



Code of Ethics

Revision Date: April 17, 2024

Intent

Weber Manufacturing Technologies Code of Ethics defines the rules of business conduct that must be applied to our day-to-day relations both internally and with outside parties. The rules set out in this Code of Ethics are not exhaustive; combined with our associates' sense of responsibility, they establish the fundamental rules of business conduct and ethical guidelines applicable to all Weber associates. These rules in no way replace any laws or regulations in force in the various countries where Weber does business or the principles and rules arising from other internal policies and procedures applicable within Weber.

Guidelines

Weber does not tolerate unethical behaviour and will take immediate and appropriate disciplinary action to correct any issues.

All associates must always adhere to applicable laws. Associates must not engage in or condone any unlawful activity or attempt to circumvent the clear intention of the law. Associates must also adhere to all company policies.

If an associate discovers illegal activity related to the workplace, they must report the activity to their Supervisor, Human Resources, or President. The company will not retaliate or condone acts of retaliation against any employee who initiates a complaint, reports illegal activity, or reports suspected violations of company policies.

Expectations:

Prohibition of all forms of Corruption, Extortion and Bribery

- Prohibited any and all forms of corrupt practices including bribery, corruption, or extortion.

Prohibition of Anti-competitive Behavior

- Ensure that there are no acts that inhibit fair competition.

Information Disclosure

- Appropriately disclose Information regarding management and business activities, financial situation and performance without falsification of any form.

Provision of Appropriate Product Information

- Provide accurate product and service information to customers and consumers.

Fraud early detection and prevention

- Protect whistleblowers to ensure that associates can report act of fraud without fear of retaliation.

Protection of Intellectual Property

- Respect and take due care of the intellectual property rights

Protection of Personal Information

- Appropriately protect all business-relevant personal information of your customers, suppliers, consumers, associates, etc.

Forced Labor

- Do not allow forced labor or employ children under the minimum employment age.

Counterfeit Parts

- Material whose identity or characteristics have been deliberately misrepresented, falsified, or altered without legal right to do so.

Export Controls and Economic Sanctions

- Export controls are laws and regulations that may restrict, prohibit, and require reporting of transactions involving the movement of tangible and intangible items across borders.

Commitment to Uphold Human Rights

Weber Manufacturing ensures that every person has a right to equal treatment with respect to employment without discrimination or harassment because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status or disability.

Violations

If any associate is found to have engaged in unethical, fraudulent, or criminal activities, or wilfully misrepresented themselves or the company, the employee will be subject to disciplinary measures up to and including termination.

The company may pursue available legal action for fraudulent activities or other breaches of this policy. The company will cooperate with legal authorities as required by law.

Chris Edwards
PRESIDENT /CEO
WEBER MANUFACTURING TECHNOLOGIES Inc.