

# ETHICS

## *Code of Conduct for Service Providers*

This Code of Conduct for Service Providers contains the legal and ethical business practice standards that are required for Service Providers of Teledyne Technologies Incorporated. To be useful, it should be kept handy and reviewed frequently. You should become familiar with its contents and use it as a guide to assure you are complying with Teledyne standards.



## FOREWARD

Teledyne Technologies Incorporated, including its business units, subsidiaries and affiliates, has one standard of ethical business conduct and an unwavering commitment to uphold that standard. We will conduct business in an ethical and proper manner at all times and in full compliance with all laws and regulations in the countries in which we operate. We view these as the fundamental standards underlying our approach to doing business, and we expect our suppliers, contractors, agents, consultants, representatives and distributors, both domestic and international, to adhere to these standards as well. If you are aware of conduct involving Teledyne that does not uphold these standards, we ask you to report it to one of the resources provided at the end of this Code.

A good reputation is difficult to earn, easy to lose and almost impossible to regain. We must not lose sight of this. Together we have what it takes to compete at the forefront of our chosen market segments. We are relying on your integrity, continued dedication and adherence to the requirements in this Code of Conduct to help keep us there.

Thank you for doing your part to maintain an ethical business environment.



Robert Mehrabian  
*Chairman, President and Chief Executive Officer*  
*Executive Chairman (effective January 1, 2024)*



Edwin Roks  
*Executive Vice President*  
*Chief Executive Officer (effective January 1, 2024)*

*November 2023*

## INTRODUCTION

Teledyne Technologies Incorporated is a company committed to more than just adherence to laws and regulations. We strive for the highest level of integrity, respect and ethics in our dealings with each other, our customers, our stockholders, the public and government agencies. We will conduct our business in manner consistent with the well-being of the communities in which we work and of those who buy and use our products. We expect the same from our suppliers, contractors, agents, consultants, representatives and distributors (collectively “Service Providers”). In this booklet, Teledyne Technologies Incorporated includes the corporation’s business units, subsidiaries and affiliates, wherever located, and is referred to as Teledyne, Teledyne Technologies, or the Company.

This Code of Conduct applies to every Service Provider who has a business relationship with Teledyne. In conducting business with or on behalf of Teledyne, you share the responsibility for fully implementing the ethical and lawful business practices of our Company. We are committed to ethical and lawful business practices and are willing to take corrective action if a Service Provider does not meet the requirements set forth in this Code of Conduct. That corrective action may include terminating our business relationship with a Service Provider that does not comply with these requirements. Pursuant to any audit rights set forth in our Service Provider contracts, please be advised that Teledyne reserves the right to exercise such rights to confirm compliance with the requirements set forth within this Code, among other laws and regulations.

## BUSINESS PRACTICE REQUIREMENTS

Teledyne expects its Service Providers, regardless of location, to adhere to the same workforce policy standards that Teledyne follows. Specifically, Service Providers are required to follow and periodically reconfirm their agreement to abide by these standards:

### *Compliance with Laws and Regulations and Contracts*

Every Service Provider must comply with all laws and regulations that apply to that Service Provider, its employees and its business activities (“applicable laws and regulations”). Teledyne Service Providers must comply with all terms, conditions, and other provisions specified in their contracts with Teledyne.

### *No Bribery or Money Laundering*

The Company has no tolerance for bribery or corruption in any aspect of its business or in any country in which we operate. Our Company policy prohibits engaging in any form of corruption, bribery, kickback, extortion, embezzlement or money laundering. We are committed not only to complying with all applicable laws and regulations regarding such activities, including but not limited to the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act, but also to acting with integrity and the highest ethical standards.

No Service Provider shall participate in, facilitate or permit any form of corruption, bribery, kickback, extortion, embezzlement or money laundering, whether with respect to public officials or to any other person. Service Providers shall comply strictly with all applicable laws and regulations, including requirements to keep adequate and accurate books and records, and with Teledyne’s policy set forth herein.

### *No Discrimination or Harassment*

No Service Provider shall discriminate in hiring or employment practices on the basis of any protected class including race, national origin, gender, age, sexual orientation, citizenship, marital status, disability, veteran status or religion. Service Providers shall provide a workplace free from violence, unlawful harassment and bullying.

### *Employment Practices*

Service Providers shall comply with all applicable laws and regulations regarding employment, including but not limited to such laws and regulations related to minimum wage, maximum work hours, overtime and benefits. Service Providers shall only employ individuals who are above the minimum working age as set forth in applicable laws and regulations. Service Providers should promote diversity, equality and inclusion in their employment and business practices.

