

Business Partner Code of Conduct

At Renishaw, we believe in **doing business responsibly**. Through a strong working culture, we encourage every member of our team to act lawfully and in ways that are in line with our core values of innovation, inspiration, integrity, and involvement.

That's why Renishaw operates within a Code of Conduct. This document is a summary of the Code as it applies to Renishaw itself as well as to Renishaw's customers, intermediaries, and supply partners ("Business Partners").

Business Partner Responsibilities

Renishaw expects its business partners to:

- Uphold high standards of ethical conduct with Renishaw and other third parties.
- Understand and adhere to the principles of the Code of Conduct, or the business partner's equivalent code.
- Respect and protect Renishaw's brand, reputation, information, and assets.

Equality, diversity, and inclusion

Support laws prohibiting discrimination and provide equal opportunities for employment, income, and advancement.

Harassment-free workplace

Provide a work environment that is free from intimidation, harassment, bullying and abusive conduct.

Health and safety

Follow applicable safety, security, and health rules and practices and identify any situations that may pose a health, safety, or security risk.

Intellectual property (IP) and confidential information

Protect third party confidential information and respect their IP just as you protect and respect your own company assets.

Product quality, safety, and stewardship

Meet all quality and safety specifications.

Conflicts of interest

Use good judgement and avoid situations that can lead to the appearance of a conflict. Manage any conflict of interests and demonstrate that you are responsible and transparent about how you do business.

Anti-bribery and corruption

Adopt a zero-tolerance approach to bribes and fraudulent behaviour.

Gifts and Hospitality

- Never give anything of value, that is inconsistent with local laws and regulations, to any government official or other third party.
- All gifts and hospitality, given or received, must be reasonable and proportionate.
- Do not accept or provide gifts or entertainment to anyone if the intention is to influence a decision improperly.
- Never offer gifts or accept them, in relation to, or at the time of, contract negotiations for (or with) Renishaw.

Global trade

Perform due diligence to ensure Renishaw does not do business with persons or entities that are:

- sanctioned parties,
- engaged in prohibited activities, and/or
- in a destination restricted by law or Renishaw's policy – see [Restricted Destinations \(renishaw.com\)](#) for the list

Ensure that any information provided for customs purposes is accurate.

Obtain all necessary import/export authorisations applicable to Renishaw's products.

Competition and antitrust

Renishaw does not condone or engage in any activity that may prevent, restrict, or distort competition. Do not enter into any anti-competitive agreements or discuss market share, including setting prices or dividing up customers, suppliers, or market sectors, with a competitor.

Anti-money laundering

Conduct business in a way that prevents money laundering and complies with all anti-money laundering, financial crimes, and anti-terrorism laws, wherever applicable.

Anti-facilitation of tax evasion

Commit to conducting business in an honest and ethical manner. Take a zero-tolerance approach to tax evasion and the facilitation of tax evasion.

Complete all tax declarations and documentation accurately and in line with local legal requirements.

Human rights

Conduct your business in a manner that respects the human rights and dignity of all, and support international efforts to promote and protect human rights, including an absolute opposition to slavery, human trafficking, child labour and any other human rights abuses.

Supply chain

Our expectations of our supply partners:

Conflict minerals

Comply with all applicable laws relating to product origin and manufacture, including laws aimed at providing conflict-free minerals.

Responsible supply chain

Ensure your own supply partners are committed to conduct business in line with Renishaw's core values.

Environmental stewardship

Minimise damage to the planet and your local area. Operate in full compliance with environmental laws and regulations.

Whistleblowing

If you see or suspect any violation of our Code, our policies, or the law, you should contact your local Renishaw representative, or for more serious matters, you can use our Speak Up (whistleblowing) service:

- Option 1 – By email – speakup@renishaw.com
- Option 2 – To our independent reporting service – renishaw.ethicspoint.com