



The ALL Family of Companies, Code of Ethics

ALL Erection & Crane Rental Corp. is committed to the ethical principles of integrity, confidentiality, honesty, and transparency. To ensure that our enterprise conducts business according to these principles, we implement policies and procedures that define what we expect of our people in the ALL Family of Companies, comprising 31 branches in the United States and Canada.

Ethical Conduct

We conduct our business dealings honestly and honorably, and expect our clients and suppliers to do the same. We strive to respect the human rights of the people we deal with and those residing in the communities where we are located. We believe in being a good corporate citizen. ALL is committed to the vitality of our industry and those it supports. We model sound business practices and work in a timely manner to address issues that affect our company and our customers.

Confidentiality

We are committed to maintaining the highest degree of integrity in all of our dealings with past, current, and potential clients. We practice normal commercial confidentiality, including the diligent protection of all personal information we receive in the course of our business doing

equipment rental, sales, and maintenance. We practice the same level of confidentiality for our customers, suppliers, and associates.

Equality

We strive to be fair and objective in our corporate actions and decisions. We are never influenced by issues regarding gender, race, creed, color, age, or disability.

Safety

We are committed to ensuring the safety of our own personnel, our customers, and the public. We consider safety to be a priority. Our corporate culture of safety mandates that every person shall receive all appropriate training through our ongoing, mandatory safety training program supervised by a corporate and branch safety managers. Then we ensure that all employees are personally accountable for safety.

Environmental Awareness

We believe in being stewards of our environment. We regularly address sustainability, implement improved technology, recycle materials, and do whatever we can to save energy and natural resources for future generations.

Quality

We maintain the high quality of

our services through extensive training, ongoing education of all employees, and monitoring the cost-effectiveness of every activity. Our experienced and certified technicians regularly maintain all of our equipment for sale or rental in performance-ready condition in our on-site shops.

Standards and Legality

Our business services will always conform to relevant laws of the United States and Canada as well as the standards pertaining to our industry.

Contracts

Our contracts will usually be in the form of a detailed proposal. We make every effort to meet our clients' contractual requirements.

Fees and Payment

Our fees are competitive for the equipment rental, sales, and maintenance services we provide. We will make every effort to propose solutions that accommodate our clients' requirements, budgets, and schedules. Wherever possible, we will present our fees and explanation of charges in advance so that we and our customers may plan for the work ahead and its financial obligations. Payment terms will be clearly defined in the final quotation.

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