

ADVINT's Code of Conduct is the bedrock of our commitment to integrity and provides simple guidance to our leadership and employees to help ensure we adhere to the highest standards, operate ethically and within the law and avoid even the appearance of impropriety. It's what our customers and stakeholders expect. We are committed to meet those expectations, and we in turn trust that all of our suppliers will honor the same values.

We expect our suppliers to:

- Maintain an ethics and compliance program that is commensurate with the size and nature of their business.
- Provide their employees with avenues for raising legal or ethical issues or concerns without fear of retaliation and to take action to prevent, detect, and correct any retaliatory actions.
- Support human rights and ensure all employment is freely chosen, prohibit child labor, respect the rights of workers and treat people with respect.
- Maintain a safe and healthy workplace and comply with all applicable environmental, health and safety laws, regulations, and directives.
- Comply with the U.S. Foreign Corrupt Practices Act and other applicable anticorruption laws, directives and/or regulations that govern operations in the countries in which they do business, regardless of local customs.
- Adhere to federal laws and regulations regarding conflict minerals when sourcing materials and support efforts to eradicate their use.
- Compete on the merits of their products and services rather than by any illegal or unethical business practice and comply with competition and antitrust laws as well as never exchange business gifts and hospitality to gain an unfair competitive advantage.
- Maintain accurate records.
- Avoid conflicts of interest between those working on our behalf, or their close relatives, friends, or associates.
- Ensure work products meet our company's quality standards. Detect counterfeit parts and materials, provide notification to recipients of counterfeit product(s) when warranted, and exclude them from the delivered product.
- Comply with rules that apply to contracting with the U.S. Government.
- Protect our company assets that we have entrusted to them, against unauthorized access, loss, damage, theft and misuse, and to only use them in a manner that is permitted under our contract. This includes physical assets and our company's confidential and proprietary information, trade secrets, copyrights, and trademarks, and any other company data accessible to the supplier.
- Operate in a manner that actively manages risk, minimizes waste, and protects the environment.