



Vendor Code of Conduct

We expect that the vendors who provide products and services to us will conduct their business in a manner consistent with the values and spirit of our company.

By implementing this Code, it is our belief that our products will be made in environments that protect worker's rights, ensure worker's health and safety, and respect worker's dignity.

- *Workplace Health and Safety.* Cutera requires all of its vendors to provide employees with a safe, hygienic, and healthy workplace that is in compliance with all applicable laws, and provide policies and training that promote health and safety, and prevent injury.
- *Minimum Work Age.* Child labor is strictly prohibited. Vendor's employees shall be the higher of 18 years of age or the minimum age for employment according to statutory law in that country.
- *Voluntary Employment.* Vendors shall not use any form of involuntary or forced labor, including, but not limited to, prison labor, and shall not engage in any practice that constitutes trafficking in persons or slavery.
- *Non-discrimination.* Vendors shall provide a workplace that is free from discrimination due to race, color, religion, age, sex, ancestry, disability, national origin, sexual orientation, marital status, arrest or conviction record, military service membership, pregnancy or any other basis prohibited by state or federal law.
- *Wages and Benefits.* Vendors shall ensure that their employees are compensated with wages, overtime and benefits that meet or exceed legally mandated minimum standards.
- *Hours and Overtime.* Vendors must comply with applicable laws regarding working and overtime hours. Total working hours must be within allowable limit under applicable law or agreement.
- *Environmental Impact.* Vendors must fully comply with all local environmental laws and regulations in the jurisdictions in which they operate. Vendors should strive to conduct their operations in a way that conserves natural resources, and implement plans for waste reduction, recycling, energy conservation, and greenhouse gas mitigation.
- *Legal Compliance.* Vendors shall work against corruption in all forms and must comply with all applicable laws and regulations where they conduct business, with the following procedures prohibited: bribing, extortion, conflict of interest, falsification of documents, collusive bidding, price fixing, price discrimination, or unfair trade practices in violation of antitrust laws.