



ptc

Supplier Sustainability Policy

Expectations of Suppliers

Sustainability is a critical part of all of PTC's business operations. PTC is committed to our [Code of Conduct](#), which describes how we do business. We expect both our employees and suppliers to behave ethically and responsibly.

Our suppliers must comply with all applicable legal and regulatory requirements. Our suppliers must also comply with the additional standards set forth below related to responsible conduct and social responsibility.

All PTC business suppliers are required to read and comply with this policy and to ensure that the requirements are communicated, understood, and followed by their employees when conducting their own business.

Honest and Ethical Conduct

PTC believes that a fundamental element of business success is honest and ethical conduct by our employees, agents, and suppliers in the conduct of our business. PTC places a strong focus on prevention of corruption, extortion, bribery, and fraud, and on compliance with fair competition, tax, and export control laws and regulations. We expect that high standards of honest and ethical conduct will characterize the conduct of the business by our suppliers, wherever they are located.

Privacy and Data Protection

PTC understands the importance of protecting personal information. PTC has adopted a Privacy and Data Protection statement and implemented a comprehensive written information security plan for the protection of personal information and proprietary information. The security plan includes policies and procedures for accessing, collecting, storing, using, transmitting, and protecting personal information. PTC's suppliers must in turn protect PTC's and its customers' information. See PTC's [Privacy Policy](#) for more information.

Human Rights

Protecting human rights and human dignity are an essential part of our business operations. PTC expects our suppliers to uphold internationally recognized human rights, especially those banning child labor, forced labor, slavery, discrimination, harassment, and human trafficking.

Safe and Healthy Work Environments

Worker health and safety are of the utmost importance to PTC. Suppliers must maintain a safe work environment and implement and routinely update a health and safety management system in their workplace. Workers must have the right to refuse unsafe work and the ability to report unhealthy working conditions. Our suppliers' work environments must comply with all applicable health and safety laws and regulations.

Wages and Benefits

Suppliers must comply with all applicable laws and regulations relating to wages and provisions of benefits, and wages must be accurately and timely paid. Suppliers must pay at least the applicable minimum wage and overtime hours must be compensated at the legal premium rate.

Working Hours

Suppliers must follow all applicable legal requirements and government regulations in respect to working hours and days of rest for their employees.

Freedom of Association and Collective Bargaining

PTC requires suppliers to allow employees to exercise their lawful rights to associate with others and form and join organizations of their choice. Employees must be able to bargain collectively, without interference, discrimination, or retaliation.

Protection of Whistleblowers

Suppliers must ensure the confidentiality, anonymity, and protection of employee whistleblowers, unless prohibited by law.

Financial Responsibility

PTC requires suppliers to report financial information accurately, completely, and honestly. Records of transactions should be reported transparently in a timely manner. There should be no unreported funds or assets and no secret accounts.

Disclosure of Information

Suppliers must record appropriate data on business activities and labor practices and accurately disclose information on these practices as required by law.

Avoidance of Conflicts of Interest

Suppliers must avoid all actual and potential conflicts of interest. PTC expects suppliers to report to PTC any situations of actual or potential conflicts of interests with PTC's interests.

Protection of Intellectual Property

PTC requires suppliers to respect intellectual property rights. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights.

Counterfeit Parts

PTC requires its suppliers to actively work to prevent the risk of introducing counterfeit parts in materials and goods provided to PTC. Counterfeit parts include unlawful or unauthorized reproductions, substitutions or alterations that have been knowingly misrepresented to be an authentic part from the original manufacturer.

Conflict Minerals

PTC is committed to not purchasing raw materials or supplies that contain conflict minerals. We expect transparency and responsibility for the sourcing of conflict materials by our suppliers.

Environmental Responsibility

PTC requires that our suppliers comply with all applicable environmental laws, regulations, and standards, including applicable air and water quality standards. We encourage our suppliers to consider their environmental impacts, including energy efficiency and consumption, use of renewable energy, waste of water and other natural resources, and greenhouse gas (GHG) emissions in the supplier's own business and across their supply chains. We also encourage our suppliers to measure and report their GHG emissions and consumption of natural resources. PTC reserves the right to require that suppliers accurately measure and report their GHG emissions and consumption of natural resources to PTC and to audit suppliers' compliance with such requirement.

Responsible Chemical Management

Suppliers must comply with all applicable laws for handling and disposing of chemical substances throughout their product lifecycles and within their

operations. In addition, suppliers must identify and manage the safe handling, movement, storage, and disposal of chemicals that pose a threat to the environment, including hazardous waste.

Standards Implementation in the Supply Chain

PTC suppliers play a vital role across the value chain and insists that all suppliers ensure that their subcontractors and their own suppliers comply with this Supplier Sustainability Policy as well as their own supply chain requirements.

Ensuring Compliance

PTC reserves the right to take appropriate measures against suppliers that do not comply with and fulfil these requirements, up to and including suspension or termination of a supply relationship. In case of suspected violations of the above-mentioned requirements, please contact (anonymously) +1 888-435-7430 by phone.

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