



CODE OF BUSINESS CONDUCT

As the market leader in cable management solutions, we strive to preserve Sealcon LLC's core values by providing excellent products and unparalleled service to our customers.

Introduction

This workplace Code of Business Conduct of Sealcon LLC. summarizes the values, principles and business practices that guide our business conduct. This Code sets out a set of basic principles to guide employees regarding the minimum requirements expected of them; however, this Code does not provide a detailed description of all employee policies. It is the responsibility of all the people at the Company to maintain a work environment that fosters fairness, respect, and integrity; and it is our Company policy to be lawful, highly principled, and socially responsible in all our business practices.

Human Rights: Sealcon LLC. upholds and protects human rights by treating their own employees with respect, promoting fair employment practices, providing fair and competitive wages, reasonable working hours, and prohibiting harassment, bullying, discrimination, retaliation, modern slavery, and human trafficking.

Sealcon LLC. doesn't use forced or involuntary labor and we comply with all applicable child labor laws, rules, and regulations and use only employees who meet minimum age requirements.

Sealcon LLC. provides equal employment opportunities without discrimination and complies with all applicable nondiscrimination laws and regulations.

Employees can cancel their employment at any time subject to giving reasonable notice in accordance with local laws.

Document checks are done to confirm employees are allowed to work according to legal requirements.

Disputes resolution and grievance policies are available in the employee handbook.

Code of Conduct: Sealcon LLC. will not directly or indirectly offer, solicit, accept, make, or provide any bribe, kickback, improper payment, entertainment, or gift of significant monetary value in efforts to influence business decisions or be seen as a conflict of interest.

Trade Controls: Sealcon LLC. makes efforts to comply with all trade controls and sanctions.

Environment: Sealcon LLC. complies with all applicable environmental laws.

Confidential Information: Sealcon LLC. uses commercially reasonable means to safeguard information technology systems on which company information is stored or transmitted. We also protect personal information in compliance with all applicable local laws.