

## Cognex Supplier Code of Conduct

The Cognex Supplier Code of Conduct sets forth minimum workplace standards and business practices that are expected of any Supplier doing business with Cognex, consistent with our company's values. These requirements are applicable to Suppliers of Cognex and its affiliates and subsidiaries worldwide.

### The supplier declares herewith:

#### ❖ Legal compliance

- to comply with all applicable national, regional and local laws, rules, and regulations (including those governing export control) to which the Supplier is subject in connection with its existence and operation.

#### ❖ Prohibition of corruption and bribery

- to tolerate no form of and to engage in no form of public or commercial corruption or bribery, including but not limited to any payment, offer of gifts or other form of benefit conferred on any government official or commercial contact for the purpose of influencing decision making, expediting an administrative process or otherwise gaining a commercial advantage. This prohibition applies even where local custom or applicable local laws may permit such activity.

#### ❖ Respect for the basic human rights of employees

- to promote equal opportunities for and equal treatment of its employees irrespective of race, color, gender, age, disability, nationality, political or religious conviction, sexual orientation or marital status.
- to respect the personal dignity, privacy and rights of each individual.
- to refuse to employ or make anyone work against his or her will.
- to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.
- to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- to comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours.
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

#### ❖ Prohibition of child labor

- to employ no workers under the age of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.

#### ❖ Health and safety of employees

- to provide workers with a safe and healthy work environment, including taking proactive measures that support accident prevention and minimize health risk exposure.
- to provide training and ensure that employees are educated in health and safety issues.

#### ❖ Environmental protection

- to act in accordance with the applicable statutory and international standards regarding environmental protection;
- to maintain a management system that ensures compliance with applicable laws and regulations.

#### ❖ Supply chain

- to use reasonable efforts to promote among its suppliers compliance with this Code of Conduct; to comply with the principles of non-discrimination with regard to supplier selection and treatment.
- to maintain sufficient knowledge of input materials and components to ensure they were obtained from permissible sources in compliance with all applicable laws and regulations.