

Corporate Responsibility Statement

November 2020

Introduction

As a small company of less than 50 employees, Direct Electron does not have the size to establish formal programs for corporate responsibility. Nevertheless, we recognized the importance of these values and we incorporate these values into the way we conduct our business in the following ways.

Environmental Sustainability:

- Establish recycling in our factory.
- Use recycled material wherever possible (e.g. shipping containers, packaging).
- Encourage remote work-from-home for employees to reduce commutes.
- Encourage remote support for customers to reduce travel.
- Provide energy-saving modes of operation in our products.
- No hazardous chemicals required for operation of our products.
- Provide end-of-life return alternative to our customer for our products. When returned at end-of-life, Direct Electron will responsibly dispose or recycle all components.
- Adhere to all environmental laws applicable in the places where we do business.

Social Responsibility:

- Encourage diversity in the workplace.
- Zero-tolerance for discrimination in the workplace.
- Provide career development opportunities (e.g. training) for our employees.
- Provide internships (e.g. apprenticeships) for students.
- Support science education through sponsorship of student council of Microscopy Society of America and other activities.
- Adhere to all labor laws applicable in the places where we do business.

Supply Chain Management:

- We exclusively use suppliers in countries (primarily the USA) which have well-established regulations and enforcement for environmental and labor responsibly.



Dr. Robert B. Bilhorn
President