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Supplier Quality Requirements

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1. Purpose

This document is to be used and is a part of any contractual agreement between Sealth Aero Marine and Suppliers and Sub-tiers to establish the requirements that shall be followed. Sealth Aero Marine may apply additional requirements as applicable.

2. Scope

These requirements are applicable to Sealth Aero Marine Suppliers who furnish products, material, processes, and services as cited by the Sealth Aero Marine Purchase Order, or additional written contract.

3. Responsibilities

The Supplier is responsible for ensuring they can meet all the requirements of this document.

4. References

SAM Sealth Aero Marine

SAM QM Sealth Aero Marine Quality Manual

ISO 9001 International Standard Quality Management Systems

AS9100 Aerospace Standard Quality Management Systems

AS9102 Aerospace First Article Inspection Requirement

AS9162 Aerospace Operator Self-Verification Programs

AS9163 Certificate of Conformity Requirements

QP 8.4.1 Sealth Aero Marine Purchasing Control Procedure

QP 8.4.3 Sealth Aero Marine Purchasing and External Providers

QP 8.5.1.3 Sealth Aero Marine Product Verification Procedure

SPS-510 Sealth Aero Marine Workmanship Standard

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5. Definitions & Acronyms

The definitions found in AS9100, AS9102, ISO9001 and the referenced documents apply.

6. General Information

Sealth Aero Marine procures products and services used directly and indirectly with the manufacturing process from approved sources. Suppliers are approved at Sealth Aero Marine's discretion and reapproved based on several factors which include but are not limited to, the conformity of the products and services they provide, and on time delivery (performance).

Sealth Aero Marine produces cosmetic, functional, and fixed interior components, and strives to consistently produce the highest quality products and services possible with exceptional on-time deliveries to our customers.

To maintain a mutually beneficial relationship, we ask our Suppliers to partner with us working toward a Zero-Defect goal.

Sealth Aero Marine's business structure and Quality Management Systems allow us to produce high quality products and services.

In addition to the Purchase Order requirements and SPS-510 Workmanship Standard, this document defines Sealth Aero Marine's Quality requirements the Supplier shall comply with.

All processes shall be performed in accordance with the latest revisions of the PO, drawing, or technical data specified requirements, unless obtained written consent from Sealth Aero Marine states otherwise. Sealth Aero Marine requires Suppliers to be thoroughly familiar with and understand of all requirements listed on PO's, drawings, specifications and any regulatory requirements (as applicable).

Sealth Aero Marine Purchasing and Quality Assurance Managers are responsible for the oversight of this procedure.

Suppliers are responsible for obtaining and maintaining any standards referenced in this document.

Revisions to this document and any referenced documents must be integrated into the supplier's quality management system (QMS) within 60 calendar days from the date of revision unless the SAM purchase order states otherwise.

7. Requirements

The Requirements listed are in addition to those, set forth in any other contracted document. Compliance with these requirements does not reduce the Supplier's responsibility for furnishing materials and/or services, which fully comply with all applicable drawings and specification requirements, nor does it guarantee acceptance of materials and services by Sealth Aero Marine. If materials or services are found to be nonconforming and cannot be demonstrated by the Supplier to be in conformance with the PO, Drawing, or specifications, Sealth Aero Marine has the right to reject them. Sealth Aero Marine reserves the right to request credit, rework, or replacement of any nonconforming product. The following requirements apply to all Suppliers and all orders, as appropriate.

7.1 Order of Precedence

If there is a conflict or inconsistency between any of the provisions of the following documents, the following order of precedence shall take place:

1. Sealth Aero Marine Purchase Order.
2. Sealth Aero Marine Drawing.
3. Any other Sealth Aero Marine–generated forms or documents.
4. Any Supplier-generated form or document that both Sealth Aero Marine and the Supplier have agreed to in writing.

7.2 Surveillance / Right of Entry

Sealth Aero Marine reserves the right to perform inspections, routine audits, tests, and review procedures, processes, and documents related to the quality management system. This right shall be extended to Sealth Aero Marine's customers and any governing body necessary such as but not limited to the FAA

7.3 Quality Management Systems

As a Minimum, the Supplier shall establish and maintain a quality management system that meets the requirements of ISO 9001, unless otherwise approved by Sealth Aero Marine's Quality Assurance Manager.

