

The Ralliant Code

A Shared Commitment



A Message from Our President & CEO

Team,

At Ralliant, we are leading the global push toward electrification and digitization, leveraging our core strengths in precision engineering for mission-critical industries.



As we shape our future, we are building a strong foundation of integrity, transparency, and respect. Our Code of Conduct (the “Code”) is our guide, ensuring we do the right things the right way. Grounded in our guiding principles, the Code defines how we uphold the standards that drive our success at Ralliant.

I believe that aligning our work to our principles and the Code every day strengthens our culture and drives our success. The Code is non-negotiable. This means we:

- **Build on integrity and compliance** as the foundation of our future,
- **Act with honesty and fairness** in all business dealings, and
- **Uphold trust** with colleagues, customers, communities, and shareholders.

Think of the Code as your roadmap—you are in the driver’s seat. It guides decisions and keeps us on the right path. By upholding these standards, we’re building a company that delivers results and earns trust.

If you’re ever unsure about a situation, reach out to your manager, HR, Compliance, or any resource listed in the Code. Open communication and a culture of trust are essential to our success.

We lead with integrity.

Tami

Tami Newcombe

President & Chief Executive Officer

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Who We Are

We are a family of industry-leading operating companies (OpCos) which span the globe, supporting a wide range of industries and united by our **Shared Purpose**. Our **Guiding Principles** form the essential building blocks for our continuous improvement culture and business success.

We are Ralliant

OUR PURPOSE

Our precision technologies create the confidence
to break through every day.

TOGETHER WE:

Win as
one team

Solve
problems

Learn
by doing

Unlock
growth

Own
our future

FOR OUR PEOPLE, CUSTOMERS, AND SHAREHOLDERS





Who We Are

“Built for Impact Makers” is Ralliant’s promise to our employees. Ralliant is home to team players with the curiosity, ownership, and grit to see what they can achieve together. We empower driven people with the tools and opportunities to make an impact every day.

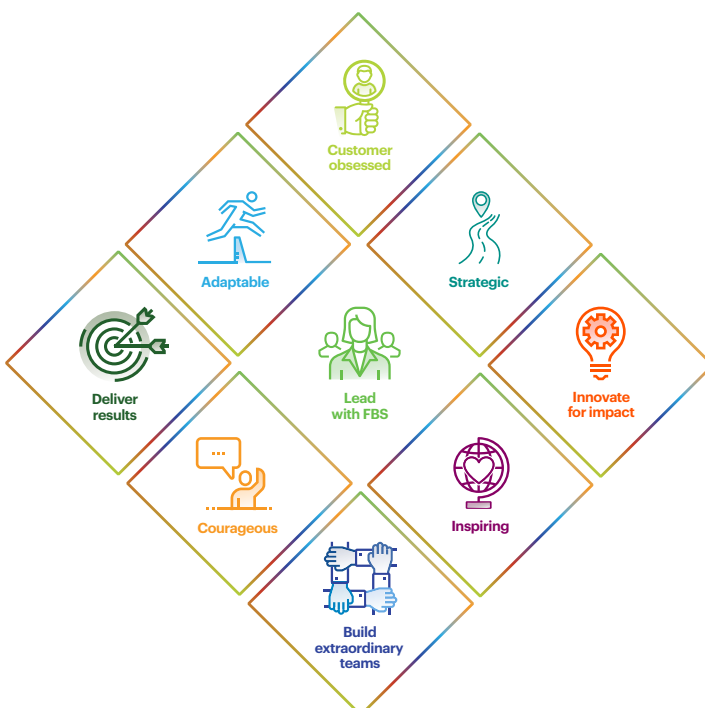


Who We Are

The **Fortive9** is our leadership model that is helping us to succeed together in a rapidly changing world.

Hundreds of employees, globally, helped to create the Fortive9. It represents the leadership competencies that we recognize as our differentiators, while also including what we aspire to be. It's grounded in our roots and Guiding Principles, yet pushes us out of our comfort zones to excel in our careers.

These leadership behaviors are designed for all of us. The Fortive9 defines and guides our success at all times and at all stages in our career. This living, breathing framework touches all employees and sets forth the nine leadership behaviors which ensure that together we do business the right way.



- 1 Customer Obsessed.** We want to deeply understand customers' needs and create solutions that matter to them.
- 2 Strategic.** We bring a disciplined mindset to create value today and build for the future.
- 3 Innovate for Impact.** We deliver breakthroughs by taking risks, experimenting and iterating quickly.
- 4 Inspiring.** We are inspired and inspire others to have an impact.
- 5 Build Extraordinary Teams.** We are authentic and humble in supporting our teams to perform their best.
- 6 Courageous.** We face problems head on. We seek and speak the truth.
- 7 Deliver Results.** We win by getting the right things done and doing what we say we'll do.
- 8 Adaptable.** We learn by doing – through success and fast failure.
- 9 Lead with RBS.** It's our mindset, toolset and culture.

