

Corporate Code of Conduct

Reference No: QMS-POL-004 | Revision: 0 | Effective Date: May 11, 2026

Company: United Ship Service Inc. (USS)

Document Type: Policy

Owner: Executive Management

Approved by: Executive Management

United Ship Service (USS Inc) is committed to conducting all business activities with integrity, transparency, and professionalism. This Code of Conduct defines the fundamental principles that guide our operations, relationships, and decision-making.

1. Commitment to Integrity

USS Inc conducts business honestly, fairly, and in compliance with all applicable laws and regulations. All employees, subcontractors, and representatives are expected to uphold the highest standards of ethical behavior in all interactions.

2. Anti-Bribery & Anti-Corruption

USS Inc maintains a strict zero-tolerance policy toward bribery, corruption, and improper business practices.

The following are strictly prohibited:

- Offering, giving, or receiving bribes, kickbacks, or improper payments
- Providing anything of value intended to improperly influence business decisions
- Engaging in any unlawful or unethical conduct in connection with customers, vendors, or partners

All business is conducted based on:

- Merit and capability
- Quality and performance
- Transparent and competitive commercial terms

USS Inc complies with applicable anti-corruption laws and regulations and expects the same from all partners.

3. Conflicts of Interest & Independence

USS Inc requires that all business decisions be made objectively and in the best interest of the company and its customers.

- Personal relationships, prior affiliations, or external influences must not affect business decisions
- Any actual or potential conflict of interest must be disclosed and appropriately managed

USS Inc operates independently in all business engagements and does not participate in any arrangement that could create the appearance of undue influence or impropriety.

4. Transparency & Record Integrity

USS Inc maintains accurate, complete, and traceable records of all business transactions.

- All agreements and financial dealings are properly documented
 - Business activities are conducted in a transparent and accountable manner
 - USS Inc cooperates with customer and regulatory requirements for documentation and review
-

5. Compliance with Laws and Requirements

USS Inc complies with all applicable laws, regulations, and contractual obligations in all jurisdictions in which it operates, including those related to:

- Anti-corruption
 - Trade and business practices
 - Workplace conduct and safety
 - Environmental responsibility
-

6. Fair & Respectful Conduct

USS Inc is committed to maintaining a professional and respectful work environment.

Discrimination, harassment, or inappropriate conduct of any kind is not tolerated. All individuals are expected to treat others with dignity and respect.

7. Reporting of Concerns

USS Inc encourages the prompt reporting of concerns related to unethical behavior, misconduct, or violations of this Code.

Concerns may be reported through:

- Direct communication with management
- Designated company reporting channels

All reports are:

- Handled confidentially to the extent possible
 - Reviewed and addressed appropriately
 - Protected under a strict non-retaliation commitment
-

8. Management Responsibility

Executive Management is responsible for promoting and enforcing this Code of Conduct and ensuring that USS Inc maintains a culture of integrity, accountability, and continuous improvement.

USS Inc is committed to conducting business ethically, independently, and transparently, ensuring that all relationships are built on trust, performance, and professionalism.