



## ENVIRONMENTAL & SOCIAL RESPONSIBILITY STATEMENT

Veeco Instruments Inc. (“Veeco” or “we”) has implemented environmental and social responsibility programs that apply across our organization and to our suppliers. These programs are based on our core values and are integrated into our corporate culture. Veeco policies are modeled on the Responsible Business Alliance Code of Conduct. We are committed to upholding the highest levels of integrity and are working to improve social, ethical, safety and environmental conditions across our organization.

### OUR PEOPLE

We have established employment policies based on our belief that a diverse and motivated workforce is vital to our success. We are committed to providing our workers with fair treatment, equal opportunity and an environment free from unlawful discrimination. See Veeco’s Human Rights Policy for additional details.

### HEALTH AND SAFETY

It is Veeco’s mission to maintain a safe and environmentally sensitive organization and to eliminate foreseeable injury or illness to our workers or damage to property, equipment or the environment.

In addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of our products and services, consistency of production and worker retention and morale. Ongoing worker input and education is essential to identifying and solving health and safety issues in the workplace.

We support the following health and safety standards and expect our workers and suppliers to do the same:

- 1) Occupational Safety**—Worker potential for exposure to safety hazards (e.g., chemical, electrical and other energy sources, fire, vehicles, and fall hazards) is to be assessed and controlled through proper design, engineering and administrative controls, preventative maintenance and safe work procedures (including lockout/tagout), and ongoing safety training. Where hazards cannot be adequately controlled by these means, workers are to be provided with appropriate, well-maintained, personal protective equipment and educational materials about the risks associated with these hazards. Reasonable steps must also be taken to remove pregnant women/nursing mothers from working conditions with high hazards, remove or reduce any workplace health and safety risks to pregnant women and nursing mothers, including those associated with their work assignments, as well as include reasonable accommodations for nursing mothers.
- 2) Emergency Preparedness**—Potential emergency situations and events are to be assessed and their impact minimized by implementing emergency plans and response procedures,

including: emergency reporting, worker notification and evacuation procedures, worker training and drills, appropriate fire detection and suppression equipment, environmental control, gas detection equipment (where appropriate), emergency notification equipment, clear and unobstructed egress, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

- 3) **Occupational Injury and Illness**—Procedures are to be in place to prevent, manage, track and report occupational injury and illness, including provisions to: a) encourage worker reporting; b) classify and record injury and illness cases; c) provide or arrange for necessary medical treatment; d) investigate cases and implement corrective actions to eliminate their causes; and e) facilitate return of workers to work.
- 4) **Industrial Hygiene**—Worker exposure to chemical, biological and physical agents is to be evaluated and controlled, according to the hierarchy of controls. Potential hazards are to be eliminated or controlled through proper design, engineering and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment. Protective programs shall include educational materials about the risks associated with these hazards. Upon request, workers will be provided with applicable material safety data sheets.
- 5) **Physically Demanding Work**—Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing and highly repetitive or forceful assembly tasks is to be evaluated and controlled.
- 6) **Machine Safeguarding**—The safety of workers and operators shall be considered as part of the design and operation of equipment. Production and other machinery shall be evaluated for safety hazards. Physical guards, interlocks and barriers are to be provided and properly maintained where machinery presents an injury hazard to workers.
- 7) **Sanitation, Food, Work Space** —Workers are to be provided with ready access to clean toilet facilities, potable water and sanitary eating facilities. In addition, work spaces shall be equipped with adequate lighting and environmental controls (heating, ventilation and, where appropriate, air conditioning).
- 8) **Health and Safety Communication**—Workers shall be provided with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand. Health and safety related information shall be clearly posted in locations accessible by all workers. Workers shall be encouraged to raise health and safety concerns and shall not be disciplined for raising these concerns.

## **ENVIRONMENTAL**

Environmental responsibility is integral to producing world class products. In manufacturing operations, adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

We support the following environmental standards and expect our workers and suppliers to do the same:

- 1) **Environmental Permits and Reporting**—All required environmental permits, approvals and registrations are to be obtained and kept current and their operational and reporting requirements are to be followed.
- 2) **Pollution Prevention and Resource Reduction**—Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated at the source by practices such as adding pollution control equipment; modifying production, maintenance and facility processes; or other means. The use of natural resources, including water, fossil fuels, minerals and virgin forest products, is to be conserved or minimized by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling or other means.
- 3) **Hazardous Substances**— Chemicals and other materials posing a hazard to humans or the environment are to be labelled and managed to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.
- 4) **Solid Waste**— Solid, non-hazardous waste shall be managed, reduced by practical means and responsibly disposed of.
- 5) **Air Emissions**—Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be monitored, controlled and treated as required prior to discharge. Periodic testing shall be conducted of the performance of air emission control systems to ensure proper performance and regulatory compliance.
- 6) **Materials Restrictions**—We are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.
- 7) **Water Management**—Water sources, use and discharge shall be monitored and we shall seek opportunities to conserve water by practical means.
- 8) **Energy Consumption and Greenhouse Gas Emissions**— Energy consumption is to be monitored, at the facility and/or corporate level. Cost-effective methods to improve energy efficiency and to minimize energy consumption and greenhouse gas emissions should be explored and pursued, if practical.

