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**Quality specifications applicable to
COBHAM Aerospace Communications Dourdan external providers**

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CONTRACTUAL CLAUSES CC-F6175
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0. BACKGROUND

| Edition | Date | Paragraphs modified | Modification(s) carried out |
|---------|----------------------|--|---|
| 1 | 28/07/00 | All | Creation of the document |
| 2 | 08/10/02 | §4.6 | Obsolescence (New paragraph) |
| 3 | 06/10/09 19/12/12 | All §4-5.19.1 | Document entirely revised CASG : Civil Aviation Safety Group replaced by CASO : Civil Aviation Safety Organism GAA : General Aviation Authorities replaced by GDA : General Delegation for Armaments Issue not changed because the change has no effect for suppliers |
| 4 | 05/07/18 | All except § 1, 4 and 5.11 | Throughout the document: "supplier" replaced by "external provider" And COBHAM Antennas by Chelton Antennas ISO 9001 V2015 and EN9100 V2016 new features taken into account |
| 5 | 04/06/21 | All §5.15 | Name change : CHELTON ANTENNAS becomes COBHAM Aerospace Communications Dourdan Logo COBHAM becomes COBHAM AEROSPACE COMMUNICATIONS Change top and bottom of pages Add sentence : The supplier has to inform COBHAM Aerospace Communications Dourdan as soon as possible in case he detects any non-conformity on goods that could have been delivered |
| 6 | 17/06/2021 | §5.1 §5.10 §5.12-3 §5.15 §5.16 §5.17 §5.18 §7 | Harmonization AIR PRECISION requirements with COBHAM Aerospace Communications Dourdan |
| 7 | 07/07/2023 | §6 | Chapter 6 removed (acceptance of contractual quality clauses). Chapter 7 becomes 6 |

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1. PURPOSE

As a complement to Cobham Aerospace Communications Dourdan' general purchasing conditions and contract, the purpose of the present document is to define and complete the quality clauses applicable to Cobham Aerospace Communications Dourdan' external providers.

2. FIELD OF APPLICATION

This document is applicable to all external providers whose services could have an effect on the quality of products and services produced for Cobham Aerospace Communications Dourdan.

3. REFERENCE DOCUMENTS

- The order and/or contract
- Specifications for the requirement
- The technical purchase specifications.
- The definition drawing.
- The present document with the compliance matrix together with all associated documents.
- Standard ISO 9001: 2015.
- Standard EN 9100 : 2016 [Applicable for aeronautical, military or space equipment]
- Decree n° 2005-829 dated July 20, 2005, concerning the composition of electrical and electronic equipment and the elimination of waste from this equipment.
- REACH regulations

4. ACRONYMS

- CMR: Carcinogenic, Mutagenic and Reprotoxic
- DGA : General Delegation for Armaments
- OSAC : Civil Aviation Safety Organism
- RFA: Review of First Article
- FAI: First Article Inspection
- WO: Work Order
- PBT: Persistent, Bio-accumulative and Toxic
- PN: Part Number
- POA /DOA: Product Organisation Approvals - Design Organisation Approvals
- TPS: Technical Purchase Specification.
- vPvB: Very Persistent and very Bio-accumulative
- FOD : Foreign Object Damages
- STA : procurement technical Specification
- COTS : Component on the shelf

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5. APPLICABLE QUALITY CLAUSES

5.1. ORGANISATION SPECIFIC TO THE CONTRACT

The external providers must define an industrial organisation and, more especially, a single contact for industrial topics.

Formal nominative appointment of a team handling commercial, technical and quality aspects at the external providers' company is requested from the beginning of the business. Any possible change in intervening parties must not interfere with the way projects are progressing or with any exchanges that may be in progress.

By accepting an order, the supplier acknowledges having received all the information for its execution. It is his responsibility to request the additional information he considers necessary for the definition of the article, its implementation or its control. Before acknowledging receipt of the order, he ensures in particular that he holds in his possession and to the correct issue all the documents referenced on the order and its annexes.

The supplier undertakes to acknowledge receipt of client order within 48 hours of the date of receipt of the order.

If he is not able to confirm all the conditions including delivery times, this acknowledgment will indicate the receipt of the order and he must confirm the missing conditions within an additional period of 3 working days.

The supplier undertakes to implement the means to meet its contractual commitments, in particular in compliance with deadlines. The Supplier's commitment also includes those of its own Suppliers, even if they are imposed by the Customer.

