



Supplier Code of Conduct

Crenlo Cab Products Inc (“Crenlo”) understands that our success depends on our reputation for ethical business performance and performing our jobs honestly, diligently and with integrity, in compliance with all applicable laws and regulations. Consistent with our commitment to conduct business fairly and honestly, we seek out business partners who share in our culture, values and business practices. This Supplier Code of Conduct (this “Supplier Code”) can be found at www.crenlo.com under the Suppliers link, and it establishes the standards for conducting business with Crenlo.

For the purposes of this Supplier Code, “Supplier” means any company, corporation or other entity or person that sells, or seeks to sell, goods or services to Crenlo, including the Supplier’s employees, agents, subcontractors and other sub-tier sources.

Supplier is responsible for communicating the contents of this Supplier Code of Conduct to its officers, directors, employees, agents, subcontractors and sub-tier sources who are involved in the procurement and production process related to products and services provided to Crenlo.

COMPLIANCE WITH LAWS AND REGULATIONS

Crenlo conducts business throughout the world. Because of Crenlo’s global presence, a Supplier must comply with all laws and regulations applicable to its business in the countries where it does business, including all laws and regulations relating to each subject matter below. Supplier recognizes that Crenlo’s obligations and requirements extend to all countries where Crenlo does business, and that in some cases, Supplier may be required to conduct business in accordance with the laws of the countries in which Crenlo operates.

CHILD LABOR AND FORCED LABOR

Supplier must comply with all applicable local laws with respect to child labor. In the absence of such laws or in the event existing laws permit the hiring of a person younger than 15 years of age, the minimum age for employment or work by Supplier will be 15 years of age or the age for completing compulsory education in that country, whichever is higher. Supplier must not use forced, bonded, involuntary, prison or indentured labor.

WAGES AND WORKING HOURS

Supplier must comply with all applicable local laws with respect to wage and hour laws, including those relating to minimum wages, overtime hours, and other elements of compensation, and will provide all legally mandated benefits. Supplier will not require employees to work more than the maximum number of hours permitted under applicable laws.

DISCRIMINATION

Supplier must not discriminate against any worker in its hiring and employment practices based on race, color, religion, disability, national origin, gender, sexual orientation, marital status, age or other characteristic protected by local law. Supplier must not discriminate against any worker based on political affiliation or union membership in its hiring and employment practices. Supplier will not require a pregnancy test prior to employment or otherwise require workers or potential workers to undergo medical tests that could be used in a discriminatory way, except where required by applicable laws, or where prudent for workplace safety.

FAIR TREATMENT

Supplier will treat its workers with dignity and respect. Supplier will maintain a workplace free of harassment and discrimination and shall not threaten workers or subject them to harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.

HEALTH AND SAFETY

Supplier will conduct its operations in compliance with applicable health and safety laws and regulations and provide its workers with a safe and healthy work environment. Where Supplier also provides accommodations for its workers, such accommodations shall be appropriate for its location and be clean, safe and, at a minimum, meet the basic needs of its workers.



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ENVIRONMENT

Supplier will comply with all applicable environmental laws, regulations and standards and minimize any adverse impact on the environment. Supplier must endeavor to conserve natural resources and energy, and reduce or eliminate waste and the use of hazardous substances.

FAIR DEALING AND COMPETITION LAWS

Supplier will not engage in collusive bidding, price fixing, price discrimination or other unfair trade practices in violation of applicable antitrust or competition laws. Supplier will uphold fair business standards in advertising, sales and competition.

PROTECTION OF INTELLECTUAL PROPERTY

Supplier must respect intellectual property rights, including patents, trademarks, copyrights and process designs, and safeguard Crenlo's confidential and proprietary information. Any transfer or sharing of technology or know-how must be done in a manner that protects intellectual property rights and is in compliance with local laws, including export laws, concerning data privacy and security.

DATA PRIVACY AND SECURITY

Supplier will comply with all local laws concerning data security and privacy, and will protect and safeguard data provided by Crenlo, which may include private and sensitive personal information. Any transfer or sharing of data must be done in a manner that protects such information from inadvertent or unauthorized disclosure and any disclosure must be in compliance with local laws.

IMPROPER PAYMENTS

Supplier is prohibited from engaging in any corruption, extortion or embezzlement, in any form. Supplier must comply with all applicable anti-corruption laws and regulations of the countries in which they operate, the U.S. Foreign Corrupt Practices Act, the UK Anti-Bribery Act, the OECD Anti-Bribery Convention and any international anti-corruption conventions. Supplier will not offer or accept bribes or employ other means to obtain an undue or improper advantage. Bribes, kickbacks, facilitating payments and similar payments to government officials or to Crenlo employees or agents acting on Crenlo's behalf are prohibited. Crenlo employees are discouraged from accepting gifts or entertainment from suppliers, including gifts or entertainment of nominal value. When business meals are appropriate to further business relationships, those meals may not be extravagant in nature.

MONITORING AND RECORD KEEPING

Supplier must maintain all documentation necessary to demonstrate its compliance with this Supplier Code and provide Crenlo with access to those documents upon Crenlo's request for review. Neither Crenlo nor any of its affiliates or authorized agents assumes any obligation or duty to monitor or ensure compliance with this Supplier Code. Supplier is solely responsible for compliance with this Supplier Code by its officers, directors, managers, employees, representatives and agents.

VIOLATION OF THIS SUPPLIER CODE

If a Supplier violates any of the requirements contained in this Supplier Code, Crenlo may immediately terminate its supply relationship with that Supplier. Violations of this Supplier Code should be reported to one of the following two confidential options:

(1) By Telephone: 507-287-3614

(2) By E-mail: hr@crenlo.com

Your information will be treated confidentially and you may remain anonymous to the fullest extent reasonably possible under the law.