



ICB, LLC Corporate – Code of Business Conduct Policy

We at ICB, LLC have reviewed the way we conduct business in the light of changes in the social and economic systems within which we and other companies operate, the rapid internationalization of business and corporate social responsibility. Accordingly, we have determined and articulated the following guiding principles as our Corporate Ethics Policy, to ensure that ICB, LLC and its affiliated companies CrateXpress and Samson Carts will continue to earn the public trust as a company of benefit to society and thereby continue to prosper.

1. Striving for Products and Services of the Best Quality

We will strive to provide our customers with products and services of the highest quality representing “Best in Class” in the industry.

2. Positive Approach to Safety and Environmental Stewardship

Based upon our understanding that addressing safety and environmental issues are critical to our corporate existence and activities, we will make safety our goal and strive actively to protect the environment through our products and services.

3. Respect for Relationship with Stakeholders

We will respect our relationships with our stakeholders, including shareholders, investors, customers, consumers, vendors, suppliers, local communities and employees, and will strive to maintain relationships that are both appropriate and friendly.

4. Fair, Transparent and Free Competition

We will engage in fair, transparent and free competition in the market and will maintain sound and appropriate business relationships with our competitors.

5. Respect for Dignity of Individuals

In all of our business activities, we will respect human rights, dignity and individuality. We will respect the dignity and individuality of our employees and strive to provide a safe and worker-friendly environment for them.

6. Disclosure of Information and Proper Handling of Confidential and Personal Information

We will disclose information regarding our business activities and management that is genuinely required by society in a timely and appropriate fashion. At the same time, we will exercise due care in the acquisition, use and disclosure of important proprietary information, trade secrets, personal and customer information.

7. International Cooperation and Respect for Different Cultures

As our business activities become increasingly international, we will respect the integrity of the cultures and customs of the countries where we engage in business activities and comply with applicable laws and regulations.

8. Sourcing Practices

ICB, LLC has adopted the Social Accountability International (SAI) SA8000 standard for suppliers that do business with ICB, LLC.

9. Penetration and Full Execution of this Policy

Based upon our understanding that realization of the goals described in this Policy is essential to the management, existence and prosperity of ICB, LLC, our Leadership will take the initiative in establishing internal groups that will have responsibility for the execution of the Policy and will keep people throughout the company informed regarding the Policy.