

Supplier Code of Conduct

Revvity is committed to being a good corporate global citizen consistent with our mission of innovating for a healthier world. We strive to consistently deliver value to our customers, invest in our employees, deal fairly and ethically with all stakeholders, and create better outcomes in the communities where we live and work. We use the United Nations Sustainable Development Goals (SDG) as a guide to help build a better world for people and our planet for years to come. We also understand the increasing importance of these goals and the role that Revvity plays in concert with our collaborators and customers, therefore Revvity requires each supplier (the "Supplier") to comply with Revvity's Standards of Business Conduct and otherwise conduct their activities in compliance with all applicable law and regulation, and with respect for good corporate citizenship in accordance with the following principles regarding the products, operations, and services that they provide:

1. **Employment Practices.** The Supplier shall commit to uphold the human rights of workers and to treat them with dignity and respect.
 - 1.1. Revvity will not accept any direct or indirect product of child labor, and the Supplier is prohibited from using child labor. The Supplier's employment of young workers below the age of eighteen shall only occur in non-hazardous work and when young workers are at, or above, a country's legal employment age.
 - 1.2. The Supplier shall not use forced labor in any form (prison, indentured, bonded or otherwise) and the employees of Supplier shall not be required to lodge papers or deposits on starting work.
 - 1.3. The Supplier shall comply with all applicable local and US environmental, safety and health laws and provide a safe and healthy workplace, presenting no unreasonable risks to its employees. Any housing provided by the Supplier to its employees shall be safe for habitation. The Supplier shall provide its employees with access to clean water, food, and emergency healthcare in the event of accidents or emergencies at the Supplier's workplace. The Supplier will identify and plan for potential emergencies, implement emergency plans and provide guidance to workers on emergency response procedures to include recovery plans (Business Continuity Plan).
 - 1.4. The Supplier shall not discriminate against any employee on any ground (including race, religion, age, ethnicity, sexual orientation, disability, marital status, pregnancy, gender expression or gender). The Supplier shall not engage in or support the use of corporal punishment, mental, physical, sexual or verbal abuse and shall not use harsh or unusual disciplinary practices in the workplace.
 - 1.5. The Supplier shall pay its employees according to applicable wage laws or the prevailing industry wage as established through collective bargaining, including minimum wages and overtime hours, and provide each employee with all legally mandated benefits.
 - 1.6. The Supplier shall respect the rights of workers to associate freely, join or not join labor unions, seek representation and join workers' councils, as set forth by local law and regulation in the countries in which it operates.
 - 1.7. The Supplier shall support the provision of fundamental human rights and ensure that

they are not involved in any form of human rights abuses, including without limitation, human trafficking, whether pertaining to employment or otherwise.

2. Environmental Practices. The Supplier shall operate in an environmentally responsible manner to minimize adverse impacts on the environment and conserve natural resources.

- 2.1. The Supplier shall comply with all applicable local and US environmental laws, obtain all necessary permits and licenses, and follow reporting requirements.
- 2.2. The Supplier shall identify and manage all the chemical, biological, hazardous or toxic waste that it or its contractors or agents produce, and has taken and will take all available measures to ensure the safe handling, movement, storage, recycling, reuse or management of waste, and to dispose of such waste so as to limit contact with soil, waterways, drains, sewers and exposure to the atmosphere. In all instances, disposal shall comply with environmental protection and waste disposal requirements as established by regulatory bodies.
- 2.3. The Supplier shall not knowingly cause harm to either those living in the vicinity of its operations or the environment. The Supplier shall monitor its operations to prevent, detect, mitigate and remediate harm to individuals and the environment.
- 2.4. The Supplier is encouraged to go beyond local and US laws and strive to meet the United Nations Sustainable Development Goals (SGD).
- 2.5. The Supplier is encouraged to participate in the CDP (formerly known as the Carbon Disclosure Project) and CDP Water Reporting, disclosing its greenhouse gas (GHG) emissions and water consumption.
- 2.6. The Supplier is encouraged to make reduction of its environmental impact part of its continuous improvement efforts, including reduction of waste and discharge at each stage of the Supplier's supply chain.

3. Compliance and Ethics. Revvity requires its suppliers to conduct their operations in an ethical manner and in compliance with all applicable law and regulation.

- 3.1. All goods and services provided by the Supplier shall comply with relevant statutes, local and US laws and other legal requirements including those relevant to the regulation of health, safety, environment; employee welfare; and production, storing, handling and delivery; inclusive of but not limited to, regulations and directives, e.g., REACH, RoHS, Conflict Minerals regulations, labor laws, environmental laws, Custom Trade Partnership against Terrorism (CTPAT), product safety laws, and any relevant medical device regulations that apply within the countries where products will be distributed and/or within the country of the Supplier's operations.
- 3.2. The Supplier shall provide evidence of compliance with such legal requirements (including, permits, inspection reports, certificates of analysis etc.) promptly on request, and in any event within a reasonable time, to enable Revvity to comply with the local and US laws applicable to the sale and use of Revvity end products. As per Revvity purchase specifications or for OEM ("Original Equipment Manufacturer") items, the Supplier shall maintain compliance to industry standards and product listings for all products delivered to Revvity. The Supplier shall ensure that its sub-contractors comply

with the provisions of this Code of Conduct.

- 3.3. The Supplier shall not pay or accept bribes or otherwise participate in any illegal conduct designed to garner business, reduce its own costs, or otherwise gain preferential treatment. The Supplier shall comply with all applicable anti-corruption laws, rules, and regulations, including the U.S. Foreign Corrupt Practices Act, the U. K. Bribery Act and those enacted under the OECD Convention on Combatting Bribery of Foreign Public Officials in International Business Transactions. The Supplier will not offer or accept any form of corruption, extortion, or embezzlement, and will not make or receive illegal payments directly or indirectly. The Supplier will avoid any actual or apparent conflicts of interest in their work with Revvity and will immediately disclose any known family or other close personal relationships with Revvity employees who may have an influence over their engagements.
- 3.4. The Supplier shall comply with applicable local and US security and privacy laws, as well as data retention requirements in all situations when conducting business with Revvity. The Supplier shall have appropriate technical and security measures in place to protect Revvity's confidential information from unauthorized disclosure. The Supplier shall not sell or otherwise commercialize any personal data about any Revvity employee or contractor received by the Supplier in connection with the Supplier's relationship with Revvity.

4. **Management System.** The Supplier will use a management system that contains the following: executive level commitment and accountability; processes to identify, monitor, and comply with all applicable laws, regulations, standards, and requirements; risk management processes; communications and training for all workers and suppliers as determined by suppliers; ongoing assessments, monitoring, and continued improvement, including corrective action program.

This Supplier Code of Conduct was updated as of May 9th, 2023.