

Supplier Code of Conduct

Our commitment to helping the world *thrive*

Our purpose is to provide light sources and light-source-based solutions to the world in a safe, responsible, and sustainable way. We understand that supply chains that support our mission must be sustainable—balancing the needs of today with the needs of future generations. We can achieve our purpose only by working closely with our Supplier Partners. Our Supplier Code of Conduct explains how we expect distributors, manufacturers, and others to work with us to fulfill that purpose—ethically and in compliance with applicable laws.

Our Guiding Principles

Our Guiding Principles provide the foundation for our operations. Our Supplier Code of Conduct enlists our Supplier Partners in upholding these same principles. We believe this joint commitment to ethical conduct and integrity is a strong foundation for trusted business relationships that create shared value.

1. Obey the law

As a responsible company, we expect our global Supplier Partners to share our commitment to following the law.

We expect our Supplier Partners to:

- Know and follow the laws that apply to them and their business
- Treat legal requirements as a minimum standard
- Alert Pacific Lasertec to any material issues with the goods and services they supply—especially health and safety issues. This helps Pacific Lasertec comply with global regulations.

2. Conduct business with integrity

We seek business relationships based on trust, transparency, and mutual accountability.

We expect our Supplier Partners to:

- Compete fairly and ethically for our business
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with the business of Pacific Lasertec.
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate
- Work with their own suppliers to promote business conduct consistent with the principles in this Code

3. Keep accurate and honest records

We expect our Supplier Partners to maintain accurate and honest records. This helps us make responsible business decisions and disclose truthful and timely information to our stakeholders.

We expect our Supplier Partners to:

- Maintain books and records that reflect all transactions in an accurate, honest, and timely way
- Employ appropriate quality audit and compliance processes for matters such as worker health and safety, and labor and employment
- Disclose, on request, the location of facilities and known origins of materials to enable traceability

4. Honor business obligations

We work with Supplier Partners who share our desire to build productive business relationships. This requires honest communications, mutual respect, and delivering on commitments.

We expect our Supplier Partners to:

- Share our commitment to conducting business honestly and transparently
- Honor business obligations and manage unanticipated events in a proactive, timely, and open way

5. Treat people with dignity and respect

We expect our Supplier Partners to stand with us in prioritizing the safety, well-being, and dignity of all individuals, whose talents and hard work help us deliver our products and services.

We expect our Supplier Partners to:

- Provide safe and healthy working conditions at all of their operations
- Never use or tolerate the use of human trafficking, forced labor, or child labor as defined by the International Labour Organization (ILO)
- Foster an inclusive work environment that is free of harassment and discrimination
- Respect employees' rights to organize and bargain collectively
- Meet or exceed all legal requirements for compensation and working conditions

6. Protect Pacific Lasertec's information, assets, and interests

We expect our Supplier Partners to protect our reputation and any information or property we entrust to them.

We expect our Supplier Partners to:

- Protect any of Pacific Lasertec’s confidential information to which they have access, including its intellectual property, trade secrets, or financial information
- Safeguard any property belonging to Pacific Lasertec while under their control
- Avoid any situations that may adversely affect our business interests or reputation

7. Be a responsible global citizen

We count on our Supplier Partners to help Pacific Lasertec provide its products in a safe, responsible, and sustainable way.

We expect our Supplier Partners to:

- Maintain strict standards to promote product safety
- Strive to reduce environmental impact through efforts such as ending deforestation, minimizing greenhouse gas emissions and waste, and using resources efficiently
- Protect water resources by minimizing use of water in their operations, avoiding contamination from their operations, and reducing the impact on the water resources of the surrounding communities
- Respect the principle of free, prior, and informed consent concerning the resources and tenure rights of indigenous communities
- Work with Pacific Lasertec to implement sustainable processes and correct problems to drive continuous improvement and societal value

Our goal of trusted partnership

It is our goal to build trust-based relationships with ethical Supplier Partners who follow these Guiding Principles. We expect our Supplier Partners to cooperate with our reasonable requests for information, certifications, and/or audit access. When there is a concern, our practice is to work with the Supplier Partner. We may be able to help identify possible improvements. However, when an issue can’t be corrected or a supplier partner is unwilling to engage, we reserve the right to end our relationship.

By working closely with our Supplier Partners, we believe we can achieve mutual success while helping communities and the wider world *thrive*.

If you see or suspect any conduct or business practices that you think could violate our Supplier Code, please contact Pacific Lasertec directly. You may raise a concern or get help by contacting your Pacific Lasertec representative; or calling our Chief Executive Officer directly. Contact details and further information is available on our website.

Getting in touch with us quickly helps to prevent problems and correct any that have already occurred. We handle all reports promptly, fairly, and as confidentially as possible.