The Supplier must anticipate the outsourced operations in order to control any drift and not to impact the delivery date for the Client

The information of the Supplier's upcoming delivery status will never be considered as an approval of delay by the Customer. Only the order amendment stipulating the acceptance of the new deadline is considered as an acceptance of the Customer.

5.2. RISK ANALYSIS METHODS

In order to prevent any risks inherent to the order, the external providers must define a method of risk analysis.

This method must cover at least:

- Product and industrial process risks,
- Processing risks
- Supplier and procurement risks
- Planning, load and resource risks.
- The environmental risks that may affect the activities of the external provider.

The method must enable all risks liable to interfere with the industrial process to be identified and experience feedbacks monitored at the most every year to be taken into account. The method must enable:

COBHAM PRIVATE COBHAM Aerospace Communications Dourdan, Trading as COBHAM Aerospace Communications

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Priority data

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- Risks to be identified and described
- Risk levels to be evaluated (severity and probability)
- Root causes to be identified
- Preventive actions to be defined
- Checks to be made on the efficiency of actions taken through periodic reviews

All risks must be recorded in a control record book and monitored at least yearly.

5.3. SERIES PRODUCTION PROCESS

The external provider must plan all the actions to be carried out before beginning production (operator qualifications, resources, tools, processes... and must plan all the operations specified in its manufacturing instructions.)

5.4. IDENTIFICATION AND TRACEABILITY

The external providers must provide traceability: operator / operation and operation / means

Every article, or item of equipment must be identified by a reference (Part Number), revision index and by a serial or batch number.

Cobham Aerospace Communications Dourdan STA can specify details on the type of serialisation to be applied.

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Traceability required for COTS purchased (components, fasteners, consumables, etc.) must appear on the on the declaration of conformity issued by the external providers.

Traceability required for articles defined by Cobham Aerospace Communications Dourdan must be as follows:

- From the order, it must be possible to find the source of the different articles that enter into the composition of the article either by batch or serial numbering.
- If the definition of a part specifies the material to be used, material traceability is also required.
- If the definition of a part specifies a treatment, the associated traceability is also required.

The traceability requested requires a follow-up by recording (work sheet or follower...) to trace (by batch or unit) the manufacturing operations and all events occurred.

5.5. CONFIGURATION MANAGEMENT

For a given order, the supplier must be able to present the following elements to Cobham Aerospace Communications Dourdan:

- An up-to-date registry book or books of the parts or articles made,
- Manufacturing stages for an article or item of equipment,
- Control stages for an article or item of equipment,
- Manufacturing instructions for an article or item of equipment, including acceptance criteria
- Control status on production lines.
- The changes applied to its process

5.6. HYGIENE SAFETY ENVIRONMENT (HSE) STRATEGY AND ETHICS

Respect for hygiene, occupational safety and the environment is a deciding factor in our choice of external providers. External providers must comply with HSE regulations in force in COBHAM group, and presented in the attached charter, including, but not limited to, labelling, packaging, handling, storage, transport and the elimination plan for all hazardous substances or preparations.

If applicable to its activity, the external provider must provide Cobham Aerospace Communications Dourdan with the following information:

- The REACH 0.1 mass percent per article inventory for every reference delivered (on the first order)
- Any warnings concerning dangers liable to arise during the product's service life.
- A continuous update of this information, especially if there is any change in the part's chemical composition.
- Should any CMR, PBT or vPvB substance be present, the external providers must inform Cobham Aerospace Communications Dourdan thereof.
- The external providers agrees to provide safety datasheets for and hazardous substances or preparations it plans to deliver.

The delivery of elements containing radionuclides and asbestos is prohibited

The external providers must implement an environmental management system in compliance with ISO14001.

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If requested by Cobham Aerospace Communications Dourdan, the external providers must be certified to ISO14001 or an equivalent standard. The external providers must ensure that its partners and external providers for Cobham Aerospace Communications Dourdan products have also entered into an environment-friendly approach.

The external provider shall implement, when applicable, activities to ensure the safety of the product throughout its life cycle.

The external provider must implement and control processes, appropriate to the product, to prevent the use of counterfeit or suspected counterfeit parts and their inclusion in the products delivered to Cobham Aerospace Communications Dourdan.

