



CROWN EQUIPMENT CORPORATION SUPPLIER CODE OF CONDUCT

The reputation for integrity of Crown Equipment Corporation and its subsidiaries and affiliates (collectively, "Crown") is built not only on the quality of Crown's products and services but also on Crown's history of honest, ethical, and fair relations with all of its business partners. Crown expects that every supplier that supplies goods or services to Crown as well as their respective subsidiaries and affiliates globally (each, a "Supplier") will operate with integrity and commit to principles similar to those in Crown's Code of Conduct. For a copy of Crown's Code of Conduct, see www.crown.com.

This Supplier Code of Conduct sets forth the basic guiding principles and values that must underlie the business activities of every Supplier. These requirements are applicable to every Supplier.

This Supplier Code of Conduct supplements but does not supersede any rights or obligations of Supplier in any purchase order terms and conditions or other agreement with Crown.

1. COMPLIANCE WITH LAWS, THIS CODE AND OBLIGATIONS TO CROWN

Crown is committed to operating in compliance with all laws and regulations applicable to Crown's activities around the world. Supplier shall strictly comply with all applicable laws, rules and regulations, the requirements set out in this Supplier Code of Conduct, and Supplier's contractual obligations to Crown.

A. Fair Dealing. Supplier must adhere to all anti-trust, competition, and other laws protecting fair competition and must not engage in illegal cooperation with competitors including bid rigging, price fixing, market allocations, or any other prohibited conduct that limits free and fair competition.

B. Anti-Bribery/ Corruption Laws. Supplier must comply with all applicable anti-bribery and corruption, local, federal, and international laws and regulations, including, without limitation, the US Foreign Corrupt Practices Act. Supplier must meet or exceed relevant regulations and industry standards on anti-bribery and corruption. In no case may Supplier take any action that would violate or cause Crown to violate any applicable law or regulation.

C. Anti-Money Laundering Laws. Crown conducts business only with reputable suppliers involved in legitimate business activities using funds from legitimate sources. Supplier must comply with all applicable laws relating to money laundering.

D. Avoiding Conflicts of Interest. It is the policy of Crown to award contracts for all equipment, supplies, and services based on merit. All Crown employees having contact with suppliers or potential suppliers must maintain the highest standards of ethics and business practices. Purchasing decisions must not be influenced by a conflict of interest and must not be tainted even by the appearance of a conflict of interest or impropriety. Supplier shall comply with Crown's policies regarding conflicts of interest.

E. Importing and Exporting. Supplier must comply with all applicable export and import laws, including, without limitation, all applicable labeling requirements, custom duties, sanctions requirements, and all other laws pertaining to its international business.

2. PEOPLE AND SAFETY

A. Diversity. Supplier shall adhere to the principle of equal employment opportunities for all applicants and employees. Supplier shall not engage in any discrimination or harassment, whether based on gender, race, color, religion, ethnicity, social background, age, sexual orientation, national origin, disability, political conviction, or any additional legally protected characteristics.

B. Forced or Child Labor. Crown is committed to human rights and prohibits all forms of slavery, compulsory and forced labor, human trafficking, and child labor in its supply chains. Supplier shall have the proper policies and take adequate measures, including performing appropriate due diligence on all companies within its own supply chain, to prevent the use of child labor or forced labor in products that enter Crown's operations and supply chains. Supplier shall comply with all applicable federal, state, local, and international laws and regulations relating to forced labor, child labor, and slavery. Supplier shall not use or engage in any indentured or forced labor, child labor, slavery or servitude, human trafficking, or compulsory labor.

C. Health and Safety. Supplier must comply with all applicable health and safety laws, rules and regulations, and Crown's policies, procedures, and safety initiatives. While on-site at a Crown facility or at a Crown customer location representing Crown, Supplier will abide by Crown's Environmental, Health and Safety policies and procedures (copy available upon request). Any work performed in Crown facilities by Supplier may be subject to completion of a Safe Plan of Action form (copy available upon request).

D. Environmental and Sustainability. Supplier shall comply with all environmental laws, rules and regulations, and Crown's environmental policies, procedures, and environmental/sustainability initiatives. While on-site at a Crown facility or at a Crown customer location representing Crown, Supplier shall comply with regulated substance and product content specifications and with applicable laws prohibiting or restricting the use, content, or handling of specific substances, including, but not limited to RoHS (EU Restriction of Use of certain

Hazardous Substances), WEEE (EU Waste Electrical and Electronic Equipment), EU Battery Directive (EU Battery Waste), REACH (EU Registration, Evaluation, Authorization and Restriction of Chemicals), conflict mineral regulations, California Prop 65, and other similar laws and regulations. Crown reserves the right to require Supplier to complete a sustainability questionnaire prior to approval to begin work.

3. CONFIDENTIALITY; INTELLECTUAL PROPERTY; DATA PRIVACY

- A.** Supplier must secure Crown's confidential information provided to Supplier by or on behalf of Crown, use it only as instructed by Crown, and safeguard it from unauthorized or unintended disclosure or use.
- B.** Supplier shall comply with all confidentiality and intellectual property obligations to Crown and shall not use Crown's trademarks, images, or other intellectual property without Crown's express authorization.
- C.** Supplier shall follow all applicable privacy laws that govern handling of information and data provided by or on behalf of Crown, which may include private and sensitive information.
- D.** Crown expects Supplier to take prudent safeguards to protect against information technology ("IT") security breaches and business system corruption, and, if requested by Crown, shall complete an IT risk assessment checklist. Those safeguards may include but are not limited to: employee training and periodic testing, IT security assessments by independent firms, and use of the latest techniques in preserving and protecting IT system integrity.

4. MONITORING; REPORTING VIOLATIONS

- A.** Supplier shall take appropriate steps to ensure that its employees, suppliers, and subcontractors comply with the provisions of this Supplier Code of Conduct (or substantially equivalent standards of conduct).
- B.** Supplier shall promptly report any suspected breach of this Supplier Code of Conduct to Supplier's Purchasing representative at Crown, Crown Compliance at compliance@crowncrown.com, or Crown's hotline at www.connectwithcrown.com.
- C.** Crown reserves the right to verify Supplier's compliance with this Supplier Code of Conduct by auditing or inspecting Supplier's facilities, operations, books, records, procedures, and systems, at Crown's cost and expense and upon reasonable notice to Supplier. Such audits or inspections may be conducted by Crown or by a third party operating under Crown's direction. Supplier shall promptly respond to any Crown request for documentation related to Supplier's compliance with this Supplier Code of Conduct and/or applicable federal, state, local, and international laws and regulations within Supplier's operations and supply chain.