

The Ralliant Supplier Code

A Shared Commitment





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Our Shared Commitment

Acting with Integrity

At Ralliant, we are committed to doing business with integrity. Suppliers, like you, are a huge part of our success. Work the right way, with honesty and transparency, and ensure *your* Suppliers and employees do the same.

Complying with Laws and Regulations

As a Supplier, you're a member of the Ralliant family. We expect you to work legally and ethically, and to follow all applicable laws, regulations, guidelines, industry codes and corporate codes (including this one). If you find that more than one law or regulation applies, follow the stricter standard. Always, use good judgment and ask questions whenever you're in doubt about the right thing to do.

Complying with the RBA Code

Ralliant supports the Responsible Business Alliance Code of Conduct (RBA Code). The RBA Code promotes safe and respectful working conditions as well as environmentally responsible business operations. We expect you as our Supplier to read and implement the RBA Code.



Ralliant People & Culture

Treating Each Other with Respect

We promote the kind of workplace where we can all do our best work – free of bullying, abuse and harassment. Harassment can take many forms (including physical, verbal, written and sexual) and can happen at any location. It can also be carried out by employees as well as customers, contractors and other suppliers. We expect that all of our Suppliers will promote the same kind of workplace free of harassment and other unwelcome conduct by interacting in positive and productive ways and speaking up when you witness, experience or suspect something wrong.

Inclusion & Diversity

We celebrate diversity and respect the viewpoints and cultural differences of others. We believe in equality and strongly oppose any form of discrimination. As our Supplier, we look to you to do the same. Be fair and treat everyone with dignity. Actively seek out different opinions, put together diverse teams and never base employment-related decisions (such as hiring and promoting) on protected characteristics such as, but not limited to, race, color, national origin, religion, sex, age, marital status, disability, veteran status, sexual orientation, gender identity or gender expression.

Health, Safety & Security

We put people's safety first and work to minimize safety hazards (including substance abuse and physical security violations). As our Supplier, we expect you to follow all applicable laws, regulations, guidelines, industry codes and corporate codes and to also implement your own safety and health practices (like emergency plans and trainings) to prevent harm to people.



Ralliant Customers & Suppliers

Fair Competition

We believe in a free and open market. We compete fairly and we expect our Suppliers to do the same. Follow all antitrust and fair competition laws. Never agree, or appear to agree, with competitors to restrict trade, limit production or boycott others, and never exchange sensitive information with competitors (like prices, bids or costs). Be transparent in all your dealings, and be honest about our company and your relationship with us.

Anti-Bribery & Anti-Corruption

We succeed based on the merit of our products and services and prohibit acts of bribery and corruption. As our Supplier, know and follow all applicable anti-corruption laws including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and the OECD Anti-Bribery Convention. Never offer, give or accept anything of value to get business, keep business or gain an unfair advantage.

Strict rules often apply when working with the government. Do not offer *anything* of value to a government official or employee without obtaining approval in advance. Also, never make a payment to a government official to speed up an action, like processing paperwork or issuing visas. Payments like these are called “facilitation payments” and are not allowed under our policies.



Ralliant Customers & Suppliers

Gifts, Business Entertainment & Travel

We believe that the exchange of gifts and entertainment can be a normal part of doing business, but we don't allow the practice to influence our actions or the actions of others. As our supplier, only offer or accept items when they are reasonable, customary and have no influence on the decisions you make. Also, be sure offers are infrequent, of nominal value and never take the form of cash. Seek approval before giving anything of value to government officials and healthcare professionals (HCPs) and refuse or return anything that is not in line with our policies.

Healthcare Laws & Regulatory Requirements

We understand the higher standards and stricter laws that regulate healthcare. As our Supplier, know and follow all laws that apply to the approval, manufacture, marketing and sales of healthcare products and devices.

Special requirements apply when interacting with HCPs or healthcare companies. If you are a Supplier that works in a healthcare space, act with integrity and demonstrate your commitment to patient care at all times. Never offer HCPs improper inducements (including payments, kickbacks, bribes or rebates) to influence prescribing behavior, purchases, recommendations or formulary decisions.

Import, Export & Trade Compliance

We are proud to serve customers and clients around the world. As our Supplier, we expect you to know and follow all requirements that apply to selling or distributing products, services and technologies across borders.

In doing business around the world, we have a zero tolerance approach to any form of human rights abuse. Our commitment to respect human rights and combat some of the worst forms of human rights abuse including, but not limited to, forced or compulsory labor, child labor and human trafficking, is further outlined within the dedicated 'Human Rights' section of this Code.



