

Supplier Code of Conduct

HYDRAULIC TECHNOLOGIES improves the world through creating and delivering innovative, sustainable solutions. We do this by conducting business with the highest standards of ethics and we expect our Suppliers to do the same. This Supplier Code of Conduct (“Supplier Code”) sets forth guiding principles that reflect our core values and commitment to unyielding integrity. We intend for the Supplier Code to lay a foundation for a mutually beneficial business relationship by transparently communicating our expectations for our supply chain.

We require all Suppliers to comply with the Supplier Code and take measures to ensure that their supply chain conducts business in a manner consistent with its expectations. HYDRAULIC TECHNOLOGIES is committed to supporting continuous improvement efforts of our Suppliers to meet and when possible, exceed the requirements in this Supplier Code.

By accepting a purchase order from HYDRAULIC TECHNOLOGIES, the Supplier acknowledges acceptance of the Supplier Code and agrees to comply with its requirements. HYDRAULIC TECHNOLOGIES may take the necessary steps to assess a Supplier’s adherence to these requirements. If deemed appropriate, HYDRAULIC TECHNOLOGIES will partner with its Suppliers to develop action plans, including on-site audits to achieve the necessary improvement. HYDRAULIC TECHNOLOGIES may disqualify any potential Supplier or terminate the relationship with a Supplier that fails to conform to this Supplier Code.

Anti-Corruption and Business Ethics

We believe in operating our business with integrity – ALWAYS. This means that we comply with applicable legal and regulatory requirements and expect our Suppliers do the same.

As a Hydraulic Technologies Supplier, you agree to:

- Abide by the letter and spirit of every applicable law and regulation in the areas where you operate and take appropriate measures to ensure that your employers, suppliers, and subcontractors do the same.
- Engage in fair and honest business dealings that are free from anti-competitive conduct.
- Not directly or indirectly solicit, receive, or offer any form of bribe, kickback, or other corrupt payment, to or from any person or organization, including but not limited to government agencies or officials.
- Not offer or provide more than \$100 in meals or entertainment in a calendar year to any individual Hydraulic Technologies employee.
- Not give to any individual Hydraulic Technologies employee any gift in a calendar year that is valued at more than \$50; and (ii) not branded with a Supplier logo or unperishable.
- Maintain accurate books and records and implement adequate internal controls to ensure the same.
- Human Rights, Labor, and Employment Practices: We believe in a culture of belonging where everyone is valued and has room to grow. We expect our Suppliers to uphold the human rights of workers and treat them with dignity and respect.

As a Hydraulic Technologies Supplier, you agree to:

- Only employ or engage workers who meet the applicable minimum legal age requirement, except that in no event employ any person under the age of 16, even if local Laws permit otherwise. Notwithstanding the foregoing, Supplier may allow individuals aged 15 or older to work as part of a bona fide apprenticeship program.
- Not use or engage in any indentured or forced labor, slavery, or human servitude, trafficking, or compulsory labor. Do not engage in or permit corporal punishment or threatened or actual violence.
- Set working hours, wages and over-time pay in compliance with Laws. All workers shall be paid at least the minimum legal wage or a wage that meets local industry standards.
- Employ workers based on their ability to do the job and treat them with dignity and respect. Do not engage in any discrimination or harassment, whether based on race, gender, religion, ethnicity, nationality, age, disability, sexual orientation and/or political beliefs.
- Respect employees' right to join or not join any lawful organization, including but not limited to trade unions and works councils, and comply with all applicable
- Laws pertaining to freedom of association and collective bargaining.
- Actively promote a diverse and inclusive workplace where employees feel comfortable bringing their whole selves to work.
- Environment, Health & Safety: We believe the best outcomes start with the health and safety of our people. We expect our Suppliers to create safe work environments, be aware of all potential hazards in the workplace, and implement appropriate EHS procedures to address such hazards.

As a Hydraulic Technologies Supplier, you agree to:

- Be a leader in safeguarding the health and safety of its employees, agents, and contractors. Comply with Hydraulic Technologies' environmental, health, and safety requirements, and any site-specific requirements or protocols while visiting a Hydraulic Technologies or customer location.
- Take responsibility for the health and safety of its personnel. Ensure a safe work environment and minimize physical and chemical hazards through proper engineering and administrative controls, preventive maintenance, and safe work procedures.
- Provide its workers with appropriate personal protective equipment where hazards cannot be controlled by other means. Provide training and education to its employees on health and safety matters.