Definition: "Counterfeit Part" means an unauthorized copy, imitation, replacement part or modified part (e.g., material, part, component) knowingly represented as an original specified part from a designer or authorized manufacturer. (Non-exhaustive example of counterfeit part: false identification of marking or labelling, incorrect class, false serial number, false date code, documentation or falsified performance characteristics)

5.6.1. ROHS

For the supply of Electrical and Electronic Equipment, Cobham Aerospace Communications Dourdan will explicitly specify its requirements as to the application of the ROHS directive

5.6.2. INTERVENING PARTIES' SERVICES ON THE COBHAM AEROSPACE COMMUNICATIONS DOURDAN'S SITE

All service providers intervening on the Cobham Aerospace Communications Dourdan site, or elsewhere, on behalf of Cobham Aerospace Communications Dourdan must draw up a prevention plan before beginning any intervention.

5.6.3. WASTE MANAGEMENT

The use of products classified dangerous according to the regulations in force (REACH,...) is subject to authorisation by Cobham Aerospace Communications Dourdan.

The waste generated by the participants, within the framework of the service, must be taken in charge by the service provider in the respect of the applicable regulations as regards waste management.

If requested by Cobham Aerospace Communications Dourdan, the external provider must provide proof that the waste has been taken over by a competent organisation.

The provider's personnel must be made aware of and trained in the environmental impacts generated by their activity on the Cobham Aerospace Communications Dourdan site.

On request, concerning Electrical and Electronic Equipment, the External providers must take care of end-of-life product recovery and the product reprocessing circuit.

On request by Cobham Aerospace Communications Dourdan, the external providers must provide a formal declaration on the reprocessing of product waste containing cadmium, lead, chrome VI, polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs) for all products delivered since July 1st 2006 in compliance with directive 2002/95/EC.

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5.7. RESOURCE MANAGEMENT

The external providers must identify any needs for training and qualifying its personnel involved in activities liable to affect their quality.

Records of training/qualification actions must be available for any audit carried out by Cobham Aerospace Communications Dourdan.

The external provider must maintain the skills and knowledge necessary to obtain the conformity of the products and services provided to Cobham Aerospace Communications Dourdan.

5.8. PROJECT MANAGEMENT BY THE EXTERNAL PROVIDER

When it is mentioned on the order for certain projects, the external provider, in the context of its "quality" commitments, the external providers will take account of the following "milestones" in managing the projects entrusted to it. Cobham Aerospace Communications Dourdan' could participate in theses "milestones":

- kick off meeting,
- Some key reviews
- Evidence of procurement of components (if needed),
- Evidence of the manufacturing of tooling (if applicable),
- FAI (See § 5.21).

5.9. ARCHIVING

The external provider must guarantee to be able to present all the records making it possible to justify the conformity and the complete traceability of the services requested by Cobham Aerospace Communications Dourdan, during a minimum period of:

- 5 years for industrial equipment,
- a period corresponding to the life of the typical aircraft receiving the equipment concerned by the service + 3 years - It is therefore recommended that the external provider ask the representative of Cobham Aerospace Communications Dourdan if he wants to destroy these archives,
- 20 years for military equipment,

It is up to the external provider to ask the buyer, the field of application concerned.

Associated documents, conformity status reports as well as any tooling and other resources must be accessible for the periods of time specified above.

Archives must be protected from any degradation (bad weather conditions, rodents and fire...)

In the event that IT archiving is performed, the external provider must put in place the necessary backup measures to ensure that these data remain usable for the periods specified above.

The contents of the dossiers kept in archives depends on the type of service. It is imperative to know the contents, the place, as well as the year of destruction of the archived dossier.

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5.10. QUALIFICATION OF SPECIAL PROCESSES

Definition of special process: any processes for production and service provision where the resulting output cannot be verified by subsequent monitoring or measurement and, as a consequence, deficiencies become apparent only after the product is in use or the service has been delivered

Any special process carried out as a subcontractor must be qualified:

- by the external provider (internal qualification)
- and / or by a third party recognized (example : NADCAP qualification)
- And/or by an aeronautic customer

The external provider must identify its special processes (internal and/or subcontracted) and it is committed to providing proof of the qualification and control of these processes.

The qualification and control must cover the following elements:

- defined criteria for review and approval of the processes,
- determination of conditions to be met the approval to be maintained
- approval of means and facilities
- qualification of personnel,
- use of specific methods and procedures for process implementation and monitoring
- Requirements for documented information (records) to be retained

The external provider must communicate to Cobham Aerospace Communications Dourdan the identity of the subcontractor of each special process it uses, and can not change it without Cobham Aerospace Communications Dourdan ' prior information and agreement.

The special process can only be validated when all requests for major corrective actions have been put in place and settled by the Quality Assurance Department of the Customer. If necessary, the Quality Assurance Department can carry out an audit at the supplier.