Safeguarding Ralliant

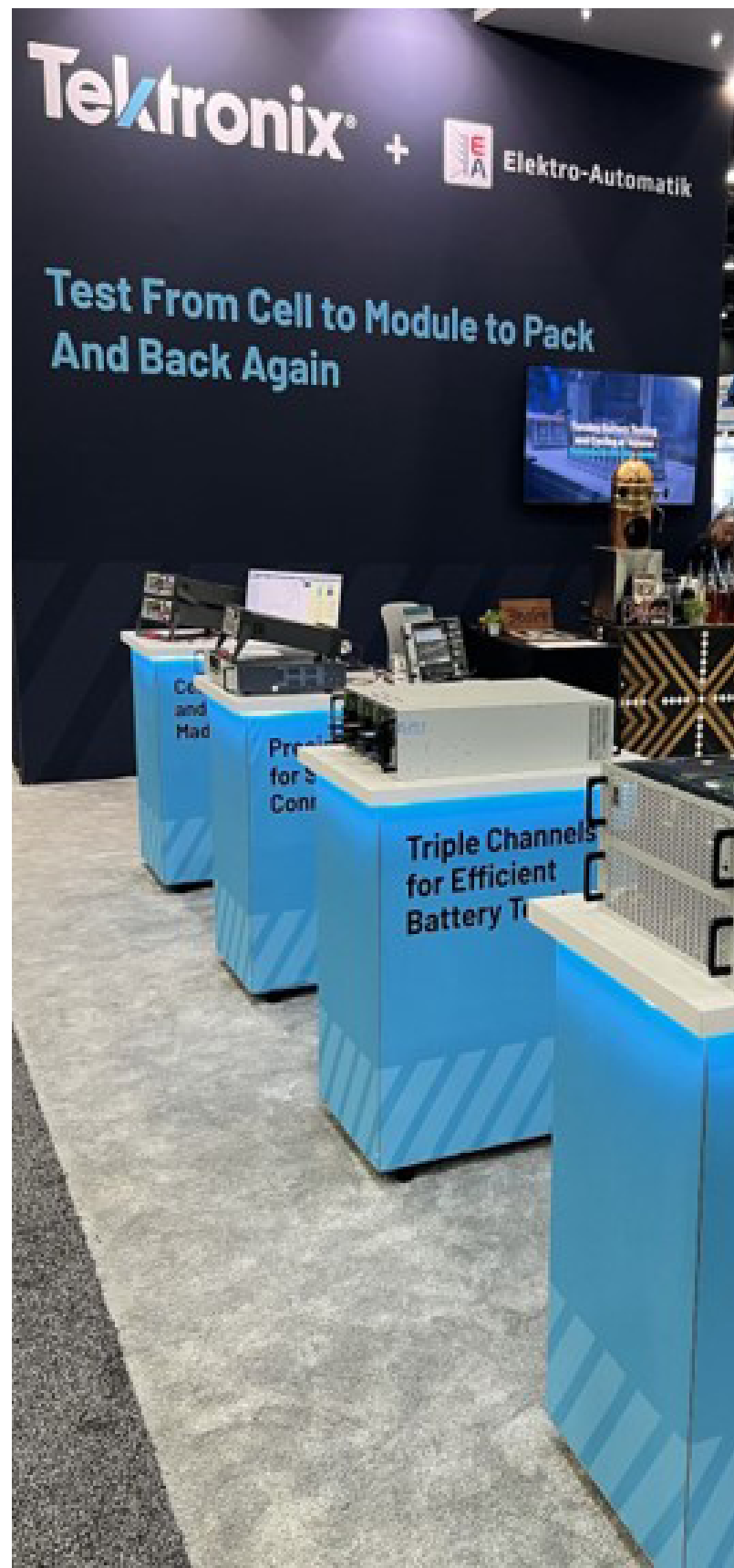
Product Quality

We are committed to the development of safe, dependable products that meet or exceed the quality expectations of our customers. As our Supplier, ensure all products, services and technologies meet appropriate inspection, testing, quality criteria and safety regulations everywhere we operate.

Be responsible and accountable for quality and safety, and never make changes to product specifications, design, material or processes without our express agreement and authorization. Lastly, ensure that all products are appropriately labeled and delivered on time and that inspection and test results are accurately recorded.

Confidential Information & Intellectual Property

Information drives every aspect of our business, and we all have a duty to protect it. As our Supplier, collect, use and handle our confidential information and intellectual property responsibly. This includes information about our company, our employees, other companies with which we work and the customers we serve. It also includes our patents, trademarks, copyrights, trade secrets and data/data analytics.



Safeguarding Ralliant

Privacy & Data Protection

We support data protection laws around the world and take seriously our obligation to protect personal data entrusted to us. We recognize that every person has a right to privacy. As our Supplier, we expect you to use personal data or information according to the agreed purposes. Implement appropriate security measures to protect against accidental or unlawful destruction, loss, alteration or unauthorized disclosure or access. Speak up immediately if you become aware of a data breach. When processing our data, comply with all applicable data protection laws and regulations (including the EU General Data Protection Regulation). Ensure that any party you engage that has access to our data also complies with applicable data protection laws.