7.3.1 Retention of Records

The Supplier shall retain all records such as, but not limited to material certifications, certificates of conformance, test reports, calibration reports, and inspection results associated with the production of Sealth Aero Marine product for a period of no less than 12 years from actual shipment date of each product. In the event of sale, trade, or dissolution of the business, where the Supplier is no longer able to retain records as required, they shall be returned to Sealth Aero Marine at no additional cost.

7.3.2 Control of Changes

Changes to design, materials, processes, manufacturing location or details specified on a Sealth Aero Marine Purchase Order, shall not be implemented without written approval from Sealth Aero Marine. Where required changes in the product or process are identified by the Supplier, they shall notify Sealth Aero Marine prior to processing Sealth Aero Marine materials.

The Supplier shall promptly notify Sealth Aero Marine Quality Assurance of any changes in the Quality System or the management representative with the assigned responsibility and authority for the quality system that could adversely affect Sealth Aero Marine product quality.

7.3.2 Corrective Action

When a corrective action is requested by Sealth Aero Marine, the Supplier shall contain and correct the issue and provide a statement of corrective action. This statement shall be delivered in a format approved by Sealth Aero Marine's Quality department. Documentation for rejected articles resubmitted for approval shall refer to the Sealth Aero Marine rejection document.

7.3.3 Identification

Parts (Assemblies, Sub-assemblies, and Detail components) shall be identified as specified on the drawing or PO in accordance with SPS-510.

Raw materials procured by federal, military, aerospace or other specifications shall be identified per the requirements of that specification.

Hazardous materials shall be properly identified and the MSDS shall be included with the shipment.

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7.3.4 Traceability

Suppliers shall maintain lot and batch control over all materials, purchased items and Sealth Aero Marine parts. Suppliers must provide positive traceability of manufactured parts or assemblies to the raw material using lot/batch or serial numbers.

7.4 Performance

The Suppliers performance will be regularly monitored and the results communicated to the supplier. If at any time the supplier cannot perform at the levels Sealth Aero Marine has defined per Quality Manual 2.0, the Supplier will receive a performance warning letter. If the Supplier is unable to improve their performance, Sealth Aero Marine reserves the right to issue corrective action, place on probation, or un-approve the Supplier. Once the Supplier has been unapproved, they may be reapproved after the defined period, or at the discretion of Sealth Aero Marine. Sealth Aero Marine reserves the right to issue financial penalties or loss of work to a Supplier due to poor quality.

7.5 Process Requirements

Special processes must be performed by sources approved by Sealth Aero Marine Quality Assurance and/or its customers for customer specifications. Compliance with all process requirements, including approval criteria of the product, pre-approval of procedures or processes, testing of equipment and tooling, Inspection and verification of finished product, and any training or qualification of personnel is the responsibility of the Supplier, and shall be performed in accordance with the requirements listed in the latest revision of the applicable Purchase Order and/or Drawing.

7.6 Prevention of Counterfeit Parts

The Supplier is not authorized to deliver any item procured from sources other than OEMs or authorized distributors without prior written authorization from Sealth Aero Marine. The Supplier shall flow down to and ensure compliance with the requirements of this document by, lower tier Suppliers providing items for delivery to Sealth Aero Marine under this order.

7.7 Transfer of Work

Any transfer of work such as but not limited to processes and/or manufacturing that the Supplier outsources shall only be outsourced to sources approved by Sealth Aero Marine. Any work that is performed by an unapproved source will be rejected and returned at Sealth Aero Marine’s discretion.

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7.8 Flow Down of Requirements

The Supplier shall ensure that this document and all applicable requirements specified on Sealth Aero Marine purchase orders, including any key characteristics and customer requirements, are flowed down to all sub-tier suppliers.

Any company providing raw materials, manufacturing services, or special processes for Sealth Aero Marine must be an organization approved by Sealth Aero Marine prior to use.

Both suppliers and their sub-tier suppliers shall comply with the following requirements:

- Boeing Form X31764
- AS/EN/JISQ 9100 quality management system requirements
- 14 CFR 21.2 regulations regarding the use of Acceptance Authority Media (AAM)
- Each supplier must maintain a single source of documented information and refer to it as a Quality Manual.
- Distributors shall be evaluated and selected based on their ability to comply with AS9120 requirements.

