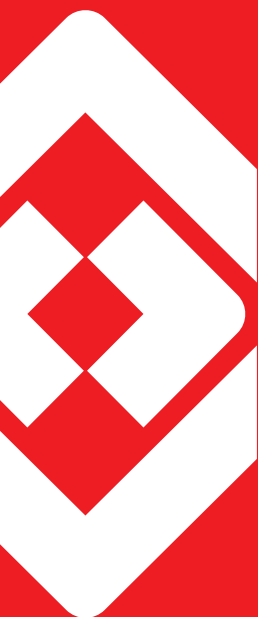


BUSINESS ETHICS AND COMPLIANCE

Standards of Business Conduct

Keep on moving  **FORKLIFTCENTER**



DEAR FELLOW PARTNER:

Forkliftcenter is one of the premier suppliers of port equipment in the world and has become a truly global brand. From the beginning, we have recognized that you, our partners, are critical to our continued success.

Forkliftcenter's reputation for the finest stock of experienced machines in the world, legendary customer service and the highest integrity is the direct result of our collective efforts. We are all caretakers of Forkliftcenter reputation. How we conduct our business and how we treat others, our fellow partners, customers, consultants, suppliers, distributors as well as our subsidiaries and joint venture partners. We understand the responsibility we have to communicate with them about our high standards of integrity and cannot ask them to violate any of our values.

—will continue to determine how the world views Forkliftcenter—

“Forkliftcenter's reputation for the finest stock of experienced and new machines in the world, legendary customer service and the highest integrity is the direct result of our collective efforts.”

Each of us is personally responsible for supporting our core values, which require compliance with the law as well as ethical conduct. We have issued the Standards of Business Conduct to restate our longstanding commitment to uphold that responsibility and to provide guidance to our partners.

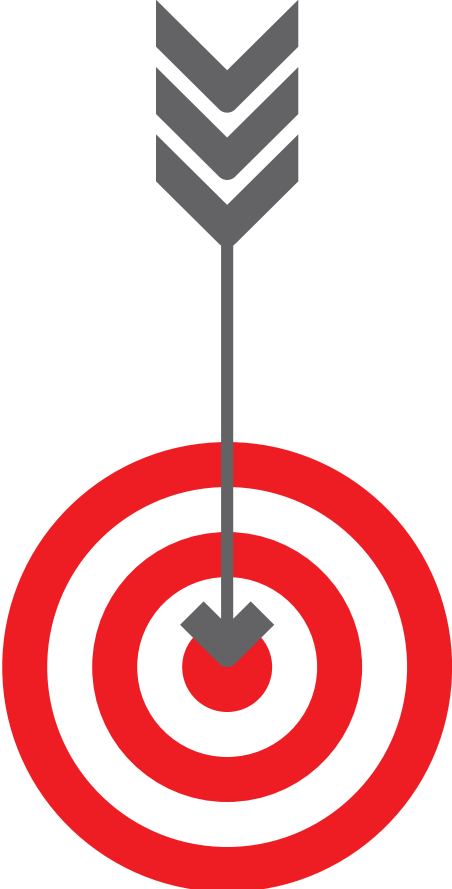
As we move forward, the Standards will help ensure that our values continue to be reflected in each Forkliftcenter office, Forkliftcenter representative and business activity. A commitment to integrity, acting honestly, ethically and complying with the letter and intent of the law are critical to our continued success.

Thank you for your partnership.

Warm regards,



Bjørn André de la Porte
Global CEO Forkliftcenter



OUR FORKLIFTCENTER MISSION:

RESPECT OTHERS

We're successful today because of our remarkable people.

We're one team, but we represent many ideas, experiences and backgrounds. We value each other's contributions and believe that everyone should have an equal chance to succeed—this is essential to advancing our goals and initiatives. Do your part to keep the Forkliftcenter workplace a diverse and respectful workplace by driving a positive environment and recognize the many strengths and talents our diverse colleagues bring to the workplace.

Here are the principles of how we live that every day:

Our Machines

It has always been, and will always be, about quality. We're passionate about offering the finest machines and the best customer care. We care deeply about this!

Our Partners

We're called partners, because it's not just a job, it's our passion. Together, we embrace diversity to create a place where each of us can be ourselves. We always treat each other with respect and dignity. And we hold each other to that standard.

Our Customers

When we are fully engaged, we connect with and uplift the operation of our customers. Sure, it starts with the promise of equipment in good condition, but our work goes far beyond that. It's really about human connection.

ABOUT THE STANDARDS OF BUSINESS CONDUCT

KNOW YOUR RESPONSIBILITIES

Our good name is in your hands.

