

October 2012

Dear Safariland Supplier,

As a growing part of the Safariland® quality improvement process, we are asking each of our supply partners to review our **Supplier Quality Manual**. Our new quality manual outlines our expectations for material delivery and performance as well as our goals for implementation and future success.

It is our pleasure to work with you as a valued supplier and we welcome any suggestions you may have regarding the proposed improvement plan. Should you have any additional questions or wish to discuss via teleconference, please do not hesitate to contact us at anytime. Together, we strive to deliver quality and satisfaction through a collaborative and cohesive program. Together, We Save Lives®.

Best regards,

Safariland, LLC

Purpose

The purpose of the manual is to describe the requirements for Supplier Quality for Safariland LLC suppliers.

Scope

The manual applies to all suppliers providing Safariland, LLC with materials, products, processing, and related services, including intra-company suppliers, and when applicable, to supplier sub-tier sources.

Procedure

1. Expectations
 - 1.1. Safariland, LLC. maintains a high quality supplier base by establishing long term relationships with dedicated suppliers subscribing to the philosophies and procedures of Safariland.
 - 1.2. The supplier must provide Safariland Quality Assurance personnel with a primary contact person regarding product requirements. The contact person should have sufficient knowledge of the product being supplied to Safariland. In the event that the primary contact person is unavailable, the supplier should designate a secondary contact person. The following information for both the primary and secondary contacts is provided:
 - 1.2.1. Name and title
 - 1.2.2. Phone Number

- 1.2.3. Fax Number
- 1.2.4. Email address
- 1.3. The supplier is responsible for reporting contact information changes to Safariland.
- 1.4. Where processes or products are outsourced by the supplier, Safariland must be notified to obtain approval. The supplier will be held fully accountable for the quality of product and performance of the sub-tier supplier. This includes obtaining, validating, and maintaining records of data from sub-tier processes.
- 1.5. Safariland LLC requires the supplier to be in compliance with all applicable statutory and regulatory requirements.
- 1.6. The supplier must keep himself informed of and comply with The Safariland Way, Our values in action, section Supply Chain / Vendor responsibility.
- 2. Supplier Development
 - 2.1. It is in the best interest of Safariland to build relationships with suppliers and assist in producing quality products on time.
 - 2.2. Safariland promotes supplier development using:
 - 2.2.1. Supplier Quality Manual
 - 2.2.2. First Article Inspection (FAI)
 - 2.2.3. Root cause analysis
 - 2.2.4. Corrective Action
 - 2.2.5. Quality Provisions
 - 2.3. Supplier Rating
 - 2.3.1. Safariland considers preferred suppliers to excel in the following areas:
 - 2.3.1.1. Quality of processes, products, and services
 - 2.3.1.2. Documentation accuracy, completeness and timely submittal
 - 2.3.1.3. On-time delivery
 - 2.3.1.4. Service and communication
 - 2.3.1.5. First Article Inspection
 - 2.3.1.6. Responsiveness on corrective actions and timely closure of corrective actions
 - 2.3.1.7. Compliance to purchase order, Quality Provisions, and other applicable requirements
 - 2.3.1.8. Competitive pricing
 - 2.4.1. Supplier information is entered into a tracking database which is reviewed semi-annually to determine select key supplier quality ratings.
 - 2.4.2. Suppliers that have a 70% rating or lower for two quarters during the year are issued a Supplier Corrective Action Request (SCAR) to identify why their rating is 70% or below and what corrective action they will take to improve their rating.
 - 2.4.3. The Supplier Quality rating system is reported on the Supplier scorecard by Supply Chain.
 - 2.4. Supplier Responsibility
 - 2.4.1. The supplier must notify Safariland management in writing of all significant changes to the supplier's production and/or inspection systems, change in senior management, and/or change of facilities, etc.
 - 2.4.2. Maintain a cost competitive culture.
 - 2.4.3. Have short cycle times.

2.4.4. Provide defect free products and services on time.

2.5. Ongoing Quality Requirements

2.5.1. Material Certifications and Certificates of Compliance

2.5.1.1. Approved suppliers may be required to submit certificates of compliance or material certifications with each shipment of material. These certificates state actual test results or measurements for each characteristic listed on the purchasing specification or blueprint or Safariland provided inspection criteria. The material certification is to identify the purchase order, lot or batch and specific quantity of material covered by the certification along with validation of material specifications. In some cases, vendors may be required to submit completed Critical Material Specification check sheets in the approved format provided by Safariland.

