

Ethical Principles

Code of Conduct





Molok North America

operates in a dynamic North American landscape, where upholding responsible business practices is integral to our reputation and prosperity. Our commitment is to be a dependable partner, conducting business with integrity and honesty. Adherence to all relevant laws and regulations is the foundation of our operations.

We believe that responsible Conduct extends beyond legal requirements. It encompasses the way we conduct our daily tasks and interact with one another, whether as leaders, supervisors, or colleagues. Central to our ethos is prioritizing occupational safety and fostering a culture of well-being in the workplace.

As environmental stewards, we are actively engaged in initiatives aimed at enhancing global waste and recycling efforts. Our innovative products empower customers to adopt more eco-friendly practices and meet their waste reduction objectives.

The Code of Conduct outlined herein has been endorsed by Molok North America's Board of Directors. They oversee its implementation and compliance across the entire Molok North America Group, ensuring that our standards are upheld by management, supervisors, and employees alike.

At our core

At Molok North America, we base all our activities on the fundamental values of innovation, excellence, and integrity. We are committed to delivering exceptional service to our customers, employees, and business partners. As pioneers in semi-underground crane lifted containers in North America, we are dedicated to innovating solutions that address our customers' needs and contribute to a brighter future.



Health and safety

- Ensuring the safety and well-being of our employees is paramount to us. Our Senior Management Team, along with all managers, prioritize health and safety above all else. A culture of workplace safety at Molok North America is paramount.
- We uphold our responsibility to ensure the safety of ourselves, colleagues, contractors, and visitors by adhering to the company's health and safety policies, standards, guidelines, and regulations.
- Proactively, we implement preventive measures and report near-miss incidents. Before commencing any new job, comprehensive safety training is provided. We are vigilant in intervening if anyone is at risk or breaches safety protocols.

Compliance with the law and advocating for effective governance

At Molok North America we are dedicated to adhering to all laws and regulations in every location where we conduct business. We recognize that breaches of these laws and regulations can severely tarnish our reputation and put our operations at risk. Furthermore, such violations can significantly impact stakeholders and consumers. To ensure our success in this landscape, it is imperative that all employees are aware of and committed to complying with relevant laws and regulations. Molok North America operates in alignment with the principles of good governance.

Our environmental impact is a priority

At Molok North America, we are continuously working to enhance our environmental and resource efficiency throughout our operations. Our commitment extends to not only complying with environmental legislation but also surpassing these standards whenever possible. We are dedicated to refining both our products and operations to minimize our environmental footprint. Environmental stewardship lies at the heart of our corporate responsibility. Our products are designed with eco-friendliness in mind, and we actively pursue strategies to increase the recycling rate of our waste materials.



Equal
conditions
for everyone

Championing **Human** rights

At Molok North America, we uphold and advocate for fundamental human rights and international labour standards as outlined in the United Nations Universal Declaration of Human Rights and the core agreements and recommendations of the International Labour Organization (ILO). We firmly denounce the utilization of child labour and forced labour in any form. It is our expectation that our suppliers and other partners companies and organizations align with these principles and take tangible actions to uphold them.

Equal opportunities and anti-harassment

At Molok North America, we embrace diversity and advocate for equal treatment, regardless of ethnic origin, nationality, religion, marital status, disability, political beliefs, affiliations, gender, sexual orientation, age, or any other characteristic that may lead to discrimination. It is our expectation that all managers and employees interact with one another while upholding everyone's right to privacy and human dignity.



Leadership and ways of working

At Molok North America, we uphold a standard of conduct aligned with our operational procedures for every manager and employee. Molok North America is dedicated to fostering employee well-being and ensuring equal and fair treatment for all. We highly value diversity and embrace various cultures while consistently enhancing employee engagement. All leaders, supervisors, and employees are urged to foster respect and trust through exemplary behaviour, openness, and strong interpersonal skills. Leaders are tasked with establishing clear ambitious, and achievable goals for their team members, leading by examples along the way.

Industrial relations and working practices

Molok North America fosters an environment where supervisors and employees are encouraged to openly exchange views and information. The company is dedicated to upholding compliance with relevant labour laws, and other regulations concerning employee privacy and workplace safety.

Resources and expertise

The foundation of Molok North America's business lies in the expertise, knowledge, and experience of its employees. The company actively cultivates a culture where hiring is based solely on qualifications and merit, without any fear of retaliation, discrimination, or harassment. Molok prioritizes maintaining an appropriate number of skilled employees and places great importance on continuous skill development and competence enhancement to ensure high-quality work.