The external provider must provide with the delivery, a copy of the declaration of conformity released by his subcontractor, without which acceptance by Cobham Aerospace Communications Dourdan will be blocked (this is not requested for finished assemblies)

5.11. MANUFACTURING PROCESSES – ELECTRONIC BOARDS

Electronic boards will be made in compliance with the latest version of Cobham Aerospace Communications Dourdan' document CE-F6175 (Electronic Contractual Clauses).

Acceptance of electronic boards and beams will be made in compliance with the latest versions on the date of order of the following applicable reference frames:

- IPC A 600 (Class 3 except when otherwise stipulated in the STA)
- IPC A 610 (Class 3 except when otherwise stipulated in the STA)
- IPC A 620 (Class 3 except when otherwise stipulated in the STA)
- EN 61340 ESD Control

5.12. TOOLING AND MEANS OF MEASUREMENT

5.12.1. TOOLING MANAGEMENT

The external providers must manage, regularly check and Cobham Aerospace Communications Dourdan' tooling as if it was the external providers' own property.

It must hold the full list of tooling used for the products concerned, together with its technical condition, available for Cobham Aerospace Communications Dourdan.

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5.12.2. METROLOGY

Measuring apparatus and metrology capabilities must be regularly checked and/or calibrated. This calibration must be linked to the national standards.

5.12.3. SPECIFIC TEST BENCHES AND TOOLING

All test benches, tooling and programmes provided or financed by Cobham Aerospace Communications Dourdan shall remain the property of Cobham Aerospace Communications Dourdan. The external providers must:

- Identify them by a reference provided by Cobham Aerospace Communications Dourdan and handle their administrative management (identification and maintenance),
- Check them on arrival,
- Inform Cobham Aerospace Communications Dourdan in the event of any repair work,
- On request, carry out regular checks/calibration operations, and report the results
- Return them in good condition on simple request from Cobham Aerospace Communications Dourdan,
- Hold a "property in care or custody" insurance policy for the products belonging to Cobham Aerospace Communications Dourdan.

5.13. PURCHASING AND PROCUREMENT

The external provider shall control its lower-ranking external providers in accordance with paragraph: Control of processes, products and services provided by external providers

- In ISO 9001 : 2015 for general orders
- In EN 9100 : 2016 for orders concerning aeronautical, military or space activities.

It is the external providers' responsibility to inform its external providers of the technical, industrial and quality requirements included in the contract binding it to Cobham Aerospace Communications Dourdan. It remains responsible for their conformity.

The external providers must ensure that all requirements stated to its external providers are met, by implementing appropriate management and control tools.

Electronic components:

Note 1: Components are bought in compliance with the bill of material (if difficulties of procurement arise, the external provider must inform Cobham Aerospace Communications Dourdan of a possible double source (respecting the characteristics specified in the nomenclature and in the technical purchasing specification), and obtain its written agreement)

Note 2: Components procured from "brokers" are necessarily submitted to quality and technical authorisation from Cobham Aerospace Communications Dourdan.

The external provider must ensure that no counterfeit components are used in its assemblies (cf §5.6)

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Materials:

Note 1: If the materials specified in the Cobham Aerospace Communications Dourdan drawing give rise to difficulties of supply, a request for deviation must be presented to Cobham Aerospace Communications Dourdan if the external providers wish to use a close grade.

The external provider must provide each delivery with a copy of the material certificate or declaration of conformity, without which acceptance by Cobham Aerospace Communications Dourdan will be blocked (this is not requested for finished assemblies)

5.13.1. MANAGEMENT OF INDUSTRIAL EVOLUTIONS

The external providers must inform Cobham Aerospace Communications Dourdan before making any major modification such as:

- The location (*)
- Means of transport
- A change of ERP
- A change of organisation, or change in key positions
- A change in major processes (*)
- A change in major subcontractors (*)
- Any major event which occurred and which could harm the continuity of activity (disaster...)

The external providers must define the method by which Cobham Aerospace Communications Dourdan will be informed of any such modification.

(*) Some of these modifications are liable to have an impact on the equipment's qualification, agreement is required from Cobham Aerospace Communications Dourdan before they are applied to the product.

The external providers will bear the costs should the product need to be re-qualified. This requirement is valid for the whole production chain.

5.14. TEST PROCEDURE

Where applicable, test procedures generated by the external providers must conform to Cobham Aerospace Communications Dourdan test specifications.

5.15. NON-CONFORMITY MANAGEMENT

The external providers must apply a non-conformity management system.

