

## BRISTOL INSTRUMENTS, INC. Supplier Code of Conduct

Bristol Instruments is committed to being a responsible corporate citizen. As part of that commitment, Bristol seeks to source products, components, and materials from companies that share its values around human rights, ethics, and environmental responsibility.

We commit in perpetuity to reaching our goals using only legal and ethical principles based in national and international laws. Toward this end, we require a similar approach from all our suppliers, be they suppliers of products or services.

### **Employment Environment and Conditions:**

Your company must obey all laws prohibiting the use of forced labor, child labor, or any form of slavery including human trafficking. Moreover, you must follow labor laws including:

- exhibiting zero tolerance for workplace discrimination or harassment of any type.
- following all applicable labor laws, including the rights of workers to engage in collective bargaining and to join unions.
- ensuring that your employees receive training in all of the above categories.
- holding all employees accountable regarding these principles and laws.

### **Workforce Health and Safety:**

Your company must provide a safe work environment and reduce, or eliminate, factors presenting risk to the wellbeing of your workforce. You must:

- obey all laws, domestic and international, relative to workplace safety, hygiene and human factors.
- providing a safe, clean work environment in accordance with OSHA and local laws, as applicable.
- communicate to your workforce risks to health and safety, post all relevant safety information, provide safety and protective equipment, training and countermeasures.
- support safety policies and procedures as a matter of normal operations

### **Environmental Responsibility:**

Your company must avoid and minimize negative environmental impacts from your operations. You must:

- obey all laws, domestic and international, relative to environmental factors.
- limit, reduce and eliminate where possible, operational factors that harm the environment relative to pollution, resource usage or other environmental ill-effects.

### **Business Ethics:**

Your company must not engage in any form of bribery. Even the perception of any type of unfair advantage or favoritism must be prevented. Payments, including gifts or entertainment, are not to be used to attain an unfair advantage. You must:

- obey all laws, domestic and international, prohibiting corruption and bribery.
- secure all customer personal data and intellectual property in accordance with non-disclosure agreements and any additional applicable laws.

### **Enforcement:**

Your company must be able to provide proof that you adhere to this Code of Conduct upon request. Non-compliant conditions must be corrected immediately.

### **Conclusion:**

Bristol Instruments strives to be a good corporate citizen and follows all applicable local, state, national, and where applicable, international laws. We endeavor to maintain all business dealings only in a responsible and ethical manner, only with ethical partners, inclusive of our workforce, vendors and customers. To this end, we participate in the Responsible Business Alliance<sup>1</sup> (RBA), and strive to follow the “RBA Code of Conduct”; we anticipate that our vendors will do the same; or follow similar encompassing principles.

This document is a summary document referring to the “RBA Code of Conduct”, which contains information and requirements in detail.

<sup>1</sup> The Responsible Business Alliance<sup>1</sup> (RBA) is a non-profit organization that facilitates and defines a standard for corporate responsibility, through a comprehensive code of conduct. Per the RBA quote “The RBA Code of Conduct is a set of social, environmental and ethical industry standards. The standards set out in the Code of Conduct reference international norms and standards including the Universal Declaration of Human Rights, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, ISO and SA standards, and many more. While the Code of Conduct originated with the electronics industry in mind, it is applicable to and used by many industries beyond electronics.” Link to RBA Code of Conduct download area: <https://www.responsiblebusiness.org/code-of-conduct/>