



Code of Ethics and Conduct

The mission of V&G Dynamic Machine, LLC is to deliver a superior product of unsurpassed quality and exceptional value. Doing so requires technical expertise, an understanding of product criticality, and a commitment to ethical conduct. All V&G Dynamic personnel and suppliers must not conduct business in a manner that could damage V&G's reputation or cause V&G Dynamic to be in violation of any law or regulation.

Open-Door Policy

V&G Dynamic Machine maintains an "open-door policy". Personnel are encouraged to report any violation of V&G Dynamic policies or procedures promptly to V&G management. Personnel understand that such reporting will be held in utmost confidentiality without fear of retribution.

Non-Discrimination

V&G Dynamic Machine provides equal employment opportunity to employees and applicants for employment without regard to race, ethnicity, religion, color, sex, national origin, age, military veteran status, ancestry, sexual orientation, gender identity or expression, marital status, family structure, genetic information, or disability.

Confidential/Proprietary Information

V&G Dynamic personnel and suppliers shall safeguard all information made available to them and protect such information from theft and unintended disclosure. This includes but is not limited to proprietary and confidential information that is internal to V&G Dynamic but also that of its customers and suppliers.

Accurate Recordkeeping

V&G Dynamic personnel and suppliers are responsible for maintaining complete and accurate business records. This includes but is not limited to quality reports, financial records, and time records. Falsification of records is not acceptable; doing so may not only damage V&G's reputation but may also be in violation of laws and regulations. V&G Dynamic maintains a system by which record retention is secure, thereby safeguarding customer records and their confidentiality.

Counterfeit Parts & Product Safety

V&G Dynamic maintains methods and processes to alleviate the possibility of introducing counterfeit parts and materials into deliverable products. By conducting employee training sessions, V&G Dynamic ensures personnel understand product criticality and that they are aware of their contribution to product safety and conformity.



Employee Health & Safety

V&G Dynamic recognizes that our employees' work ethics and technical expertise are of the highest caliber and help facilitate the delivery of a superior product of unsurpassed quality and exceptional value. Therefore, V&G Dynamic maintains a work environment that protects the health, safety, and welfare of its employees by adherence to all applicable environmental health and safety laws, regulations, and directives.

Environmental

V&G Dynamic understands the vital role it serves in the protection of the environment. As such, production methods are utilized that are contained and environmentally friendly. V&G Dynamic also maintains a robust recycling/disposal program.

Human Rights

It is of utmost importance that we treat others with respect and dignity. V&G Dynamic promotes equal opportunity for all, respects diverse opinions, and strives to create and maintain an inclusive and ethical culture. V&G Dynamic maintains a work environment in which discrimination, harassment, and unsafe work practices are not tolerated.

Human Trafficking

V&G Dynamic Machine does not engage in the use of forced labor, indentured labor, or trafficking of persons. This includes transporting, harboring, recruiting, transferring, or receiving vulnerable persons by means of threat, force, coercion, abduction, or fraud for the purpose of exploitation.

Child Labor

V&G Dynamic Machine does not permit the use of child labor in the performance of its work. Child labor refers to any person under the minimum legal age for employment.

Ethical Business Dealings with Suppliers

V&G Dynamic Machine conducts business with our suppliers in an ethical and respectful manner. V&G Dynamic develops positive and lasting relationships with suppliers built on trust, respect, and collaboration. In return, we expect our suppliers to also conduct business both ethically and lawfully.