

# Cargotec Supplier Code of Conduct

## Contents

1	Compliance with applicable laws.....	3
2	Business conduct.....	3
3	Conflicts of interest .....	4
4	Fair competition .....	4
5	Labour and human rights .....	4
6	Health and safety.....	5
7	Environment.....	5
8	Reporting of violations .....	6
9	Questions .....	6

We, Cargotec Corporation and our affiliates (collectively, “Cargotec” or “we”), strive to be the undisputed market leader in cargo handling systems and related services by being the number one choice for our customers and by growing our business sustainably.

We are committed to full compliance with applicable national laws and regulations. We are a signatory member of the UN Global Compact and committed to the OECD Guidelines for Multinational Enterprises.

To support our goals and to ensure that our suppliers (“Suppliers” or “our suppliers”) are aware of our expectations and standpoint, we have adopted this Supplier Code of Conduct. The Supplier Code of Conduct harmonises with the Cargotec Code of Conduct and is based on international codes such as United Nations (UN) Universal Declaration of Human Rights and International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work and the UN Convention against Corruption. At Cargotec, all employees must follow the Cargotec Code of Conduct and we expect our suppliers to comply with similar standards as outlined in this document.

Cargotec Suppliers are an integral part of our total supply chain. We choose our suppliers with care and on the basis of objective factors such as quality, reliability, delivery and price, without preference for personal reasons. We understand that, while Cargotec Suppliers are independent entities, their business practices and actions may impact us and our reputation. Therefore, we expect all of our suppliers, and their employees, agents, and subcontractors (collectively, “Representatives”), to adhere to the standards in this Cargotec Supplier Code of Conduct (“Code of Conduct”) while they are conducting business with and/ or on behalf of Cargotec. Further, we expect competence and continuous improvement in quality, cost control, innovation and reliability from our suppliers.

Cargotec and individual Suppliers can also contractually agree on further specific requirements when appropriate or necessary. Compliance with the principles laid forth in this Code is always stipulated in agreements with Suppliers and can be guided by this or the Supplier’s own Code of Conduct.

The Supplier shall have a process in place to verify compliance towards the standards of the Code and shall, upon request, participate in self-assessments or audits organised by Cargotec. Cargotec has the right to audit how Suppliers and sub-contractors fulfil the principles in the Code of Conduct. For identified non-compliance, Cargotec and the Supplier shall decide on corrective action plans.

The Supplier shall, on a recurring basis, keep itself updated on changes to the Code. The updated Code will be posted at <http://www.cargotec.com> on the pages on sustainability.

## **1 Compliance with applicable laws**

Our suppliers shall comply with all applicable laws and regulations.

This Code is not a substitute for, nor should it be considered in any manner to override any applicable laws and regulations in any jurisdiction. Instead this Code sets forth the minimum standards of behaviour that are to be followed. If a Supplier is unable to comply with this Code because of conflicting laws or regulations, the spirit of this Code must nevertheless be adhered to.

## **2 Business conduct**

Our suppliers shall at all time commit to ethical conduct and respect for human rights in the spirit of international treaties and internationally recognised standards.

We expect our suppliers to have zero tolerance towards bribery and corruption. Our suppliers shall ensure that their directors, employees and related third parties do not offer, promise, give or accept any bribes, or make or accept improper payments to obtain new business, retain existing business, or secure any other improper advantage.

Our suppliers shall not engage in any form of bribery or kickback scheme or otherwise offer any incentive to Cargotec employees or their family or friends in order to obtain or retain any business. In particular, our suppliers shall observe Cargotec's policies regarding gift and hospitality and avoid the appearance of or actual improprieties and/or conflicts of interest when dealing with Cargotec employees.

Our suppliers shall record and report all information regarding business transactions involving Cargotec accurately and honestly and create, retain, and dispose of records of such transactions in accordance with all applicable legal and regulatory requirements.

Our suppliers shall not disclose to others nor use for their own purposes or the purposes of any other Cargotec trade secrets, confidential information, knowledge, designs, data, skill, or any other information considered by Cargotec as sensitive information.

Our suppliers shall respect the intellectual property rights of Cargotec and of others, observe and respect all patents, trademarks, and copyrights, and comply with all requirements and terms of their use.

