



RADIATION DETECTION CO.

Our Vision is to be the best in radiation safety at attracting customers with exceptional value and earning their loyalty with unrivaled service.

Our Mission is to support and celebrate every hand that touches our badges.

Our Values are Integrity First, Value Human Connection, Serious work, Fun workplace and Relentless commitment to quality.

Business Ethics and Conduct

Introduction

The successful business operations and reputation of RDC are built upon the principles of fair dealing and ethical conduct of our employees. Our reputation stands on the commitment of our Core Values of Integrity First, Value Human Connection, Serious work, Fun Workplace and Relentless Commitment to Quality and requires careful observance of all applicable laws and regulations, as well as a regard for the highest standards of conduct and personal integrity.

RDC's Mission is to *support and celebrate every hand that touches our badges*. Our continued success depends on our customer's trust, and we are dedicated to preserving that trust. Employees owe a duty to RDC, its Customers, Community, Vendors and Partners to act in a way that will merit the continued trust and confidence of the public. We act with integrity and honesty in meeting the needs of our customers, employees and company.

RDC will comply with all applicable laws and regulations and expects its Officers, Vendors, Partners, and Employees to conduct business with the letter, spirit, and intent of all relevant laws and to refrain from any illegal, dishonest, or unethical conduct. In general, the use of good judgment, based upon high ethical principles, should guide us with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed openly and honestly with an Officer of RDC.

RDC complies with all federal and state laws created in direct response to unethical behavior in the workplace, including The Federal Acquisition Regulations (FAR) and The Foreign Corrupt Practices Act (FCPA).

Compliance with this policy of business ethics and conduct is the responsibility of every RDC Employee, Vendor, and Partner. Disregarding or failing to comply with this standard of business ethics and conduct will lead to disciplinary action, up to and including possible termination of employment or agreement.

Commitment to our Employees

RDC is committed to providing each employee with a climate of mutual respect, opportunity for professional growth, and encouragement to discover their unique creativity in order to achieve their highest potential.

RDC acknowledges our responsibility to our employees to ensure the exchange of open and honest communication, constructive feedback and assessments, clean and safe working conditions and equitable compensation which rewards employee contributions within a framework of equal opportunity for employment, development and advancement for those qualified.

RDC employees must be committed to the respect, growth and success of one another. Each relationship must be professional, infused with integrity and characterized by open and honest communication.

Commitment to our Customers

RDC is committed to providing our customers with quality products and services by creating value for their dosimetry needs. RDC recognizes it can't exist without its faithful customers and customers are solicited to provide feedback; some of our current rules and regulations are a direct result of this process.

RDC maintains client confidentiality by shredding all documents upon completion of use, by limiting visual data and by having each employee acknowledge their responsibility to ensure client confidentiality in our employee handbook. Employee training and departmental procedures enforce our commitment to client confidentiality.

RDC is committed to treating all customers with fairness, without favoritism, and with the highest degree of respect and ethical conduct. Serving our customer promptly, accurately and efficiently, so they can in turn service their customers and employees, is at the very root of our existence. In order to ensure fairness, RDC does not allow the exchange of gifts at any value that would influence business decisions or put anyone in a situation of "owing" the giver.

Commitment to our Community

One of RDC's core values is values human connection. This value compels RDC to remain active in the community and continue to invest in worthy charities. We will abide by all laws and regulations and

encourage our employees to do the same. We will put in place policies and procedures that encourage employees to stray from harmful behaviors that place them or others within the community in danger.

We are a company established for the benefit of our community. We care deeply about the safety and well-being of our customers and our commitment extends to our community. We cannot exist today without keeping a conscious eye towards the positive impact it makes in our community. We see this outworking in three ways:

1. Environment - We pledge to conduct our business in the most environmentally sensitive way possible. This includes providing employees recycle bins for paper in our building, and green initiatives aimed both inside RDC and with our customer base to decrease our dependency on depleteable resources. We encourage our customers to join us by receiving Electronic Dose Reports and Invoices.
2. People - Our people's ideas are the most valuable resource we have. We hire the best possible people in order to bring a positive influence to the community. We encourage community activism and participate in community events as we are able.
3. Organizations - RDC is committed to supporting worthy organizations which show a proven track record of changing people's lives for the better. We will participate in fundraisers, charity events, etc. as we are able in order to promote these organizations and fellowship with their members.

Commitment to our Vendors

Radiation Detection Company is committed to conducting its business in the highest moral regard and expects its Vendors to conduct themselves in the same way. We value speaking with our customers honestly, treating them with integrity and continuing to care for them faithfully. We highly value the relationships we have with our customers and look for more than a onetime sale.

We understand the cultural differences that may exist from company to company and country to country. We ask our Vendors to deal fairly and honestly in situations that may differ from those to which they may be accustomed. RDC commits to dealing in foreign countries with respect, honesty and integrity, and will expect the same of its Vendors.

Commitment to our Partners

Radiation Detection Company is committed to dealing with their partners with the upmost integrity. We believe in strategic partnerships that bring to market the best possible products with best possible value. We value the relationships we form with our partners and will strive to promote and sell our products to the best of our ability, enabling RDC to advance its position as the #1 privately owned dosimetry company in the U.S.

We believe each of our partners is of the upmost importance in order to deliver the quality and value of product we wish to provide our customers. We believe in honesty, integrity and faithfulness and believe our partners should conduct themselves accordingly.