

MELANIE S. CIBIK
Executive Vice President, General Counsel,
Chief Compliance Officer and Secretary



Teledyne Technologies Incorporated
1049 Camino Dos Rios, Thousand Oaks, CA 91360
Phone: 805.373.4605 Fax: 805.373.4610
www.teledyne.com

MEMORANDUM

To: Nominating and Governance Committee

From: Melanie S. Cibik 

cc: Board of Directors

Date: April 18, 2024

Re: **Teledyne's Human Trafficking, Slavery and Child Labor Prevention Disclosure Statement**

Teledyne has a disclosure statement on its website on human trafficking, slavery and child labor prevention and risk in our supply chains. Teledyne has assessed its risk to be low. Attached is a copy of the latest disclosure statement.

This disclosure statement was originally triggered by the California Transparency in Supply Chains Act of 2010, followed by the adoption of similar acts in other countries, including the United Kingdom and Australia. In May 2023, Canada adopted the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This Act, effective January 1, 2024, requires certain companies to file annual reports and answer questionnaires on how they address forced labor and child labor risks. The initial report is due May 31, 2024, and must include a certification that the person signing the report is duly authorized to sign and file the report. The attached disclosure statement reflects updates required by the Canadian legislation.

At the meeting, via adoption of the following resolution, Teledyne seeks your confirmation of the updated disclosure and authorization for Teledyne and certain officers to take actions to comply with the Canadian Act and other similar so-called modern slavery acts:

RESOLVED, that the Committee confirms and authorizes publication of the Corporation's Human Trafficking, Slavery and Child Labor Prevention Disclosure on the websites of the Corporation and its subsidiaries or as otherwise necessary and desirable, in substantially the form presented at the meeting, with such changes from time to time thereto as the Executive Vice President, General Counsel, Chief Compliance Officer and Secretary or her designees shall approve, and such officer and other officers of Vice President or higher of the Corporation and its subsidiaries are each hereby authorized and directed to sign certifications and file required reports and questionnaires, for and on behalf of the Corporation and its subsidiaries, as applicable, related to, and otherwise take any and all appropriate actions to further compliance with, modern slavery in supply chain acts and requirements, including without limitation Canada's Fighting Against Force Labour and Child Labour in Supply Chains Act.

Attachment

Teledyne's Human Trafficking, Slavery and Child Labor Prevention Disclosure

December 14, 2011

Updated: April 2, 2024

It is the policy of Teledyne Technologies Incorporated, including its subsidiaries and business units ("Teledyne"), to carry out its business ethically and to comply fully with applicable laws and regulations. As part of this policy, Teledyne supports global efforts to eliminate human trafficking, slavery and child labor.

Teledyne is a leading provider of sophisticated digital imaging products and software, instrumentation, aerospace and defense electronics, and engineered systems. Teledyne's operations are primarily located in the United States, Canada, the United Kingdom, and Western and Northern Europe. See: [2023 Teledyne Technologies Annual Report](#) for additional information about Teledyne's operations. As of December 31, 2023, Teledyne's total workforce consisted of approximately 14,900 employees in 36 countries. Of its employees, approximately 69% are based in the Americas, 28% are in the Europe/Middle East/Africa (EMEA) region and 3% are in the Asia-Pacific region. Most of Teledyne's direct suppliers are located within the United States. Teledyne's principal supply chain includes suppliers of machined metal parts, printed circuit board assemblies, electronic components and other highly engineered items. The countries with the highest reported human trafficking risk in which Teledyne has employees and suppliers include South Korea and China.

Human trafficking, slavery and child labor are contrary to Teledyne's values. Teledyne does not tolerate human trafficking, slavery or child labor within its organization nor does it intend to engage with suppliers and subcontractors that fail to take steps to prevent these activities. Employees and third parties are encouraged to report any known or suspected conduct that runs contrary to Teledyne's values and policy. Teledyne will review and respond accordingly to such reported behavior.

The California Transparency in Supply Chains Act of 2010, the United Kingdom Modern Slavery Act of 2015, the Australia Modern Slavery Act of 2018, and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act require Teledyne to disclose its recent efforts to eradicate human trafficking, slavery and child labor. Teledyne's disclosure is as follows:

1. *Risk Assessment/Verification.* Teledyne periodically assesses the risks associated with its supply chain, including those of its subsidiaries and business units worldwide. Such assessment has included visits to facilities of suppliers. Teledyne's Supplier Risk Mitigation Procedure requires Teledyne companies to consider whether a supplier has a written policy barring the use of human trafficking, slavery or child labor or has certified to Teledyne that it will not engage in any such conduct when selecting its key suppliers. At this time, Teledyne has assessed the risk of human trafficking, slavery and child labor within its supply chain as "low". This assessment is based in part on information contained in the Trafficking in Persons Report 2023 published by the U.S. Department of State and the 2022 List of Goods Produced by Child Labor or Forced Labor published by the U.S. Department of Labor. While Teledyne's supply chain is linked globally, Teledyne believes that the countries in which its suppliers are predominantly located and the majority of items, components and parts supplied for its products are not of the type that would present a significant risk of the use of human trafficking, slavery or child labor within its supply chain. Moreover, Teledyne's employee base, the nature of its products and services and its recruiting and hiring practices are not characteristic of those typically associated with human trafficking, slavery or child labor. Because Teledyne believes the risk of human trafficking, slavery and child labor within its supply chain to be low, Teledyne has not employed a third party to verify its risk assessment.