## ETHICS

To meet social responsibilities and to achieve success in the marketplace, we and our workers, agents and suppliers are to uphold the highest standards of ethics including:

- 1) **Business Integrity**—The highest standards of integrity are to be upheld in all business interactions. We have a zero-tolerance policy that prohibits all forms of bribery, corruption, extortion and embezzlement.
- 2) **No Improper Advantage**—Bribes or other means of obtaining undue or improper advantage are not to be promised, offered, authorized, given or accepted. This prohibition covers

promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Worker training and reporting procedures shall be implemented to ensure compliance with anti-corruption laws.

- 3) **Disclosure of Information**—All business dealings should be transparently performed and accurately reflected on our business books and records. Information regarding our labor, health and safety, environmental practices, business activities, structure, financial situation and performance is to be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.
- 4) **Intellectual Property**—Intellectual property rights are to be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights. Customer and supplier information is to be safeguarded.
- 5) **Fair Business, Advertising and Competition**—Standards of fair business, advertising and competition are to be upheld.
- 6) **Protection of Identity and Non-Retaliation**—The confidentiality, anonymity and protection of supplier and worker whistleblowers<sup>1</sup> are to be maintained, unless prohibited by law. A process for our personnel to be able to raise any concerns without fear of retaliation has been implemented and communicated. The Veeco Global Hotline provides a means by which workers can report concerns confidentially and, if desired, anonymously.
- 7) **Responsible Sourcing of Minerals**—We have adopted a conflict minerals policy to reasonably assure that the tantalum, tin, tungsten and gold in the products we manufacture does not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses in the Democratic Republic of the Congo or an adjoining country. We exercise due diligence on the source and chain of custody of these minerals and make our due diligence measures available to customers upon request.
- 8) **Privacy**—We are committed to protecting the reasonable privacy expectations of personal information of everyone we do business with, including suppliers, customers and employees. We comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

## MANAGEMENT COMMITMENT

We are committed to promoting: (a) compliance with applicable laws, regulations and customer requirements related to our operations and products; (b) conformance with this Environmental & Social Responsibility Statement (this “Statement”); (c) mitigation of operational risks related to this Statement; and (d) continual improvement.

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<sup>1</sup> Whistleblower definition: Any person who makes a disclosure about improper conduct by a worker or officer of a company.

Our commitment includes the following elements:

- 1) **Company Commitment**—Our commitment to social and environmental compliance, endorsed by executive management, and to continually improve our management system to support the evaluation and integration of applicable environmental and social considerations into our business decisions and planning activities.
- 2) **Management Accountability and Responsibility**—Identification of senior executive and company representatives responsible for ensuring implementation of this Statement and associated programs. Senior management periodically reviews the status of the implementation and compliance.
- 3) **Legal and Customer Requirements**—Understanding and monitoring applicable laws, regulations and customer requirements, including the requirements of this Statement.
- 4) **Risk Assessment and Risk Management**—Identifying the legal compliance, environmental, health and safety, labor practice, and ethics risks associated with our operations. Determination of the relative significance for each risk and implementation of appropriate steps to mitigate such risks and ensure regulatory compliance.
- 5) **Improvement Objectives**—Performance objectives and plans to improve our social and environmental performance, including a periodic assessment of our performance in achieving those objectives.
- 6) **Training**—Programs for training managers and workers to implement our policies, procedures and improvement objectives and to meet applicable legal and regulatory requirements.
- 7) **Communication**—Communicating clear and accurate information about our policies, practices, expectations and performance to workers, in the language of the worker or in a language the worker can understand, as well as to suppliers and customers.
- 8) **Worker Feedback, Participation and Grievance**—Effective feedback and grievance mechanisms to assess workers' understanding of and obtain feedback on practices covered by this Statement and to foster continuous improvement.
- 9) **Audits and Assessments**—Periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of this Statement and customer contractual requirements related to social and environmental responsibility.
- 10) **Corrective Action Process**—Timely correction of deficiencies identified by internal or external assessments, inspections, investigations and reviews.
- 11) **Documentation and Records**—Creation and maintenance of documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.
- 12) **Supplier Responsibility**—Communicate requirements of this Statement to suppliers and monitor key supplier compliance.

## **OUR COMMUNITIES**

We recognize our obligation to be a responsible community member. We encourage all workers to participate in activities aimed at bettering the communities in which we live and work.

## **OUR SUPPLIERS**

We shall communicate this Statement to our key suppliers and expect them to comply with this Statement. Suppliers working with us are responsible for knowing and understanding our policies and ensuring that those policies are reflected in their daily business activities. Suppliers have a responsibility to report to us any instance of non-compliance they may observe. We reserve the right to audit supplier records and facilities to ensure our suppliers are in compliance.

Our environmental and social responsibility efforts and our supply chain sustainability goals are constantly evolving. We are committed to working collaboratively with our suppliers to ensure continuous improvement toward these goals.

We encourage our supply chain partners to establish a sustainable management system to comply with our commitment to environmental and social responsibility that contains the elements of this Statement.

## **REPORTING AND ENFORCEMENT**

We require our workers to immediately report any violations of our company policies or this Statement. Reports may be made to any supervisor, the Human Resources Department, any Veeco corporate officer, the head of the Legal Department, or the Veeco Global Hotline at 1-888-419-0572, where reports may be made confidentially and, if desired, anonymously. Compliance with this Statement and with the various Veeco policies is a condition of employment. Retaliation for reporting an incident is strictly prohibited. Non-compliance should be reported at [veeco.alertline.com](https://veeco.alertline.com).

Veeco is committed to continuous improvement in all areas of environmental and social responsibility and regularly reviews, improves and updates relevant company policies.

This Statement was adopted on July 1, 2019 and most recently revised on June 1, 2020.