### ***No Forced Labor, Child Labor, Slavery or Human Trafficking***

Service Providers shall not engage in, facilitate or use forced or involuntary labor or child labor. Service Providers shall not engage in or facilitate slavery or human trafficking and should assess their supply chains to ensure they are in compliance with this requirement.

### ***Drug Free Workplace***

Teledyne expects its Service Providers to maintain a workplace free from illegal drugs.

### ***Immigration Law Compliance***

Service Providers shall only employ workers with a legal right to work in the country in which the work is performed and shall validate the eligibility to work by reviewing relevant documents, as permitted by applicable laws and regulations.

### ***Safe Work Environment***

Service Providers shall maintain a safe and sanitary workplace that includes appropriate protective equipment, and is in compliance with applicable environmental, health and safety laws, rules and regulations.

### ***Environmental Practices***

Service Providers shall maintain and operate their businesses in an environmentally responsible manner. We recognize the importance of our environment and natural resources and encourage our Service Providers to embrace the responsibility to society of prudently using natural resources and preventing harm to the environment. Every Service Provider shall comply with applicable environmental laws and regulations, including but not limited to obtaining required environmental permits, providing required environmental reports, properly controlling air, land and water emissions and properly disposing of chemicals and waste products. Further, Service Providers are urged to implement Greenhouse Gas emission reduction goals and to enact business practices to improve climate and environmental sustainability.

### ***No Facilitation of Tax Evasion***

In addition to having zero tolerance for corruption or bribery, Teledyne has zero tolerance for any form of tax evasion. While it is acceptable for companies to engage in legitimate tax planning to openly and fairly minimize their taxes owed, tax evasion is an unlawful and intentional nonpayment or avoidance of a tax owed. Teledyne expects its Service Providers to have appropriate controls in place to avoid any involvement in facilitation of any illegal evasion of taxes relating to Teledyne business.

### ***Government Contracting***

Every Service Provider will comply with all applicable laws and regulations related to any involvement in government contracts or with government agencies or representatives. Such compliance includes not providing gifts or gratuities to government employees, except as permitted by law. Such compliance also includes complying with all terms, procedures and processes specified in government contracts or subcontracts. In addition, Service Providers who require the use of classified information to perform a government contract or subcontract shall ensure that such information is handled properly.

### ***Gifts and Gratuities***

Teledyne competes on the merits of its products and services and does not use the exchange of business courtesies or gifts to gain an unfair competitive advantage. We expect the same of our Service Providers in the offering or receipt of any gift or business courtesy.

Except for modest, incidental business meals and refreshments or promotional items of insignificant value, no Service Provider shall offer or provide to any Teledyne employee any gift, gratuity or other benefit. Any such meals, refreshments and promotional items shall not be given frequently or for the purpose of securing an improper business advantage. We expect our employees to discharge their duties in a fair and impartial manner, and we seek to avoid even the appearance of any form of impropriety, favoritism or conflict of interest.

### ***Conflicts of Interest***

Teledyne expects its Service Providers to avoid all conflicts of interest or situations giving the appearance of a potential conflict of interest in their dealings with Teledyne, and expects its Service Providers to report to Teledyne any situations of potential or apparent conflicts between their personal interests and the interests of Teledyne.

### ***Exports and Imports***

Every Service Provider shall be familiar with the applicable laws and regulations related to exports and imports and shall adhere strictly to all such laws and regulations. Such adherence shall include supplying accurate information, including correct export jurisdiction and classifications and product classifications under the Harmonized Tariff Schedule where applicable, and obtaining proper authorizations and documentation, such as export licenses or certificates of origin when required. Service Providers also shall not export to any country or person in violation of such laws or regulations.

### ***No Boycotts***

No Service Provider shall engage in or support boycotts or blacklisting of any person, group or country in violation of applicable anti-boycott laws or regulations.

### ***Eradicate Conflict Minerals***

Teledyne expects its Service Providers to take steps to determine if their products contain conflict minerals (tin, tantalum, gold, and tungsten) and if so, implement supply chain due diligence processes to identify sources of these minerals and support efforts to eradicate the use of conflict minerals which directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or adjoining territories.

### ***No Counterfeit Parts***

Teledyne expects Service Providers who supply products to Teledyne to maintain methods and processes appropriate to their products and services to minimize the risk of introducing counterfeit parts and materials into Teledyne products.

### ***Accounting***

It is our Company policy to comply with accepted accounting rules, controls and disclosures at all times and to ensure that our auditors are provided accurate information. No Service Provider shall knowingly participate in any scheme to avoid such accounting rules, controls or disclosures.

