

STYLDOD, INC.

Code of Conduct

Enterprise Policy Document

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Document Owner	Senior Leadership
Applies To	All employees, contractors, affiliated entity personnel, and authorized representatives of Styldod, Inc.

Purpose and Scope

This Code of Conduct sets out the ethical standards, professional expectations, and behavioral principles that Styldod, Inc. requires of all employees, contractors, consultants, affiliated entity personnel, and any other individuals acting on behalf of Styldod. It applies globally, including to Stylstage India Private Limited, Styldod's wholly owned subsidiary.

Styldod is committed to conducting business with integrity, respect, transparency, and accountability. All personnel are expected to uphold these standards in every aspect of their work.

Integrity and Honesty

- Act with honesty and integrity in all business dealings, communications, and relationships.
- Do not misrepresent Styldod's products, services, capabilities, certifications, or business practices to customers, partners, or third parties.
- Do not make false, misleading, or exaggerated claims about Styldod or its competitors.
- Report concerns, errors, or potential misconduct honestly and promptly through appropriate channels.

Respect and Inclusion

- Treat all colleagues, customers, partners, and third parties with dignity and respect.
- Styldod does not tolerate harassment, bullying, discrimination, or intimidation of any kind, whether based on gender, race, ethnicity, religion, nationality, age, disability, sexual orientation, or any other characteristic.
- Foster a collaborative and inclusive working environment where all voices are heard and valued.
- Report any observed harassment, discrimination, or disrespectful conduct to leadership promptly.

Conflicts of Interest

- Avoid situations where personal interests could conflict, or appear to conflict, with the interests of Styldod or its customers.
- Disclose potential conflicts of interest to senior leadership promptly and in writing.
- Do not accept gifts, payments, or benefits from customers, vendors, or partners that could influence business decisions or create an appearance of impropriety.
- Do not engage in outside business activities that compete with Styldod or exploit Styldod resources, relationships, or confidential information.

Confidentiality and Data Protection

- Protect confidential information of Styldod, its customers, partners, and employees at all times.

- Do not share, disclose, or use confidential information for personal gain or for any purpose outside the scope of the assigned role.
- Handle customer data and personal data in accordance with applicable data protection laws, the Acceptable Use Policy (AUP-001), the Enterprise Privacy and Data Processing Statement (EPDPS-001), and all other applicable Styldod policies.
- Immediately report any suspected or actual data breach, unauthorized access, or confidentiality violation to engineering leadership or senior leadership.

Responsible Use of Company Resources

- Use Styldod systems, devices, tools, and resources only for authorized business purposes.
- Do not use company resources for personal gain, political activities, or activities that conflict with Styldod's values or applicable law.
- Protect company assets, including intellectual property, source code, infrastructure access, and confidential information, from misuse, theft, or unauthorized disclosure.
- Follow all security, access control, and acceptable use requirements set out in Styldod's policies.

Compliance with Laws and Regulations

- Comply with all applicable laws, regulations, and contractual obligations in every jurisdiction where Styldod operates.
- Do not engage in bribery, corruption, money laundering, fraud, or any other illegal activity.
- Do not engage in anti-competitive practices, price fixing, market allocation, or bid rigging.
- Cooperate fully with any lawful internal or external investigation or audit.

Fair Dealing

- Deal fairly with customers, suppliers, competitors, and colleagues.
- Do not take unfair advantage through manipulation, concealment, misrepresentation, or abuse of privileged information.
- Ensure that all commercial relationships are conducted on arm's-length, transparent, and ethical terms.

Environmental and Social Responsibility

- Operate in a manner that is mindful of environmental impact and seeks to minimize waste and resource consumption where practical.
- Support and contribute to the communities in which Styldod operates.

- Treat supply chain partners and vendors fairly and expect them to uphold comparable ethical standards.

Supply Chain and Vendor Standards

- Styldod expects its vendors, subprocessors, and supply chain partners to operate with the same commitment to ethical conduct, data protection, human rights, and legal compliance described in this Code of Conduct.
- Styldod does not knowingly engage with vendors that use forced labour, child labour, or operate in violation of applicable human rights standards.
- Vendors and partners that process Styldod customer data are required to meet the security, privacy, and data protection standards described in the applicable agreement and Styldod's Vendor and Subprocessor Management Policy (VSM-001).

Reporting Concerns and Non-Retaliation

- All personnel are encouraged to raise concerns about potential violations of this Code of Conduct, applicable law, or Styldod policy without fear of retaliation.
- Concerns may be raised directly with senior leadership or engineering leadership through any appropriate internal channel.
- Styldod does not tolerate retaliation against any person who raises a genuine concern in good faith.
- Where a concern cannot be raised internally, personnel may seek external guidance through appropriate legal or regulatory channels.

Consequences of Violations

Violations of this Code of Conduct may result in disciplinary action up to and including termination of employment or engagement, removal of system access, and, where applicable, referral to law enforcement or regulatory authorities. The appropriate response will depend on the nature and severity of the violation.

Acknowledgement

All employees, contractors, and authorized personnel are required to acknowledge their understanding and acceptance of this Code of Conduct as a condition of their engagement with Styldod. Acknowledgement may be provided through employment agreement, onboarding confirmation, or written acknowledgement as directed by senior leadership or HR.

Review and Updates

This Code of Conduct is reviewed periodically by senior leadership and updated as needed to reflect changes in Styldod's business, applicable law, or stakeholder expectations.

Contact

Questions about this Code of Conduct or concerns about potential violations may be directed to senior leadership at Styldod. For data protection and security matters, contact: security@styldod.com.