



Service Provider and Contractor Standards of Ethics and Business Conduct Code

Thales Defense & Security, Inc. (Thales) is committed to conduct business in accordance with the highest standards of ethics and business conduct, with honesty, integrity, respect and in accordance with all applicable rules of law.

All on-site service providers, and/or contractors are required to treat all Thales employees and coworkers with respect and courtesy as well as to promote and maintain a working environment conducive to productivity and free from all forms of harassment, whether based on gender, gender identity, age, race, national origin, religion, disability, sexual orientation, marital status, or membership in any other legally protected group.

Harassment is defined as verbal or physical conduct or behavior that is unwelcome or unsolicited. Harassment occurs when the conduct or behavior:

- is made either implicitly or explicitly a term or condition of employment;
- has the purpose or effect of creating an intimidating, hostile or offensive work environment;
- has the purpose or effect of unreasonably interfering with an individual's work performance; or

Harassing conduct includes but is not limited to: epithets, slurs, negative stereotyping or threatening, intimidating, or hostile acts (including acts claiming to be "jokes"), inappropriate discussions, foul language, displaying written/graphic material of offensive nature, or making verbal comments or gestures that disparage or show hostility toward anyone. Prohibited conduct also includes harassing anyone because of their association with a member of a legally protected group.

A hostile work environment exists when one's behavior within a workplace creates an environment that is difficult or uncomfortable for another person to work in. A hostile work environment is one in which a person or a group experience harassment, intimidation aggression or bullying. Misconduct is not limited to any role within the workplace, therefore both peers and supervisors may be offenders.

Discrimination occurs when someone is treated unfairly based on one or more unique elements of their identity. Below are a list of indicators that point towards workplace hostility:

- Comments or actions related to race
- Comments or actions related to religion
- Comments or actions related to sex

- Comments or actions related to gender identity
- Comments or actions related to disability

People with other unique identifying qualities can also experience discrimination. If you feel threatened at work because of your personal identity, the actions of the offender are likely discriminatory. Offensive jokes are also forms of discrimination when directly connected to identity.

On-site service providers and contractors shall comply with Thales' "**Service Provider and Contractor Standards of Ethics and Business Conduct Code**", or alternatively, equivalent business ethics and conduct standards of the Supplier. Service providers and contractors have an ethical obligation and legal responsibility to notify Thales of any acts of impropriety or illegal conduct, which service providers and contractors discover, or reasonably should have discovered, in the course of performing services associated with a Thales Purchase Order. Any complaints of harassment must be immediately reported.

Because Thales takes allegations of harassment seriously, it will promptly and thoroughly review all complaints of harassment, and take appropriate action, as warranted under the circumstances. All are expected to cooperate with the investigation of a harassment complaint. Providing false information during the course of the investigation of a harassment complaint is a serious offense which may result in further action, up to termination of the contract.

Further, Service providers and contractors shall be required to execute a "Service Provider and Contractor Standard of Ethics and Business Conduct Code, Acknowledgement and Certification of Receipt form prior to the commencement of any work.

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Acknowledgment and Certification of Receipt

- Service Provider or Contractor receipt of the “***Service Provider and Contractor Standards of Ethics and Business Conduct Code***”
- Service Provider or Contractor understands that they are required to know and comply with the policies and requirements set forth in the Code of Conduct.
- Service Provider or Contractor agree to perform all services and to act within any and all stated principles of business ethics and conduct, as described in the Thales **Service Provider and Contractor Standards of Ethics and Business Conduct Code**.

Service Provider or Contractor’s cognizant authority acknowledges that they have received a copy of the “***Service Provider and Contractor Standards of Ethics and Business Conduct Code***” and that they have read, understand and will abide by the Code of Conduct. The Service Provider or Contractor’s cognizant authority understands that each of their employees is responsible for knowing and adhering to the principles and standards of the Code of Conduct and also understands that violations of the Code of Conduct are cause for corrective action, which may result in contract termination.

Cognizant Authority Signature: _____

Print Name: _____

Title: _____

Company: _____

Date: _____

Please return this signed Certification to Buyer

Revision History

Rev.	Author	Change Description
1	L. Brown	Initial release
2	L. Brown	Title Revision and General change to Terms for Service Providers