

K&K Die, Inc. Code of Conduct

This Code of Conduct provides guidance for how we are expected to act in our day-to-day activities – in short, how we can do the right thing. The Code cannot possibly cover all situations that may arise or all laws, regulations and internal policies that may be relevant. Rather, it provides a set of standards which we are all obligated to understand and apply when determining how to conduct our business appropriately, responsibly and with integrity.

The Code applies to all employees K&K Die, Inc. Furthermore, we expect that in the conduct of our own operations, our business partners, suppliers, and their employees, will adhere to standards similar to those reflected in our Code. When conducting business with or on behalf of K&K Die, directly or indirectly, these standards shall be followed. Each K&K Die, employee makes important contributions to the protection of the company and its reputation.

The Code of Conduct and Ethics for K&K employees require that we:

- Act honestly and ethically and have complete confidentiality of company business.
- Comply with all applicable laws, rules and regulations
- Avoid conflicts of interest
- Report known violations of the Code
- Take no retaliation of any kind for whistleblowing

The Code of Basic Working Conditions and Corporate Responsibility and Anti-Corruption require that we:

- Not use child labor
- Promote our employees' well-being by providing competitive compensation and benefits that comply with applicable laws
- Comply with applicable laws regulating hours of work
- Not discriminate on the basis of gender, race, color, creed, religion, age, national origin, sexual orientation, gender identity, disability or veteran status
- Maintain a healthy and safe work environment
- Do not accept or offer illegal payments, bribes, kickbacks or other things to secure work or influence business decisions
- Conduct business in a manner that provides responsibility for the protection health and the environment

At K&K Die, we are dedicated to maintaining a Quality Culture with:

- Continuous improvement
- Using proactive performance measures
- Team based problem solving
- Utilizing documented policies and procedures
- Rewarding employee involvement
- Exceeding customer requirements