

CODE OF CONDUCT & ETHICS

4PT 2022

4PT will conduct its business honestly and ethically wherever we operate in the world. We will constantly improve the quality of our services, products and operations and will create a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. No illegal or unethical conduct on the part of officers, directors, employees, or affiliates is in the company's best interest. 4PT will not compromise its principles for short-term advantage. The ethical performance of this company is the sum of the ethics of the men and women who work here. Thus, we are all expected to adhere to high standards of personal integrity.

Everyone covered by this Code of Conduct selects suppliers on a professional and fair basis. Suppliers who enter into agreements with 4PT take responsibility for implementing and following up on compliance with this Code of Conduct in the supplier's organization. To ensure this, 4PT continuously assesses suppliers in relation to, among other things, quality, environment, and respect for human rights. The assessments are an extension of the requirements set out in this Code of Conduct & Ethics.

Officers, directors, and employees of the company must never permit their personal interests to conflict, or appear to conflict, with the interests of the company, its clients, or affiliates. Officers, directors, and employees must be particularly careful to avoid representing 4PT in any transaction with others with whom there is any outside business affiliation or relationship. Officers, directors, and employees shall avoid using their company contacts to advance their private business or personal interests at the expense of the company, its clients, or affiliates.

No bribes, kickbacks or other similar remuneration or consideration shall be given to any person or organization to attract or influence business activity. Officers, directors and employees shall avoid gifts, gratuities, fees, bonuses or excessive entertainment, in order to attract or influence business activity.

Officers, directors and employees of 4PT will often come into contact with, or have possession of, proprietary, confidential or business-sensitive information and must take appropriate steps to assure that such information is strictly safeguarded. This information – whether it is on behalf of our company or any of our clients or affiliates – could include strategic business plans, operating results, marketing strategies, customer lists, personnel records, upcoming acquisitions and divestitures, new investments, and manufacturing costs, processes and methods. Proprietary, confidential and sensitive business

information about this company, other companies, individuals and entities should be treated with sensitivity and discretion and only be disseminated on a need-to-know basis.

Officers, directors and employees will seek to report all information accurately and honestly, and as otherwise required by applicable reporting requirements. All persons covered by this Code of Conduct & Ethics support and respect internationally recognized human rights conventions. Everyone denounces all forms of forced and child labor and complies with all applicable legal and industry-specific standards regarding working hours in the countries where they operate.

Everyone respects the right of their employees to form and join unions of their choice. All salaries correspond to legal or industry standards established in the countries in which business is conducted. Officers, directors and employees will refrain from gathering competitor intelligence by illegitimate means and refrain from acting on knowledge which has been gathered in such a manner. The officers, directors and employees of 4PT will seek to avoid exaggerating or disparaging comparisons of the services and competence of their competitors.

Officers, directors and employees will act with respect and responsibility towards others in all of their dealings. Everyone must at least meet the national environmental requirements wherever they operate, and no production processes should be considered environmentally harmful.

Everyone covered by this Code of Conduct & Ethics takes responsibility for the community and prioritizes maintaining a good and respectful relationship with the local community wherever they do business. Officers, directors and employees agree to disclose unethical, dishonest, fraudulent and illegal behavior, or the violation of company policies and procedures, directly to management.

Violation of this Code of Conduct & Ethics can result in discipline, including possible termination. The degree of discipline relates in part to whether there was a voluntary disclosure of any ethical violation and whether or not the violator cooperated in any subsequent investigation.

Remember that good conduct and ethics is good business.