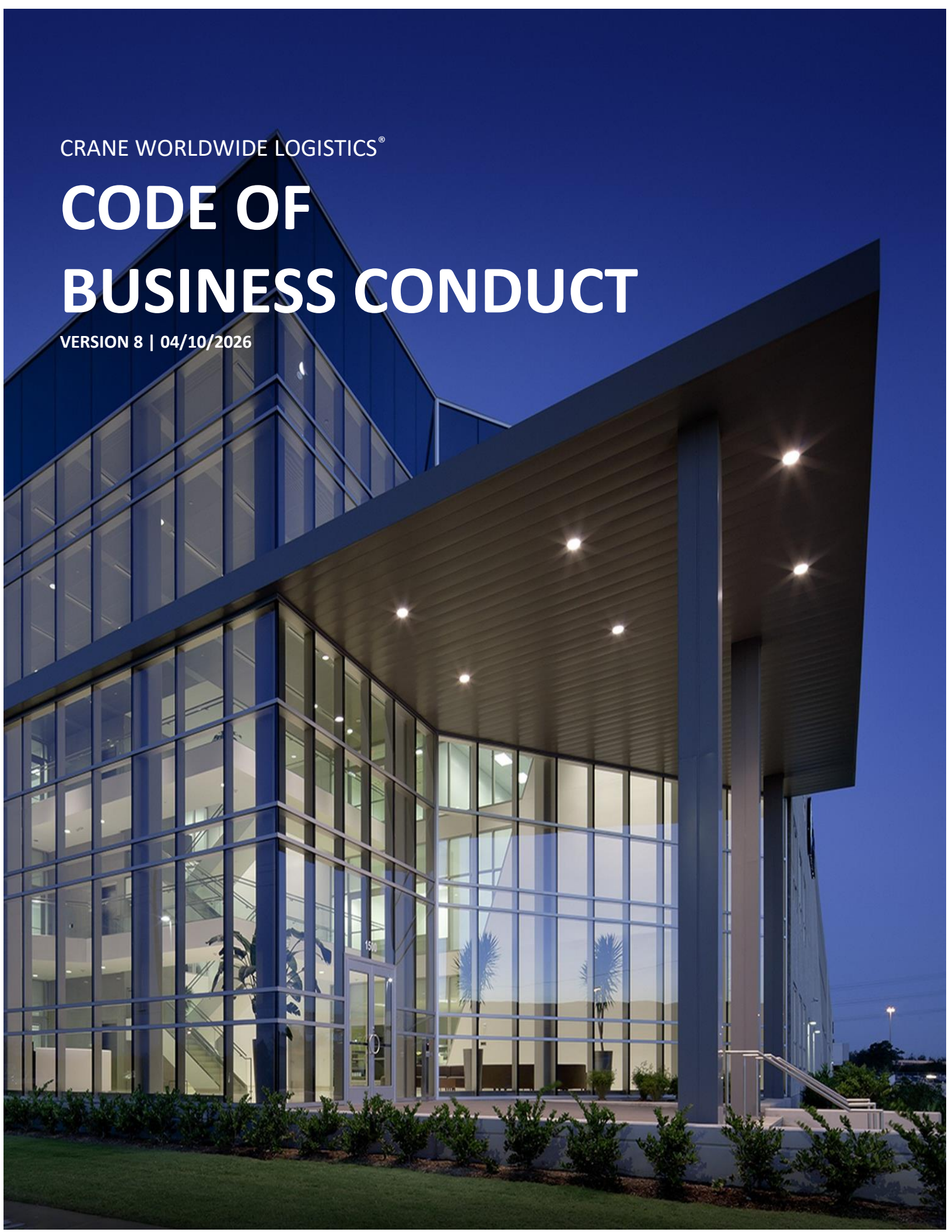


CRANE WORLDWIDE LOGISTICS®

CODE OF BUSINESS CONDUCT

VERSION 8 | 04/10/2026



A Message From Human Resources

Our Commitment

At Crane Worldwide Logistics, we are committed to conducting business with integrity, professionalism, and respect. Our Code of Conduct outlines the standards that guide how we interact with our employees, clients, and business partners. These principles are foundational to maintaining trust, protecting our reputation, and supporting long-term success. We conduct our business honestly and ethically.

