

# The Fortive Supplier Code

## A Shared Commitment



## A Message to Our Suppliers

Fortive is “essential technology for the people who accelerate progress.” This is our shared purpose and our reason for being. We are committed to making our world a better and safer place.

As we continue to transform the world around us, the one thing that will always remain constant is our commitment to integrity. We ask that you, as an organization that works with us or for us (“Supplier”), share in that commitment.

If we each work ethically, responsibly and legally, we will not only achieve extraordinary results, but we will do so in extraordinary ways.



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# Our Shared Commitment

## Acting with Integrity

At Fortive, we are committed to doing business with integrity. Suppliers, like you, are a huge part of our success. Work the right way, with honesty and transparency, and ensure **your** Suppliers and employees do the same.

## Complying with Laws and Regulations

As a Supplier, you're a member of the Fortive family. We work legally and ethically, so follow all applicable laws, regulations, guidelines, industry codes and corporate codes (including this one). If you find that more than one law or regulation applies, follow the stricter standard. Always, use good judgment and ask questions whenever you're in doubt about the right thing to do.

## Complying with the RBA Code

Fortive supports the Responsible Business Alliance Code of Conduct (RBA Code). The RBA Code promotes safe and respectful working conditions as well as environmentally responsible business operations. We expect you as our Supplier to read and implement the RBA Code.



# Fortive People & Culture

## Treating Each Other with Respect

We promote the kind of workplace where we can all do our best work – free of bullying, abuse and harassment. Harassment can take many forms (including physical, verbal, written and sexual) and can happen at any location. It can also be carried out by employees as well as customers, contractors and other Suppliers. Fight harassment and other unwelcome conduct by interacting in positive and productive ways and speaking up when you witness, experience or suspect something wrong.

## Inclusion & Diversity

We celebrate diversity and respect the viewpoints and cultural differences of others. As our Supplier, we look to you to do the same. Be fair and treat everyone with dignity. Actively seek out different opinions, put together diverse teams and never base employment-related decisions (such as hiring and promoting) on protected characteristics (like race, color, national origin, religion, sex, age, marital status, disability, veteran status, sexual orientation, gender identity or gender expression).

## Safety & Security

We put safety first and work to minimize safety hazards (including substance abuse and physical security violations). As our Supplier, we expect you to follow all applicable laws, regulations, guidelines, industry codes and corporate codes and to also, implement your own safety and health practices (like emergency plans and trainings) to reduce injuries.

## Speak Up!

Report any actual or suspected violations of this Code or any applicable law or policy in connection with the work you do for us. Speak Up! whether your question or concern involves people at your organization or at Fortive. You can report concerns through our Fortive Speak Up! Helpline either by [phone or online](#).

Both of these reporting options are available 24/7. Dedicated phone staff speak over 20 languages, and you may report anonymously, where permitted by law.

We encourage you to speak up without fear. Fortive prohibits retaliation against anyone who comes forward in good faith. We want you to feel as comfortable as possible, knowing that we want to hear from you and that you're doing the right thing.

# Fortive Customers & Suppliers

## Fair Competition

We believe in a free and open market. We compete fairly and we expect our Suppliers to do the same. Follow all antitrust and fair competition laws. Never agree, or appear to agree, with competitors to restrict trade, limit production or boycott others, and never exchange sensitive information with competitors (like prices, bids or costs). Be transparent in all your dealings, and be honest about our company and your relationship with us.

## Anti-Bribery & Anti-Corruption

We succeed based on the merit of our products and services and prohibit acts of bribery and corruption. As our Supplier, know and follow all applicable anti-corruption laws including the U.S. Foreign Corrupt Practices Act, the UK Bribery Act and the OECD Anti-Bribery Convention. Never offer, give or accept anything of value to get business, keep business or gain an unfair advantage.

Strict rules often apply when working with the government. Do not offer **anything** of value to a government official or employee without obtaining approval in advance. Also, never make a payment to a government official to speed up an action, like processing paperwork or issuing visas. Payments like these are called “facilitation payments” and are not allowed under our policies.



