



SUPPLIER CODE OF CONDUCT

Superior Reliability & Performance

We at Coherent are proud of our reputation for excellence; a reputation based on our commitment to the highest ethical standards. We expect our suppliers to meet these standards as well.

This Code of Conduct defines the basic requirements for Coherent suppliers to ensure each supplier and its employees uphold the highest standards of ethics, is compliant with international and local laws, provide safe working conditions, and impart business operations that are environmentally responsible.

A. Ethics and Compliance with Laws

- a. Business Integrity
Prohibit any and all forms of corruption, extortion, and embezzlement.
- b. Bribery
Bribes or other means of obtaining undue or improper advantage are not to be offered or accepted. Supplier shall ensure that its employees will not tolerate or engage in any form of corruption or bribery, including any payment or other form of benefit for the purpose of influencing decision making in violation of the applicable law.
- c. Disclosure of Information
Information regarding business activities, financial situation, and performance is to be disclosed in accordance with applicable regulations and industry practices.
- d. Intellectual Property
Intellectual property rights are to be respected and protected from unauthorized disclosure or access.
- e. Legal
Applicable international and local laws are to be followed.

B. Labor

- a. Freely Chosen Employment
All work will be voluntary.
- b. Child Labor Avoidance
Child labor is not to be used in any stage of manufacturing. The term "child" refers to any person under the age of 15 (or 14 where the law of the country permits), or under the age for completing compulsory education, or under the minimum age for employment in the country.
- c. Working Hours
Comply with the maximum number of working hours as stipulated in the applicable laws.
- d. Wages and Benefits
Compensation paid to workers shall comply with all applicable wage laws.



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- e. **Control Hazards**
Best reasonable possible precautionary measures are to be taken to control hazards and avoid accidents and occupational diseases.
 - f. **Humane Treatment**
Any unacceptable treatment of employees such as mental cruelty, sexual harassment or discrimination will not be tolerated.
 - g. **Non-Discrimination**
Commitment to a workforce free of harassment and unlawful discrimination is essential.
 - h. **Freedom of Association**
Respect the rights of workers as established by local law to associate freely on a voluntary basis, seek representation, join or be represented by works councils, and join or not join labor unions.
- C. **Health and Safety**
- a. **Occupational Safety**
Take responsibility for the health and safety of employees.
 - b. **Control of Hazards**
Take best reasonable possible precautionary measures against accidents and occupational injuries or diseases.
 - c. **Industrial Hygiene**
Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled. When hazards cannot be adequately controlled, worker health is to be protected by providing appropriate personal protective equipment and programs.
 - d. **Training**
Provide training and ensure that employees are educated in health and safety issues.
- D. **Environmental**
- a. **Environmental Permits**
All required environmental permits, approvals, and registrations are to be obtained, maintained and kept current.
 - b. **Environmental Laws**
Supplier commits to comply with all applicable environmental laws and to make continuous improvements in environmental protection.
 - c. **Product Content Restrictions**
Adhere to all applicable laws, regulations, and customer requirements regarding prohibition or restriction of specific substances.