2. *Supplier Agreement.* In December 2023, Teledyne issued another Supplier Bulletin to remind suppliers of Teledyne's requirements and expectations for its suppliers, including a link to its "Ethics – Code of Conduct for Service Providers". The Supplier Bulletin contained a reminder of Teledyne's requirement that suppliers not engage in or facilitate human trafficking, slavery or child labor. The Code of Conduct for Service Providers sets forth various policies of Teledyne and standards of business conduct expected from its suppliers. Among other provisions, these policies expressly require suppliers to comply with applicable laws and regulations. The Code of Conduct for Service Providers makes it clear that Teledyne does not intend to do business with suppliers that are engaged in human trafficking, slavery or child labor. Additionally, such Code of Conduct restates Teledyne's expectation that its suppliers provide a workplace free from harassment and discrimination, as well as a safe and sanitary workplace. In its standard terms and conditions of purchase, Teledyne requires its suppliers to agree to the terms of such Code of Conduct and includes a statement requiring its suppliers to represent and warrant that they do not and will not knowingly engage in any human trafficking, slavery or child labor.
3. *Internal Accountability.* Teledyne requires its employees to annually certify that they agree to abide by the Teledyne "Global Code of Ethical Business Conduct". Teledyne employees are required to complete annual ethics training. Select Teledyne employees are also asked annually to complete a legal and ethical conduct questionnaire, which includes a question about awareness of illegal activity including human trafficking, slavery or child labor. In addition, Teledyne requires its consultants, sales representatives and distributors to agree to comply with the Code of Conduct for Service Providers. Teledyne makes it clear in these Codes that Teledyne does not intend to do business with suppliers that engage in human trafficking, slavery or child labor. Additionally, employees and service providers are encouraged to bring any concerns or suspicions relating to human trafficking, slavery or child labor, without fear of retaliation, to the attention of Teledyne's Chief Compliance Officer, local ethics personnel, management, or its Ethics Help Line (1-877-666-6968; www.teledyne.ethicspoint.com). Employees are periodically reminded that failure to comply with applicable laws and Teledyne's policies and guidelines may be grounds for disciplinary action, up to and including termination of employment. Agreements with consultants, sales representatives and distributors provide for termination for noncompliance with applicable laws and standards of conduct. Further, when acting as a U.S. Government contractor or subcontractor, Teledyne is governed by and complies with Federal Acquisition Regulation (FAR) 52.222-50, "Combating Trafficking in Persons." Teledyne also flows down this regulatory requirement to its suppliers and subcontractors, as applicable.
4. *Relevant Training.* Teledyne employees, including procurement personnel and those who work on U.S. government programs, are periodically assigned human trafficking awareness and prevention training. In addition to on-line trainings, Teledyne circulates written articles and alerts to employees to increase awareness of and help prevent human trafficking, slavery and child labor.
5. *Overall Compliance.* Teledyne maintains an ethics and compliance program that stresses Teledyne's core values of integrity, respect, responsibility and citizenship. It also emphasizes accountability. This program is intended to ensure that Teledyne complies with all applicable laws and regulations and maintains a positive ethical culture. There is dedicated oversight for this program through Teledyne's Executive Vice President, General Counsel, Chief Compliance Officer and Secretary and its Senior Ethics, Anti-Corruption and Compliance Counsel.
6. *Remediation Measures.* Teledyne has no knowledge of human trafficking, slavery or child labor in its labor force or supply chains. Accordingly, no remediation measures have been taken.

7. *Assessing Effectiveness.* The effectiveness of Teledyne's program to eradicate human trafficking, slavery and child labor is periodically evaluated to confirm that it remains current and aligned with applicable laws, regulatory developments, business activities, industry standards and generally best practices.
8. *Auditing.* Because Teledyne does not believe this risk in its supply chain is significant, Teledyne has not audited its suppliers for compliance. If this assessment changes, Teledyne will consider enhanced measures such as auditing or third-party verification for any suppliers that it determines present greater risk.
9. *Applicability.* This disclosure statement applies to Teledyne and its business units and subsidiaries worldwide. This includes: (i) in the United Kingdom, FLIR Systems Limited, Raymarine UK Limited, RIHL Limited, Teledyne Gas Measurement Instruments Limited and Teledyne UK Limited; (ii) in Australia, FLIR Maritime Asia Pty Ltd. and FLIR Systems Australia Pty Ltd.; and (iii) in Canada, ChartWorld Americas Maritime Services Ltd., FLIR Integrated Imaging Solutions, Inc., FLIR Unmanned Aerial Systems ULC and Teledyne Digital Imaging, Inc.

A form of this disclosure statement has been approved by the Nominating and Governance Committee of the Board of Directors of Teledyne Technologies Incorporated.



Melanie S. Cibik
Executive Vice President, General Counsel, Chief Compliance Officer and Secretary
Teledyne Technologies Incorporated