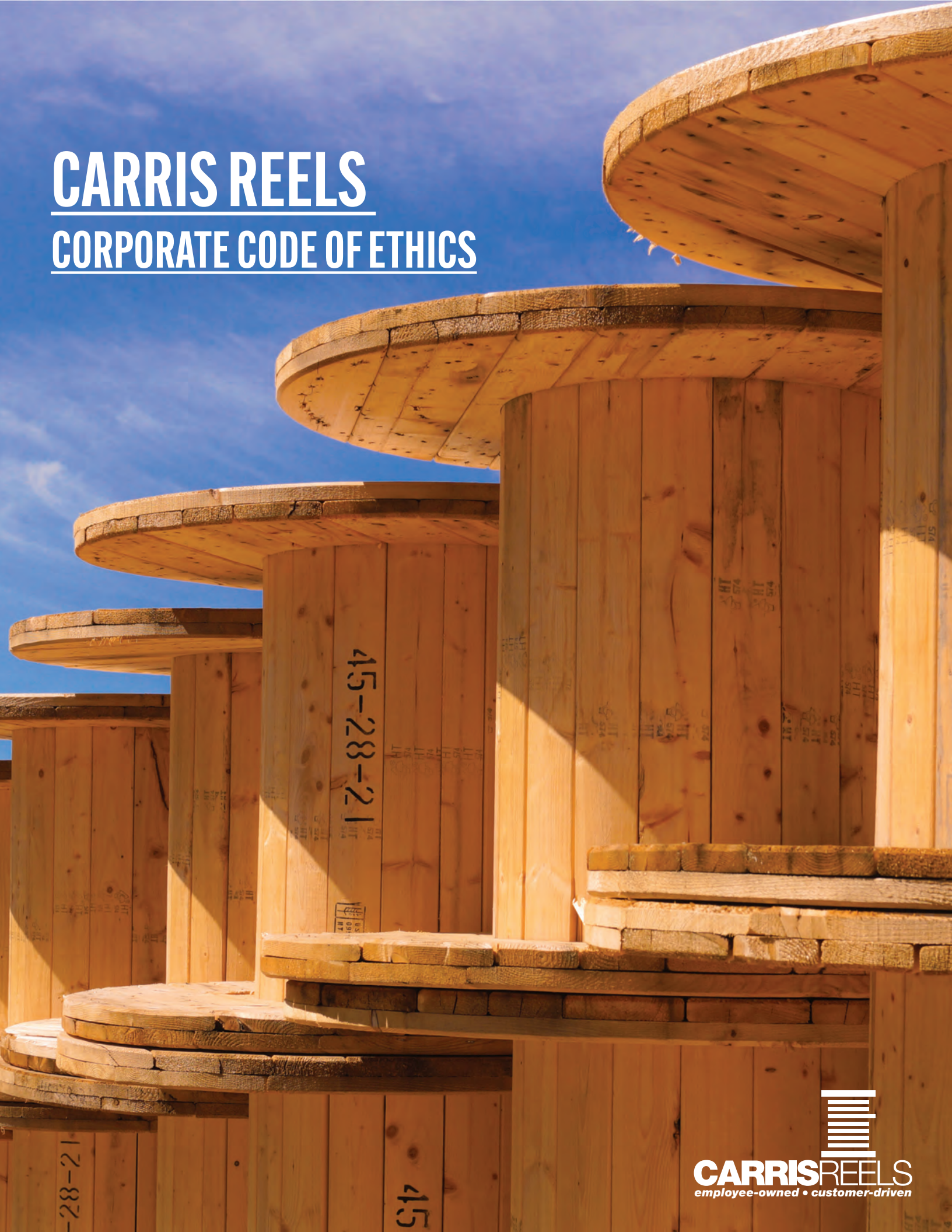


CARRIS REELS

CORPORATE CODE OF ETHICS



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At Carris Reels, we are committed to conducting our business in an ethical and responsible manner. This Code of Ethics outlines the rules that all employees, directors, and stakeholders of Carris Reels must adhere to, throughout our organization.

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2. *Honesty and Integrity*
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1. *Compliance with Laws and Regulations*

All individuals associated with Carris Reels must comply with all applicable laws, regulations, and legal requirements in the countries and jurisdictions in which we operate. We are committed to upholding the highest standards of legal and regulatory compliance in all aspects of our business.

2. *Honesty and Integrity*

We expect all employees and stakeholders to act honestly, ethically, and with integrity in all their interactions. This includes avoiding conflicts of interest, accurately representing the company and its products, maintaining confidentiality of sensitive information, and avoiding any form of fraud.

3. *Respect and Fair Treatment*

Carris Reels values diversity and is committed to providing a respectful and inclusive work environment free from discrimination, harassment, and retaliation. We treat all individuals with fairness, dignity, and respect, regardless of their race, color, religion, gender, gender identity, age, sexual orientation, national origin, or any other protected characteristic.

4. *Health and Safety*

We prioritize the health and safety of our employees, customers, and the communities in which we operate. We strive to provide a safe and healthy work environment, comply with applicable health and safety laws and regulations, and promote a culture of continuous improvement in workplace safety.

5. *Environmental Stewardship*

Carris Reels complies with the environmental laws and regulations in the states/countries we operate in. We believe in the benefits of a circular economy and thus continue to try and increase the number of reels that we recycle each year.

6. *Community Involvement*

Carris Reels recognizes its role in the communities where we operate. We contribute generously to these communities through philanthropic initiatives, community engagement, and responsible business practices.

7. *Confidentiality and Data Privacy*

We respect the confidentiality and privacy of all sensitive information entrusted to us by our employees, customers, suppliers, and other stakeholders. We implement appropriate measures to protect personal data, ensure data privacy compliance, and handle confidential information in a secure and responsible manner.

8. *Fair Competition*

Carris Reels is committed to fair and open competition. We compete ethically, avoiding anti-competitive practices such as price-fixing, bid-rigging, market allocation, and other unfair business practices. We comply with all applicable competition and antitrust laws.

9. *Child/Forced Labor*

Carris Reels strictly prohibits the use of child labor and forced labor. All individuals must comply with applicable laws and regulations regarding the minimum age for employment and the prohibition of any form of coerced or involuntary labor.

10. *Gifts and Gratuities*

Our employees are known for maintaining a high level of business ethics. However, as our company has grown there has been an increasing need to avoid actual and apparent conflicts of interest with respect to gifts and gratuities.

Suppliers are discouraged from giving gifts to our employees. In place of gifts or gratuities, we request the supplier's best possible pricing. As a business partner, we expect suppliers will honor this request; however, situations will arise that require our employees to exercise good judgment.

We kindly ask that gifts exchanged among employees or with external partners remain modest and in accordance with our established ethical guidelines.

11. *Protection of Company Assets*

All employees and stakeholders have a responsibility to protect and properly use Carris Reels' assets, including intellectual property, physical property, and proprietary information. Unauthorized use, misappropriation, or theft of company assets is strictly prohibited.

12. *Reporting Violations*

We encourage all individuals associated with Carris Reels to report any suspected or actual violations of this Code of Ethics. Reports can be made to supervisors, managers, the Human Resources department, or through carris.com.

13. *Conclusion*

By adhering to this Corporate Code of Ethics, Carris Reels and its employees, officers, directors, and stakeholders commit to upholding the highest standards of ethical behavior, integrity, and accountability. This code serves to remind us of our commitment to conduct business in an ethical and responsible manner.