7.9 Configuration Management

All drawings, digital models and specifications provided by Sealth Aero Marine are considered controlled and proprietary and shall not be released to a third party without the written consent of SAM. The Supplier assumes responsibility for any documents they receive from SAM and shall control the distribution, access, retrieval, and use of the documents. It is the Supplier's responsibility to ensure prevention of the unintended use of obsoleted documentation. The Supplier shall not make any change in the materials, processes, or design details of a product without written consent from SAM.

7.10 First Article Inspection (FAI)

When the FAI requirement is specified on the PO, the Supplier shall perform a First Article Inspection compliant with current AS9102 requirements on the initial part or lot, at the detail, sub-assembly and/or assembly level(s) when applicable. The results of the FAI shall include 100% conformance to all drawing(s), PO, functional, and cosmetic requirements. When a purchase order specifies a First Article Inspection (FAI), the Supplier shall deliver the complete FAIR package with the parts. If the FAIR package is not included with the shipment, it shall be submitted to SAM prior to delivery, either via Net-Inspect or by email to

receiving@sealth.com. When an assembly FAIR is requested, and the detail components were manufactured or provided by the supplier, the detail FAIRs must be supplied along with the assembly FAIR.

7.11 Critical Items and Key Characteristics

Whenever key characteristics have been identified, they shall be monitored and verified at each appropriate verification step.

7.12 Non-conformances

When any non-conforming product is found, the Supplier shall notify SAM's Purchasing or Quality department within 24 hours of discovery. The product shall not be delivered unless authorization has been given by SAM's Quality Assurance or Engineering department. When authorization has been granted the product shall be delivered labeled or tagged in a way that indicates the non-conformance along with a copy of the non-conformance, or deviation report signed by the SAM representative.

The Supplier shall establish and maintain procedures to ensure that any product that does not conform to the specified requirements is prevented from unintended use or installation. This control shall provide for identification, documentation, evaluation, segregation and as required, disposition of nonconforming product.

7.13 Packaging and Delivery

Products shipped to SAM shall be packaged using methods that prevent damage during shipment. The Supplier is liable for any loss or damages that occur during shipment of product from Supplier's facility to SAM.

7.14 Certificate of Conformance

All shipments of products and processes delivered to Sealth Aero Marine shall be accompanied by a Certificate of Conformance (C of C). The provided CofC must be in accordance with the requirements listed AS9163 ("Certificate of Conformity Requirements")

7.15 Material Testing Certifications

When certified material test report for raw materials or produced items are required, they shall include the following.

- Name/number of the specification with which the material complies.
- Lot, batch, or other traceable designation.
- Actual test results or percentage of each element that makes up the chemical or physical properties of the material or item (quantitative test

results versus requirements and permissible tolerance for values measured).

7.16 Inventory Control

The Supplier shall strictly control all the inventory of SAM proprietary design parts that are more than the contract or order, to prevent the product from being sold or provided to any third party without prior written authorization from Sealth Aero Marine. The supplier must not provide product from a batch that was previously rejected by SAM without prior written authorization.

7.17 Warranty

The Supplier warrants that all articles, material and work furnished will be free from defects in material and workmanship and will conform to applicable specifications, drawings, samples and/or descriptions furnished by Sealth Aero Marine the warranty period shall run for 1yr from ship date.

7.18 Raw Materials

Supplier sourced materials shall be sourced from a SAM approved supplier. Please contact SAM purchasing or QA for a list of approved raw material suppliers. In the event materials are unable to be sourced from a SAM approved source, they must contact SAM Purchasing or QA for approval and still maintain full traceability per section 7.3.4.

The Supplier shall maintain and provide with each shipment the documented chain of custody for all materials and processes provided.

Chain of custody is an unbroken chain of documentation, that:

1. Maintains full traceability of the material's unique identity with all heat, lot, and batch information from the original producer, through intermediate processing, distribution, and on to the consuming supplier.
2. Shows each AS9100 or AS9120 accredited Distributor or intermediate producer taking possession of the materials, with documentation traceable to the original mill producer's certification.
3. Contains certifications of conformity and pack list documents with the physical manufacturing and distribution address locations clearly identified; listing the "received from" and "ship to" location addresses, and date(s) of transfer.
4. Certifications of conformity and chain of custody evidence will be verified to be acceptable and kept as documented information.

