



SUPPLIER CODE OF CONDUCT

FOR ALL SUPPLIERS TO DOOSAN BOBCAT COMPANIES AND AFFILIATES

This Supplier Code of Conduct (“Code”) applies to all suppliers and their subsidiaries, joint ventures, and affiliates (collectively “Suppliers”) who provide services and goods to all operations of DOOSAN BOBCAT worldwide.

The Company expects Suppliers, its subcontractors, and their workers who provide products and materials to the Company’s manufacturing operations to comply with the Code. Furthermore, Suppliers must comply with the laws and regulations of the locations in which they conduct business. The Company may discontinue its business relationship with Suppliers who fail to comply with the Code or applicable laws and regulations.

Any Supplier may ask questions or direct comments about the Code to their Company business representative. ***Furthermore, Suppliers may report any suspected violations of the Code to their Company business representative or contact the Ethics Help Line, particularly to report anonymously, at www.doosan.ethicspoint.com or call +1-855-891-8854.***

The Company will not retaliate against anyone for making a good-faith report. A Supplier’s failure to report a known violation may result in the termination of the business relationship. If the Company deems it necessary, the Company may conduct an audit of a Supplier’s compliance with the Code.

1. Labor and Human Rights

1.1 Employment and Discrimination

Suppliers must ensure equal opportunity in employment by not discriminating on account of a person's race, religion or creed, color, sex (including pregnancy), sexual orientation, gender identity, age, disability, national origin, marital status, military status, veteran status, citizenship status, genetic information, union activity, or any other legally protected status as may be recognized under the laws of the locations where the Suppliers conduct business. Suppliers must ensure that workers are not subjected to harassment or abuse, and that workers have legal authorization to work in their place of employment.

1.2 Forced Labor

Suppliers must prohibit forced labor in all its forms such as slavery. Suppliers shall not threaten or subject workers to harsh or inhumane treatment (e.g. verbal abuse and harassment, psychological harassment, mental and physical coercion, sexual harassment, etc.) to force labor from them.

1.3 Child Labor

Suppliers must not employ: (a) children below 14 years of age (unless permitted by local laws and not likely to harm their health, safety, or education); and (b) persons under the age of 18 for work that will likely harm their health, safety, or education.

1.4 Wages and benefits

Suppliers shall ensure that their workers receive at least the mandated minimum wages and benefits in accordance with local laws, including any required vacations, leave of absence, holidays, bonuses, and overtime pay. In accordance with local laws and customs, Suppliers shall pay earned wages in an accurate and timely manner, and wage deductions shall not be used in an improper manner, e.g. unjust punishment.

2. Health and Safety

2.1 Occupational Health, Safety, and Hazard Prevention

Suppliers shall provide workers with a safe and healthy work environment. Suppliers shall take measures to support accident prevention and minimize health risk exposure, such as the use of applicable personal protective equipment and instruction on its proper use.

2.2 Working Conditions

Suppliers shall provide workers with reasonably accessible and clean facilities and potable water. If provided, any Supplier-provided food and storage facilities shall be sanitary and fit for consumption.

2.3 Emergency Prevention, Preparedness, and Response

Suppliers shall prepare for potential emergency situations such as fires, natural disasters, etc. to minimize harm to life, environment, and property.

2.4 Incident management



Suppliers shall permit workers to report health and safety incidents and near-misses. Suppliers will investigate reports and implement corrective action as needed.

3. Environment

3.1 Environmental Permits and Reporting

Suppliers shall obtain and comply with all legally required environmental permits and any legal environmental reporting requirements.

3.2 Hazardous Substance Management and Restriction

In compliance with applicable laws, Suppliers shall conduct their business in a way that reasonably minimizes any negative impact of hazardous substances upon the environment and persons.

3.3 Wastewater, Solid Waste and Air Emission

In compliance with applicable laws, Suppliers shall conduct their business in a way that reasonably minimizes any negative impact of wastewater, solid waste, and air emissions upon the environment and persons.

3.4 Minimized Waste, Maximize Recycling

In compliance with applicable laws, Suppliers shall conduct their business in a way that reasonably minimizes the generation of waste, including the use of recycling as appropriate.

4. Ethical Conduct

4.1 Business Integrity

Suppliers shall not engage in corruption, extortion, embezzlement, kick-backs, or bribery to obtain an unfair or improper business advantage. Suppliers shall abide by all applicable anti-corruption laws and regulations of the locations in which it conducts business, including the Foreign Corrupt Practices Act (FCPA) and other applicable international anti-corruption laws.

4.2 Fair Business, Advertising and Competition

Suppliers shall comply with any applicable laws relating to fair business, advertising, and competition.

4.3 Disclosure of Information

Suppliers shall accurately maintain any records required by law and disclose such records as may be required by applicable laws.

4.4 Protection of Intellectual Property

Suppliers shall respect and protect the legal intellectual property, trademark, and copyrights of others, including the Company.

4.5 Privacy

Suppliers shall protect the reasonable privacy expectations of personal information, including the Company's. Suppliers will respect and protect the Company's information, particularly the Company's confidential and proprietary information, from any improper use or disclosure.

5. Management System

5.1 Management Accountability and Responsibility

Suppliers must communicate the Code to workers and subcontractors who provide products and materials to the Company's worldwide manufacturing operations. The Supplier's representative for its business relationship with the Company will be responsible for ensuring compliance with the Code. The Company encourages its Suppliers to have a corporate social responsibility program in place.

5.2 Legal Requirements

Suppliers shall have a process in place to ensure compliance with applicable laws and regulations.

6. Supply Chain

6.1 Management of Supply Chain

Suppliers must be familiar with the business practices of their subcontractors who ultimately provide products and materials to the Company's worldwide manufacturing operations to ensure that the subcontractors conduct business in accordance with the Code.

7. Community Engagement

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The Company encourages its Suppliers to help foster social and economic development and contribute to the sustainability of the communities in which it operates.

8. Freedom of Association and Collective Bargaining

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Suppliers shall comply with any applicable laws permitting workers to associate with one another, including labor unions. Suppliers should permit workers to report grievances to facilitate open communications between management and workers.

9. Responsible Sourcing of Minerals

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The Company encourages Suppliers to refer to the latest *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas* which provides recommendations to help companies respect human rights and avoid contributing to conflict through their mineral purchasing decisions and practices.