## Fortive Customers & Suppliers

### Gifts, Business Entertainment & Travel

We believe that the exchange of gifts and entertainment can be a normal part of doing business, but we don't allow the practice to influence our actions or the actions of others. As our Supplier, only offer or accept items when they are reasonable, customary and have no influence on the decisions you make. Also, be sure offers are infrequent, of nominal value and never take the form of cash. Seek approval before giving anything of value to government officials and healthcare professionals (HCPs) and refuse or return anything that is not in line with our policies.

### Healthcare Laws & Regulatory Requirements

We understand the higher standards and stricter laws that regulate healthcare. As our Supplier, know and follow all laws that apply to the approval, manufacture, marketing and sales of healthcare products and devices.

Special requirements apply when interacting with HCPs or healthcare companies. If you are a Supplier that works in a healthcare space, act with integrity and demonstrate your commitment to patient care at all times. Never offer HCPs improper inducements (including payments, kickbacks, bribes or rebates) to influence prescribing behavior, purchases, recommendations or formulary decisions.

### Import, Export & Trade Compliance

We are proud to serve customers and clients around the world. As our Supplier, we expect you to know and follow all requirements that apply to selling or distributing products, services and technologies.

In doing business around the world, we never knowingly work with anyone who participates in human rights abuses. We conduct due diligence inquiries to determine the source of Conflict Minerals and ensure the ethical management of our entire supply chain. We expect you to conduct similar inquiries within your own supply chains.



# Safeguarding Fortive

## Product Quality

We are committed to the development of safe, dependable products that meet or exceed the quality expectations of our customers. As our Supplier, ensure all products, services and technologies meet appropriate inspection, testing, quality criteria and safety regulations everywhere we operate.

Be responsible and accountable for quality and safety, and never make changes to product specifications, design, material or processes without our express agreement and authorization. Lastly, ensure that all products are appropriately labeled and delivered on time and that inspection and test results are accurately recorded.

## Confidential Information & Intellectual Property

Information drives every aspect of our business, and we all have a duty to protect it. As our Supplier, collect, use and handle our confidential information and intellectual property responsibly. This includes information about our company, our employees, other companies with which we work and the customers we serve. It also includes our patents, trademarks, copyrights, trade secrets and data/data analytics.



# Safeguarding Fortive

## **Confidential Information & Intellectual Property continued**

Protect confidential information and intellectual property from misuse or exposure. Never disclose it to outsiders without our advance approval and be mindful of where you discuss it. Inadvertent disclosure can be just as harmful as intentional disclosure.

## **Privacy & Data Protection**

We support data protection laws around the world and take seriously our obligation to protect personal data entrusted to us. Use personal data or information according to the agreed purposes. Implement appropriate security measures to protect against accidental or unlawful destruction, loss, alteration or unauthorized disclosure or access. Speak up immediately if you become aware of a data breach. When processing our data, comply with all applicable data protection laws and regulations (including the EU General Data Protection Regulation). Ensure that any party you engage that has access to our data also complies with applicable data protection laws.

## **Conflicts of Interest**

We're committed to making business decisions that are objective and impartial; and we expect no less from our Suppliers. Avoid any situation or relationship that creates or appears to create a potential conflict between your own interests and the interests of our company. Conflicts could arise out of outside employment, personal relationships, financial interests, board memberships or business ventures. If you become aware of a potential conflict of interest, disclose it immediately and seek guidance to determine the appropriate course of action.



