



Deltech Furnaces
We Build The Furnace To Fit Your Need®

An ISO 9001:2015 certified company

Supplier Code of Conduct

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

Overview

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.

Our suppliers are critical to our success and our ability to provide superior products and services in a responsible manner. As a vital part of our team, we have the same expectations of our suppliers for ethics and compliance as we have for our officers, directors, employees, and representatives.

This Supplier Code of Conduct sets forth our expectations for each of our product and service suppliers. Deltech understands and expects that our product and service suppliers will have

their own internal codes of ethics and conduct. This Code is not intended to be an exhaustive list of all ethical and business conduct requirements to be followed by our suppliers.

It is also not intended to conflict with or modify the terms and conditions of your contracts with Deltech. If a contract requirement is more restrictive than this Code, you must comply with the more restrictive contract requirement.

Ethics and Compliance Program

You are responsible for ensuring that your directors, officers, employees, representatives, and business partners understand and comply with the expectations set forth in this Code.

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 relative to your transactions with Deltech. Report any such concerns directly to Deltech's co-owners.

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 anti-discrimination, anti-harassment and substance abuse policies and prohibitions as detailed in our [Employee Handbook](#).

Commensurate with the size and nature of your business, you must have management systems, tools, and processes in place that ensure compliance with applicable laws, regulations, and the

requirements set forth in this code; promote an awareness and commitment to ethical business practices, including, without limitation, the expectations set forth in this code; facilitate the timely discovery, investigation, and disclosure (to Deltech and others, as appropriate), and implementation of corrective actions for violations of law, regulations, or the expectations set forth in this code; and provide training to your employees on compliance requirements, including the expectations set forth in this code.

Quality

Your products and services must be designed, produced, and delivered with the paramount considerations being the safety and health of your employees and customers. You must have established quality assurance processes to detect, communicate to Deltech, and correct defects to ensure delivery of products and services that meet or exceed contractual quality, legal, and regulatory requirements. All required inspection and testing operations must be completed properly by appropriately authorized and qualified individuals, and any required certifications must be completed accurately.

Counterfeit Parts

You shall ensure the existence of methods and processes to minimize the risk of introduction of counterfeit parts into final products; detect counterfeit parts and materials; provide notification to recipients of counterfeit products; and remove any counterfeit parts from the final products.

For more information on identifying counterfeit parts, visit

https://www.sba.gov/sites/default/files/2018-02/counterfeit_parts_workbook.pdf

Environmental Health and Safety

You must comply with all applicable environmental, health, and safety laws, regulations and directives. You must also assure safe and healthy work environments for your employees and business invitees.

Information Protection

You must respect the legitimate proprietary rights and intellectual property rights of Deltech. You must take proper care to protect sensitive information, including confidential, proprietary and personal information. You should not use such information for any purpose other than the business purpose for which it was provided, unless you receive express written permission from a Deltech owner.

Cybersecurity

You must safeguard and protect all information we provide to you and information that you generate or develop in support of our projects from unauthorized access, destruction, use, modification, or disclosure.

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