppliers and customers. As a company we promote equality and diversity at all levels in the workplace, ensuring our working environment is characterized by respect, tolerance and equal opportunity. The organization continuously monitors developments in labour legislation in order to ensure our compliance with employment, working conditions, payment conditions and levels, and health and safety at work. All our employees are hired and treated in a fair manner in compliance with local law and The International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

- The company's policies state our commitment upholding legal requirements and internationally recognized standards for the protection of human rights including enforcing policies for the prevention of any form of modern slavery and child labor.
- The organization does not use or accept any form of forced or compulsory labor, modern slavery or human trafficking in any of our facilities, or those of our supply chain.
- We recognize the international goal for the protection of children against child labor, and ensure our organization and supply chain uphold these principles.
- We actively support the equality of opportunity and treatment of our employees in respect to their employment and occupation, and educate our team to ensure no impairment of equality can occur based on any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin.
- Our global enterprise actively promotes employment across diverse gender, cultural, age, disability, ethnicity and race backgrounds.
- Our organization recognizes that productivity, efficiency and success can only be achieved in an innovative environment which promotes equality, equal pay and diversity of the workforce without prejudice to gender, sexual orientation, religion, ethnicity, age or disability.
- We recognize the rights of our employees to associate/organize, and the right to collective bargaining within the boundaries of the local legislation applicable to each office. We facilitate positive relationships and communication between our management team and employees to support employee development.
- We apply the principle of fair and equal remuneration for all employees. Local legislation in respect of living wages are recognized and upheld along with industry standards. Equal remuneration standards for work of equal value are employed in all offices.

4. Occupational Health and Safety

The implementation of an Occupational Health and Safety Management System, certified to ISO 45001:2018 standards, enables us to support and engage with our employees in areas of health, skills, well-being and working practices in compliance with regulations and our own policies. Our organization is committed to all relevant local regulations in relation to the health and safety at work of its employees. We promote health and well-being as a core value of the workplace and ensure our employees feel valued and protected in terms of their physical and mental health. Internal policies in our organization include controls for issues such as:

- Evaluation of hazards and the mitigation of risks to health and safety at work.
- Equality and diversity to ensure our workforce is balanced and inclusive.
- Skills management and investment in opportunities for additional competence training, career growth and career satisfaction.
- Employee engagement and openness to employee feedback.
- Flexible working arrangements when necessary and in line with local regulatory requirements.
- Health insurance benefits and pension contributions.
- Sports and social benefits promoting activities and team building.
- Agreed strategy on dealing with negative issues/interactions in the workplace and the protection of the physical and mental health of employees.

5. Product Compliance and Data Protection

Our software and hardware products are primarily used in the automotive sector where the avoidance of risks, disadvantages, and hazards to the privacy, health and safety of the end users is of paramount importance.

- Our products and solutions are designed and developed within the boundaries of a Quality Management System in compliance with and certified to ISO 9001:2015 Standards.
- Our organization upholds the protection of Information Security, Cybersecurity and Data Privacy, in compliance with and certified to ISO 27001:2022 standards.
- We comply with applicable legal requirements and product safety standards, labeling requirements, and packaging guidelines.
- We commit to protecting our own intellectual property and that of our customers and suppliers.
- We commit to the protection of personal information of our employees and business partners in compliance with EU General Data Protection Regulations.

6. Fair Market Practice & Supplier Selection

Our company seeks to make responsible commercial decisions in dealing with suppliers and customers, avoiding anti-competitive practices and establishing partnerships with other ethically run businesses. Our commitment to sustainability in business means that we expect our partners to share our values and commitment to ethical and sustainable practices. As an organization:

- We respect local and global applicable legislation in relation to **anti-competition and anti-trust** laws. Our organization ensures we do not participate in cartels, price fixing or other forms of anti-competitive behaviour.
- We engage in responsible **supply chain management** choosing ethical suppliers with proven records of upholding standards of Quality, Security, Environmental and Occupational Health and Safety Management.
- We strive to procure components for assembly from proven sources, as efficiently as possible, obtaining best value for money without compromising appropriate quality or standards of sustainability.
- We adhere to responsible and fair business practices for dealing with and paying suppliers, using audited financial practices.

7. Environment

Our company strives to reduce the negative environmental impact of our operations through the implementation of an Environmental Management System to comply with our certified ISO 14001:2015 system, including waste reduction and prevention, reduction in consumption, reuse or recycle policies, and employment of renewable energy. We aim to integrate environmentally sustainable practices is key to our business reputation and economic growth, while we strive to:

- Remain competitive.
- Employ resource efficiency.
- Minimize the negative impact of our operations on the environment or biodiversity.

At TireCheck we aim to reduce our negative impact contribute positively to the environment by maintaining policies and practices in the areas of:

- Energy control and carbon offset.
- Waste control.
- Water usage and carbon footprint analysis and control.
- Supplier Management.
- Reuse/recycle management.

We recognize that by employing good practice for the control of our impact on the environment and implementing an environmental management system, we will also enhance our reputation, and in the long-term become more efficient, and benefit financially. Our environmental awareness and initiatives extend to our selection and validation of our supply chain.



Mr. Michael O'Dwyer
CEO

12/04/2025

Date