

# Mesa Laboratories, Inc. – Supplier Code of Conduct

## Purpose

This Supplier Code of Conduct outlines the expectations and standards that Mesa Laboratories, Inc. (“Mesa”) requires of its suppliers, vendors, contractors, and other business partners (“Suppliers”). It is intended to promote ethical conduct, respect for human rights, safe working conditions, environmental responsibility, and lawful business practices throughout Mesa’s supply chain.

## Scope

This Code applies to all Suppliers and their subcontractors, agents, and upstream suppliers that provide goods or services to Mesa.

### 1. Legal and Regulatory Compliance

Suppliers must comply with all applicable local, national, and international laws, regulations, and standards, including but not limited to those governing labor and employment, health and safety, environmental protection, anti-corruption, competition, trade compliance, export controls, and sanctions.

### 2. International Standards and Human Rights

Suppliers engaged in domestic or cross-border operations must respect internationally recognized human rights and comply with applicable international standards, including:

- + United Nations Guiding Principles on Business and Human Rights
- + International Labour Organization (ILO) core conventions
- + OECD Guidelines for Multinational Enterprises

Suppliers must ensure their operations do not contribute to human rights abuses, environmental harm, or violations of international humanitarian law.

### 3. Labor and Human Rights

Suppliers must treat all workers with dignity and respect and provide fair and lawful working conditions, including:

- + **Freely Chosen Employment**  
All work must be voluntary. Forced, bonded, indentured, trafficked, or prison labor is prohibited. Workers must not be required to pay recruitment fees or deposits and must retain control of their identity documents.
- + **Child Labor and Young Workers**  
Child labor is prohibited. Young workers must not perform hazardous work, night work, or work that interferes with compulsory education.
- + **Wages, Benefits, and Working Hours**  
Suppliers must pay wages and benefits that meet or exceed legal requirements, including overtime premiums. Working hours must comply with applicable laws, including limits on maximum hours, overtime, and rest days.
- + **Non-Discrimination and Equal Opportunity**  
Employment decisions must be based on ability and qualifications, without discrimination or harassment.
- + **Freedom of Association**  
Suppliers must respect workers’ rights to freedom of association, collective bargaining, and lawful worker representation.

## 4. Health and Safety

Suppliers must provide a safe and healthy working environment, including:

- + Identification and mitigation of workplace hazards
- + Industrial hygiene controls for chemical, physical, and biological exposures
- + Machine safeguarding and ergonomic protection
- + Emergency preparedness, including fire safety, evacuation plans, alarms, and drills
- + Adequate training, protective equipment, and clean facilities

## 5. Environmental Responsibility

Suppliers must operate in an environmentally responsible manner, including:

- + Compliance with environmental permits and reporting requirements
- + Management of air emissions, wastewater, solid waste, and hazardous substances
- + Safe handling, storage, labeling, and disposal of chemicals and hazardous materials
- + Conservation of energy, water, and natural resources
- + Reduction of waste, emissions, and environmental impact across operations

## 6. Ethical Business Practices

Suppliers must conduct business with integrity and transparency, including:

- + Prohibition of bribery, corruption, extortion, embezzlement, and improper payments
- + Accurate books, records, and financial disclosures
- + Fair competition and compliance with antitrust laws
- + Respect for intellectual property and confidential information
- + Avoidance of conflicts of interest

Where applicable, Suppliers should support responsible sourcing of materials, including minerals and raw materials, consistent with applicable laws and recognized industry standards.

## 7. Confidentiality, Data Protection, and Information Security

Suppliers must protect confidential and proprietary information and comply with applicable data protection and privacy laws, including implementing reasonable information security safeguards.

## 8. Management Systems and Continuous Improvement

Suppliers are expected to establish and maintain management systems appropriate to their size and operations to ensure compliance with this Code, including:

- + Risk assessment and mitigation processes
- + Employee training and awareness
- + Documentation and record-keeping
- + Internal monitoring and corrective action processes

## 9. Monitoring, Audits, and Corrective Actions

Mesa reserves the right to assess and audit Supplier compliance with this Code. Suppliers must cooperate with such assessments and promptly implement corrective actions to address identified deficiencies.

## 10. Reporting and Grievance Mechanisms

Suppliers must provide accessible and confidential mechanisms for workers to raise concerns or grievances without fear of retaliation. Suppliers must also promptly report any actual or suspected violations of this Code to Mesa. Retaliation against whistleblowers is strictly prohibited.

## 11. Flow-Down Requirements

Suppliers are expected to communicate this Code, or equivalent standards, to their own suppliers and subcontractors and to take reasonable steps to ensure compliance throughout their supply chains.

## Acknowledgment

By doing business with Mesa, Suppliers acknowledge and commit to adhering to this Supplier Code of Conduct.