

RAND TECHNOLOGY Supplier Code of Conduct

RAND TECHNOLOGY and its affiliated entities strive to maintain the highest level of business standards and ethics, and we strongly encourage our Suppliers to follow our example. Our Suppliers are selected and evaluated beyond the basis of economic measures. We expect our Suppliers to fully comply with applicable laws and to adhere to internationally recognized environmental, social, and corporate governance standards. Our commitment to these business standards of excellence include business ethics and regulatory compliance, human rights and labor practices, environmental regulations and protection, responsible mineral sourcing, health and safety, and protection of confidential and proprietary information.

Suppliers, along with their parent entities, subsidiaries, affiliates, subcontractors, and others who are within their supply chain. The expectations contained in this Supplier Code of Conduct are essential to our decisions to enter or extend existing business relationships. Each Supplier is responsible for ensuring that its employees, representatives, and subcontractors understand and comply with these guidelines.

Diversity and Inclusion

It is RAND TECHNOLOGY's policy to provide contracting opportunities regardless of race, color, religion, gender, sexual orientation, gender identity or expression, pregnancy, marital status, national origin, citizenship, covered veteran status, ancestry, age, physical or mental disability, medical condition, genetic information, or any other legally protected status in accordance with local, state and federal laws.

Business Ethics and Regulatory Compliance

All RAND TECHNOLOGY Suppliers must conduct their business interactions and activities with integrity and must strictly comply with all laws and regulations related to bribery, corruption, money laundering and counterterrorism financing, and prohibited business practices.

- **Global Trade:** Suppliers must comply with all applicable laws and regulations governing export, re- export, and import of products.
- **Whistleblower Protections:** Suppliers must protect worker whistleblower confidentiality and must create a mechanism for all workers to submit grievances anonymously.
- **Compliance with Global Anti-Corruption Laws:** Suppliers represent and warrant that they and their officers, directors, employees or agents comply with all Global Anti-Corruption Laws.
- **Business Courtesies:** Suppliers must avoid giving gifts to RAND TECHNOLOGY employees, offering anything of value to obtain or retain a benefit or advantage for the giver, and offering anything that might appear to influence, compromise judgment, or oblige the RAND TECHNOLOGY employee. If offering a gift, meal, or entertainment to RAND TECHNOLOGY employees, always use good judgment, discretion, and moderation.
- **Conflicts of Interest:** Suppliers shall avoid the appearance of or actual improprieties or conflicts of interests. Suppliers must not cause any conflicts of interest for RAND TECHNOLOGY employees and must avoid situations where a conflict of interest may occur.
- **Business Continuity:** Suppliers shall be prepared for any disruptions of their businesses (e.g., natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases). This preparedness especially includes disaster plans to protect both employees and the environment as far as possible from the effects of possible disasters that arise within the domain of operations.
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Human Rights and Labor Practices

RAND TECHNOLOGY expects its Suppliers to share its commitment to promoting and respecting human rights and equal opportunity in the workplace. All Suppliers are expected to conduct their employment practices in full compliance with all applicable laws and regulations and must, without limitation, take attention to:

- **Child Labor and Young Workers:** Supplier shall not employ children under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country. Supplier shall implement an appropriate mechanism to verify the age of workers.
- **Forced Labor and Modern Slavery:** Suppliers must ensure that they do not participate in, or benefit from, any form of forced labor (including bonded labor, debt bondage, forced prison labor, slavery, servitude, or human trafficking). Suppliers will refrain from retaining the identity cards, travel documents, and other important personal papers of their employees.
- **Harassment and Non-Discrimination:** Suppliers are expected to keep their workplaces free of harassment, harsh treatment, violence, intimidation, corporal punishment, mental or physical coercion, verbal abuse, and discrimination.
- **Work Hours and Wages:** Suppliers shall comply with the respective national laws and regulations regarding working hours, wages, and benefits.
- **Freedom of Association and Collective Bargaining:** Suppliers must allow their employees the freedom of association and collective bargaining in accordance with applicable laws and regulations.

Environmental Regulations and Protection

Suppliers must comply with all applicable environmental laws, regulations, and standards, as well as implement an effective system to identify and eliminate potential hazards to the environment. Suppliers should work for continual improvement in their environmental management systems, and continuously improve their environmental performance. Suppliers should follow the principles of reducing, reusing, and recycling. Furthermore, Suppliers shall strive to reduce their consumption of energy and resources, as well as their waste and emissions.

Health and Safety

Suppliers must ensure that their workers are provided with safe, suitable, and sanitary work facilities. Suppliers must have effective health and safety prevention and remediation policies and procedures in place that comply with industry, national, and international law and regulations

Confidential and Proprietary Information

RAND TECHNOLOGY Suppliers must ensure the protection of all sensitive information, such as confidential and protected personal information that must be used only for business purposes. For all information transferred electronically, Suppliers are expected to implement appropriate security mechanisms and systems, and to notify RAND TECHNOLOGY of any suspected or actual data breaches

Compliance with this Supplier Code of Conduct

If cases of non-compliance with RAND TECHNOLOGY's Supplier Code of Conduct are found, RAND TECHNOLOGY and its Suppliers will develop ways and means to correct the non-compliance, provided RAND TECHNOLOGY receives the commitment from the Suppliers to correct the non-compliance within due time. Suppliers must promptly inform their RAND TECHNOLOGY contact when any situation develops that causes Suppliers to operate in violation of this Supplier Code of Conduct.

If you have any concerns or questions about the content of this document, or to get support from RAND TECHNOLOGY to help build your capabilities in relation to any of the areas detailed in the Supplier Code of Conduct, please send questions to Quality@randtech.com.