

December 9, 2021



Dear Leidos Supplier,

Leidos would like to take this opportunity to remind suppliers of our commitment to conduct business with uncompromising integrity. This commitment is clearly established in the [Supplier Code of Conduct](#). Leidos expects suppliers to conduct themselves in a manner consistent with the principles of the supplier code of conduct or the Defense Industry Initiative (DII) Model Supplier Code of Conduct, which can be viewed at <https://www.dii.org/featured-tools>. We want our suppliers to understand, foster, and mirror the ethical conduct we expect from our employees in all business transactions. In addition, we strongly encourage our suppliers to have proactive and meaningful ethics programs established within their organizations.

Compliance with the [Anti-Kickback Act of 1986](#) is a key focus area for integrity in our supply chain. The Anti-Kickback Act forbids prime contractors and their suppliers to offer, solicit, provide, or accept any favor or gift, money, or anything of value for the purpose of obtaining or rewarding favorable treatment in connection with US Government prime contracts and their subcontracts/purchase orders. Leidos also has a zero-tolerance policy against human trafficking. Leidos and its suppliers' employees are expected to conduct business in accordance with the highest ethical standards, including an awareness of, and acting in conformity with, the applicable laws of the United States and other jurisdictions in which Leidos does business.

Consistent with the law and policy, Leidos will take prompt and decisive action in the event of improper practices on the part of any employee or supplier. Our procurement staff are required to report to me any offers from our suppliers to provide gifts, gratuities, or other favors. If you believe that Leidos or any of its employees or subcontractors has acted improperly or unethically, please report such behavior to the Leidos ethics hotline (855-753-4367), or by online submission at <https://leidos.com/hotline>. Furthermore, I request you report through our hotlines or advise me personally of any attempt by any Leidos employees to solicit a kickback, gratuity, or other favor as a condition of doing business with Leidos.

Sincerely,

A handwritten signature in black ink, appearing to read "Bob Gemmill", written over a white background.

Bob Gemmill
SVP & Chief Procurement Officer
Leidos