We expect all employees and partners to:

- Comply with all applicable laws, regulations, and company policies
- Avoid conflicts of interest and disclose any potential concerns
- Conduct business in a fair and transparent manner

Our Shared Responsibility

Adherence to this Code of Conduct is a shared responsibility. By working together with integrity and accountability, we strengthen our relationships with our clients, partners, and each other, and support the continued success of Crane Worldwide Logistics.

Best Regards,

Angela Kohl

Angela Kohl
Vice President, Human Resources
Crane Worldwide Logistics, LLC.



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1 INTRODUCTION

Crane Worldwide Logistics, LLC (hereinafter referred to as “Crane”) conducts its business according to high ethical standards and in compliance with all applicable laws in the countries where it operates. To support these expectations, Crane has adopted policies and procedures—sometimes exceeding legal requirements—and created the Crane Code of Business Conduct (“the Code”) to guide employees and representatives in meeting their legal and ethical obligations. The Code applies to all regions, divisions, employees, and representatives, and is intended not as a restatement of complex legal rules, but as a clear outline of Crane’s standards of integrity and expectations for responsible behavior.

Because no policy can anticipate every situation, employees are expected to use sound judgment, maintain a working understanding of the rules relevant to their roles, and seek guidance before taking any questionable action. When legal or ethical uncertainties arise—including conflicts between laws of different countries— employees should promptly consult their Supervisor, Human Resources, Corporate Counsel, or the Compliance Officer. Ultimately, Crane’s commitment to integrity depends on each employee’s willingness to recognize issues, ask questions, and act in a manner that protects Crane's reputation.

2 RELATED POLICIES & PROCEDURES

Through various policies and procedures, Crane sets forth specific guidance and standards it expects its employees to always adhere to. Employees are responsible for reviewing, understanding, and, where required, seeking clarification of all applicable policies and procedures.

3 ABOUT THE CODE

The Code provides a framework of Crane's values and ethical standards. The following non-inclusive principles should be applied in our day-to-day business:

- All decisions and actions should be in conformity with all applicable laws, regulations and Crane policies and procedures.
- Business should be secured for Crane only based on a competitive market system and the appropriateness of earning a profit by providing our clients with superior service.
- Individuals must be honest and trustworthy in all actions and relationships for and on behalf of Crane.
- Both in the performance of our duties for Crane and our outside activities, we seek to

avoid the appearance of, as well as any actual, conflict of interest.

- Each decision or act must be proper in terms of both our own sense of integrity and the scrutiny of others. It should seem appropriate even if publicly disclosed.
- Human dignity should be respected at all times in our dealings with others.
- Employees should have honest and accurate communications that focus on trust, collaboration, and teamwork
- Confidentiality must be maintained where appropriate.
- All employees, agents, and representatives of Crane should recognize and value ethical conduct.
- All employees should be committed to quality and constantly strive to meet and exceed clients' expectations.
- All transactions must be accurately and timely recorded in the books of Crane.
- All employees must maintain a keen sense of urgency.
- All employees should embrace innovation and possibilities, not limitations.

The above-mentioned principles are embodied in the specific policies and procedures set forth throughout the Code and in applicable Crane policies and procedures.

Crane reserves the right to review, revise, delete and interpret the Code at its sole discretion, at any time and without notice.

4 PRINCIPLES OF THE CODE

Business Partners

We are committed to partnering with other entities or individuals who meet the standards we set for Crane. In selecting business partners, we should seek to work with suppliers, subcontractors, consultants or agents who conduct their own business and any business with or on behalf of Crane with respect to applicable legal and regulatory rules and high standards of integrity.