No matter what job you do or where you do it, you are Forkliftcenter. Think about that as you watch over every business relationship, every transaction and every product, and make sure your actions always reflect our values. Follow our Code and policies as well as the laws and regulations of the country (or countries) where you work and protect what we've built.

If you see or suspect anything illegal or unethical, it may seem easier to look the other way or let someone else take the lead however misconduct affects all of us. No concern is too minor to report. Share your concerns promptly and cooperate fully and honestly in any internal investigation. Be aware that anyone who violates our Code may face corrective action, up to and including termination of employment, dealership and partnership with Forkliftcenter.

If you manage people, you have an even greater responsibility. Lead by example, making sure your team members know the Code is a resource for them and that there is no difference between what you do and what you expect from others. Create the kind of workplace where employees feel comfortable coming forward with questions, concerns and support them when they raise issues.

Investigations

The Company takes all reports of possible misconduct seriously. We will investigate the matter confidentially, make a determination whether the Code or the law has been violated, and take appropriate corrective action. If you become involved in a Code investigation, cooperate fully and answer all questions completely and honestly.

No Retaliation

The Company values the help of employees who identify potential problems that the Company needs to address. Any retaliation against an employee who raises an issue honestly is a violation of the Code. That an employee has raised a concern honestly, or participated in an investigation, cannot be the basis for any adverse employment action, including separation, demotion, suspension, loss of benefits, threats, harassment or discrimination.

If you work with someone who has raised a concern or provided information in an investigation, you should continue to treat the person with courtesy and respect. Never retaliate against employees for sharing concerns in good faith and prevent retaliation by others.



WORKPLACE ENVIRONMENT

How We Treat One Another

Consistent with Forkliftcenter's philosophy, Forkliftcenter promotes equal opportunity in its hiring practices, makes recruiting decisions based solely on job-related criteria and does not use forced labor. When employing partners under the age of 18, managers must comply with all Forkliftcenters-established or legally required limitations on minimum hiring age, and on hours and tasks performed by these partners to ensure any work performed does not hamper the partner's education, health, safety, and mental or physical development.

At Forkliftcenter we treat each other with respect and dignity. This means that all partners are entitled to work in an environment that is free of harassment, bullying and discrimination.

How We Treat Our Customers

Legendary customer service is a top priority at Forkliftcenter. We strive to make every customer's interaction pleasant and fulfilling, and we treat our customers as we treat one another, with respect and dignity. This means, for example, that we never harass or discriminate against our customers.

Diversity

Forkliftcenter actively creates and promotes an environment that is inclusive of all people and their unique abilities, strengths and differences, and promotes diversity as a strategic and competitive business advantage for the company.

As we continue to grow, embracing diversity in every aspect of our business from the way we work together to the way we procure, sell goods and services is vital to our long-term success. We respect diversity in each other, our customers and suppliers and all others with whom we interact.

Workplace Health, Safety and Security

Partners are expected to follow all safety rules and practices; cooperate with officials who enforce these rules and practices; take necessary steps to protect themselves and other partners; attend required safety training; and report immediately all accidents, injuries and unsafe practices or conditions. In order to enhance workplace security, you should be familiar with and follow any work safety information and training provided to you.

Forkliftcenter Quality and Customer Protection

Forkliftcenter commitment to quality means that we take steps to protect our customers' safety. You can play your part by following all procedures relating to the storage, handling, inspection and service of Forkliftcenter equipment and other products; by working to ensure clean and safe conditions in all of our facilities; and by continually exploring ways to maintain and improve Forkliftcenter quality standards and practices.

Please notify your manager immediately if you become aware of anything that suggests that a product, process or situation may pose a danger to health or safety.

Substance Abuse and Weapons

Forkliftcenter has strict standards regarding substance abuse and weapons. Partners are not permitted to use or possess alcoholic beverages on company property, except where alcohol is specifically permitted at a Forkliftcenter-sponsored social event.

You also may not use or possess illegal drugs or controlled substances on Forkliftcenter property or while you are engaged in any job-related activity. Partners may not report to work under the influence of alcohol, illegal drugs or controlled substances.

Partners may not have or possess any weapon while in a Forkliftcenter office, branch, representative/dealer facility or on other Forkliftcenter property. Forkliftcenter takes its rules regarding workplace health, safety and security very seriously.

Wage and Hour Rules

Forkliftcenter is committed to following all applicable wage and hour laws and regulations. To help ensure that all work performed for Forkliftcenter is compensated correctly, partners compensated on the basis of hours worked must report and record time accurately in accordance with established local procedure.