Any non-conformity likely to be found on the delivered product, must be communicated to Cobham Aerospace Communications Dourdan, by means of a request for deviation. This one must contain :

- Administrative information (order number, delivery note number, article reference and index, quantities)
- Description of the non-conformity
- The root cause
- The associated corrective action plan

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In the event of the discovery of a non-conformity after delivery (to Cobham Aerospace Communications Dourdan, or to the final customer) and if the responsibility of the external provider is confirmed, the latter will bear all the costs induced through returning the product to conformity status, particularly, but not only :

- Retrofitting costs on the premises of a Cobham Aerospace Communications Dourdan's customer.
- Any experts' costs which may have been borne by Cobham Aerospace Communications Dourdan when searching for the root causes of the problems encountered.

The supplier has to inform COBHAM Aerospace Communications Dourdan as soon as possible in case he detects any non-conformity on goods that could have been delivered.

Supplier shall be in position to show evolution of its performance.

5.16. PRODUCT PRESERVATION

The external providers must implement all means, procedures and instructions needed to ensure that the articles or products produced for Cobham Aerospace Communications Dourdan maintain their compliance.

This concerns:

- Identification, including safety recommendations,
- Handling,
- Contamination control,
- Packaging,
- Storage,
- Transport,
- The protection

In particular, the external provider must take the necessary measures to prevent the presence of foreign object (FOD) in the products delivered to Cobham Aerospace Communications Dourdan.

If the capacity of the storage packaging is less than the quantity delivered or the batch delivered, the marking of the quantity in the storage packaging must be as follows:

Code Cobham Aerospace communications

Lot Number

Quantity packed (storage packaging) / Total quantity delivered

In order to eliminate the risks for handling personnel, any transport packaging weighing more than 25 kg and/or large must be placed on a transport pallet (wooden pallet in priority and standardised ISPM15), material circled or filmed in such a way as to avoid its overthrow in case of transport or moving.

The rules for delivery also apply when returning an exchanged or refurbished product, packaging, identification and provide of documents as initially.

For any delivered product subject to expiry, the Client wishes that the rest of the life of the delivered product is at least 75% of the complete life cycle. The Client may waive this requirement and will indicate it on his order.

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5.17. CONFORMITY CERTIFICATE

The external providers must release a conformity declaration in compliance with the latest index in force of standard NF-L00-015 for each service supply, per order and per batch.

In addition to the conformity declaration, Cobham Aerospace Communications Dourdan may also request other documents (a control report, safety data sheet, etc.). These complements will be specified on the order or in the technical specification of purchases if existing.

The minimum information to be included in declarations of conformity and delivery notes are as follows:

- the cobham Aerospace Communications order reference,
- the article code of the Client (code on the order),
- batch numbers,
- the quantities per batch number,
- Any information relating to expiry dates,
- The applicable waivers.

As a reminder, the supply of material and treatment conformity certificates is required (cf § 5.10 & 5.13.1).

5.18. CONTROLS

The external providers is responsible for all controls carried out during the different processes and shall keep Cobham Aerospace Communications Dourdan informed of any discrepancies.

The external providers must set up appropriate control procedures for guaranteeing the quality of its products.

The external providers must set up all the elements required for monitoring products' key characteristics.

Key characteristics Definition (EN9100):

an attribute or feature whose variation has a significant influence on product fit, performance, service life, or productibility; that requires specific action for the purpose of controlling variation (reference 9100 and 9110). This definition is further explained as follows:

KCs for a part, subassembly, or system are those selected geometrical, material properties, functional, and/or cosmetic features; which are measurable, whose variation control is necessary in meeting customer requirements and enhancing customer satisfaction

The Subcontractor must systematically provide a dimensional or performance survey when this is required in the order of the Client. The standard sampling rate requested by the Client is valid only for the formalization of these dimensional surveys.

If the subcontractor does not have specific control equipment to verify certain characteristics, , he must immediately inform the Client by specifying the rank of application.

If the subcontractor detects control equipment that are no longer compliant, he must isolate and identify the non-compliant control equipment so that no one can use it.

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5.19. SURVEILLANCE CLAUSES

5.19.1. GENERAL

If explicitly set forth in the purchase, the external providers must provide free access to Cobham Aerospace Communications Dourdan, official services (DGA, OSAC, etc) or customers who wish to visit the site or carry out an audit.