Communities

We are committed to supporting the communities in which we work and building trust by treating all cultures with respect and understanding. Because we are measured by our actions outside the workplace, employees are expected to respect local customs and be aware of community priorities. Crane supports community development through partnerships with authorized nonprofit organizations and charities, with Crane contributions requiring prior approval from the CEO and the Compliance Officer. Our community outreach initiative, Crane

Cares, oversees sponsorships, donations, and local development programs.

Crane Property

The use of Crane property, including labor, supplies, equipment, buildings or other assets for personal benefit is prohibited unless approved in writing by appropriate management of Crane. Each employee has a responsibility to safeguard and make proper use of Crane property. Intellectual property is a valuable asset and must be protected from unauthorized use or disclosure. Such property includes trade secrets, confidential information, copyrights and trademarks.

Conflicts of Interest

All employees are expected to act in the best interests of Crane and avoid any activity or relationship that creates, or appears to create, a conflict between personal interests and those of Crane. Employees must not use their position or information gained through their work to benefit themselves or anyone with whom they have a personal relationship. Common examples of potential conflicts include:

- Holding a financial interest in a competitor or in a party that does business with Crane.
- Serving in any capacity—such as director, consultant, or employee—for a competitor or a business partner.
- Engaging in outside business activities that interfere with an employee’s duties.
- Acting as an intermediary for a third party in transactions involving Crane.

Family members may not work in supervisory relationships or in roles that could compromise supervision, safety, morale, or security. “Family members” include spouses, children, parents, siblings, extended relatives, and step-relatives. Officers, Executives, and Vice Presidents are strictly prohibited from engaging in romantic or sexual relationships with any Crane employee. Because conflicts may arise in many forms, employees must remain vigilant and ensure any actual or potential conflict is avoided or properly addressed.

Corruption and Bribery

We trust that the excellence of our services is the key to Crane's success. Therefore, we will deal with our clients, suppliers and regulators in a straightforward manner and in compliance with international anti-bribery standards including, but not limited to, the United Nations Global Compact, United States Foreign Corrupt Practices Act (FCPA), UK Bribery Act and the laws related to government contracting as described below. We must also comply with applicable local anti-corruption and bribery laws which may be similar to the FCPA and employees are expected to be aware of the local standards in the countries in which they work.

Employees should never offer or accept any bribe or inducement which may improperly influence or appear to improperly influence their actions or the actions of others.

Government Contracting

We are committed to strict compliance with contractor responsibility provisions and other laws and regulations concerning the conduct of contractors providing services to any government directly, as a prime contractor, or indirectly, as a subcontractor.

Further, it is Crane's policy to cooperate fully with any government agency investigating and/or proposing corrective actions related to any violations of these regulations. In addition to the provisions of this Code and other Crane policies, employees working with any governments of those countries in which we operate have an additional obligation to know, understand and abide by the laws, regulations and ethical standards of those governments that may be more stringent than those that apply to our non-government clients and suppliers. Employees working on government contracts can be subject to criminal penalties if they make false statements concerning their work on the contract or otherwise violate laws and/or regulations. Employees acknowledge their understanding of this fact when they acknowledge this Code.

- Managers must be aware of and comply with conflict of interest laws and regulations covering government procurements.
- If cost, pricing or any other data is required to be submitted in response to a government solicitation, the data must be current, accurate and complete at the time of submission. All costs are to be properly recorded, documented and retained in compliance with government procurement regulations. Each Crane location doing business, directly or indirectly, with any government must invoice for services rendered in strict compliance with governmental regulations.
- It is Crane's obligation to provide high quality products and services at fair and reasonable prices, use professional independent contractors only for legitimate legal purposes and comply with all applicable regulations.
- In any government procurement process, we will not improperly obtain, use or disclose government source selection or proprietary information, such as sealed bid prices, technical evaluation plans, competitive range determinations or ranking of proposals.
- It is Crane policy and a contractual requirement to protect information that is vital to any government entity. Classified information of the government of any country may be received and maintained only at "cleared" facilities, locations specifically covered by a security agreement. Employees with government security clearances who have access to classified data must safeguard that data according to government regulations, including applicable agency procedures.
- We will not use without proper approval any government-owned equipment to support non-government production or divert government-owned or other client-owned materials from their intended contractual use.

