

SUPPLIER CONDUCT GUIDELINES

The Supplier Conduct Guidelines explains Leviton Manufacturing Co., Inc.'s ("Leviton's") expectations regarding workplace standards and business practices. We require our suppliers to adhere to this Guideline. Please make your employees, contractors and agents aware of our Supplier Conduct Guidelines.

Leviton's Supplier Conduct Guidelines

Leviton's Supplier Conduct Guidelines helps us to select business partners who follow workplace standards and business practices that are consistent with our Company's values. These requirements are applicable to suppliers of Leviton globally.

A) Conduct Guidelines

1. **General Principle:** Suppliers' plants shall operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations.
2. **Environment:** Suppliers' plants must comply with all applicable environmental laws and regulations.
3. **Child Labor:** Suppliers shall employ only workers who meet the applicable minimum legal age requirement. Suppliers must also comply with all other applicable child labor laws.
4. **Forced Labor:** Suppliers shall not use any indentured or forced labor, or victims of slavery or servitude.
5. **Wages and Hours:** Suppliers' plants shall set working hours, wages and overtime pay in compliance with all applicable laws. Workers shall be paid at least the minimum legal wage or a wage that meets local industry standards, whichever is greater.
6. **Discrimination:** Suppliers shall employ workers on the basis of their ability to do the job, not on the basis of their personal characteristics or beliefs (including race, color, gender, nationality, religion, age, maternity or marital status).

7. Freedom of Association: Suppliers' workers are free to join associations of their own choosing, and have the freedom of collective bargaining where the local law confers such rights.
8. Gift and Gratuity Policy: The offering or acceptance of kickbacks, bribes and other illegal payments subverts the very essence of competition and erodes the moral fiber of those involved. This includes gratuities (i.e., anything of value) offered to governmental officials or employees. Such activities are not condoned and will not be tolerated. Also, Leviton prohibits the offer or acceptance of gifts or gratuities that the recipient likely would consider to be of substantial value. Any supplier that violates this item (A), section 8 (Gift and Gratuity Policy) risks immediate loss of all existing and future Leviton business.

B) Compliance Monitoring

The supplier will allow Leviton's employees, agents, contractors, or representatives access to its facilities and all relevant records associated with the products and services provided to Leviton. The supplier and Leviton will establish in advance a mutually agreeable date and time for access. However, risks to Leviton's business may require immediate access to the products, services and associated records and supplier will accommodate Leviton's access as required.

C) Application to Sub-Contractors

These Guidelines also apply to any subcontractor(s) to the supplier, providing goods or services to the supplier. The supplier is fully responsible for ensuring compliance by any such subcontractor(s) as if it were the supplier itself. Leviton reserves the right to audit the supplier's subcontractor(s) for compliance to Leviton's Supplier Conduct Guidelines and supplier will accommodate Leviton's audit as required.

D) Event of Violation

If the supplier does not comply with this Leviton's Supplier Conduct Guidelines, Leviton requires that the supplier implement a corrective action plan to cure the non-compliance within ninety (90) days. If the supplier fails to meet the corrective action plan commitment, Leviton may terminate the business relationship, including suspending placement of future orders and potentially terminating current production. Leviton reserves the right to hold supplier responsible for reasonable costs of investigating non-compliance. Any exception to the application of this item D is a violation of item (A), section 8 (Gift and Gratuity Policy) where the penalty is as stated.