

Supplier Code of Conduct

Kinetic Vision is committed to socially responsible, professional, and ethical business practices and expects its Suppliers to adhere to these same principles in conducting business. This Code of Conduct applies to all Suppliers and their personnel. Failure to abide by this Code of Conduct may result in the reconsideration of your business relationship with Kinetic Vision.

This Code of Conduct defines minimum standards of business conduct and acceptable business practices. If local laws and regulations are more restrictive than this Code of Conduct, you should always comply with those legal requirements.

- 1. Anti-Bribery Compliance:** As a Supplier you are expected to comply with all federal, state and local anti-bribery and money laundering laws, including but not limited to the United States Foreign Corrupt Practices Act (“FCPA”), the U.S. Federal Procurement Integrity Act and the U.K. Bribery Act of 2010. You should not, directly or indirectly, offer, give, or issue authorization to offer or give, any money, gift, bribes, kickbacks or anything of value (this includes gifts, travel, meals and entertainment) to anyone, including but not limited to foreign or government officials, employees or representatives of any government or government agency, private or public company, or public or international organization, or to any other party, that is or could be perceived as intended, directly or indirectly, to improperly influence a person in order to obtain any unfair competitive advantage or to obtain or retain business related in any way. You may not offer employment to government employees or officials if doing so would violate applicable laws.
- 2. Conflicts of Interest:** Suppliers shall not engage in any activity that would interfere with your contractual responsibilities to Kinetic Vision or that may be perceived as a conflict of interest that could be likely to interfere with such responsibilities. Conflict of interest may include, but not be limited to, Kinetic Vision personnel being your officers, directors or shareholders, payment of incentives to Kinetic Vision personnel, or any economic or family relationship with Kinetic Vision personnel.
- 3. Improper Conduct Reporting:** You shall report any alleged or improper conduct by Kinetic Vision employees or agents to Kinetic Vision’s legal department: contracts@kinetic-vision.com.
- 4. Corporate Social Responsibility:** Kinetic Vision encourages all Suppliers to develop and implement their own Corporate Social Responsibility (CSR) policies. Kinetic Vision’s CSR’s policy focuses on three critical areas: Company Foundations, Health and Workplace Safety, and Environment and Sustainability.

- a. **Company Foundations:** Kinetic Vision is founded upon our passion of developing great people and great products. We care not only about the products we produce but the employees that we are helping mold along the way. In order to thrive as a company we depend on our people. We need great people to have a great company. In doing that we seek out candidates that embody our core values: Respect, Attitude, Work Ethic, Creativity, and Order.
 - b. **Health and Workplace Safety:** Kinetic Vision is committed to protecting the health and safety of our employees, customers, contractors and the public at large. Kinetic Vision provides a safe and healthy working environment and does not make compromises that could affect the health and safety of any individual.
 - c. **Environment and Sustainability:** We strive to mitigate the impacts on the environment by promoting responsible environmental practices and continuous improvement. Kinetic Vision recognizes that pollution prevention and resource conservation are a key to a sustainable environment and have taken and continue to take steps to sustain our environment.
5. **Human Rights of Workers; Health and Safety:** You should be committed to upholding the human rights of workers and to treating them with dignity and respect. By way of example, you should comply with fair labor standards that permit freely chosen employment, prohibit child labor and human trafficking, and allow for reasonable working hours and payment of fair wages and benefits. You should avoid inhumane treatment of workers. You should be committed to a workforce that is free of harassment and unlawful discrimination and which allows for freedom of association of personnel. In addition, you should maintain a safe and healthy work environment.

Kinetic Vision thanks you for being one of our valued Suppliers and your dedication to maintaining an ethical, socially responsible and professional workplace.