

LANZEN INCORPORATED SUPPLIER CODE OF CONDUCT

Lanzen Incorporated is committed to conducting business with integrity, accountability, and respect for people, the environment, and the communities in which we operate. We expect our suppliers, subcontractors, consultants, and business partners ("Suppliers") to share these values and comply with this Supplier Code of Conduct. Suppliers are responsible for ensuring these standards are communicated throughout their own supply chains and are expected to require similar standards from their subcontractors and suppliers.

1. Compliance with Laws

Suppliers shall comply with all applicable federal, state, local, and international laws and regulations governing their operations, including but not limited to:

- Employment laws
- Environmental regulations
- Occupational safety requirements
- Import and export regulations
- Anti-corruption laws
- Trade sanctions
- Data privacy regulations

2. Human Rights and Labor Practices

Lanzen is committed to protecting fundamental human rights.

Suppliers shall:

- Prohibit child labor.
- Prohibit forced, bonded, indentured, involuntary, prison, or trafficked labor.
- Employ workers voluntarily.
- Verify employees meet minimum legal working age requirements.
- Respect workers' legal rights regarding freedom of association and collective bargaining.
- Provide fair wages and legally required benefits.
- Comply with applicable working hour laws.
- Maintain a workplace free from harassment, abuse, intimidation, or discrimination.

Employment decisions shall be based on qualifications and performance without regard to race, color, religion, sex, age, disability, national origin, veteran status, or any other protected characteristic.

3. Health and Safety

Suppliers shall provide a safe and healthy workplace by:

- Maintaining compliance with OSHA and applicable safety regulations.
- Identifying and reducing workplace hazards.
- Providing appropriate safety training.
- Supplying required personal protective equipment.
- Maintaining emergency preparedness procedures.
- Reporting and investigating workplace incidents.
- Promoting continuous improvement in workplace safety.

4. Environmental Responsibility

Suppliers are expected to minimize environmental impact by:

- Complying with all environmental laws and regulations.
- Properly handling and disposing of hazardous materials.
- Reducing waste whenever practical.
- Conserving energy and natural resources.
- Preventing pollution.
- Supporting sustainable manufacturing practices.

5. Business Ethics

Suppliers shall conduct business honestly and ethically.

Suppliers shall not:

- Offer or accept bribes, kickbacks, or improper payments.
- Engage in corruption or fraud.
- Falsify records or documentation.
- Misrepresent products or services.

Business records must accurately reflect all transactions.

6. Conflicts of Interest

Suppliers shall avoid situations where personal interests conflict with business responsibilities.

Any actual or potential conflict involving Lanzen shall be disclosed promptly.

7. Gifts and Business Courtesies

Suppliers shall not offer Lanzen employees gifts, entertainment, travel, favors, or anything of value intended to improperly influence business decisions.

Reasonable business courtesies of nominal value may be acceptable when permitted by applicable laws and ethical standards.

8. Confidential Information

Suppliers shall protect all confidential and proprietary information received from Lanzen.

Confidential information shall only be used for authorized business purposes and shall not be disclosed without written authorization.

9. Intellectual Property

Suppliers shall respect intellectual property rights and protect Lanzen's proprietary information, technology, drawings, specifications, and customer information.

10. Responsible Sourcing

Suppliers shall exercise due diligence regarding the sourcing of materials.

This includes compliance with applicable conflict minerals regulations and maintaining appropriate documentation demonstrating responsible sourcing practices.

11. Cybersecurity and CMMC Compliance

Lanzen Incorporated is committed to protecting Federal Contract Information (FCI), Controlled Unclassified Information (CUI), and other sensitive business information throughout its operations and supply chain. Suppliers are expected to maintain cybersecurity practices that safeguard the confidentiality, integrity, and availability of information entrusted to them.

Suppliers shall:

- Comply with all applicable cybersecurity laws, regulations, contractual requirements, and industry standards, including those applicable to the U.S. Department of Defense (DoD).
- Protect Federal Contract Information (FCI), Controlled Unclassified Information (CUI), and other sensitive information in accordance with applicable contractual and regulatory requirements.
- When required by contract, implement and maintain security controls consistent with NIST Special Publication (SP) 800-171 and achieve or maintain the applicable Cybersecurity Maturity Model Certification (CMMC) level.
- Comply with applicable DFARS cybersecurity requirements, including those related to safeguarding covered defense information and cyber incident reporting, when required by contract.
- Maintain appropriate administrative, technical, and physical safeguards to prevent unauthorized access, disclosure, alteration, loss, or destruction of Lanzen or customer information.
- Implement cybersecurity measures appropriate to the nature of their business, including access controls, multi-factor authentication where applicable, malware protection, secure system configuration, timely security updates, data backup, and employee cybersecurity awareness training.
- Promptly notify Lanzen of any actual or suspected cybersecurity incident, data breach, ransomware attack, or unauthorized disclosure that could impact Lanzen, its customers, or government information.
- Cooperate with Lanzen in responding to cybersecurity incidents and provide information reasonably necessary to assess potential risks or contractual impacts.
- Ensure that subcontractors and lower-tier suppliers with access to Lanzen information or government contract data maintain cybersecurity controls that meet applicable contractual and regulatory requirements.
- Upon reasonable request, provide evidence of compliance with applicable cybersecurity requirements, including certifications, assessments, or other documentation necessary to support customer or regulatory obligations.

Lanzen reserves the right to verify supplier compliance with applicable cybersecurity requirements through questionnaires, certifications, audits, or other reasonable means when required by customer contracts or regulatory obligations.

12. Quality

Suppliers are expected to:

- Maintain effective quality management systems.
- Deliver products that meet specifications.
- Prevent counterfeit parts or materials from entering the supply chain.

- Notify Lanzen immediately of any quality concerns that may affect delivered products.
- Support corrective actions and continuous improvement initiatives.

13. Information Security

Suppliers shall implement reasonable safeguards to protect Lanzen information from unauthorized access, disclosure, alteration, or destruction.

Where applicable, suppliers shall comply with cybersecurity requirements imposed by customer contracts or government regulations.

14. International Trade Compliance

Suppliers shall comply with all applicable:

- Export control laws
- Import regulations
- Economic sanctions
- Customs requirements

Suppliers shall not conduct business that could expose Lanzen to violations of trade restrictions.

15. Reporting Concerns

Suppliers are encouraged to report suspected violations of this Code or applicable laws.

Reports may be made through:

- Lanzen Management
- Purchasing Department
- Human Resources
- Legal Counsel

Lanzen prohibits retaliation against anyone who reports concerns in good faith.

16. Audits and Compliance

Lanzen reserves the right to assess supplier compliance with this Code through questionnaires, certifications, audits, or other appropriate means.

Suppliers shall cooperate with reasonable requests for information demonstrating compliance.

Failure to comply with this Supplier Code of Conduct may require corrective action and may result in suspension or termination of the business relationship.

17. Continuous Improvement

Lanzen encourages suppliers to continually improve their environmental, safety, ethical, quality, and operational performance.

We value suppliers who demonstrate a commitment to continuous improvement, innovation, employee development, and responsible business practices.

Supplier Acknowledgement

The undersigned acknowledges receipt of the Lanzen Incorporated Supplier Code of Conduct and agrees to comply with its requirements.

Company Name: _____

Authorized Representative: _____

Title: _____

Signature: _____

Date: _____