



Code of Business Conduct and Ethics

Why code of business conduct and ethics?

This code of conduct and ethics has been adopted by the Board of Directors of Chrysanthopoulos Cranes Company, is applicable to the directors, officers and all employees and is committed to conducting its business in compliance with all applicable rules and regulations and in accordance with high standards of business ethics.

To remain successful on what we do, it can be achieved through our fully commitment to our principles: honesty and integrity.

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Human Rights

It is important to us and everybody at company that our people enjoy the environment where they work and we actively contribute to it. Our company promotes human rights with dignity and respect throughout our business and our supply chain and committed to improving our practices and putting in place formal systems to combat modern slavery and human trafficking. Chrysanthopoulos Cranes Company has zero tolerance of any modern slavery, human trafficking violations or child labor.

Our company recruits employees based on their skills and capabilities which are relevant to the job. We enforce effective systems to ensure all forms of discrimination are avoided such as discrimination based on gender, religion, sexual orientation, political opinion, race, age, disability. Our people also refrain from behaviour that may harm others, such as physical or verbal violence.

Safety

We are convinced that accidents can be prevented as long as we provide and maintain a safe and healthy workplace for employees and customers. Safety comes first and our goal is to eliminate the hazards and risks.



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We support our people with all necessary tools and training so they develop a critical attitude towards safety and lessons learned turned into actions. Employees participate in safety training and follow all methods of safe work and rules wearing the personal protective equipment.

Environment

The environment protection is responsibility for all of us and we aim to integrate processes and programs that prevent pollution through our activities. Our goal is a sustainable future and therefore we engage our employees in our environmental efforts.

Our company adopts an eco-friendly policy and adopts a strategy appropriate to its economic situation in order to achieve a satisfactory level of protection.

Anti-bribery

Chrysanthopoulos Cranes Company is committed to carrying out its business fairly, honestly and openly. Bribery and corruption are unacceptable and this approach extends to all of the company's business dealings and transactions in all countries in which the company and its associates operates.

All directors and employees are required to comply with this policy and we avoid working with organisations who do not also commit to doing business without bribery.

Legal Compliance

All Chrysanthopoulos Cranes Company Personnel are required to comply with the applicable law and regulations of the countries and other governmental authorities. Although laws and standards of conduct vary in the different localities in which the company operates, employees are not permitted to achieve results by violating applicable laws or regulations or through dishonest means or unscrupulous dealings.

Some trade restrictions and customs prohibit us to engage in certain countries and with certain persons and organizations. In this instance, we must respect the restrictions and comply with the requirements.



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Confidentiality

Our employees must keep confidential all the information to which they have access in the performance of their work. Some people have access, either on a regular basis or only in certain occasions, to confidential information through the work they do. This could include, for example, information related to financial data, business future plans and investments, sales, marketing, technical product information, research and development activities, or a range of other information. The confidential information should never be shared with any person who does not need to know such information to perform work or a service for the company.

Non-compliance with the obligation of confidentiality will be considered a serious violation and the employees' obligation to protect confidential information continues even after the employment relationships ends.

Application and Request for Waiver

The Code of Business Conduct and Ethics has been approved by the Board of Directors establishing expected standards of conduct for the Company's Directors, officers and other employees.

The company makes every appropriate and reasonable effort the continuous implementation and application of the principles and values defined in this Code.

Deviations from the Code are not expected; however, it is understood that circumstances may arise from time to time as to which, after appropriate consideration, a waiver may be appropriate. Compliance with any provision of this Code may be waived only by the Board of Directors of the Company.

The Code is not intended to, and does not, create any rights in any employee, customer, supplier, competitor or shareholder of the Company or any other person or entity.