

	Company Policy		DATE: September 16, 2024
			REVISED: September 24, 2025
	POLICY CODE:		P-Com-003
	TOPIC:		Business Partner's Code of Conduct
	APPROVED:	Executive Management Committee: September 24, 2025	
	OWNER:	Legal and Compliance Department	
	SCOPE:	All Alliance Laundry Group Business Partners	

Alliance Laundry Holdings Inc.

Business Partner's Code of Conduct

PURPOSE

Alliance Laundry Holdings Inc. and its affiliated entities ("Alliance Laundry Group", the "Company" or "ALS"), are committed to excellence not only in the quality of the products and services we provide, but also in the integrity of our business practices. Our reputation as a leader in the laundry solutions industry is built on a foundation of ethical behavior, respect for human rights, and protection and conservation of the environment.

As we continue to grow and evolve in a complex global marketplace, the relationships we foster with our business partners are more vital than ever to our success.

This Business Partners' Code of Conduct (the "Code") has been developed to ensure that our esteemed business partners share and uphold the fundamental values and principles in all their interaction with Alliance Laundry Group. The core values of this Code are organized around three basic pillars:

- Legal and ethical conduct,
- Respect for labor and human rights, and
- Commitment to environmental sustainability.

Alliance Laundry Group expects our business partners to also uphold these values and take ownership of their implementation within their organizations to ensure adherence. In instances where business partners operate in countries or markets subject to additional and specific mandatory regulations, Alliance Laundry Group expects them to comply with such additional and specific mandatory regulations as well.

SCOPE

This Code applies to all suppliers of goods and services to Alliance Laundry Group, including their sub-tier and component suppliers, as well as to all of our customers, including, but not limited to, distributors, retailers, investors, agents, contractors, servicers, providers, installers, and importers ("Business Partners"), irrespective of their status as individuals or corporate entities. In the case of corporate entities, it is their responsibility to ensure that their employees, contractors, agents, representatives, affiliated group companies, and any third-party entities they engage with are fully informed about, and adhere to, the principles and values set forth in this Code.

While this Code generally refers to "Business Partners" to encompass all entities and individuals within our operational and commercial sphere, it is important to note that if a specific section applies exclusively to our suppliers, such distinction will be clearly indicated. In addition, references to "employees" throughout this document are aimed at the workforce and dependent staff of our Business Partners (including contractors, agents or other representatives), excluding Alliance Laundry Group's own employees.

In the forthcoming sections, we explore core values and principles. "Must", "Mandatory", "Essential" or similar expressions signifies the critical requirements set by Alliance Laundry Group. Additionally, we provide strategic recommendations aimed at enabling our Business Partners to further advance their compliance frameworks, as part of our commitment to ongoing development within our partnership ecosystem.

CORE VALUES AND PRINCIPLES

A. LEGAL AND ETHICAL CONDUCT

Compliance with Laws and Alliance Laundry Group's policies and procedures

Business Partners must ensure full compliance with all local and international laws and regulations relevant to their operations, including securing all requisite permits and licenses within the jurisdictions they operate.

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This includes, but is not limited to, laws and regulations relating to environmental protection, occupational health and safety, ethical business conduct, and labor practices.

Sanctions Laws and Requirements

In addition to all international sanctions which may be applicable to a subject Business Partner, all Business Partners are explicitly required to comply with the United States Office of Foreign Assets Control (OFAC) sanctions and U.S. export control laws. This entails strict adherence to regulations governing the exportation of goods, services, and technology from the U.S., and ensures no engagement with entities or individuals that are subject to U.S. or applicable international economic sanctions.

Furthermore, Business Partners are also required to adhere to our specific policies and procedures in connection with their engagement with our Group.

Business Integrity, Anti-bribery, and Anti-corruption Standards

Our Business Partners are mandated to exhibit supreme integrity throughout all their business engagements. A firm zero-tolerance policy against bribery, corruption, extortion, and embezzlement is essential. Engaging in actions that involve offering, accepting, or authorizing bribes or leveraging means to secure unwarranted benefits is strictly forbidden.

Use of assets or funds for illegal inducements aimed at influencing the decisions or actions of the Alliance Laundry Group or its employees, or any governmental entity or other third party, is strictly prohibited.

Our Business Partners must ensure compliance with all applicable anti-bribery and anti-corruption laws in any jurisdiction, including regions, countries, provinces, or states, where they operate.

Antitrust Compliance

Business Partners must conduct their operations in strict adherence to all applicable antitrust and competition laws. This commitment entails actively preventing any actions that could restrict competition or constitute unfair trade practices, including but not limited to, price fixing, market allocation, and bid rigging. Business Partners are required to foster fair competition at all times, ensuring their business practices do not impede or manipulate market dynamics.

