



Supplier Code of Conduct

We expect our suppliers to uphold policies and practices that align with our Company Standards of Conduct and Cultural Pillars. Specifically, our suppliers must: (1) have a senior executive-level committee or individual(s) with formal accountability for oversight of social and environmental risks and (2) maintain policies and procedures to ensure all business is conducted lawfully and with the highest standards of honesty, integrity, and respect for all individuals. The policies and procedures of our suppliers and supply chains must ensure:

- Compliance with all applicable laws, rules and regulations (including federal, national, state, and municipal laws, rules and regulations), including, but not limited to: anti-trust and fair trade policies, anti-money laundering and anti-terrorist financing laws, anti-bribery and anti-corruption laws, tax laws, wage and hour laws, privacy and information security laws, environmental laws and laws that address child labor, forced labor, modern slavery, human trafficking, equal pay, nondiscrimination and occupational safety and health regulations.
- Disclosure of any actual or potential conflicts of interest prior to establishing a business relationship with Maury Microwave, or as soon they become aware of a conflict after establishing a relationship.
- Fair competition among our current and potential suppliers, contractors and subcontractors free from any illicit or collusive conduct.
- Maintenance of the highest standards of professionalism, fairness, and integrity. Suppliers are expected to develop policies, procedures, and internal controls to comply with applicable anti-bribery and anti-corruption laws and to ensure that subcontractors, agents, and anyone acting on their behalf also comply with such laws. Suppliers and those acting on their behalf shall not promise, offer, or accept any bribe, improper fee, kickback, gift, entertainment, or other item of value to or from another person or entity in exchange for procuring or retaining business. Suppliers are also not permitted to make any charitable contributions or political donations

2900 Inland Empire Blvd., Ontario, CA 91764 USA

 +1 973 386 9696  +1 973 386 9191  sales@maurymw.com  maurymw.com

in order to obtain or maintain business. Suppliers and those acting on their behalf are also forbidden from providing or assisting with payments to anyone and are required to promptly report any requests for questionable or improper payments.

- No engagement with individuals or organizations engaged in illicit activities, including, without limitation, money laundering, terrorism, human trafficking, child labor, the sexual exploitation of individuals, and modern slavery.
- Safeguarding of all confidential and/or proprietary information related to Maury Microwave and our clients, customers and employees. Confidential and proprietary information must be used appropriately and as permitted under the governing contract and applicable law. This includes personal, corporate, technology, proprietary, intellectual property, and material non-public information.
- Providing workers with access to confidential and clear procedures to raise workplace concerns, timely and fair investigation, transparent resolution of complaints and protection from retaliation.
- Developing and maintaining policies and procedures consistent with the ILO Conventions, the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, as well as Maury Microwave's Standards of Conduct and Cultural Pillars.
- Maintaining accountability procedures for suppliers, sub-contractors, and/or business partners, including: training on human rights policies, monitoring and addressing human rights risks, and/or documenting compliance with human rights policies.
- Providing fair and competitive compensation and benefits to workers that meet or exceed the requirements of applicable laws related to wages, hours, benefits and equal pay for equal work.
- No participation in any practice that promotes any form of modern slavery, including forced, indentured or bonded labor, human trafficking,

2900 Inland Empire Blvd., Ontario, CA 91764 USA

 +1 973 386 9696  +1 973 386 9191  sales@maurymw.com  maurymw.com

- involuntary prison labor, or forced overtime. This includes, but is not limited to, withholding wages or security payments, confiscating identity documents, and restricting workers' freedom of movement or ability to terminate employment. Workers must be given written contracts in their native language and freely enter into such contracts before beginning work.
- No utilization of child labor. This includes verifying the ages of all workers. A "child" is any person under the age of 15 (or 14 where the law of the country permits), or under the local legal minimum age for work or mandatory schooling, whichever is greatest.
 - Supporting the recruitment, development and retention of a diverse and inclusive workforce.
 - Promoting environmental sustainability by monitoring and mitigating the negative environmental impacts of operations in the areas of greenhouse gas emissions, energy and water consumption, and waste and green building certifications.
 - No exchanging of gifts between a supplier and a Maury Microwave employee with a total value exceeding \$100 USD (or non-U.S. currency equivalent) in a single calendar year. Suppliers are prohibited from providing or offering cash, gifts or anything of value to employees, government officials, or other Company representatives in an effort to obtain or retain business, and employees of Maury Microwave are likewise prohibited from engaging in such conduct. Political contributions must not be made on behalf of, or as a representative of Maury Microwave in an attempt to influence a business relationship or to request influence of a political figure in favor of Maury Microwave.

We reserve the right to monitor compliance with this Supplier Code using a reasonable and risk-based approach suitable for small businesses as well as larger businesses with more established compliance programs. This may include verification through self-assessment, on-site audits and/or other methods of due diligence. We recognize that it may be more difficult for smaller and diverse-owned businesses to

2900 Inland Empire Blvd., Ontario, CA 91764 USA

 +1 973 386 9696  +1 973 386 9191  sales@maurymw.com  maurymw.com

comply with some of the standards set forth. We are committed to working with these businesses to achieve a reasonable level of compliance given their unique circumstances and challenges. We may request that suppliers provide written substantiation of compliance, including policies, procedures, and information regarding the issues addressed herein. We expect our suppliers to monitor their compliance with this Code while conducting business with or on behalf of Maury Microwave and to advise us promptly of any issues or concerns. Any supplier found to be in breach of this Code will be expected to remediate the violations in a timely manner. Failure to agree upon and implement a remediation plan could result in consequences up to and including the termination of the business relationship. If at any time a supplier or employee believes that a Maury Microwave employee or supplier has acted in contravention of this Code or Maury Microwave's Code of Conduct, they should report concerns to Human Resources at HR@maurymw.com. Maury Microwave prohibits retaliation, intimidation, or harassment against anyone who reports a suspected violation in good faith.

2900 Inland Empire Blvd., Ontario, CA 91764 USA

 +1 973 386 9696  +1 973 386 9191  sales@maurymw.com  maurymw.com