

## **Supplier Code of Conduct**

It is the policy of Biolase, Inc. (“Biolase”) to conduct business in an ethical and legal manner. We attempt to comply with all applicable laws and regulations that impact our business and products. Biolase expects the same from the suppliers that provide us with goods and services. This Supplier Code of Conduct (“Code of Conduct”) establishes the basic standards we require our suppliers to meet. This Code of Conduct also applies to any sub-contractor(s) that provide goods and services.

### **Laws and Regulations**

Suppliers must comply with all applicable laws, regulations and directives in the country it operates.

### **Labor and Human Rights**

#### **Voluntary Labor**

Suppliers will not use forced or involuntary labor of any kind, including bonded, indentured, prison, slave or human traffic labor. Any form of torture, cruel, in-humane or degrading treatment is prohibited. Employment must be voluntary.

#### **Child Labor**

Suppliers must comply with the local laws regarding minimum employment age. Child labor is prohibited. The minimum age for employees must be the greater of (1) the minimum age allowed by law in that country; or (2) the age for completing compulsory education in the country, whichever is greater. Suppliers must also comply with all other applicable child labor laws.

### **Wages and Benefits**

Suppliers must comply, at the minimum, with all local laws and regulations regarding wages, benefits and hours of work.

### **Nondiscrimination and Harassment**

Suppliers will not discriminate in the hiring or employment practices based on race, color, national origin, sex, age, religion or any other characteristic protected by applicable law.

Suppliers must treat employees with respect and dignity. Employees shall not be subject to punishment, physical, sexual, psychological or verbal harassment or abuse.

### **Ethics**

#### **Business Integrity**

The highest standards of integrity are expected from all suppliers. Biolase prohibits all forms of corruption, extortion and prohibited business practices. Suppliers shall comply with all applicable anti-corruption laws, such as the United States Foreign Corrupt Practices Act (FCPA), the Anti-Bribery Act of the United Kingdom and those in the countries where they do business.

#### **Reporting of Concerns (Whistleblower)**

Suppliers must maintain a process for employees to raise issues of concern in a confidential manner. Retaliation for raising issues must be prohibited.

## **Health and Safety**

### **Injury Prevention**

Suppliers must provide a clean, safe and healthy work environment for its employees in compliance with all applicable laws and regulations. Hazards must be eliminated where possible. If not possible, suppliers should provide appropriate engineering controls to mitigate the hazard such as physical guards or barriers or personal protective equipment. Effective programs such as chemical safety, emergency prevention and response, and injury and illness prevention should be in place.

### **Occupational Injury or Illness**

Systems must be in place to manage, track, and report occupational injuries and illnesses.

### **Housing**

Suppliers that provide housing must ensure that the housing is clean, provide sufficient egress, access to potable water and sanitary facilities.

### **Environment**

Suppliers must, at a minimum, comply with all laws, standards and regulations applicable to the workplace, product(s) produced and method(s) of manufacture.

### **Hazardous Waste**

Chemical waste and other materials posing a risk to the environment must be managed (handled, stored, and disposed) in an environmentally sound manner in accordance with applicable regulations.

### **Pollution Prevent and Resource Reduction**

Suppliers should take active steps to reduce waste of all types, including water and energy, through materials substitution, process modification, conservation, and recycling and reusing materials

### **Solid Waste and Wastewater**

Suppliers shall monitor, control and treat wastewater and solid waste generated from its operations in accordance with local regulations and in a manner that minimizes risk to the environment.

### **Air Emissions**

Suppliers shall characterize, monitor, control and treat air emissions of volatile organic chemicals, aerosols, particulates and other materials in accordance with applicable laws and regulation.

## **Product Restrictions**

Suppliers must ensure that the products provided meet the requirements of all applicable laws and regulations, such as the Restriction of Hazardous Substances (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and labeling laws for recycling and disposal.

## **Conflict Minerals**

Suppliers whose products contain conflict minerals (tin, tantalum, tungsten and gold) are required to report whether these minerals came from a conflict mine in the Democratic Republic of the Congo or surrounding regions. In addition, Suppliers are expected to establish policies, due diligence frameworks, and management systems consistent with the Organization for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High Risk-Areas that are designed to prevent the purchase and use of

Conflict Minerals, and requiring their suppliers to do the same. The Biolase Conflict Minerals Policy contains additional details.

#### **Supply Chain Security and Business Continuity Plan**

Suppliers will have a Supply Chain Security and Business Continuity Plan in place to limit the disruption of parts or service to Biolase.

#### **Compliance Monitoring**

Suppliers shall provide Biolase reasonable access to audit and inspect the supplier's facilities and programs. The supplier shall implement a corrective action plan for any deficiencies that are found in a timely manner.

#### **Ethics Hotline and Reporting**

Employees of suppliers are encouraged to work with their employers to resolve internal ethical concerns. Suppliers and their employees should promptly report violations of the Code or any unethical behavior to the Biolase Ethics Hotline at 866-384-4277 or via the Ethics Website at [www.ethicspoint.com](http://www.ethicspoint.com).