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7.19 Monitoring and Measuring Equipment

All suppliers providing product to Sealth Aero Marine shall maintain a documented system for the control of monitoring and measuring equipment. Suppliers must maintain a register of all calibrated equipment along with calibration results and retain calibration records in accordance with Section 7.3.1.

Suppliers shall ensure that all monitoring and measuring equipment used to demonstrate product conformity is calibrated, identified, safeguarded, and traceable to national or international standards (e.g., NIST).

Calibrated equipment must be identified with calibration status (e.g., labels, electronic records) and protected from unauthorized adjustments, damage, or deterioration.

Equipment found to be out of tolerance shall be evaluated for impact on previously inspected or accepted products, and corrective action shall be implemented as required.

8. Resource Management / Employee Awareness

8.1 Product Safety

All Suppliers shall have a training program to highlight the importance of product safety through-out the life cycle of the product.

8.2 Product Conformity

All Suppliers employees shall be trained on execution of their activities and how they contribute to the achievement of the quality objectives and understand their impact on product conformity. Operators carrying out processes shall have the appropriate training and certifications to perform their job function. Records of education, training skills and experience shall be maintained at Supplier's facility and available for review at any time. When the supplier utilizes operator self-verification activities, the supplier must comply with AS 9162 (Aerospace Operator Self-Verification Programs")

8.3 Ethical Behavior

Suppliers shall ensure that they conduct their business in accordance with all applicable law's rules and regulations and the highest ethical standards, in addition to T&C's and supporting requirements flowed down through the purchase order.

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8.4 Human Factors

Suppliers' management shall consider human factors through the realization of the product life cycle, this shall include taking proper account of the interaction between employees and the processes required through the realization of the product.

8.5 Code of Conduct

The SAM code of conduct consists of the SAM Human Rights Policy, Environmental Policy Statement, Occupational Health and Safety Policy, and the additional information listed within this section. Suppliers' acceptance of a SAM purchase order is acknowledgement, agreement, and adherence to this code of conduct.

8.5.1 Respect and Anti-corruption

All suppliers are expected to operate with the highest standards of integrity, treating their employees with respect, fairness, and dignity. Suppliers must consistently conduct business honestly, avoiding any form of fraudulent activity. Competitive practices should be based solely on the quality and value of products or services offered. Suppliers are required to comply with all applicable anti-corruption laws and regulations, including those prohibiting bribery, corruption, and other unethical practices. The offering of bribes, kickbacks, gifts, or any other form of inducement to obtain business or gain an unfair advantage is strictly prohibited.

8.5.2 Conflicts Minerals and Ethical Sourcing

Suppliers must pledge to source materials ethically. Suppliers are required to ensure that any conflict minerals, such as tin, tantalum, tungsten, or gold, in their products come from conflict-free sources that do not fund or support armed groups. Suppliers should, when applicable, conduct due diligence on their supply chains regarding conflict minerals and provide the findings to SAM upon request.

8.5.3 REACH Compliancy

All materials supplied to SAM must be fully REACH compliant, in accordance with the European Union's Regulation on the Registration, Evaluation, Authorization and Restriction of Chemicals (EC 1907/2006). If any of the materials you provide are not REACH compliant, you must notify SAM in writing.

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9. Sealth Aero Marine Contact Information

