



November 1, 2024

Dear PXD Suppliers:

PanTeXas Deterrence, LLC (PXD) values the business and trust of the suppliers and subcontractors that provide materials and services for the Pantex Plant in Amarillo, Texas. Suppliers and subcontractors are an integral part of PXD's goals and objectives, and the support demonstrated in helping PXD achieve those goals and objectives is appreciated.

A key factor in the success of PXD is a well-founded reputation for maintaining the highest standards of professional and ethical conduct. As the holiday season approaches, please be reminded of PXD's commitment to conducting all business activities in compliance with the highest standards of professional and ethical conduct, including our own ethical standards and those of our suppliers, subcontractors, and customers, as well as applicable laws and regulations.

PXD policy requires that business be conducted in a manner to avoid even the perception that favorable treatment was sought or received as the result of a gift, gratuity, entertainment, or similar transaction. Such gifts could be perceived as bribes and could damage PXD's reputation or even break the law. It is understood that offering occasional business courtesies of nominal value is intended as a gesture of good will. However, to minimize the potential for misunderstanding or even the appearance of improper conduct at PXD, offers of anything other than those of a very nominal amount (less than \$20) that are clearly of a promotional nature (e.g., hats, pens, or paperweights with a company logo on them) are discouraged. Gifts of perishable food items are discouraged, and gifts of money (e.g., cash or items with cash value like gift certificates/cards) may not be given or received under any circumstances. The cooperation of PXD suppliers and subcontractors in this regard is greatly appreciated.

PXD has Ethics and Employee Concern Offices that oversee a vigorous company-wide effort to promote ethical business behavior. The Ethics Helpline (806.573.6777) is available to provide guidance to PXD employees, suppliers, and subcontractors about gifts and other policy issues and to offer a confidential mechanism for reports of possible improper or illegal activity. Questions or concerns may also be directed to the undersigned.

In closing, the responsibilities for ensuring ethical business standards are met have been stressed to PXD employees, and it is requested that the contents of this letter be conveyed to supplier and subcontractor employees who deal with PXD. On behalf of PXD, best wishes for a happy and safe holiday season.

Sincerely,

Jody C. Detten
Director, Enterprise Business Management

JCD:clc

This document has been reviewed by a DC/RO and has been determined to be UNCLASSIFIED, not UCNI, and contains no CUI based on current classification guidance. This review does not constitute a review for CUI outside of classification guidance and does not constitute clearance for Public Release.
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