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1. Statement: TAT Technologies is committed to the overall health and wellbeing of all employees and that everyone within our organization is treated with respect and dignity. We are committed to the fair and equitable treatment of all persons by ensuring safe working conditions, being environmentally responsible, conduct business with high ethical standards, and complying with all applicable safety and employment, and environmental laws and regulations.

Our expectation is that all TAT suppliers of material, components, and services conduct themselves in the same manner by holding themselves to high moral and ethical standards and complying with applicable safety and employment laws and regulations. Additionally, our suppliers are expected to require the same level of moral, ethical standards; while requiring all suppliers in the value stream to comply to all applicable labor, safety, and environmental laws and regulations.

Any noncompliance with this Supplier Code of Conduct will result in escalatory review of the infraction and may result in termination of the TAT Technologies business relationship with that supplier.

TAT Technologies require our supply chain partners to comply with the following Code of Conduct Principles:

2. Code of Conduct Principles:

2.1. *Conduct business with integrity:*


All suppliers are expected to compete fairly and ethically for TAT Technologies business.

Suppliers will never accept or offer bribes, kickbacks, or inappropriate gifts and incentives to directly or indirectly secure TAT Technologies business and in compliance with the Foreign Corrupt Practices Act (FCPA), and/or similar laws.

Our suppliers will work with their suppliers with the same expectations – requiring them to meet the same standards.

2.2. *Labor Practices:*

TAT Technologies believes in and promotes a diverse, equitable, and inclusionary work environment for all employees. We do not support, nor condone, any forms of human trafficking or child labor in any form, direct or indirect. We require our suppliers to share the same commitment to confronting these global challenges.

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Human Trafficking: TAT Technologies nor our suppliers will never use or tolerate any form of human trafficking practice. Human trafficking, direct or indirect, will not be tolerated. As defined by the International Labor Organization (ILO), United States' The Traffic Victims Protection Act (TVPA), and other related legislation and laws.

TAT will strictly enforce adherence and compliance. TAT prohibits employees, suppliers, subcontractors, subcontractor employees, and agents from engaging in any form of human trafficking related activities. These activities include in engaging in sex trafficking, procuring sexual commercial acts (even if this practice is legal in the jurisdiction where it transpires), using force, fraud, or coercion to subject a person to involuntary servitude, or obtaining labor or services from a person by threats of violence or serious harm to that person or another person.

TAT Technologies cooperates fully with the U.S. Government and other appropriate governmental authorities in combating Human Trafficking in any form by complying to any audit or investigation to such violations.

Child Labor: TAT Technologies and suppliers will comply with the minimum age for employment under applicable law. Suppliers will never use or tolerate any form of child labor, both direct or indirect as defined by the Fair Labor Standards Act of 1938 (FLSA) and the International Labor Organization (ILO) C182.


Compensation and Renumeration: TAT Technologies and suppliers will meet or exceed all legal regulations and requirements for compensation and working conditions.

2.3. Counterfeit Goods:

As stated by the US Customs and Border Protection institution, counterfeit products have economic impacts, legal implications for companies and individuals, and have associated health and safety risks. Counterfeiters often use counterfeit goods to support criminal activities such as forced labor, child labor and promotes human trafficking.

TAT and our Suppliers will not knowingly, at any time, use, utilize, or distribute counterfeit goods and products to TAT Technologies in any form as defined by 18 USC 2320 or similar legislation.

2.4. Conflict Minerals:

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In 2010, the United States Congress passed the Dodd-Frank Act to issue regulations in identifying the use of conflict minerals. Section 1502 of the Act was enacted over human exploitation concerns and the trade of conflict minerals by armed groups would assist in aiding and financing armed conflict in the DRC region and surrounding areas and contribute to a widening humanitarian crisis. The minerals included in the ACT are tantalum, tin, gold, and tungsten. TAT Technologies is committed to ethical and responsible sourcing of products that contain conflict minerals. Concerning conflict mineral extraction and trade of conflict minerals, TAT Technologies does not condone extraction and trade activities of these minerals that may provide support or contribute to the armed conflict in the DRC.

TAT Technologies strongly encourages our suppliers to support ongoing efforts to improve traceability of conflict minerals and deploy responsible practices in their local and global supply chains.

2.5. Environment:

Our environment continues to change. As a global citizen, TAT Technologies is committed to environmental sustainability practices in our manufacturing locations and by our supply chain partners. We strongly encourage our supply chain partners to reduce their reliance on bio-fuels, incorporate recycled materials where possible, and find sustainable methods of reducing energy consumption.

2.6. Workplace Safety:


We value our employees and their families. We are committed to providing our employees with a safe and healthy work environment. We will continue to promote an employees' first approach to maintaining a safe environment.

Suppliers are to provide all employees, contractors, and visitors with a safe and healthy work environment in compliance with all applicable laws and regulations.

Suppliers are to have an active safety program in place with a goal of compliance with all applicable laws and regulations and to drive continuous improvement in the overall safety, and well-being of employees, contractors, and visitors. This program will proactively identify risk and potential hazards and enact mitigation measures accordingly.

2.7. Monitoring and Enforcement:

To ensure and demonstrate compliance with TAT Technologies Supplier Code

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of Conduct, suppliers shall keep maintain data and respective documentation and be willing and able to provide proof-of-compliance upon TAT Technologies request. Suppliers will support the TAT Technologies right to on-site visits and compliance audits. If, after review, TAT Technologies to be of the opinion that a supplier does not meet the principles and spirit of this Supplier Code of Conduct, TAT Technologies expects the supplier to implement immediate corrective actions. In the event that a supplier is unable, or unwilling, to comply with this Supplier Code of Conduct, the business relationship will be reviewed which could lead to termination of the business relationship between the supplier and all of TAT Technologies facilities.

	Name	Job Title
Edit the Policy:	Robert K. Powers Jr.	Group SC Director
Policy Approval:	Jason Lewandowski	Chief Operating Officer