- Care must be taken to avoid mischarging costs, including cross-charging of costs between contracts, charging direct costs as indirect costs or any other similar mischarging.
- Employees working directly on government contracts or subcontracts must be particularly diligent in recording their time, correctly indicating their hours worked and the projects to which their time is charged.
- All employees whose costs are allocated to government contracts or subcontracts must identify any expenses that are not allowed, paying special attention to such categories as alcohol, business meals and entertainment.
- All employees involved in the performance of work under direct or indirect governmental contracts are to be adequately informed and sufficiently trained in the policies and practices contained in this Code and other Crane policies specifically relating to government contracting. Each location with direct or indirect contracts with the government of any country is responsible for ensuring that employee training regarding these policies is conducted and that such training is properly documented.
- Should an improper practice or irregularity occur within Crane, Crane is committed to making all necessary corrections and taking prompt remedial action to prevent recurrence.

Anti-boycott

We are committed with strict compliance with the U.S. Anti-boycott laws as the Anti-boycott provisions apply to all U.S. individuals, all companies located in the United States, and all foreign affiliates of such companies engaging in any activity relating to the sale, purchase or transfer of goods and services. We must not provide information of any kind that will violate U.S. Anti-boycott laws and regulations. If an oral or written request is received the information must be reported immediately.

Fair Competition/Antitrust

We are committed to free enterprise and fair competition. Crane business must be conducted solely on the basis of merit and open competition. We will hire suppliers, agents or their intermediaries only by fair assessment. We will not discuss Crane's current or future pricing or other terms and conditions of sale with competitors. Crane and its employees must avoid any conduct that violates or might lead to the appearance of a violation of Crane's Antitrust and Competition Law Policies and Procedures or any antitrust or competition laws.

Gifts and Benefits

Employees may not solicit, give, or accept gifts, entertainment, or benefits of significant value (defined as \$100 USD or more) from clients, suppliers, or competitors. All employees must avoid even the appearance that such items could influence business decisions. This prohibition covers cash, goods, personal loans, and any other item of meaningful value, and it applies to all

employees at every level of Crane. Gifts of any value are prohibited if they are unlawful or could appear to improperly influence a decision affecting Crane. Attempts to conceal prohibited gifts or misrepresent them in Crane records violate both this policy and legal requirements for accurate financial reporting and may constitute fraud. Crane maintains a zero-tolerance approach to such conduct; violations may result in disciplinary action up to termination and may be reported to appropriate government authorities.

Data Protection

Our employees shall not disclose information that is not known to the general public for personal gain or the benefit of anyone other than Crane. Such information includes technical data, financial data, operating data, client information, personal data of employees or shareholders or other information regarding Crane's business, operations and future plans. Disclosure of proprietary information could put Crane at a competitive disadvantage.

Health & Safety

We are committed to providing our employees with a safe and healthy work environment that complies with all applicable occupational safety and health laws and standards. Crane considers the protection of human health, safety, and the environment of all its employees, contractors, clients, and the community to be of primary importance. In keeping with these goals, Crane consistently strives to eliminate safety and health hazards from the workplace and its business activities. To help Crane's efforts, all employees are required to promptly report any adverse health or safety incidents or conditions—including broken equipment or machinery and accidents—to their manager/supervisor. All such reports will be reviewed, and appropriate action taken.