Conflict of Interest

Business interactions must be conducted without any conflicts of interest. It is imperative that our Business Partners promptly disclose any possible conflict of interest in their commercial engagements with Alliance Laundry Group. Early disclosure provides Alliance Laundry Group with sufficient time to address and rectify the situation appropriately, ensuring that our business practices remain transparent, equitable, and adhere to the utmost ethical standards.

Privacy and Data Protection

Business Partners must ensure compliance with data protection laws, guaranteeing that all personal data are collected, processed, stored, transferred, and deleted in accordance with relevant legislation. To secure this protection, Business Partners are required to implement the necessary security measures that safeguard personal information's integrity and confidentiality.

Intellectual Property and Confidentiality

Business Partners must respect and strictly protect Alliance Laundry Groups' intellectual property, including patents, trademarks, and copyrights, adhering to all usage guidelines. Any non-public information must be treated as confidential. Reverse engineering of Alliance Laundry Groups' products, technologies, or any proprietary information is strictly prohibited. Business Partners must prevent unauthorized disclosure or use, ensuring the integrity and confidentiality of all proprietary information.

Whistleblowing Reporting Systems and Non-Retaliation Requirements

We strongly encourage all Business Partners to develop and maintain whistleblowing reporting systems that allow for the secure and confidential reporting of unlawful or unethical behavior. When the law mandates it, based on the characteristics of the Business Partner, compliance with this legal requirement is mandatory. These systems should ensure anonymity and offer unequivocal protection for whistleblowers against any form of retaliation or discrimination resulting from their disclosures.

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Sustainable Sourcing and Procurement of Products and Raw Materials

Suppliers must ensure sustainable, ethical, and quality-compliant sourcing of all products and raw materials, strictly adhering to environmental, labor, quality, and safety standards. Due diligence is required to avoid contributing to environmental damage or human rights violations, while also confirming materials are obtained or manufactured in line with applicable global and local regulations on environmental protection, social responsibility, quality, and safety. Transparency and collaboration with Alliance Laundry Group to mitigate any sourcing and procurement risks are mandatory, aiming to reduce our environmental impact and promote higher levels of social equity and safety across supply chains.

Conflict Minerals Compliance

Suppliers of components that may contain tantalum, tin, tungsten, and gold ("3TG") to Alliance Laundry Group are required to certify that these materials are "conflict-free," meaning they do not fund armed conflict or contribute to human rights abuses in the Democratic Republic of the Congo (DRC) or adjacent areas. Suppliers must demonstrate continuous improvement in traceability and collaborate with Alliance Laundry Group to ensure compliance with all requirements that all components supplied to the Alliance Laundry Group are "conflict free."

B. RESPECT FOR LABOR AND HUMAN RIGHTS

Freely Chosen Employment and Employee's Rights

Business Partners must reject all forms of forced or compulsory labor. Where legally applicable and in accordance with local practices, Business Partners are advised to provide employment agreements in writing and in the employee's language, including any future variations. Employee's personal documents should not be retained, except as required by law. All employment must be voluntary, allowing employees to terminate their employment with reasonable notice in accordance with local norms/laws or agreed-upon conditions.

Additionally, Business Partners must ensure that their employees have access to all legally mandated leaves, including vacation, maternity-paternity and adoption leaves, and any other leaves recognized or established by law.

Child Labor Prevention

Business Partners must not employ child labor and must adhere to the minimum age for employment as specified by local laws or regulations. In countries where there are no laws regulating the minimum age for employment, Business Partners commit to respecting international labor standards, including those established by the International Labour Organization (ILO), as applicable.

Business Partners should always protect the health and safety of young employees, recommending the avoidance of hazardous, night-time, and overtime work. Business Partners are recommended to promote opportunities for learning and professional growth, particularly among young employees or those engaged in apprenticeship programs.

Working Hours

Business Partners must comply with all applicable local laws governing working hours and overtime, and respect legally mandated rest periods within each working cycle or throughout the workday.

Wages and Benefits Compliance

Business Partners are required to adhere strictly to all relevant laws governing wages, overtime compensation, benefits, and work permits. Furthermore, they must honor the terms of remuneration as determined by legally binding collective bargaining agreements. Business Partners are also obligated to carry out all legally mandated deductions, including taxes, social security, and health insurance contributions, ensuring these are appropriately deposited with the specified agencies or accounts as per legal requirements.

Non-Discrimination

Business Partners must uphold an environment of equality, where no form of discrimination is practiced or tolerated. This commitment extends to all aspects of employment, including hiring, training, promotion, and

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compensation, ensuring no prejudice based on race, color, age, gender, sexual orientation, gender identity, ethnicity, disability, pregnancy, religion, political belief, union membership, or any other protected status.