Compliance with Laws and Regulations

Forkliftcenter is committed to full compliance with the laws, rules and regulations of the countries in which it operates. You must comply with all applicable laws, rules and regulations when performing your duties.

When you think a conflict exists between the Standards and an applicable law, rule or regulation, or if you have a question concerning the legality of your or other partners' conduct, you should consult with your manager.

International Business

Forkliftcenter is committed to the highest ethical standards in all business transactions. Partners must follow all applicable laws, rules and regulations when conducting Forkliftcenter business.

Payments made to any foreign agent or government official must be lawful under the laws of the Netherlands and the foreign country. Payments by or on behalf of Forkliftcenter to foreign agents or government officials should always be strictly for services rendered and should be reasonable in amount given the nature of those services. Under no circumstances may a partner make payments in violation of the law or to induce government officials to do business with Forkliftcenter.

Partners must comply with all local and foreign laws regarding customs and trade. Forkliftcenter will be accurate and truthful in representing business transactions to government agencies. All information that a partner furnishes to any customs official or to any agent hired by Forkliftcenter to facilitate imports and exports must be accurate and truthful. If you conduct business internationally on behalf of Forkliftcenter, please make sure you have a thorough understanding of these laws and know enough about any third parties doing business in Forkliftcenter name to ensure they are making appropriate decisions on our behalf.

Forkliftcenter partners at no time are permitted to influence the outcome of any business decision by exchanging bribes or kickbacks of any kind.



Interaction with the Government

Forkliftcenter is committed to complying with local laws, regulations and codes and to working fairly and honestly with government officials and others in our communities. In doing so, our actions must meet high ethical and legal standards. It is against Forkliftcenter policy (and may be a breach of law) to offer or make a payment or gift of any kind in order to facilitate a local process or to influence a local government official. If you are contacted by a government or regulatory representative and asked to provide information or submit to an inspection, you should inform your manager immediately. Your manager will take appropriate actions or contact the appropriate person for guidance.

Forkliftcenter policy is to deal honestly and fairly with government authorities and to comply with valid governmental requests and processes. Partners must be truthful and straightforward in their dealings with the government and may not direct or encourage another partner or anyone else to provide false or misleading information to any government official or representative. Partners must not direct or encourage anyone to destroy records relevant to an investigation. policy is to deal honestly and fairly with government authorities and to comply with valid governmental requests and processes. Partners must be truthful and straightforward in their dealings with the government and may not direct or encourage another partner or anyone else to provide false or misleading information to any government official or representative. Partners must not direct or encourage anyone to destroy records relevant to an investigation.

Keep private information private

People trust us to protect their personal information.

We respect the privacy of our customers, our coworkers and others with whom we conduct business, and we handle their personal information with care.

“Personal information” is any information that could be used to identify someone, either directly or indirectly, such as a name, email address or phone number. There are data privacy laws that prescribe how to responsibly collect, store, use, share, transfer and dispose of personal information, and we strive to comply with those laws everywhere we operate.

Follow our policies and protect any personal information that is entrusted to you. Use it only in the way it's meant to be used and don't share it with anyone inside or outside of the company in an unauthorized manner. Practice good cybersecurity, too. Make sure you follow the processes and practices we have in place to protect our networks, computers, programs and data from attack, damage or unauthorized access.

Compete fairly

We outperform our competition fairly and honestly.

As we believe in putting good products into the marketplace and letting free, fair and open competition drive success or failure. We never compromise these strong values and we're committed to this philosophy today and drive compliance with laws designed to promote and preserve a competitive global market. We succeed based on our own merits and avoid any conduct that could restrict free trade.

Becoming aware of competitive information may be normal based on your role or responsibility at the company, but make sure you treat that information ethically and lawfully. Compete fairly, but vigorously, and never use deception or misrepresentation or abuse confidential information to gain an unfair advantage over our competitors. When you talk with customers, provide only truthful information about the quality, features and availability of our products, and don't make disparaging remarks about our competitors.

Follow import, export & trade compliance rules

We comply with the laws that govern global trade of our products.

As a Dutch-based company conducting business around the world, it's critical that we know and follow the international trade laws that regulate the import and export of our products. If you are involved in the movement of products, services, information or technology across international borders, make sure you know and comply with the requirements associated with the countries in which you do business. Be aware that the laws of more than one country may apply.

We must carefully evaluate business opportunities within countries that are subject to embargoes or economic sanctions and strive to ensure that the strict regulations governing these markets are evaluated.

Protect our assets

We're guardians of our physical, electronic and information assets.

