



## **Supplier Code of Conduct**

AMETEK has been in business since 1930 and is proud of the global reputation and the trust that it has earned. AMETEK is determined to protect and enhance that reputation.

As reflected in our AMETEK Code of Ethics and Business Conduct, AMETEK is committed to operating to the highest ethical standards, integrity, and compliance. We believe that all people around the world should be treated with dignity, fairness, and respect. AMETEK is committed to upholding fundamental human rights in all aspects of our business, including our operations and supply chain.

To clarify what AMETEK expects from our global supply chain, a Supplier Code of Conduct has been developed to specify the behaviors, practices and regulations AMETEK expects to see demonstrated and complied with. The Supplier Code of Conduct defines the basic requirements placed on AMETEK's suppliers, it focuses on ensuring that AMETEK's suppliers act in a way that is ethical, corporately responsible and aims to ensure compliance with applicable laws and regulations.

The Supplier Code of Conduct applies to all Suppliers and their employees, agents, suppliers, and others working on their behalf worldwide (collectively referred to here as Suppliers). Compliance with this Supplier Code helps to sustain and enhance the good reputation of both AMETEK and its Suppliers.

At AMETEK, we expect our suppliers to comply with all the following:

### **Legal Compliance**

- To operate in full compliance with all applicable statutes, rules, and regulations in the respective countries in which they operate.

### **Employment Standards**

#### ***Forced Labor***

- To prohibit the use of any forced, bonded, prison, or involuntary labor. Workers shall not be required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice.

#### ***Child Labor***

- To prohibit the recruitment of child labor.
- To participate and contribute to programs which provide for the transition from any child found to be performing child labor in your supply chain.

***Working Hours***

- To ensure working hours comply with the applicable national statute and collective agreements.

***Fair Remuneration***

- To comply with all national regulations or industry standards on pay and benefits for a standard working week.
- To provide their employees with written and understandable information about their employment conditions in respect to wages before they enter employment.

***Discrimination***

- To make no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

***Harassment***

- To prohibit unwanted conduct related to a relevant protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation) that has the purpose, or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive working environment.

***Free association of employees***

- To respect the rights of workers, without distinction, to have the right to join or form trade unions of their own choosing and to bargain collectively.

**Health and Safety**

- To provide their employees a safe and hygienic working environment, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring during work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- To provide their employees with regular and recorded health and safety training.
- To fully comply with all applicable national statute governing health and safety at work.
- To implement an appropriate occupational health and safety management system.

**Environment**

- To meet or surpass the requirements of environmental regulations.
- To educate, empower and expect their employees to behave in ways that protect the environment.
- Strive continuously to improve the efficiency of their operations so as to minimize both the use of materials and generation of waste.
- Operate their facilities in a responsible and co-operative fashion in the communities

where they reside.

- Improve continuously their environmental systems.

## **Ethical Standards**

### ***Accurate Records***

- To record all business transactions accurately, prudently, and transparently, in compliance with applicable accounting standards. Records should be retained based on the applicable retention requirements.

### ***Confidential Information***

- To protect all confidential information provided by AMETEL and our respective business partners, and only use it for the purposes for which it is provided.

### ***Intellectual Property***

- To respect intellectual property rights and safeguard proprietary information. Transfer of technology and know-how shall be done in a manner that protects intellectual property rights.

### ***Bribery and Corruption***

- Not to engage in any activities which would violate any applicable statute, directives and regulations relating to bribery, corruption, or illegal payments.

### ***Anti-trust Laws and Regulation***

- To compete fairly and comply with all applicable anti-trust laws and competition regulations.

### ***Conflicts of Interest***

- To avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest.
- Suppliers are expected to provide notification to all affected parties if an actual or potential conflict of interest arises.

### ***Invitations and Gifts***

- To compete on the merits of their products and services and refrain from presenting any invitations, gifts or favors to our employees to influence business decisions.

## **Material Compliance**

### ***Conflict Minerals***

- To have a policy to reasonably assure that the tantalum, tin, tungsten and gold in the products they manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the

Democratic Republic of the Congo or an adjoining country. Suppliers shall exercise due diligence on the source and chain of custody of these minerals and make their due diligence measures available upon request.

### **Observing the Policy**

- To have appropriate policies and procedures in place to enable you to fully comply with this policy. These need not be identical to this policy, but as a minimum they must be consistent with its principles.
- To ensure that documentation is kept to demonstrate compliance with this Code of Conduct and must provide access to that documentation upon request from AMETEK.
- To use reasonable efforts to promote among its suppliers and their supply chain compliance with this Code of Conduct.

### **Reporting**

- To inform AMETEK ([www.AMETEKhotline.com](http://www.AMETEKhotline.com)) if you become aware of any actual or potential breach of this Code of Conduct by any person or business who has a direct relationship with AMETEK.
- If the expectations of this Code of Conduct are not met, in full or in part, the business relationship may be reviewed and corrective action pursued.