

Supplier Code of Conduct

OVERVIEW

SHYFT Group is a world-class leader in the design and production of custom chassis for fire trucks, Class A motorhomes, heavily-armored, wheeled defense products and other specialty vehicles.

SHYFT Group's commitment to integrity and social responsibility includes its subsidiary companies and extends to its diverse supply base. To ensure that suppliers conduct business with a high degree of integrity and in a socially and environmentally responsible manner, each SHYFT Group supplier is required to adhere to this Supplier Code of Conduct.

SUPPLIER RESPONSIBILITIES

Each supplier shall do what is necessary to immediately comply with this code. Each supplier shall also be familiar with the business practices of its contractors and subcontractors and insure they comply with this code.

KEY OBLIGATIONS

Gifts and Gratuities

SHYFT Group discourages all suppliers from providing any gift or gratuity to any of our associates. We have a policy concerning supplier relationships that applies to all our associates. This policy prohibits associates from receiving cash from any supplier and places strict limits on their receipt of promotional items, personal gifts and entertainment.

Improper Payments

SHYFT Group conducts business with integrity and within the bounds of the law. No SHYFT Group associate shall directly or indirectly pay or receive anything of value intended to influence a decision by SHYFT Group or a supplier, subcontractor, competitor, governmental official or their representatives. SHYFT Group further prohibits its associates from engaging in any activity that creates the appearance of a conflict of interest.

Child Labor

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SHYFT Group does not employ child labor. All suppliers, contractors and subcontractors must comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location. Examples include local laws that prohibit employment under the age of completion of compulsory education or under the minimum age for employment in the country of manufacture.

Forced Labor

SHYFT Group will not employ forced or involuntary labor. Suppliers and their contractors and subcontractors must comply with local laws prohibiting forced or involuntary labor.

Compensation and Working Hours

SHYFT Group pays associates a competitive wage. Suppliers and their contractors and subcontractors shall compensate their workers by providing wages, including overtime pay and benefits that comply with the applicable laws and regulations.

Nondiscrimination

SHYFT Group supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not acceptable under any circumstance. Suppliers and their contractors and subcontractors must comply with all applicable local laws concerning nondiscrimination in hiring and employment practices.

Environment

SHYFT Group is committed to practices that will ensure a better environment and conducts its operations in compliance with applicable environmental laws and regulations while working to obtain ISO 14001 certification by 2020. Suppliers and their contractors and subcontractors are expected to conduct their operations in an environmentally safe manner and to comply with all applicable environmental laws and regulations in the countries in which they operate.

SHYFT GROUP ENVIRONMENTAL HEALTH AND SAFETY POLICY:

- Protect people and the environment by working to prevent accidents and pollution.
- Ensure our facilities and processes are compliant with applicable local, state, and federal regulations (environmental requirements), industry best practices, customer requirements, and other applicable requirements.
- Promote environmental and safety achievement through its leadership, and associate involvement across all locations.
- Establish, promote and drive toward specific performance goals to ensure continuous safety and environmental improvement.
- Provide personnel and resources to maintain a compliance-focused environmental, health and safety management system.

SHYFT will ensure the environmental policy remains appropriate to the nature, scale and environmental impacts of its activities, products or services, including commitments to

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pollution prevention. SHYFT will maintain compliance and provide a framework for setting and reviewing environmental objectives and targets.

Health and Safety

SHYFT Group conducts its operations in compliance with applicable health and safety laws and regulations. Suppliers and their contractors and subcontractors are expected to provide a safe, healthy and productive working environment that supports accident prevention and minimized exposure to health risks. Suppliers and their contractors and subcontractors must comply with all applicable health and safety laws and regulations in the countries in which they operate.

Confidential Information

SHYFT Group is committed to complying with applicable laws concerning proprietary, confidential and personal information. Suppliers and their contractors and subcontractors are required to comply with all applicable laws, regulations and agreements governing the protection, use and disclosure of SHYFT Group proprietary, confidential and personal information.

OTHER MATTERS

Non-Compliance Reporting

Violations of the SHYFT Group Supplier Code of Conduct should be reported using one of the following confidential options:

Telephone: 1-517-543-6400
Post Office: Ryan Roney
1541 Reynolds Road
Charlotte, MI 48813
USA

Legal Effect

This code is part of the SHYFT Group Supplier Manual. The responsibilities and obligations stated in this code are contract obligations of the supplier. Any non-compliance with this code by a supplier or any of its contractors or subcontractors who perform work related to the contract between SHYFT Group and the supplier will be considered a breach of the suppliers' contract with SHYFT Group and may lead to suspension or termination of the contract.

Contact Information

For questions or comments on the SHYFT Group Supplier Code of Conduct, please contact your Purchasing representative or Supply Chain Management at Purchasing@theshyftgroup.com

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Online Version

The SHYFT Group Supplier Code of Conduct is available online at:
<http://www.theshyftgroup.com>

The code may be updated and revised from time to time. Please refer to the above website for changes to the code.