



Quality Terms and Conditions

1. ATTENTION: H&S **CANNOT** receive any material that originates from RUSSIA, located in or exported from RUSSIA, and does not incorporate any quantity of iron or steel products originating from RUSSIA!
2. Personnel performing special processes for H&S must be qualified and/or certified per applicable specifications (e.g., such as welding/ ASME).
3. H&S suppliers are requested to comply with the current revision of AS9100, ISO9001, NADCAP, or an equivalent internationally recognized standard.
4. H&S is committed to the responsible sourcing of minerals through our global supply chain. We expect suppliers to have a policy in place and implement a system to trace the origin of tin, tantalum, tungsten, and gold supplied to our company, following the template developed by the Responsible Minerals Initiative.
5. The applicable revision level or drawing and prints will be listed on the purchase order to the supplier if the supplier is manufacturing products on behalf of H&S.
6. Process specifications shall be performed to the latest revision. Revision levels shall be listed on the certificate of conformance returned to H&S.
7. Inspection of product or service is to be performed and certified prior to the release of product or service to H&S.
8. Test reports are required for raw materials and shall have full traceability to the original manufacturer/mill. All services/products require a certificate of conformance, as applicable. If requested/required by the H&S PO, supplier products and materials shall also meet DFARS, ITAR, ROHS, REACH, or similar recognized standards.
9. Test methods used for calibration services shall meet national standards (NIST). Calibration suppliers shall include a test method, name of the device used for the test/calibration, the as-found condition of the submitted device, the supplier's NIST traceable number(s), the final adjusted status, the level of accuracy of calibration (certainty), and planned frequency (next due date) and acceptance criteria on the certificate of conformance that is returned to H&S with submitted devices.
10. If a nonconforming product occurs as a result of the supplier's services, the supplier shall notify H&S to make applicable arrangements for the nonconforming product, including if the supplier has become aware of counterfeit parts. Supplier must receive written documentation from H&S to support any deviation from purchase order or drawing.
11. The Supplier shall prevent the use/delivery/inclusion of counterfeit or suspect counterfeit parts in products or services to H&S.
12. If the supplier makes any changes to its product/service or processes that would affect the product purchased by H&S, then H&S shall be notified before the change. The supplier shall also notify H&S of any changes to its management or facility.
13. H&S, their customer and/or regulatory authorities, shall have the right of entry to the supplier's facility, at any level of the supply chain, involved in the purchase order, and to all applicable (associated quality) records.
14. Subcontract work shall not be allowed by the supplier unless prior approval of the use of the next tier supplier is obtained from/by H&S. If the supplier needs to subcontract any part of our order to another supplier, all required information shall be flowed down to the subcontractor, including any key characteristics, if applicable.
15. Suppliers shall retain records for a minimum of 15 years.
16. Suppliers shall maintain an internal audit system and provide H&S results of internal audits if requested. The audits shall include assessing the risk of counterfeit products.
17. Suppliers shall have and maintain a FOD Awareness program
18. Suppliers shall stress the importance of ethical behavior and creating a product that conforms to requirements to their employees, including items that contribute to product safety.
19. The Supplier shall maintain and implement a written Conflict Minerals Policy that promotes the responsible sourcing of minerals and complies with all applicable laws. A copy of the Supplier's Conflict Minerals Policy shall be provided to H&S Manufacturing upon request.



20. Labor Standards and Human Rights

The Supplier shall comply with all applicable federal, state, and local labor laws and regulations in the countries where it operates. The Supplier is expected to conduct business ethically and uphold internationally recognized labor standards, including:

- Prohibiting forced, bonded, involuntary, or prison labor.
- Prohibiting child labor and complying with all applicable minimum age requirements.
- Providing a workplace free from discrimination, harassment, abuse, and retaliation.
- Paying wages and benefits in accordance with applicable laws.
- Complying with applicable laws regarding working hours and overtime.
- Providing a safe and healthy work environment in compliance with applicable occupational health and safety regulations.
- Respecting employees' rights to lawful freedom of association and collective bargaining where permitted by law.

Upon reasonable request, the Supplier shall provide information demonstrating compliance with these requirements. Failure to comply with these labor standards may constitute grounds for corrective action, suspension, or termination of the business relationship.