

Instruments,  
Controls and  
Sensors

**United Electric  
Controls  
Company**  
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**ISO  
9001  
Certified  
Company**

## Corporate Code of Conduct Policy

United Electric Controls is a privately-held, global manufacturer of industrial instrumentation used for safety, alarm and emergency shutdown. We protect equipment, processes, people, and the environment. Our success is built upon our core values of dedication, honesty, teamwork and mutual respect at all levels throughout the organization, and with all stakeholders. We expect both our employees and suppliers to behave in accordance with these principles.

### **Labor and Human Rights**

United Electric Controls uses the United Nations' Universal Declaration of Human Rights as a foundational element in our behavior with all stakeholders worldwide, and acts in accordance with regulations and guidance issued by the Equal Employment Opportunity Commission (EEOC).

United Electric is an equal opportunity employer and does not discriminate based upon an individual's race, creed, national origin, sex, age, marital status, sexual orientation, handicap, disability, genetic information, veteran's status, national guard or reserve unit obligations or membership in any category protected by federal or state law. Any act of discrimination by employees will not be tolerated. Likewise employees who have knowledge of conduct, behavior, items or incidents in the workplace which are inconsistent with our policy and who fail to report it are also subject to disciplinary action.

We condemn the use of any forced, prison or child labor, or engagement in human trafficking. Any supplier discovered engaging in practices as outlined in the UK Modern Slavery Act will be terminated.

As part of United Electric Controls' commitment to corporate responsibility and respecting human rights in our own operations and in our global supply chain, we expect our suppliers to have in place policies that will enable us to reasonably assure that products and components supplied to us containing conflict minerals are DRC conflict free. We expect our suppliers to comply with the Electronic Industry Citizenship Coalition (EICC) Code of Conduct and conduct their business in alignment with our supply chain responsibility expectations. For more information on our Conflict Minerals Policy, please see our website.

### **Environmental Stewardship**

United Electric Controls is committed to operating in an environmentally responsible manner. We develop and implement ongoing plans to reduce resource usage in our facility. We comply with all applicable laws and regulations of the State of Massachusetts and the United States. For information on our conformity to RoHS and REACH, please see our website.

## **Health and Safety**

Safety is given primary importance in every aspect of planning and performing all United Electric Controls' activities. All employees deserve to come to a safe workplace, and there are Safety Policies (such as Lock-out/Tag-out, PPE use, Emergency Evacuation, and Workplace Violence) in place to protect all employees against industrial injury and illness from their own actions, as well as the actions of others. Annual refresh training is conducted with all employees. A strong culture of continuous improvement, combined with a cross-functional Safety Committee, ensures that health and safety hazards are identified and eliminated.

## **Ethics**

United Electric Controls expects the highest standards of ethical conduct in all of our endeavors. Employees and Supplier shall always act ethically in every aspect of their relationships, practices, sourcing, and operations.

We will not engage in corruption, extortion, embezzlement, or bribery to obtain an unfair or improper advantage. We will not engage in unfair competition and will abide by all applicable anti-corruption laws and regulations of the countries in which we operate, including the Foreign Corrupt Practices Act (FCPA) and applicable international anti-corruption conventions.

United Electric Controls, both in its relationships with customers and suppliers, will not allow the giving and acceptance of gifts of a material nature, including items such as cash, cash equivalents, gift cards, or discounts on products or services