

# CODE OF CONDUCT



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## Preamble

**This code of conduct is based on the corporate values of Mechlift, which form the basis of our company culture. These values influence our day-to-day behaviour.**

The present code of conduct is a concrete supplement to them.

The code of conduct does not claim to be exhaustive. This means that there will always be a series of situations, where the guidelines are not sufficient and where the employees must rely on company values and common sense, or must ask for advice. This code of conduct applies to Mechlift.

Mechlift expects all employees at all levels and all individuals who operate in the name of Mechlift, such as commercial agents, consultants and other business partners, to comply with the code of conduct.

If local laws or internal regulations provide more comprehensive guidelines with respect to Mechlift than the guidelines given in the code of conduct, these take priority and must be observed.

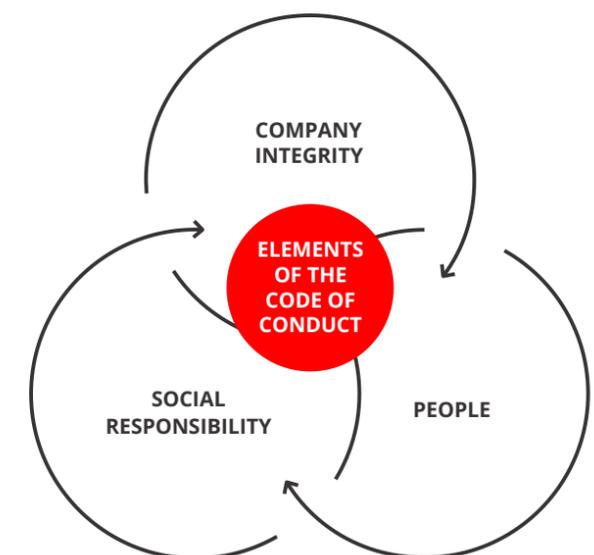
It is the **employee's responsibility** to know and understand this code of conduct and the laws that apply to carrying out/his/her work activities, and to comply with these laws in word and spirit.

All managers at Mechlift set an example by behaving in compliance with the code of conduct. Managers are obliged to inform the employees under their supervision about the code of conduct and to support and monitor them in their compliance with the code of conduct.

If you have any questions or advice regarding the content, interpretation or implementation of this code of conduct, please contact your immediate supervisor.

**Lack of compliance with this code of conduct will not be tolerated and may lead to disciplinary measures being taken by the employer.**

All employees are required to take immediate action, if they are confronted with a breach of this code of conduct. Such cases can be reported to the employee's immediate supervisor or to members of the ethics committee.



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## Company Integrity

### **BRIBERY AND CORRUPTION**

We do not offer, pay or accept bribes or irregular payments or behave in any corrupt manner, either directly or through a third party.

### **THIRD PARTIES, COMMERCIAL AGENTS AND SUPPLIERS**

We only work with agents, representatives, and suppliers whose conduct meets our code of standards.

### **COMPETITION**

We compete fairly based on price, quality, and service, seeking only legal competitive advantages to support the overall success of Mechlifit.

### **CONFLICT OF INTEREST**

We avoid conflicts of interest and any situations where personal interests could conflict with the company's objectives.

### **CONFIDENTIAL INFORMATION**

We protect confidential information and respect the property rights of our internal and external business partners.

### **COMPANY ASSETS**

We respect and protect the company's assets and property, avoid unlawful use, and focus on long-term growth to increase company value.

### **COMMUNICATION AND REPORTING**

We provide prompt, accurate, and objective information, ensuring all reports and communications are honest, transparent, and reliable.

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## People

### **HARASSMENT AND DISCRIMINATION**

We do not tolerate harassment of or discrimination directed against the people who work for or with us.

### **DIVERSITY, FAIR TREATMENT AND LABOUR STANDARDS**

We treat all people equally and we accept differences. We comply with labour standards and respect the freedom of association.

### **HEALTH AND SAFETY**

The health and safety of the people who work for or with us is our top priority.

### **PRIVACY**

We respect and protect the privacy of every individual and comply with the laws on data protection and safeguarding privacy.

### **HUMAN RIGHTS**

We protect human rights and uphold them.

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## Social Responsibility

### ENVIRONMENT

We are committed to protecting the environment and continuously improving our environmental performance.

### QUALITY

We are committed to maintaining high standards of quality and product safety, ensuring all products meet the highest requirements.

### CUSTOMERS

We treat our customers with respect and strive to meet their expectations in quality, cost, and service, while continuously improving satisfaction.

### LOBBYING AND SPONSORING

We engage in legitimate policy development activities at national and international levels and ensure transparent sponsorship.

### TECHNOLOGY

We develop innovative products, technologies and processes which serve the interests of society.

### SOCIAL RESPONSIBILITY

We respect our communities, engage in social issues, and maintain open dialogue with stakeholders.

# IMPORTANT

Conspicuities and violations of one or more of these rules must be reported to the compliance department.

Concealment of an conspicuity is also considered a breach of the rules.

Detected cases with criminal relevance are immediately forwarded to the relevant law enforcement agencies.

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