Conflicts of Interest

We're committed to making business decisions that are objective and impartial; and we expect no less from our Suppliers. Avoid any situation or relationship that creates or appears to create a potential conflict between your own interests and the interests of our company. Conflicts could arise out of outside employment, personal relationships, financial interests, board memberships or business ventures. If you become aware of a potential conflict of interest, disclose it immediately and seek guidance to determine the appropriate course of action.



Safeguarding Ralliant

Financial & Business Records

We understand that accurate and complete records drive good business decisions and inspire trust. As our Supplier, create and maintain documentation that demonstrates compliance with all applicable laws, regulations, guidelines, industry codes and corporate codes. Never alter, falsify, tamper, remove or destroy information on any record or document, and never lie to anyone when working on our behalf. By recording transactions honestly and accurately and reporting any suspicious activity, you will help preserve our financial integrity.

Insider Trading

Through our work, we may become aware of information that is not known to the public and could affect the price of securities (“inside information”). We never trade on inside information, tip others so they may trade or share inside information with those who don’t need the information to do their job. As our Supplier, we expect the same. Be careful not to trade in any publicly traded securities, including Ralliant’s, if you have been exposed to inside information. This could include information about changes in executive leadership, financial results, new product plans, planned mergers or acquisitions, or sale of company assets or subsidiaries.



Ralliant Government Business & Communities

Interacting with Governments

Conducting business with government agencies can be complex, and it's important to work honestly, transparently and with integrity. Know and follow all applicable rules concerning the government contracting process everywhere you operate. Compete fairly, protect any government property or sensitive information entrusted to you, properly conduct all testing and inspections, and make sure all representations and certifications that you submit are accurate and truthful.

Environmental Protection & Sustainability

We understand the impact our businesses can have on our environment, so we take our duty to protect it seriously. As our Supplier, operate cleanly, efficiently and sustainably. Promote resource-saving and recycling, diversify your energy sources and dispose of waste in environmentally sound ways. If an incident occurs which threatens the health, safety, security or environment of people in or around the places we operate, notify the appropriate authorities immediately.

Human Rights

We believe every person deserves to be treated with dignity. We are committed to respect human rights in line with the Guiding Principles on Business and Human Rights, especially including people's Fundamental Principles and Rights at Work as defined by the International Labor Organization (ILO). To live up to this commitment, we continually work to ensure due diligence in the

management of our entire supply chain. This helps us better understand, prevent, mitigate and, where needed, remediate any potential issues.

It is important that we work with like-minded partners. As our Supplier, respect human rights in everything you do. Support international efforts to protect human rights, including the abolition of forced or compulsory labor, child labor and human trafficking. Combat discrimination in all its forms, and provide employees with reasonable working hours, fair wages, safe working conditions, and protection from harassment and violence. Respect employees' rights to freely associate and join unions, and to speak openly about working conditions. Lastly, choose your own Suppliers responsibly, monitor them closely, and take corrective action when needed.



Speak Up! Complying With the Code

Choosing the right business partners is important to us. This Code reflects our principles and expectations for Suppliers. We expect you as our Supplier to reflect our values of integrity and compliance, and to commit to respect human rights and uphold the highest ethical standards as outlined in this Code. As such, we expect that you make this Code available to all workers at your global sites of operation.

At Ralliant, we explicitly encourage everyone to report any actual or suspected non-compliance with this Code or any related applicable law or policy. We expect that Suppliers will implement their own Speak Up! procedures that respect the confidentiality of the reporter, in accordance with local law, and provide protections from retaliation. Suppliers should report any actual or suspected violations of this Code, laws or regulations, or company policy in connection with the work you do for us. Speak Up! whether your question or concern involves people at your organization, your suppliers, or at Ralliant. You can report concerns through your local business contact, who will escalate your concern, or our Ralliant Speak Up! Helpline either by phone or online, both available at ralliant.ethicspoint.com. Both of these reporting options are available 24/7. Dedicated phone staff speak over 20 languages, and you may report anonymously, where permitted by law.

The existence and the details of the report and any subsequent investigation will be kept confidential and will not be disclosed to anyone in Ralliant outside of those authorized to access the concern. Ralliant absolutely prohibits retaliation of any kind against anyone

who makes a report or participates in an investigation.

We encourage all suppliers to first raise their concerns internally via Ralliant reporting channels provided on the Speak Up! website. However, nothing in this Code prevents suppliers or others from reporting any potential violations of laws directly to the relevant external competent authorities. For information on the relevant external authorities or other reporting channels, please visit our Speak Up! website, ralliant.ethicspoint.com.



Requirement for Suppliers

To be sent back before commencement of work.

This Supplier Code of Conduct is to be signed at the highest level of your organization.

NAME

SIGNATURE

DATE

