

## **Teledyne’s Human Trafficking, Slavery and Child Labor Prevention Disclosure**

December 14, 2011

Updated: January 2, 2024

It is the policy of Teledyne Technologies Incorporated (“Teledyne”) to carry out its business ethically. Teledyne supports efforts to eliminate human trafficking, slavery and child labor.

The California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015, the Australia Modern Slavery Act of 2018, and Canada’s Modern Slavery Act of 2023 require Teledyne to disclose its recent efforts to eradicate human trafficking, slavery and child labor. Teledyne’s disclosure is as follows:

1. *Risk Assessment/Verification.* Teledyne has periodically assessed risks associated with its supply chain, including that of its subsidiaries and business units. Teledyne’s Supplier Risk Mitigation Procedure requires Teledyne companies to consider whether a supplier has a written policy barring the use of human trafficking, slavery or child labor or has otherwise certified to Teledyne that it will not engage in any such conduct when selecting its key suppliers. At this time, Teledyne believes it has a low risk profile with respect to human trafficking, slavery and child labor. This belief is based in part on information contained in the Trafficking in Persons Report 2022 published by the U.S. Department of State, and the 2022 U.S. Department of Labor’s List of Goods Produced by Child Labor or Forced Labor. While Teledyne’s supply chain is linked globally, Teledyne believes that the countries in which its suppliers are predominantly located and most items, components and parts supplied for its products are not of the type that would present significant risk of human trafficking, slavery or child labor. Because Teledyne does not believe its human trafficking, slavery and child labor risk to be significant, Teledyne has not employed a third party to verify its risk assessment. Moreover, our employee base, our work, and our recruiting and hiring practices are not typically characteristic of those associated with human trafficking, slavery or child labor.
2. *Auditing.* Because Teledyne does not believe this risk in its supply chain is significant, Teledyne has not audited its suppliers for compliance. To the extent this belief changes, Teledyne will consider stronger measures such as auditing or third-party verification for any suppliers that it determines present greater risk.
3. *Supplier Agreement.* In December 2023, Teledyne issued a Supplier Bulletin reminding suppliers of Teledyne’s ethical expectations for its suppliers, including a link to its “Ethics – Code of Conduct for Service Providers”. The Supplier Bulletin also contained a reminder of Teledyne’s requirement that suppliers not engage in or facilitate human trafficking, slavery or child labor. Teledyne’s “Ethics – Code of Conduct for Service Providers,” sets forth various policies of Teledyne and standards of business conduct expected from our suppliers. Among other things, these guidelines expressly require suppliers to comply with applicable laws and regulations. Such Code of Conduct makes it clear that Teledyne does not intend to do business with suppliers who are engaged in human trafficking, slavery or child labor. Additionally, such Code of Conduct restates Teledyne’s expectation that its suppliers provide a workplace free from harassment and discrimination, as well as a safe and sanitary workplace. In its standard terms and conditions of purchase, Teledyne requires its suppliers to agree to the terms of such Code of Conduct and includes a sentence

requiring its suppliers to represent and warrant that they do not and will not knowingly engage in any human trafficking, slavery or child labor.

4. *Internal Accountability.* Teledyne requires its employees to annually certify that they agree to abide by its “Global Code of Ethical Business Conduct” and provides annual ethics training to its employees. It also requires its consultants, sales representatives and distributors to agree to abide by its “Ethics – Code of Conduct for Service Providers.” Teledyne makes it clear in these Codes that Teledyne does not intend to do business with suppliers who are engaged in human trafficking, slavery or child labor. Additionally, in such materials, employees and service providers are encouraged to bring any concerns or suspicions relating to human trafficking, slavery or child labor, without fear of retaliation, to the attention of Teledyne’s Chief Compliance Officer, local ethics personnel, management, or the Ethics Help Line (1-877-666-6968; [www.teledyne.ethicspoint.com](http://www.teledyne.ethicspoint.com)). Employees are periodically reminded that the failure to comply with laws and Teledyne’s policies and guidelines may be grounds for disciplinary action, including termination. Agreements with consultants, sales representatives and distributors provide for termination for noncompliance with laws and standards of conduct. When acting as a U.S. Government contractor or subcontractor, Teledyne is governed by and complies with Federal Acquisition Regulation (FAR) 52.222-50, “Combating Trafficking in Persons.” Teledyne also flows down to its suppliers and subcontractors, as applicable, these same requirements.
5. *Relevant Training.* Teledyne employees are regularly assigned online human trafficking training. The most recent online training assignments were made in July 2023. In addition, an Anti-Slavery and Human Trafficking Alert is circulated annually and was last circulated in June 2023.
6. *Overall Compliance.* Teledyne maintains an ethics and compliance program that stresses Teledyne’s core values of integrity, respect, responsibility and citizenship. It also emphasizes accountability. This program is intended to ensure that Teledyne complies with all applicable laws and regulations and maintains a positive ethical culture.
7. *Applicability.* This policy applies to Teledyne and its business units and subsidiaries. In the United Kingdom it covers FLIR Systems Limited, Raymarine UK Limited, RIHL Limited, Teledyne Gas Measurement Instruments Limited and Teledyne UK Limited. In Australia it covers FLIR Maritime Asia Pty Ltd. and FLIR Systems Australia Pty Ltd. In Canada it covers ChartWorld Americas Maritime Services Ltd., FLIR Integrated Imaging Solutions, Inc., FLIR Unmanned Aerial Systems ULC and Teledyne Digital Imaging, Inc.

A form of this disclosure has been approved by the Nominating and Governance Committee of the Board of Directors of Teledyne Technologies Incorporated.

Melanie S. Cibik  
Executive Vice President, General Counsel, Chief Compliance Officer and Secretary  
Teledyne Technologies Incorporated

January 2, 2024