

# CODE OF ETHICS

Buckman is a diverse company that truly spans the world, employing associates from across many countries, cultures, and languages. We are united by a consistent and clear set of core values and ethical principles that all Buckman associates adhere to. Our Code of Ethics govern how we act with each other, with our customers and our communities.



## HONESTY, INTEGRITY, & PROFESSIONALISM

**Honesty, Integrity & Professionalism guide all business decisions and actions.**

- we comply with all Company policies, applicable laws and regulations
- we will never engage in bribery, corrupt practices or conflicts of interest of any kind, or any behavior that can be perceived as such
- we will never enter into any transaction or practice that would compromise Buckman's or a Customer's ethical standards, rules and expectations
- we protect all assets, data and information that are entrusted to us
- we ensure we will not compromise Buckman's reputation at any time
- we make decisions based on what is right and best for the whole organization, not what is expedient or best for one individual, team or region



## LONG-TERM DESTINY

**Long Term Destiny is what we manage to: choosing what is best for the entire organization.**

- we assess risk, both existing and potential
- we respond to change with agility - continually adjusting our plans and tactics for execution
- we accept nothing but excellence and pursue a competitive advantage with innovation and an intention to win



## ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG)

**ESG: We believe in purpose before profit, and we take action to safeguard the environment, our communities, and the business.**

- we will strive for the highest ESG standards (Environmental, Social, Governance) for all stakeholders including our shareholders, customers, community and associates
  - E: measure and minimize our environmental impact and those of our customers
  - S: uphold good corporate citizenship to earn and retain the respect of our associates, communities, customers and supply chain
  - G: we will have transparent governance in place to ensure the company has effective guidance and best practices for decision making



## DIVERSITY, EQUITY, INCLUSION (DEI)

**Diversity, Equity and Inclusion (DEI) makes us stronger.**

- we value all human rights and labor rights above all else
- we embrace the best talent globally and engage as an inclusive team showing trust, respect, dignity and caring to each other
- we are stronger with differing skills, capabilities, potential and perspectives; it is fundamental to our success
- we strive for open, positive, collaborative communication, teamwork and decision making
- we engage in healthy debate and abide by final decisions

*We, as associates, understand and confirm our personal adherence to these standards ensuring the company's integrity as a whole and therefore its legacy.*