

Tech-Max Machine Code of Ethics and Business Conduct

Tech-Max Machine Inc. ("Tech-Max") is dedicated to conducting business consistent with the highest standards of business ethics. We have an obligation to our employees, customers, suppliers, and others with whom we interact to be honest, fair and forthright in all business activities. As a result, all suppliers of goods and services to Tech-Max ("suppliers") and the Tech-Max employees who work with them are expected to conduct themselves with the highest standards of honesty, fairness and personal integrity. It is critical to our company's stature to maintain high ethical standards by adhering to all applicable laws and avoiding even the perception of impropriety or conflict of interest. We expect suppliers of goods and services to Tech-Max to maintain the same high standards of business ethics by adhering to all laws and avoiding the appearance of impropriety or conflict of interest. It is Tech-Max policy to cooperate fully with governmental and regulatory authorities in investigating possible violations of applicable laws and regulations. If appropriate, Tech-Max will assist authorities in the prosecution of persons who engage in illegal conduct. Without limitation, suppliers of goods and services to Tech-Max, as well as any subsidiary, affiliated and/or member entities supplying goods and services to Tech-Max, are expected to observe and comply with the following:

- 1) Suppliers shall conduct their business activities in compliance with all applicable laws and regulations while conducting business with and or on behalf of Tech-Max. This includes, but is not limited to elimination of human trafficking and slavery, export laws and regulations, and to the extent applicable, small business rules and regulations, Affirmative Action and Equal Employment Opportunity rules and regulations, any applicable wage and hour and labor laws, and the rules regarding suspension and debarment of companies from doing business with the U.S. Government.
- 2) Suppliers shall not offer any Tech-Max employee a gift that would give the appearance of impropriety or as an attempt to actually influence doing business with the supplier. This would include gifts of cash or its equivalent or any other business courtesy given in an attempt to motivate a person to do anything that is prohibited by law, regulation or Tech-Max policy. Similarly, the same policy applies in the reverse; suppliers shall not accept any gifts or business courtesies from Tech-Max employees for the same reason.
- 3) Suppliers shall not enter into a financial or any other relationship with a Tech-Max employee that creates or gives the appearance of a conflict of interest. Even the appearance of a conflict of interest can be damaging to Tech-Max and to the supplier and must be disclosed and approved by the Tech-Max Purchasing Director, Compliance Officer, CFO or President.
- 4) Suppliers shall not engage in price fixing, price discrimination, collusive bidding practices, or unfair trade practices in violation of any antitrust laws.
- 5) Suppliers shall promptly notify Tech-Max of any known or suspected improper behavior by suppliers relating to their dealings with Tech-Max, or any known or suspected improper behavior by Tech-Max employees by using any one of the following methods: Email: Tom@tech-max.com Phone: (630) 875-0054 Mail: Tech-Max, Attn: Compliance Officer, 1170 Ardmore Ave, Itasca, IL 60143. Tech-Max will not tolerate any retaliation taken against any individual who has, in good faith reported misconduct or sought help regarding known or suspected violations of these Tech-Max policies or the law.