

DAKTRONICS CODE OF CONDUCT FOR SUPPLIERS

ABOUT THIS CODE OF CONDUCT

The principles of **Honesty** and **Integrity**, **Helpfulness** and **Humility** have guided Daktronics since our founding in 1968. These core values underpin our commitment to good corporate citizenship, fair company practices, and ethical business conduct.

We seek to do business with others who share this commitment, so we have developed this Code of Conduct for Suppliers.

Suppliers, partners, vendors, agents, subcontractors, and anyone else who performs work for us are all included as “Suppliers.”

This Code of Conduct is not a detailed instruction manual for all situations. It is intended to be used as a framework for decision-making. That is, when Suppliers are faced with situations that involve concepts addressed in this Code of Conduct, Daktronics expects decisions to be made in the spirit of this guidance.

OUR EXPECTATIONS

In our view, Suppliers who share our commitment to good corporate citizenship, fair company practices, and ethical business conduct will make continuous efforts to meet or exceed the expectations listed below. These expectations apply to both Supplier’s direct and indirect activities.

Supplier will, with respect to the ENVIRONMENTAL IMPACT OF SUPPLIER OPERATIONS:

- Observe and comply with industry best practices concerning environmental stewardship.
- Abide by any and all laws regarding protection of natural resources.
- Continuously make efforts toward environmentally sustainable business policies and practices.
- Strive to minimize negative impacts of operations on the environment.
- Have policies and practices in place to address the responsible management of hazardous materials produced by operations, including wastewater, air emissions, and solid waste.
- If requested, provide us with information about business practices regarding environmental sustainability and stewardship.

Supplier will, with respect to ETHICAL BUSINESS PRACTICES and ANTI-CORRUPTION:

- Conduct business honestly, ethically, and with integrity.
- Support and uphold good corporate governance principles.
- Develop and apply good corporate governance practices.
- Abide by any and all laws regarding ethical business practices, anti-bribery, anti-corruption (including the US Foreign Corrupt Practices Act).
- Understand that “conflict of interest” arises when one’s own interests are, or appear to be, inconsistent with business obligations, and that a perceived conflict of interest can be damaging to Daktronics and to Supplier. Accordingly, Supplier will avoid situations that create, or appear to create, a conflict of interest. Supplier understands that any potential conflicts should be disclosed to Daktronics and approved in advance.
- Never offer or accept payments or gifts in exchange for receiving business advantage.
- Record and report facts and financial information accurately, honestly, and objectively.
- Protect, and not retaliate against, those who report suspected misconduct.

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- Refrain from entering into or carrying out anti-competitive agreements among competitors, including agreements to fix pricing, rig bids, establish output restrictions, or allocate customers or markets with competitors.
- Develop and adopt adequate internal controls, ethics and compliance programs or measures for preventing and detecting unethical conduct.
- Provide us with information on the company's ethical business practices and policies if we request it.

Supplier will, with respect to UPHOLDING AND ADVANCING HUMAN RIGHTS:

- Generally:
 - Respect the internationally recognized human rights of those affected by Supplier's business activities.
 - Develop and adopt adequate internal controls, programs, or measures for preventing and detecting human rights abuses in supply chains
 - Provide us with information on the company's business practices and policies if we request it.
- Respecting Exploitative Labor/Modern Slavery:
 - Never directly or indirectly engage in, tolerate, or condone the unlawful employment or exploitation of children.
 - Never directly or indirectly use, tolerate, or condone the use of coerced or forced labor.
 - Compensate their workforce fairly and competitively, in full compliance with applicable local and national wage and hour laws, and offer opportunities for employees to develop their skills and capabilities.
 - Avoid using minerals mined from conflict-affected and high-risk areas. Suppliers should know and document the origin of any Conflict Minerals used in their supply chains. "Conflict Minerals" are minerals commonly mined from conflict-afflicted areas, including tin, tungsten, tantalum, and gold.
- Respecting Freedom from Harassment; Diversity; Inclusion:
 - Respect, welcome, and include individuals with all kinds of experiences and perspectives.
 - Foster an inclusive workplace free of harassment or discrimination.
 - Never tolerate or engage in retaliation against individuals who report instances of harassment or discrimination.
 - Never retaliate against employees for their lawful participation in labor organization activities.
- Respecting Workplace Safety:
 - In general, prioritize worker safety and provide a safe workplace for all employees and invitees.
 - Operate a drug-free and alcohol-free workplace.
 - Have practices and procedures in place to report and prevent accidental injury in each facility where Suppliers operate.
 - Manage chemicals and hazardous materials in a way that ensures worker safety.
- Respecting Personal Data Protection:
 - Acknowledge that natural persons have rights regarding the use and disclosure of information that can be used to identify them personally.
 - Comply with any and all laws that apply to Supplier's operations regarding personal information.
 - Implement technical and physical safeguards to protect personal data that are appropriate to the nature of the data.