### ***Confidential and Proprietary Information***

Every Service Provider shall safeguard the Company's confidential and proprietary information. This obligation includes using commercially reasonable means to safeguard information technology systems on which Company information is stored or transmitted. In addition, Service Providers shall refuse any improper access to confidential or proprietary information of any other company, including our competitors and customers.

### ***Intellectual Property***

Every Service Provider shall respect the intellectual property rights of others and shall comply with applicable laws and regulations related to patents, copyrights, trademarks and trade secrets.

### ***Data Privacy***

Service Providers must protect Teledyne and its customers' confidential assets and information and design and maintain processes to provide appropriate protections for this information. They must protect personal information in compliance with all applicable local laws, and personal information provided by or on behalf of Teledyne shall only be used, accessed and disclosed as permitted by the Service Provider's contract with Teledyne.

### ***Accurate Technical Information***

It is our Company policy to provide technical information that is as accurate as possible to guide our Service Providers and customers in the proper manufacture and use of our products. No Service Provider shall knowingly record or use any false technical data.

### ***Cybersecurity and Generative Artificial Intelligence***

Each Service Provider must have adequate cybersecurity controls to prevent and identify potential cyber attacks on its network that could expose Teledyne and its customers' confidential information. We expect our Service Providers to notify us if they believe Teledyne information has been compromised in a cyber attack on their systems.

Teledyne also has a policy on the use of generative artificial intelligence ("AI") tools that prohibits the upload of Teledyne confidential information into a publicly available generative AI tool such as ChatGPT, limits the use of output from a publicly available generative AI tool in any Teledyne product, and includes measures designed to prevent bias, discrimination or violation of intellectual property rights resulting from the use of generative AI. This policy applies to all parties while doing business on behalf of Teledyne.

### ***No Insider Trading***

Service Providers shall not, directly or indirectly, take advantage of inside information in trading the Company's stock or the securities of any customer or supplier. In addition, inside information may not be disclosed or "tipped" to others. "Inside information" is any information that is not publicly known and that, if known, might be of significance to an investor in deciding whether to purchase, sell or hold the stock.

### ***Antitrust***

Every Service Provider must conduct itself in a manner that complies with applicable antitrust laws and regulations. No Service Provider shall discuss with any competitor prices or terms of sale regarding competing products, division of territories or markets, allocation of customers, or boycotts of customers or suppliers.

### ***Suspected Noncompliance***

Every Service Provider shall promptly evaluate and resolve any suspected instances of noncompliance with applicable laws and regulations or this Code. Service Providers are also expected to promptly report noncompliance matters affecting the Company to Teledyne's Senior Vice President, General Counsel, Chief Compliance Officer and Secretary, whose contact information is listed at the end of this Code. Furthermore, Service Providers should make their employees aware that they can report potential issues or concerns to Teledyne's ethics hotline or web portal also listed at the end of this Code.



### *Communication*

Service Providers shall communicate the standards set forth herein to their employees.

### *Sub-Tier Suppliers*

Commensurate with the size and nature of their business, Teledyne expects its Service Providers to ensure that any third parties that it engages to further its activities on behalf of Teledyne also uphold similar principles as those described within this document.

### *Audit Rights and Certification*

Subject to the relevant provisions in any agreements with the Company, Teledyne reserves the right to audit Service Providers' compliance with this Code. Additionally, Teledyne may request that Service Providers certify compliance with this Code. Service Providers shall provide written certifications upon request.

## RESOURCES / QUESTIONS / CONCERNS

If you have questions or concerns regarding any matter discussed in this Code of Conduct, you may contact:

### **Melanie S. Cibik**

Senior Vice President, General Counsel, Chief Compliance Officer and Secretary  
Teledyne Technologies Incorporated  
1049 Camino Dos Rios  
Phone: +1 (805) 373-4605  
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### **Esther Quartarone**

Senior Ethics, Anti-Corruption and Compliance Counsel  
Teledyne Technologies Incorporated  
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Email: [Esther.Quartarone@teledyne.com](mailto:Esther.Quartarone@teledyne.com)

Teledyne Technologies

Ethics Hotline: (877) 666-6968

Ethics Web Portal: [www.teledyne.ethicspoint.com](http://www.teledyne.ethicspoint.com)

International dialing instructions are available at [www.teledyne.ethicspoint.com](http://www.teledyne.ethicspoint.com)



## ACKNOWLEDGMENT

# ETHICS

## *Code of Conduct for Service Providers*

*“I have received and read the Teledyne Technologies Incorporated Code of Conduct for Service Providers, and acknowledge that I/we will abide by the Code.”*

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Name

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Company Name

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Signature

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Date

*If you are asked to certify compliance with the Code of Conduct, please sign and return this form to the Company point of contact that provided the Code to you.*