Protection of the business assets

Molok North America is dedicated to safeguarding its own business secrets as well as those of its business partners, along with maintaining the confidentiality of all other pertinent business-related information shared with and within the company. Illicit disclosure of business secrets or their unauthorized access can severely compromise Molok North America's competitive standing, potentially resulting in financial losses and eroding trust or public confidence within both Molok North America and its partners.

Accuracy of recorded data and reports

At Molok North America we adhere rigorously and honestly to all relevant regulations and guidelines regarding accounting, reporting, and the documentation of financial or other data. This commitment is vital for safeguarding the reliability, continuity, and reputation of Molok North America. Accurate information and reports serve as the foundation for our business decisions and enable us to fulfill our responsibilities to stakeholders effectively. We strictly prohibit any distortion or falsification of financial or other documents. Our data recording and reporting processes undergo annual internal monitoring to ensure compliance and accuracy.

Protecting our brand and trademarks

The foundation of Molok North America's business rests on its brands, which serve as the fundamental drivers of the company's success. Looking ahead, our ability to safeguard and uphold the value, integrity, and reputation of existing brands and trademarks will significantly influence our future success. Additionally, nurturing strong new brands is crucial for our growth. Throughout all stages of our operations, from innovation to marketing, we are committed to cherishing our brands and safeguarding our trademarks.



We work
towards a
better world

Molok North America **business partners**

Molok North America nurtures and enhances mutually advantageous connections with its suppliers, customers, and business associates. Our business engagements are founded on principles of honesty, integrity, and trust. We anticipate that our partners will align with the company's values. Consequently, our suppliers are required to operate responsibly and uphold the following principles and values: compliance with all relevant laws, refraining from corrupt practices, honouring human rights – specifically, rejecting the use of child labour and forced labour – and adhering to environmental regulations and sustainable development initiatives.

Relations with public authorities and governments – political action

We, at Molok North America, enthusiastically engage with the communities where we operate, actively contributing to their well-being. This includes fulfilling tax obligations, generating direct and indirect employment opportunities, and participating in community events. We collaborate with governmental and public entities, both directly and indirectly, such as through industry associations, to help shape legislation and regulations pertinent to our business interests. Molok North America does not provide direct or indirect support to political parties or organization, nor do we finance individual election campaigns.



Anti-corruption and bribery

Corruption is fundamentally detrimental to business integrity and distorts fair competition. At Molok North America, we staunchly oppose any form of corruption or bribery. We conduct our operations with the integrity and do not provide unjustified advantages to others. Additionally, we hold our agents, consultants, subcontractors, and other business partners to the same high standard, expecting them to abstain from engaging in any corrupt practices while rendering services to us or on our behalf.

Fair competition

Molok North America is committed to fair competition and adheres strictly to all laws aimed at fostering and preserving fair and open competition. Competition regulations govern our engagements with suppliers, customers, distributors, competitors, and other stakeholders. Any breach of competition law, including involvement in cartels, exploitation of market dominance, or sharing price data or other commercial information among competitors, is strictly prohibited, irrespective of the scale or method of the violation.

Conflict of interest

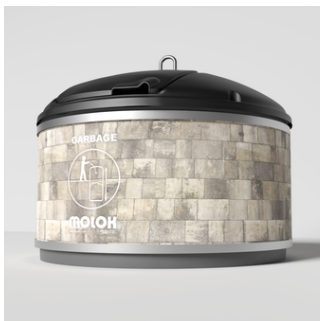
At Molok North America, every employee, agent, and manager is obligated to prioritize business decisions solely for the benefit of the company and its shareholders. Any decision lacking justification jeopardizes the integrity, interests, reputation, and profitability of Molok North America. Conflict of interest arises when employees engage in activities conflicting with company's interests or pursue personal gains to detriment of Molok North America.

Respect for privacy

Molok North America prioritizes the privacy of its employees and other individuals associated with the company, emphasizing confidentiality and the responsible handling of personal data. Personal data is collected, utilized, and processed solely for business-related purposes in compliance with data protection regulations. Access to personal data is restricted to individuals with a legitimate business requirement. For instance, the personal data of our employees is gathered, utilized, and processed exclusively to fulfill labour law obligations or as explicitly agreed upon with the employees. It is imperative to consistently ensure that personal data is handled responsibly and securely to prevent any unauthorized exposure.

Tell us about the disadvantages without having to worry about retaliation

Molok North America encourages its employees, business partners, and stakeholders to promptly report any suspicions of legal violations or breaches of Molok North America's ethical principles. We believe that transparency and accurate information contribute significantly to maintaining Molok North America's high standards of operation, management, and accountability. All compliance concerns are thoroughly investigated by Molok North America, ensuring fairness and anonymity. Retaliation against individuals who report misconduct in good faith is not tolerated under any circumstances.



Molok
North
America
Proudly
Canadian
Since
1999