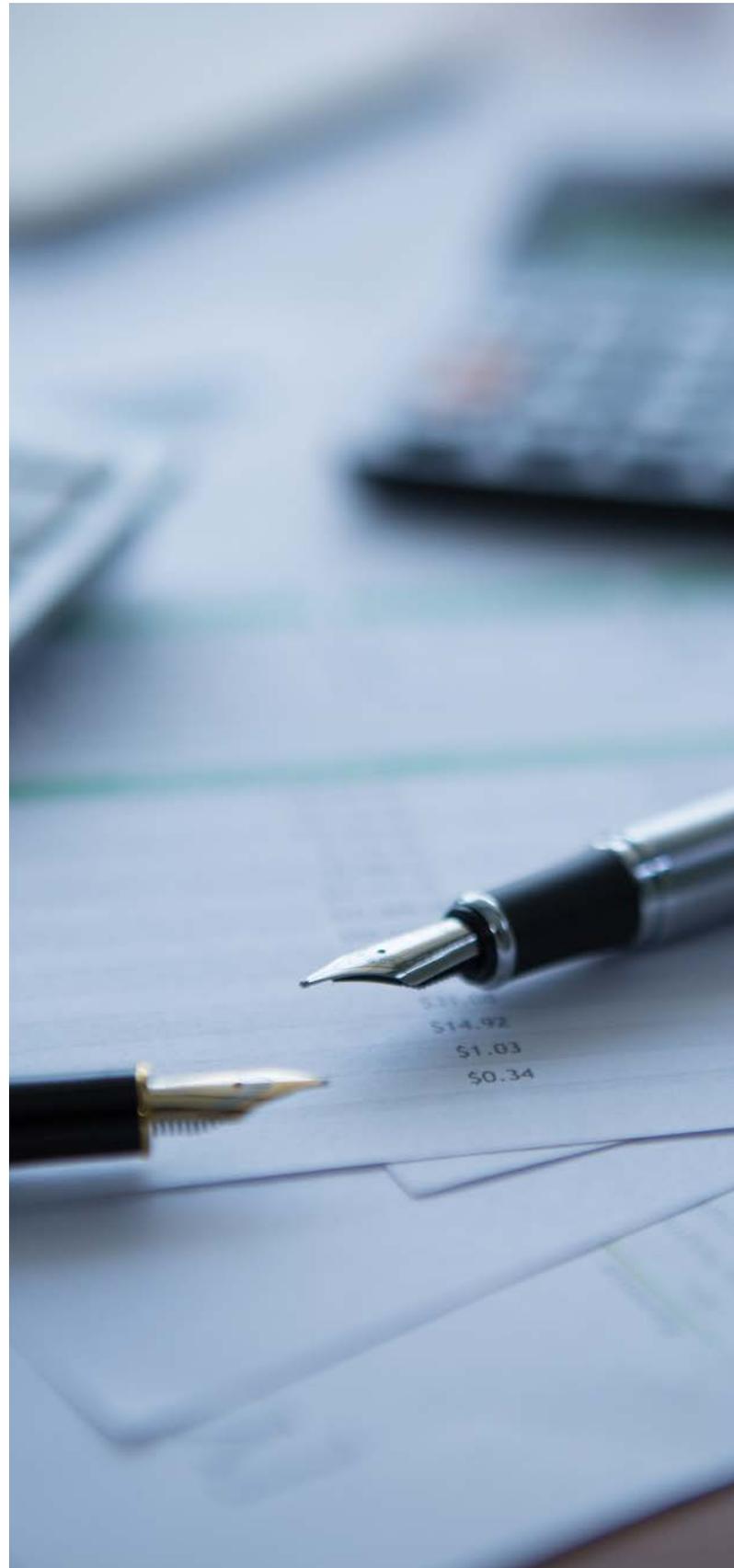
# Safeguarding Fortive

## Financial & Business Records

We understand that accurate and complete records drive good business decisions and inspire trust. As our Supplier, create and maintain documentation that demonstrates compliance with all applicable laws, regulations, guidelines, industry codes and corporate codes. Never alter, falsify, tamper, remove or destroy information on any record or document, and never lie to anyone when working on our behalf. By recording transactions honestly and accurately and reporting any suspicious activity, you will help preserve our financial integrity.