Phone: (425) 481-0727

Website: www.sealth.com

Email: Purchasing@Sealth.com

Quality@sealth.com

Info@sealth.com

SEALTH AERO MARINE

RECORD OF REVISIONS

Rev.	Issue Date	By	Description
IR	28 Jul 2011	R. Hughes	
A	21 Jun 2013	R. Hughes	Updated SAM Purchasing contact information in section 7
B	26 Jan 2015	R. Hughes	Due to the Aerospace Industry transition, removed reference to AS9003 and replaced with ISO 9001; made several grammatical corrections.
C	19 May 2015	R. Hughes	Reviewed requirements for applicability; Numbered each of the 6.1 General Requirements paragraphs for clarity.
D	30 May 2018	C. Finch	Revised for Rev D, added Acceptance Media and counterfeit Part requirements
E	27 Jun 2018	C. Finch	Revised to add statements for product safety, ethical behavior
F	27 Sep 2019	C. Finch	Revised purchasing contact info to general purchasing email.
G	20 July 2021	K. Scanlon	Reformatted the document with revised template, Revised contact information, Reidentified document as QD-SQR, added QP 8.4.3 to references. Removed acknowledgement signature. Removed quality fastener act section. Added work transfer.
H	08 May 2023	K. Scanlon	Revised 7.3.1 the retention period of documented information from 10 years min to 10 years plus 1 calendar year min. Revised 7.12 to add deviation form.
I	28 Jan 2025	Kierstin Pugh	Added statement to section 7.10 about detail FAIR's. Added Section 8.5 code of conduct. Added section 7.18 Raw Materials. Added Appendices A-C.
J	09 Sep 2025	Kierstin Pugh	Added date of required implementation to section 6. Revised 7.3.1 retention period. Revised 7.8 flow down of requirements. Added Net-Inspect option to section 7.10. Revised 7.14 for CofC's to be in accordance with AS9163. Section 7.16 changed to inventory control and added statement about previously rejected material. Section 7.18 added chain of custody information and further defined requirements. Added section 7.19. Added AS 9162 to section 8.2.

Appendix A

Human Rights Policy

Sealth Aero Marine is committed to respecting and protecting human rights. We believe that our employees are the foundation of the company. We adhere to the five concepts listed below to ensure that the human rights of our employees are protected.

Impartiality and Non-discrimination

We value, embrace, and respect diversity and inclusion within the workplace. We have a zero tolerance for discrimination and harassment of any kind.

Freedom of Association

We recognize and respect the opinions and views of our employees. Sealth Aero Marine employees are free to join or not join any lawful organization of their choosing.

Forced Labor, Child Labor, Slavery, and Human Trafficking

Sealth Aero Marine strongly believes that the employment relationship should be voluntary. We do not support or promote any type of forced labor, child labor, slavery, and human trafficking.

Compensation

We believe that our employees should be compensated at a rate that meets or exceeds the legal minimums and is competitive within the industry.

Environment, Health, and Safety

Sealth Aero Marine is passionate about providing our employees with a safe and healthy work environment. We also believe in promoting teamwork, communication, and personal growth.

Appendix B

Environmental Policy Statement

Sealth Aero Marine is committed to the protection of the environment. Our facility operates in accordance with our company environmental policies and all applicable legal requirements to promote sustainability and environmental awareness throughout the organization.

The requirements of this environmental policy apply to all employees of Sealth Aero Marine, primarily top management, who are responsible for the implementation of this policy.

To uphold our commitment to minimizing the impact of our operations on the environment, Sealth Aero Marine will:

- Monitor and comply with all applicable environmental legislation and sustainability commitments.
- Identify, assess, and control environmental impacts related to operations.
- Promote employee awareness regarding our environmental initiative and their contribution to the effectiveness of this initiative.
- Set and review environmental objectives and targets.
- Strive to reduce waste generation during operations.
- Continuously improve our environmental management system and carbon footprint.

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Appendix C

Occupational Health and Safety Policy

Our health and safety policy establishes the foundation for our Occupational Health and Safety Management System (OH&S). By creating and maintaining a safe and healthy working environment, we want to ensure the health and wellness, continuous improvement, and fulfillment of legal requirements and OH&S objectives.

Our responsibility towards our employees and other people is our top priority. Our goal is to maintain a balance between the well-being and safety as well as the performance of our employees through comprehensive health and safety management.

Health and Safety compliance is ensured through the following:

– Proper workplace equipment, training and optimization of the work processes
– Proactive focus on reducing our health and safety risks through risk assessments
– minimal use of hazardous substances
– Continuous improvement of our OH&S system
– Fulfillment of all legal requirements for health and safety
– Participation of Sealth employees on health and safety
– Annual review of OH&S activities performed by management
– Quarterly Health & Safety Committee with representatives from operational and support

We set objectives and targets, measure progress against them and share them with stakeholders, where appropriate. Targets are reviewed regularly to ensure they remain appropriate and achievable.

By integrating our objectives into our strategic decision-making, business planning and governance processes, we strive to accomplish this high level of performance along with continuous improvement.

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