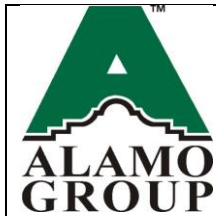


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SUPPLIER CODE OF CONDUCT

OBJECTIVE

Alamo Group Inc., including all of its subsidiary companies (collectively referred to herein as the “Company” or “we”) is committed to maintaining the highest ethical standards and to conducting business in a manner consistent with our legal and moral obligations to our customers, suppliers, employees, shareholders and the public. To meet this commitment and to preserve the trust placed in us, we count on our network of suppliers across the globe to uphold our high standards of integrity, values, and operating principles.

APPLICABILITY

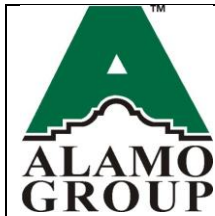
All of the Company’s suppliers, contractors, vendors and consultants (including their employees and subcontractors, collectively referred to herein as “Suppliers”) are expected to comply with this Supplier Code of Conduct (the “Code”). Unless local laws limit or prohibit compliance with the principles outlined in this Code, there are no exceptions to meeting the requirements set forth herein.

SUPPLIER CONDUCT EXPECTATIONS

We expect all of our Suppliers to comply with all applicable laws and regulations including labor and employment laws and laws relating to product design, manufacture, packaging, labeling, exportation and importation. In addition, we expect all Suppliers to comply with the following:

1. Employment Practices

- a. No Child Labor - Suppliers must not hire any workers that are younger than the minimum age prescribed by the local jurisdiction in which the Supplier operates, and in no event shall a Supplier hire or employ workers under the age of fifteen (15).
- b. No Forced Labor/Human Trafficking – Suppliers will not use any forced labor in their operations, whether in the form of prison labor, bonded labor, indentured labor, slavery or otherwise.



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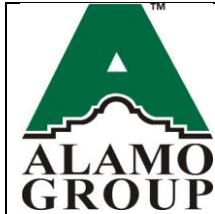
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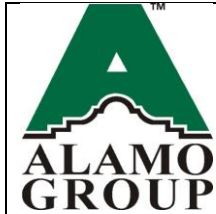
- c. No Harassment or Discrimination – Suppliers will treat employees with respect and dignity and will not subject any employee to any physical, sexual, psychological, or other form of abuse. Suppliers are expected to support diversity and equal opportunity in their workplaces and must prohibit discrimination based on race, gender, color, nationality, age, disability, sexual orientation, or marital status.
- d. Freedom to Collectively Bargain – Suppliers shall recognize and respect the right of employees to freely associate and to collectively bargain in accordance with applicable laws.
- e. Wages and Working Hours – Suppliers must comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours.
- f. Health and Safety – Suppliers shall provide a safe and healthy work environment and take appropriate measures to support accident prevention in the workplace.

Any exceptions to the above, which will be considered on a case-by-case basis, must be approved in writing by the Company.

- 2. Anti-Corruption** - Suppliers must ensure their ongoing compliance with applicable bribery and anti-corruption laws including the U.S. Foreign Corrupt Practices Act and the UK Anti-Bribery Act. Bribes, kickbacks, and similar payments are strictly prohibited.
- 3. Protection of Alamo Group Information and Assets** - We expect our Suppliers to protect the Company's reputation and any information or property we entrust to them, which includes:
 - Protecting any of the Company's confidential information to which they have access, including our intellectual property, trade secrets, or financial information
 - Safeguarding any Company property while under their control



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- 4. Environment** - Suppliers are expected to conduct their business in a way that demonstrates respect for the environment by operating to minimize harmful environmental impacts while conserving energy and natural resources to the extent practicable.

ADMINISTRATION AND MONITORING

Alamo Group's purchasing organization is responsible for supporting and evaluating Suppliers and may engage in monitoring activities to assess compliance with this Code including on-site inspection of facilities and review of books and records. The Company reserves the right to carry out unannounced inspections of Suppliers either by internal Alamo Group staff or by a third party of Alamo Group's choice. Any non-compliance with the Code must be reported and investigated to the extent necessary. Suppliers who do not meet the requirements of this Code will be provided with the opportunity to bring their business up to the standards required by this Code in a reasonable time frame. Alamo Group reserves the right to terminate its business relationship with any Supplier who fails to do so or refuses to comply with this Supplier Code.