2.5.1.2. The Material Certification is to be provided to Safariland Purchasing before or at the time of material arrival. When not required to send material certifications, the supplier will maintain records of material compliance at the supplier facility. The records are made available upon request by Safariland.

2.5.2. Statistical Process Control (SPC) and Process Capability

2.5.2.1. Statistical Process Control information may be required to be submitted to Safariland LLC on a regular basis as supporting verification of material quality.

2.5.2.2. Significant Characteristics identified by specifications or component prints or other Quality Acceptance Criteria are recorded and monitored with out-of-control conditions noted and acted upon. Suppliers ensure that out-of-control material is verified as compliant to specifications before release for shipment to Safariland LLC. Special causes of variation must be investigated, identified and eliminated.

2.5.2.3. Where applicable, Cpk is calculated and monitored to ensure long-term process capability of material supplied. Suppliers target a minimum Cpk designated by the purchasing site to ensure production with minimal variation. Other measures of long term capability and stability of material will be considered on a case-by-case basis depending on the type of process and risk level of the material(s) provided.

2.5.3. Nonconforming Material

2.5.3.1. Suppliers are obligated to inform Safariland of nonconforming or suspect material that may be in transit or already delivered. Product approved by means of measurement found to be out of calibration status constitutes "suspect" condition and should be treated as such. Such action is appreciated by Safariland and will reduce the severity of the quality incident. Communication should be to the Safariland Site Quality Manager.

2.5.4. Containment of Nonconforming Material at Supplier Facility

2.5.4.1. Nonconforming material is immediately contained by the supplier and be re-inspected. If the defect-root cause is not immediately evident, the supplier

is obligated to implement a 100% inspection of subsequent material shipments to Safariland. Recurrence of the defect in subsequent shipments will require containment and 100% inspection of all material until such time it has been determined that the defect is permanently corrected, and corrective actions have been accepted by Safariland. The supplier is to propose a method of and to obtain agreement on identification of inspected material (certified shipments) with Safariland Quality Department personnel.

2.5.5. Disposition of Nonconforming Material

2.5.5.1. All nonconforming material is dispositioned on a Nonconformance Report (NCR) or Supplier Nonconformance Report (SCAR). The supplier is notified of the disposition.

2.5.6. Cost Recovery

2.5.6.1. Cost recovery items include but are not limited to:

2.5.6.1.1. Defective product detected or additional screening/sorting/inspection steps required for Safariland assembly process.

2.5.6.1.2. Unscheduled downtime due to supplied product or supplier delivery issues.

2.5.6.1.3. Customer rejects due to supplier issues. Safariland administrative costs associated with addressing supplier issues.

2.5.7. Supplier Corrective Action Requests

2.5.7.1. Safariland will issue a request for corrective action when a delivery or quality issue occurs and a formal corrective action is warranted. Issued supplier corrective actions may impact the supplier's quality rating. Issues requiring a response from the supplier will be communicated in a timely manner. Suppliers are expected to use structured problem solving techniques to generate a timely response with corrective actions that permanently eliminate the root cause of the defect. It is recommended that SCAR correspondence be conducted electronically.

2.5.8. Terms and Conditions

2.5.8.1. It is the supplier's responsibility to read, understand, and follow all terms and conditions as specified in the Purchase Order.

2.5.9. Packaging / Labeling

2.5.9.1. Safariland Purchasing department personnel will work with the supplier to develop packaging specifications, quantities and label identification requirements for material safety, accuracy in performance reporting, quality issue containment practices and logistic information requirements. Suppliers should suggest to Safariland Purchasing department personnel label content requirements to minimize impact on supplier containment activities/quantities while maximize traceability effectiveness.

2.6. Technical Data and Inspection Plan

2.6.1. Safariland will provide the following product quality requirements (as applicable) when placing a Purchase Order with a supplier:

- 2.6.1.1. Product drawing number
- 2.6.1.2. Product revision
- 2.6.1.3. Specifications (as applicable)
- 2.6.1.4. Statement of Work (as applicable)
- 2.6.1.5. Inspection Plan requirements
- 2.6.1.6. First Article Inspection requests
- 2.6.1.7. Exceptions and/or Additional Requirements