



Day&Zimmermann

We do what we say.®

December 2023

Dear Valued Supplier:

Driving and delivering innovative results is part of Day & Zimmermann's DNA, as we have been trusted for over 120 years to partner with our customers to deliver "Betterment". It is the responsibility of every team member at D&Z, and every supplier we engage, to partner, to innovate, to learn, to grow, and to succeed. We thank you for your contributions to the success of our company.

Over the last year, your company has supported one of the following Day & Zimmermann businesses:

- **Maintenance and Construction:** Leading provider of total plant lifecycle and maintenance solutions for the power, industrial, and renewable energy markets. We deliver complex projects safely, on time, and within budget by leveraging wide-ranging capabilities, long-standing industry experience, innovative technology, and expert project teams. Maintenance and Construction includes EMC, a Day & Zimmermann Company (formerly EMC Power Canada, Ltd.), and Minnotte Contracting Corporation.
- **Government Services:** Integrated provider of mission support solutions through our architecture and engineering, global security, operations and maintenance, and cleared staffing services to the U.S. Government and commercial clients. Government Services includes SOC LLC and Mason & Hanger.
- **Munitions and Government:** With a diverse portfolio of products and facilities, including our American Ordnance unit, Day & Zimmermann is a leading provider of munitions products and components to the DoD and U.S. allies, with capabilities that include close combat, medium to large caliber direct fire, large caliber indirect fire, as well as energetics and devices. Munitions includes Empire Products.
- **Specialty Recruiting and Integrated Workforce Solutions:** Recruiting and managed workforce solutions to help companies find the professional talent they need to fill their most critical jobs across diverse industries and skill areas including IT, engineering, health care, and life sciences. Workforce Solutions includes Yoh Services LLC and Yoh-owned companies: Embedded Resource Group, Inc. dba ERG, DZConneX, and GECO Deutschland.

With the holidays upon us, we want to remind you that our employees may not solicit or receive any gifts, gratuities, hospitality, or the like to influence their decisions regarding any business matter. They may never accept any such items or services that exceed a nominal value.

As a long-time member of the Defense Industry Initiative on Business Ethics and Conduct (DII), Day & Zimmermann continues to utilize the **DII Model Supplier Code of Conduct**, inclusive of our associated one-page addendum, as the blueprint for advancing our foundational values within our supplier base. This can be found on our website at www.dayzim.com/about/suppliers/ and click on the link to "DII Model Supplier Code of Conduct" toward the bottom. Through the DII, we join other companies who are

committed to conducting business affairs at the highest ethical level and in full compliance with the law. We invite all suppliers and their employees to read through the **DII Model Supplier Code of Conduct**.

If you have a concern about the conduct of any of our employees, please speak up immediately. We welcome calls to our toll-free helpline at 877-319-0270, where callers have the option to remain anonymous. You additionally have the option of reporting a suspected violation online at <https://dayzim.ipm.starcompliance.com>. For matters relating to contract interpretation and normal commercial matters, please refer questions to your Day & Zimmermann supply chain department contacts.

Day & Zimmermann draws strength from our values, making them part of everything we do. They capture the essence of what our company stands for: safety, diversity, integrity, and success. Day & Zimmermann is committed to conducting business with integrity and within the law. This is a commitment that we require of all our suppliers, and it is a condition of doing business with us. We are confident that our suppliers share the same strong foundational values. More information on Day & Zimmermann's values and strong commitment to integrity can be found on our Integrity page at www.dayzim.com/about/vision-values/integrity.

"We do what we say[®]" is our commitment to our customers and to ourselves. By knowing who we are, and focusing on the areas where we can be most successful, along with our learned ability to be agile and responsive to changing business conditions, Day & Zimmermann and its suppliers are well positioned for the future, whatever that will be. Thank you for being a valued partner and we look forward to what's next.

Sincerely yours,

The Day & Zimmermann Group, Inc.

Enterprise Supply Chain Organization