



## **BUSINESS PARTNER CODE OF CONDUCT**

RDI Inc. is committed to conducting business with integrity and the highest ethical, social, and environmental standards. We are also committed to complying with all applicable laws, rules, and regulations applicable to our business. We support the United Nations Convention Against Corruption and the United Nations Global Compact's ten principles that represent core values in the areas of human rights, labor, environment, and anti-corruption. Our core beliefs include employee dignity, safety and well-being, integrity and ethical behavior, and innovation.

We recognize that our business partners play an important role in our overall success, and RDI is committed to building strong business relationships with our business partners. Accordingly, RDI strives to conduct business with individuals and organizations that share our commitment to high ethical standards, and who operate in a socially and environmentally responsible manner. We ensure these relationships are founded on principles of integrity, high ethical standards, and compliance with all laws and regulations applicable to our business interests and operations.

The Business Partner Code of Conduct identifies important standards that are consistent with our corporate values. RDI expects all business partners to comply. The Business Partner Code of Conduct applies to all suppliers, vendors, agents, distributors, representatives, consultants, contractors, freight forwarders, and others who act on behalf of RDI.

Thank you for your commitment to the Business Partner Code of Conduct.

Barry Miller  
President



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### **Laws and Regulations**

RDI is committed to complying with all laws and regulations applicable to our business and requires that our business partners share this commitment.

### **Human Rights**

RDI is committed to protecting internationally recognized human rights and engaging in fair employment practices. RDI is committed to providing a safe, respectful, and diverse work environment that promotes health, well-being, and continuous learning. RDI requires that our business partners share this commitment and adhere to the following standards:

- Comply with all employment and labor laws, including but not limited to, those respecting freedom of association, privacy, equal employment opportunity, child labor, working hours, and right to reasonable compensation;
- Prohibit forced labor, involuntary labor, child labor, and human trafficking;
- Prohibit discrimination against employees based on race, religion, color, national origin, age, sex, sexual orientation, gender identity, marital status, genetic information, disability, or protected veteran status; and
- Prohibit harassment of any employee by another employee or third party.

### **Anti-Corruption**

RDI is committed to working against corruption in all its forms, including extortion and bribery. RDI prohibits the offer or acceptance of bribery in any form. RDI requires that our business partners share this commitment and adhere to the following standards.

- Comply with applicable laws and regulations concerning anti-corruption;
- Prohibit any form of corruption or bribery;
- Prohibit offering or accepting gifts or entertainment that could be considered a bribe, an exchange for preferential treatment, or an attempt to influence a business decision.

### **Business Ethics and Fair Competition**

RDI is committed to open and fair dealing with its business partners. RDI requires that our business partners share this commitment and adhere to the following standards:

- Comply with all competition laws applicable to business operations;
- Comply with all applicable laws when gathering competitive information;
- Not make any illegal or unethical attempts to restrain or limit competition in violation of competition laws;
- Not discuss or exchange prices with our competitors; and
- Not engage in any unfair, misleading, or deceptive trade practices.



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### **Data Protection, Confidential Information, and Intellectual Property**

RDI is committed to safeguarding the intellectual property assets and confidential and proprietary information of RDI as well as that of our business partners. RDI requires that our business partners share this commitment and adhere to the following standards:

- Comply with all applicable laws concerning privacy and data protection; and
- Respect, protect, and secure the intellectual property and confidential and proprietary information of RDI as well as other business partners.

### **Environment, Health, and Safety**

RDI is committed to complying with all environmental, health, and safety laws and regulations in locations where we conduct business and providing a safe and healthy work environment. RDI supports a proactive approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility, and encourages the development and distribution of environmentally friendly technologies. RDI requires that our business partners share this commitment and adhere to the following standards:

- Comply with all environmental, health, and safety laws and regulations that apply to business operations;
- Incorporate sustainable practices that minimize the impact on the environment and encourage the reuse of all materials;
- Provide accurate information to government authorities in connection with applications for any environmental permit, approval, or in any reports that are required to be filed with such authorities;
- Not make any improper payments to obtain permits, licenses, certifications, or to resolve any other environmental issues; and
- Utilize safety practices that minimize employee injuries and occupational diseases.

### **Trade Compliance**

RDI is committed to compliance with applicable trade control laws and regulations. RDI requires that our business partners share this commitment and comply with all applicable laws and regulations governing the exportation, re-exportation, re-transfer, and importation of commodities and technical data.

### **Quality**

RDI is committed to providing products and services that consistently meet our customers' expectations of quality and value. RDI continually monitors and improves our processes as a means to ensure overall customer satisfaction, achieve our quality objectives, and share best practices. RDI requires that our business partners share this commitment.



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### **Conflict Minerals**

RDI is committed to preventing the use of conflict minerals that fund armed conflict in the Democratic Republic of the Congo (“DRC”) and its adjoining countries. RDI Inc. requires our suppliers to source conflict minerals and will not knowingly engage with suppliers when RDI Inc. identifies a reasonable risk that such suppliers are sourcing from, or linked to, any entity and/or party violating basic human rights. Suppliers are required to notify RDI if any materials, components, or products sold to RDI contain conflict minerals and are required to respond to RDI requests to identify source of origin of the minerals.

### **Conflicts of Interest**

RDI is committed to making business decisions based on objective criteria and not based on private interests or relationships. RDI requires that our business partners share this commitment and not become involved in activities that are in conflict or incompatible with the interests of RDI.

### **Accurate Books and Records**

RDI requires that all financial transactions be recorded in a manner that accurately reflects the true nature of the transaction, in accordance with accepted accounting practices and all applicable laws and regulations. RDI requires that our business partners share this commitment.