Our assets include everything that our company owns or uses to conduct business. Each of us is entrusted with the care of these assets, so be proactive in safeguarding them from loss, damage, theft, waste and improper use.

Physical and electronic assets such as furniture, equipment, tools, inventory, computer hardware and software are provided in order for you to do your job. Occasional personal use of assets such as phones, computers, email and the Internet is permitted, but make sure your use doesn't interfere with work (yours or anyone else's) and doesn't violate our policies or the law.

Be aware that anything you write, send, download or store on our systems is company property, and we may monitor your use — you shouldn't have any expectation of personal privacy when using our systems.

Information is also a critical asset. Confidential information and intellectual property represent the outcome of significant company investment and years of hard work. Trade secrets, patents, copyrights, trademarks, business plans, engineering ideas, databases, customer lists—when you help protect these assets, you help protect our competitive advantage.

Avoid conflicts of interest

A conflict of interest can happen anytime something you do outside of the workplace interferes with the work you do inside the workplace. It isn't possible to list every situation that could present a conflict, but there are certain situations where conflicts typically arise. And being able to recognize a potential conflict can help you avoid one. When making decisions related to Forkliftcenter, you have a duty to act in our company's best business interests and avoid even the appearance of a conflict. If you discover that a personal activity, investment, interest or association could compromise or even appear to compromise your objectivity or your ability to make impartial business decisions, disclose it immediately to your manager. Many conflicts can easily be avoided or addressed if they are promptly disclosed and properly managed.

Don't speak on behalf of our company

We make sure that information shared about our company is consistent, accurate and complete.

When you consider the power of words, the number of ways that words can be shared and the impact those words can have on a trusted company like ours, you begin to understand the value of sending one clear message.

In order to ensure that accurate and complete information is conveyed to the public, to regulatory authorities and to others, we have designated individuals to serve as our official company spokespersons. Unless you are authorized to do so, do not make any public statements on Forkliftcenter's behalf.

Be aware

In the challenges that face our planet, we understand that we are part of the solution.

We strive to conduct business in an environmentally responsible manner and are committed to compliance with all applicable environmental laws and regulations. We have set ambitious goals to minimize our environmental footprint by reducing greenhouse gas emissions and decreasing waste and limiting water and energy use at our facilities. Our Shared Goodness framework helps us to go even further, to develop strategies that will help address sustainability challenges and nurture the agricultural communities where we source our ingredients.

Gifts and Entertainment

A gift or favor should not be accepted or given if it might create a sense of obligation, compromise your professional judgment or create the appearance of doing so. In deciding whether a gift is appropriate, you should consider its value and whether public disclosure of the gift would embarrass you or Forkliftcenter. A gift of money should never be given or accepted. (Some partners, however, may accept customary tips for service well done.) As a general rule, partners should limit gifts to or from any one vendor or business associate to €100, - per year.

A gift of nominal value may be given or accepted if it is a common business courtesy. Giving or accepting valuable gifts or entertainment might be construed as an improper attempt to influence the relationship.

Personal Activities

Forkliftcenter understands the need for balance between work, personal and family life, and we encourage partners to be involved in their communities. However, partners should not impose their personal beliefs or opinions on other partners or represent their personal opinions as those of Forkliftcenter. You may keep your personal activities outside of the workplace confidential, but always keep in mind that you are a representative of Forkliftcenter. Your conduct can affect perceptions of the Forkliftcenter brand and service.

Political Activities

Political activities must be conducted on your own time and using your own resources. You must not promote any political or personal views or beliefs (including by posting or distributing notices or other materials) on or around Forkliftcenter premises, and you may not indicate or suggest that you speak for Forkliftcenter or that the company supports your views.

Public Relations

All information disclosed outside of the company must be accurate, complete and consistent, and disseminated in accordance with Forkliftcenter policies. We all represent Forkliftcenter; if someone asks you for information (for example, the media), be sure to notify your manager or department head about the request. They will contact the appropriate party to ensure that the correct procedure is followed. Please do not attempt to answer these questions yourself.



THE NEXT CHAPTER OF THE FORKLIFTCENTER SUCCESS STORY?

It's up to each of us.

We mean working with our colleagues and business partners to hold firm to our principles and to hold each other accountable to the highest standards of integrity. It's about building an ethical foundation and engaging in business interactions that don't just build business, but also build trust. Do everything you can to bring goodness to people and our organization everywhere.

If you have any questions about our Code or our policies, please contact your Manager, a member of the Law Department, management or the Concern Line.

Keep on moving  **FORKLIFTCENTER**



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