5.19.2. PARTICULARITIES

In the context of an agreement PART 21-G POA / DOA (Product Organisation Approvals / Design Organisation Approvals) that is active between the external providers and Cobham Aerospace Communications Dourdan, the external providers must deliver the equipment concerned with an EASA FORM 1 (or Form 8130)

5.20. AUDITS/VISITS / INSPECTIONS

The schedule of the audit, visit and inspection will be drawn up together by the external providers and Cobham Aerospace Communications Dourdan, 2 weeks to 1 month before it is executed.

Should a representative of an official surveillance body and/or of Cobham Aerospace Communications Dourdan's customer be present, the external providers will be informed by Cobham Aerospace Communications Dourdan thereof, one month before the person's arrival on site.

5.21. FIRST ARTICLE INSPECTION

On request from Cobham Aerospace Communications Dourdan and in the following cases:

- First production,
- A major change in the process instruction,
- A change in the production process, (including change of subcontracting)
- A change in a special process,
- Recommencing manufacture after a stoppage of over 2 years
- A change in design affecting the geometry, the interfaces or the function of the part.

The external providers will draw up an FAI [in compliance with EN 9102] to be presented with the first batch or first delivery of the product or part.

Delivery of series production products will only be authorised after acceptance of the FAI by the Cobham Aerospace Communications Dourdan quality department.

On request from Cobham Aerospace Communications Dourdan, the external provider must provide a feedback report at the end of the services. This feedback concerns the elements of design, manufacturing and testing, the means and training of personnel, organization and procedures.

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5.22. OBSOLESCENCE MANAGEMENT

5.22.1. COTS

Should Cobham Aerospace Communications Dourdan procure products, parts, components, etc, whose external provider is responsible for their management, the latter shall agree to:

- Inform Cobham Aerospace Communications Dourdan of any obsolescence on the said products, parts, components, etc as soon as it becomes aware of any such obsolescence,
- Inform Cobham Aerospace Communications Dourdan of any obsolescence of which the supplier may be aware in components that are a part of its product,
- Draw up replacement solutions to compensate for any such obsolescence and propose them to Cobham Aerospace Communications Dourdan. To do so, he shall send written change request given justification that performances are least equivalent.

5.22.2. PRODUCTS AS PER COBHAM AEROSPACE COMMUNICATIONS DOURDAN' DRAWINGS

For any supplies made on the basis of Cobham Aerospace Communications Dourdan's plans, the external providers agrees to:

- Inform Cobham Aerospace Communications Dourdan as soon as it becomes aware of any obsolescence preventing their manufacture in full compliance with our specifications,
- Actively seek new solutions to compensate for any obsolescence
-

6. PRÉROGATIVES OF THE CLIENT

All suppliers to have policies in place that reflect our own Code of Business Conduct and available for consultation on the website:

<https://www.cobhamaerospacecommunications.com/our-company/corporate-responsibility-and-sustainability/performance-data-policies/policy-downloads/>

In order to ensure ethical behavior Cobham is committed to restricting the use of minerals from mines (Tin, Tantalum, Tungsten, Or and their derivatives) used to finance armed conflicts and human rights violations. (see conflict mineral, Dodd-Frank Wall Street Reform and Consumer Protection Act on war mineral).

We expect our suppliers to supply all raw materials, components and sub-assemblies from responsible mineral sources in accordance with relevant legislation and best practices and to be able to demonstrate this through formalized processes

VISION, VALUES AND BEHAVIOURS OF COBHAM GROUP

OUR VISION, VALUES AND BEHAVIOURS

COBHAM

Our vision is working together to be a leading Global Technology and Services innovator, respected for providing solutions to the most challenging problems.

Our SPIRIT values define our culture and demonstrate the key principles to be promoted and fostered in everything we do.

SPIRIT

Safety

Provide a safe workplace for our people, ensure the safety of the products and services we provide and take care of the environment we live in.

Performance

Consistently deliver and seek to exceed expectations while improving what we do and how we do it.

Innovation

Create an environment to encourage new ideas, regardless of where they come from and have the courage to try, fail, learn and then succeed.

Relationships

Develop trusted interpersonal and customer relationships by listening, appreciating diversity, striving to understand, being inclusive and delivering on our commitments.

Integrity

Act ethically in all that we do, not only in compliance with the laws and regulations that govern us, but also in the spirit of ethical behaviour and doing what is right.

Trust

Be open, transparent, we say what we'll do and do what we say.

The expected behaviours set out in the Code of teamwork, proactivity, inclusivity, customer focus, development, leadership, accountability and acting ethically at all times, underpin our SPIRIT values.