Human Trafficking, Forced, or Involuntary Labor

Crane is strongly committed to ensuring compliance with Human Trafficking Regulations. Through channels like annual training, communications on prevention, the Code of Conduct, access to an ethics hotline, and more, Crane hopes to serve as a leader in our industry to promote and secure the basic rights of our human values. We have a zero-tolerance policy regarding trafficking in persons. Employees, contractors and contractor employees may not:

- Engage in “severe forms of trafficking in persons,” which generally is defined to include any conduct or condition that involves sex trafficking or involuntary servitude;
- Procure “commercial sex acts,” which are defined as “any sexual activity on account of which anything of value is given to or received by any person”; or
- Use “forced labor” in the performance of a government contract. Forced labor

generally includes any circumstances where labor or services are obtained from a person using acts or threats of serious harm, physical restraint, or abuse of law or the legal process. We are committed to ensuring that Crane and our suppliers do not use forced or involuntary labor of any type (e.g., forced, bonded, indentured or involuntary prison labor) and that all employment is voluntary in nature.

Child Labor

Crane is committed to complying with all applicable laws and international principles relating to child labor and will comply with all federal, state and local minimum working age requirements for the area where work is to be performed. As part of this commitment, we, Crane, prohibit individuals under the age of eighteen (18) years of age from performing services of any kind on its premises or within its supply chain.

With respect to team members, all applicants will be required, whether applying directly with Crane or through any other method, to certify they are at least eighteen (18) years of age to proceed in the hiring process.

Crane will require all staffing agencies and onsite contractors to agree in writing to: (1) not place any employee or worker on Crane's premises who is under the age of eighteen (18) years of age, (2) verify the age of all workers placed on Crane's premises.

Any questions regarding this policy or suspected violations should be directed appropriately to local, country or regional Human Resources or through Crane's Code of Conduct.

Financial Records

Crane transactions must be properly authorized and carried out in accordance with management's directives. Employees are responsible for ensuring that all financial and business records—along with supporting documentation—are timely, accurate, and fully reflect Crane's operations. Any falsification, omission, destruction, or misleading entry in Crane books or records is strictly prohibited. All transactions must be recorded in compliance with generally accepted accounting principles and applicable regulations, ensuring complete accountabilities for all assets, liabilities, and activities. No undisclosed or unrecorded funds, assets, accounts, or payments may be created or maintained for any reason. Crane payments must follow legal and policy requirements, include accurate supporting documentation, and may not be approved or made with any intent inconsistent with that documentation. Employees involved in financial recordkeeping must also strictly adhere to all internal accounting policies and procedures.

Focus on Quality

Commitment to quality is essential to our business. In order to achieve the highest quality standards, we will work constantly to improve our processes for the benefit of our clients. This applies not only to our operations, but also to our character and conduct.

Implementation of the Code

The Crane Executive Board is responsible for adopting, communicating and enforcing the Code. Any change to the Code or waiver of any provision may be made only by the Crane Executive Board. Such changes will be promptly disclosed on Crane's website.

5 HOW TO REPORT A CONCERN

Toll-Free Compliance Hotline

Crane employees are to report any questionable suspicious, accounting, auditing and HR practices. EthicsPoint provides a confidential 24/7 call center whereby employees can anonymously report potential issues.

Protection for employees who raise concerns

No employee who, in good faith, reports a suspected violation of this Code, any law, regulation or Crane policy will be retaliated against as a result of having made the report. To the fullest extent possible, all reported concerns will be kept confidential. Employees should understand that it is not acceptable to report compliance matters that are known to be false or misleading at the time made. Questions concerning protection for persons reporting suspected violations should be addressed to Corporate Counsel, Human Resources Officer or the Compliance Officer.

APPROVER REVIEWER AUTHOR	CEO Corporate Counsel and Compliance Human Resources
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VERSION HISTORY

REVISION DATE	REVISION DESCRIPTION
09/26/19	Initial Creation
09/14/20	Reviewed
04/30/21	Added All to the Country section.
02/09/2022	Annual Review
09/27/2022	Update
7/7/2023	Annual Review
10/9/2023	Child Labor section added
11/1/2023	Revised Conflicts of Interest section
11/8/2023	Updated Crane Way
07/26/2024	Added verbiage around collective bargaining
07/29/2024	Updated version numbers and date
12/3/2024	Updated hotline
04/7/2026	Overall revision/update



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