Anti-Harassment

Business Partners must maintain a workplace free from harassment, ensuring that every employee is treated with respect and dignity. Strict policies against any form of harassment, whether physical, psychological, sexual, or verbal, must be established and clearly communicated to all employees. Establishing essential measures to prevent, address, and resolve any incidents of harassment is crucial in promoting a safe and inclusive work environment for everyone.

Freedom of Association

It is recommended that Business Partners respect the rights of their employees, including the right to bargain collectively and to engage in peaceful assembly where such activities are permitted by local laws. Additionally, it is advisable that employees have the ability to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. Business Partners are also encouraged to respect the right of employees to refrain from any of these activities.

Health and Safety

Business Partners must ensure a safe and healthy work environment for all employees, complying with local health and safety laws. This includes identifying and managing workplace hazards through effective controls, training, and, if necessary, personal protective equipment. If local regulations require, an appointed Health and Safety officer must oversee these practices.

Business Partners are encouraged to actively assess and minimize workers' exposure to hazardous materials and conditions. Where risks cannot be completely removed, it is imperative to provide workers with appropriate personal protective equipment to ensure their safety.

Additionally, all employees and any other individuals entering the Group's premises must be informed about the inherent dangers of the workplace and provided with adequate knowledge and personal protective equipment.

Safety Training and Information

Business Partners are encouraged to provide comprehensive health and safety training and information, accessible in the employees' local language. While recognizing international variations in regulations, it's advisable to educate workers about prevalent hazards, including mechanical, chemical, and fire risks, ensuring this information is visibly displayed and readily available. Initiate training before work begins and maintain ongoing education where practicable. All employees should feel empowered to voice health and safety concerns, assured of a retaliation-free environment.

Emergency and Injury Management

Business Partners are advised to implement emergency plans including employee notification and evacuation procedures. Equally important is developing a thorough approach to preventing, addressing, and documenting workplace injuries and illnesses, ensuring immediate medical treatment, and facilitating the recovery and return to work of affected employees.

In countries where it is required, Business Partners must have insurance coverage that supports employees in cases of injuries, accidents, or illnesses, complying with local legal standards and facilitating their recovery and return to work.

Workplace Environment Standards

Maintaining a safe and healthy work environment includes ensuring access to clean toilets, drinkable water, and hygienic food preparation and dining areas, as applicable. For Business Partners who provide worker accommodations, it's crucial to ensure these spaces are clean, secure, and meet the necessary standards.

C. COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

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Environmental Compliance

Business Partners must obtain, maintain, and keep current all necessary environmental permits, approvals, and registrations, adhering strictly to their operational and reporting requirements.

Sustainable Use of Resources

Business Partners are expected to use resources efficiently, including water, energy, and raw materials. Optimizing the use of natural resources through conservation, production modifications, material substitution, reuse, and recycling is essential.

We encourage Business Partners to implement water management programs that monitor, conserve, and properly dispose of water. Similarly, identifying and reducing energy consumption and greenhouse gas emissions is advised.

Handling Hazardous Substances

Hazardous chemicals, waste, and materials must be clearly identified, labelled, and managed to ensure safe handling, storage, movement, use, recycling, or disposal, safeguarding human health and the environment.

Waste Management

Business Partners must comply with all applicable laws and permits related to the storage, handling, and disposal of waste, either directly or through waste subcontractors. For European operations, adhere to the Waste Electrical and Electronic Equipment Directive (WEEE Directive) which sets the standards for the treatment, recovery, and recycling of electronic and electrical goods. For operations in other countries/regions, compliance with applicable local or federal laws governing the disposal and recycling of electronic and electrical products is required.

In addition, we recommend to Business Partners adopting a systematic approach to efficiently manage, minimize, and ensure the responsible disposal or recycling of non-hazardous solid waste.

Air emissions

It is strongly recommended that air emissions, including volatile organic chemicals, particulates, and combustion byproducts, are characterized, monitored, controlled, and treated as required before discharge. This recommendation applies to all Business Partners (and not only to our suppliers who may have a direct influence through manufacturing and operational processes) recognizing their significant roles in the product lifecycle and potential impacts on air quality through product use, management, and disposal.

CONCLUSION

Alliance Laundry Group appreciates your commitment to upholding the principles and values outlined in this Code. Your adherence ensures that together we can maintain high standards of integrity, compliance, and ethical practices throughout our business operations.

For any questions or concerns regarding this Code of Conduct, please contact us at Legaldepartment@alliancels.com

Thank you for your dedication to maintaining a responsible and ethical business partnership.

VERSION HISTORY

Version	Date of Change	Author	Change Description
1.0	September 16, 2024	Legal & Compliance	Initial version
2.0	September 24, 2025	Legal & Compliance	Updated format and code