



## **Exponent, Inc. Code of Business Conduct and Ethics**

It is Exponent's policy to conduct business in accordance with applicable federal, state, and local laws, rules and regulations and the laws, rules and regulations of other countries in which we do business. This policy demands adherence to an unimpeachable standard of business ethics and conduct. This policy will ensure the confidence of our customers, the commitment of our employees and the goodwill of the communities in which we operate.

In this spirit, all members of Exponent's board of directors, officers and employees will:

- act with honesty and integrity in all dealings with our customers, suppliers and competitors;
- act in good faith, responsibly, with due care, competence and diligence;
- comply with applicable governmental laws, rules and regulations;
- comply with applicable code of business conduct and ethics established within your chosen professional field;
- avoid conflicts of interest in personal and professional relationships and never compete directly or indirectly with Exponent;
- ensure that all financial transactions are recorded and reported in an accurate, timely and objective manner;
- protect Exponent's assets;
- never use your position with Exponent or its assets or information improperly or for personal gain; and
- recognize that even the appearance of a conflict of interest, misconduct or impropriety can damage both you and Exponent, and act accordingly.

### **Your Obligations**

You are expected not only to adhere to this Code of Business Conduct and Ethics, but to exercise good judgment and adhere not just to its letter but its spirit in all circumstances. Conduct that violates this Code will constitute grounds for disciplinary action, up to and including discharge. If you believe that a law or regulation has been or could have been

violated in connection with Exponent business, or this Code of Business Conduct and Ethics has been violated in any other way, you are required to notify your supervisor or another member of management. Management will report the incident to the Chief Executive Officer. If you prefer or believe it is appropriate you may notify the Chief Executive Officer directly. If you believe the Chief Executive Officer or Chairman are involved you may report it directly to Exponent's Audit Committee Chairman. Under no circumstances will Exponent retaliate against you if you report in good faith violations of this Code or questionable behavior on the part of any members of Exponent's board of directors, officers or employees. However, because Exponent takes reports of suspected violations seriously, making known false or malicious reports will not be tolerated, and anyone filing such reports will be subject to appropriate disciplinary action.

### **Financial Compliance Hotline**

Exponent's financial compliance hotline is a confidential, toll-free telephone communication line available to all Exponent employees 24 hours a day, seven days a week. The hotline can be accessed by dialing **1-800-752-3266**. It allows you to discuss your financial compliance concerns anonymously, with a third-party communication specialist who does not work directly for Exponent. This hotline should be used to report activities that pertain to the accuracy and integrity of Exponent's financial reporting and compliance process. The types of activities you should report via this hotline include unethical, illegal and questionable accounting or auditing matters and practices; inaccurate or misleading financial reports; theft or misuse of company property; fraud; and falsification of company records.