



An ISO 9001:2015 certified company

Code of Conduct

Deltech, Inc. (Deltech Furnaces) is committed to the highest standards of ethics and business conduct.

Deltech's officers, directors, employees, and sales representatives must comply with the law, honor their commitments, act in good faith, uphold Deltech's values, seek to advance the interests of stakeholders, communicate openly and effectively, and hold themselves accountable. We hold our suppliers to the same standards (refer to our Supplier Code of Conduct).

Deltech is committed to maintaining full compliance with all federal, state, and local laws and regulations applicable to our operations.

We expect everyone at Deltech as well as our suppliers to raise legal or ethical compliance concerns. Report any such concerns directly to Deltech's co-owners. We prohibit taking adverse action against anyone who reports conduct that they reasonably believe to be illegal or otherwise in violation of our Code of Conduct. No employee can be discharged, demoted, suspended, threatened, harassed, or in any other way subject to adverse treatment in

connection with their employment because they reported conduct that they reasonably believed to be illegal or in violation of this code.

Everyone at Deltech in addition to our suppliers and visitors must comply with all applicable environmental, health, and safety laws, regulations, and directives.

All Deltech officers, directors, and employees as well as visitors to our facility are expected to comply with the discrimination, harassment and substance abuse policies and prohibitions detailed in our Employee Handbook and Supplier Code of Conduct.

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