### **3 Conflicts of interest**

Our suppliers shall avoid any interaction with Cargotec employees which may conflict with, or make an impression of conflicting with that employee's duty to act in the best interests of Cargotec.

We expect our suppliers to keep us informed if a Cargotec employee or his/ her family member holds a material financial or other interest in our suppliers. We expect our suppliers to notify us if a Cargotec employee or his/her family member holds a managerial position at the Supplier, works for our suppliers or holds financial interest at the Supplier.

### **4 Fair competition**

We respect and are committed to the rules governing free and fair competition and are committed to comply with applicable antitrust and other laws regulating competition. This extends to our general market conduct and to situations where competition law and regulation concerns could arise, such as, but not limited to, contact with competitor, exchanges of information and industry associations.

Our suppliers shall equally commit to competing in a fair manner in compliance with all applicable competition laws and regulations. When conducting business with Cargotec, our suppliers shall deal fairly with all individuals and entities with whom they interact and shall not take advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair dealing or practice.

Our suppliers shall not engage in collusive bidding, price fixing, price discrimination, or other unfair trade practices in violation of applicable antitrust and other laws regulating competition.

### **5 Labour and human rights**

Our suppliers shall treat their employees in a fair and equal manner. Our suppliers shall not discriminate in the hiring or promoting of employees, whether based on gender, age, religion, marital status, sexual

orientation, political opinion, national or ethnic origin, or other similar characteristics that do not relate to the individual's qualifications or the inherent requirements for the job.

Our suppliers shall not use child or forced labour under any circumstances or contract with subcontractors or suppliers using such labour. Our suppliers shall treat their employees with dignity and respect, and shall ensure that its employees have a harassment-free working environment. Our suppliers shall not tolerate any type of harassment of its employees, whether direct or indirect, physical or verbal.

Our suppliers shall ensure that compensation paid to its employees complies with all applicable wage laws, including those relating to minimum wages, overtime hours and mandatory benefits. Our suppliers shall respect its employees' right to freely associate and bargain collectively in compliance with all applicable laws and regulations.

## **6 Health and safety**

Our suppliers shall provide their employees a safe and healthy working environment in compliance with all applicable laws and regulations. Appropriate health and safety information, training and equipment must be provided to our suppliers' employees.

Our suppliers must also have effective safety programs in place covering at least human safety, emergency preparedness and exposure to dangerous chemicals and biological substances. Our suppliers' employees shall not be under the influence of alcohol or illegal drugs while working for us and/or on our behalf.

Our suppliers shall at all times comply with all the applicable health and safety related laws and regulations. This includes providing workers with, for instance, appropriate personal protective equipment and first-aid equipment in all areas. Workers shall never be disciplined for raising safety concerns or for refusing to work in an unsafe environment. Clear procedures shall be in place to identify, manage, record and report occupational injuries and illnesses appropriately. Our suppliers shall implement corrective actions to eliminate the root causes of injuries and illnesses. Where hazardous substances are used, relevant supervision controls and emergency plans shall be provided.

## **7 Environment**

Our suppliers shall make all reasonable efforts to protect the environment, and to keep the impact of its activities and products on the environment as low as possible. In particular, our suppliers shall obtain, maintain and comply with all environmental permits, licenses and registrations necessary for its operations.

Our suppliers shall monitor, control and appropriately treat wastewater, air emissions and other waste generated from its operations. Our suppliers shall strive to reduce waste to the extent possible.

Our suppliers shall have an adequate and systematic approach to take environmental aspects into account that includes, if applicable, establishing a suitable environmental management system. Our suppliers shall adhere to all applicable environmental laws and regulations and Cargotec's requirements regarding the prohibition or restriction of specific substances including labelling for recycling and disposal.

All of our suppliers are encouraged to determine the carbon footprint of their own products and services.

## **8 Reporting of violations**

Any violations of the principles set forth in this Code shall promptly be reported to Cargotec. Violations can be reported to your Cargotec contact or Cargotec “Speak up Speak up Line” at <https://report.whistleb.com/en/Cargotec>, or email sent to [speakup@cargotec.com](mailto:speakup@cargotec.com).

## **9 Questions**

Questions concerning this Supplier Code of Conduct should be directed to your contact at Cargotec sourcing.