## Insider Trading

Through our work, we may become aware of information that is not known to the public and could affect the price of securities (“inside information”). We never trade on inside information, tip others so they may trade or share inside information with those who don’t need the information to do their job. As our Supplier, we expect the same. Be careful not to trade in any publicly traded securities, including Fortive’s, if you have been exposed to inside information. This could include information about changes in executive leadership, financial results, new product plans, planned mergers or acquisitions, or sale of company assets or subsidiaries.



# Fortive Government Business & Communities

## Interacting with Governments

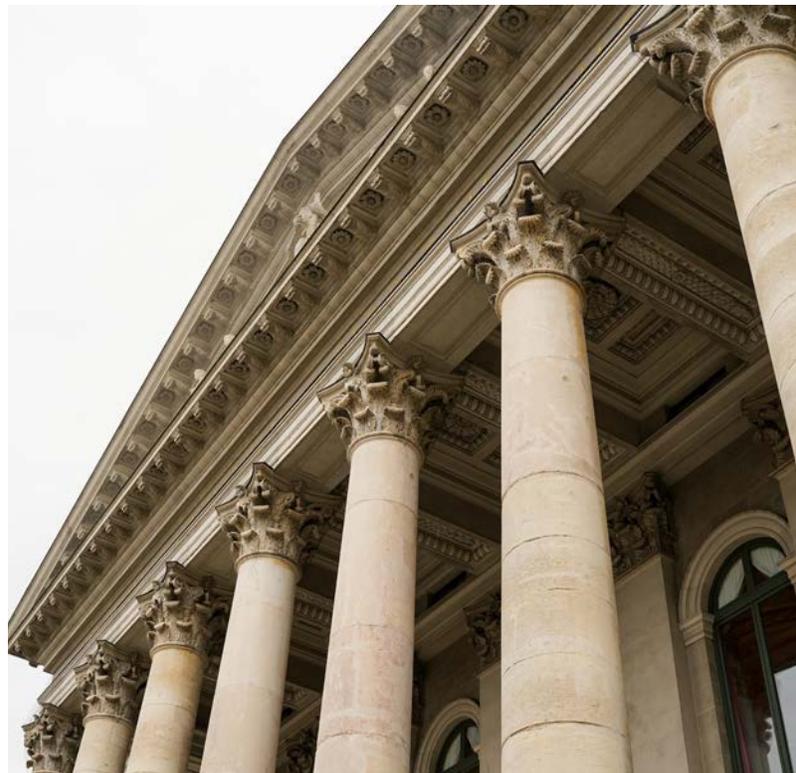
Conducting business with government agencies can be complex, and it's important to work honestly, transparently and with integrity. Know and follow all applicable rules concerning the government contracting process everywhere you operate. Compete fairly, protect any government property or sensitive information entrusted to you, properly conduct all testing and inspections, and make sure all representations and certifications that you submit are accurate and truthful.

## Environmental Protection & Sustainability

We understand the impact our businesses can have on our environment, so we take our duty to protect it seriously. As our Supplier, operate cleanly, efficiently and sustainably. Promote resource-saving and recycling, diversify your energy sources and dispose of waste in environmentally sound ways. If an incident occurs which threatens the health, safety, security or environment of people in or around the places we operate, notify the appropriate authorities immediately.

## Human Rights

We are committed to promoting human rights and dignity in our world, so we work to understand and manage our human rights impact in every aspect of our business. It's important that we work with like-minded partners. As our Supplier, respect human rights in everything you do. Support international efforts to protect human rights, including an absolute opposition to forced or compulsory labor, child labor and human trafficking. Provide employees with reasonable working hours, fair wages and safe working conditions, and respect employees' rights to join unions and speak openly about working conditions. Lastly, choose your own Suppliers responsibly, monitor them closely, and take corrective action when needed.



# Complying with the Code

Choosing the right business partners is important to us. We expect our Suppliers to reflect our values of integrity and compliance and commit to upholding the highest ethical standards. This Code reflects our expectations.