Acting with Integrity

Our Code is the foundation for all we do. Our Guiding Principles are at the heart of our identity, and inform our actions. Our Code applies to all employees of Ralliant worldwide. It is your individual responsibility to ensure that you read, follow and comply with it. Committing to following the Code and acting consistently with our Guiding Principles will build trust, earn respect and lead to our success. Your Integrity/Our Success.

“Ralliant” includes ...

Ralliant and each of our OpCos around the world, whether they are direct or indirect subsidiaries.

We also expect our agents, representatives, independent contractors, consultants, suppliers, business partners and others working on our behalf to act with the same high standards of conduct described in our Code.

Violations of our Code can result in disciplinary action, including termination. They can also result in civil or criminal penalties for those involved, as well as for Ralliant.



What Would You Do?

You believe that a local law might conflict with a part of our Code. What should you do?

We operate around the world and are subject to many different laws. Our Code is designed to complement – not conflict with – the laws in the countries where we conduct business. If you believe you face a conflict, generally follow the stricter requirement. But if you have any question about the correct action, contact the Legal or Compliance team before moving forward.



How to Use Our Code

Our Code is designed to provide high-level information about how to navigate everyday ethical situations. You'll find definitions for terms and links to people and policies, as well as real-world scenarios to give you the information you need to do the right thing.

Usually, if you follow the Code and stay true to our Guiding Principles, the right thing to do will be clear, but there may be situations where the right path is not clear. In those situations, we count on you to use your best judgment and, if necessary, seek guidance from your manager or supervisor, or to Speak Up!

Putting the Code into Action

- ✓ Is my behavior aligned with our Guiding Principles?
- ✓ Does it comply with our Code?
- ✓ Do my actions demonstrate integrity?
- ✓ Am I doing what's right for Ralliant and our employees, customers, business partners, shareholders and other key stakeholders?
- ✓ Would I be comfortable describing my actions to someone I respect?
- ✓ Would I feel comfortable if my actions were made public?

If you can answer “**yes**” to all six questions, it's probably OK to move forward. But a “**no**” or “**I'm not sure**” to any question means you must get guidance before moving forward. Remember that it's always appropriate, under all circumstances, to ask for help.

How to Use Our Code

Our Code includes built-in interactivity to help you move around with ease.

Use the **toolbar at the top of each page** to:



Return to the Table of Contents where you can access any section of our Code in one click.



*Go directly to **Speak Up!** should you wish to share a concern or ask a question.*



Return to the last page viewed.



Page-forward or back.



Searching for specific information? Just visit the [Index](#) or press Ctrl+F to access the Adobe Acrobat **search tool** and enter a term in the window.

[Green, underlined text](#) is clickable and will either connect you to a resource or deliver more detailed information about a topic.

One more reminder: Company documents, training materials and policies will be changed over time to refer to our “Code.” The terms “Code” and the “Standards of Conduct” can be used interchangeably as these documents and materials are updated.



Treating Each Other with Respect

Our Commitment. We believe that every employee should be treated with **respect and dignity**.

Everyday Actions. In our effort to **Build Extraordinary Teams**, we promote the kind of workplace where we can do our best work – free of harassment, bullying or abusive treatment.

Honor Our Commitment. Be aware that harassment takes many forms. It can:

- *Be physical, verbal or written*
- *Occur in the workplace or at work-related functions or settings*
- *Be inflicted by – or directed at – employees, but also customers and business partners*
- *Be sexual in nature and directed at the same or opposite sex*
- *Include behavior such as:*
 - » *Offensive or derogatory remarks, jokes or images*
 - » *Unwelcome hugging, touching or sexual advances*
 - » *Racial slurs or name-calling*
 - » *Verbal or physical intimidation*

Regardless of the form it takes, harassment is prohibited at Ralliant. If you suffer harassment or suspect harassment of others, Speak Up! You will not be retaliated against for sharing your concerns.



What is “harassment”?

Any unwelcome conduct toward another person that creates an intimidating, hostile or offensive work environment.



Treating Each Other with Respect



What Would You Do?

A co-worker confides in you about her manager who makes suggestive comments about her appearance and, despite prior refusals, continues to ask her out on dates. She is obviously uncomfortable but says she does not want to report it. Should you respect her wishes?

Encourage your co-worker to raise the issue through any of the Speak Up! resources available. She can raise her concerns anonymously if she prefers.

It is important for the right resources to be made aware of the concerns to ensure we maintain our commitment to a safe and respectful workplace.

If your co-worker does not raise the issue herself, you must raise it. You and she can take comfort in our commitment to zero tolerance for retaliation.



Inclusion & Diversity

Our Commitment. We are building a community where everyone belongs – where you can speak your mind, be yourself and feel supported. It's how we achieve more together; for each other, for our customers and for the world.

Everyday Actions. We all have a role to play in building a community of belonging and inclusion. Consciously put together diverse teams. Actively seek out different opinions. Be open to different viewpoints and ways of doing business.

Enable Our Diverse Talent to Drive Our Innovation and Success. Our workplace – as well as our products and services – benefits from our diverse backgrounds, experiences and knowledge. Respect the viewpoints and cultural differences of employees, business partners and customers, and work together as a team to deliver our very best.

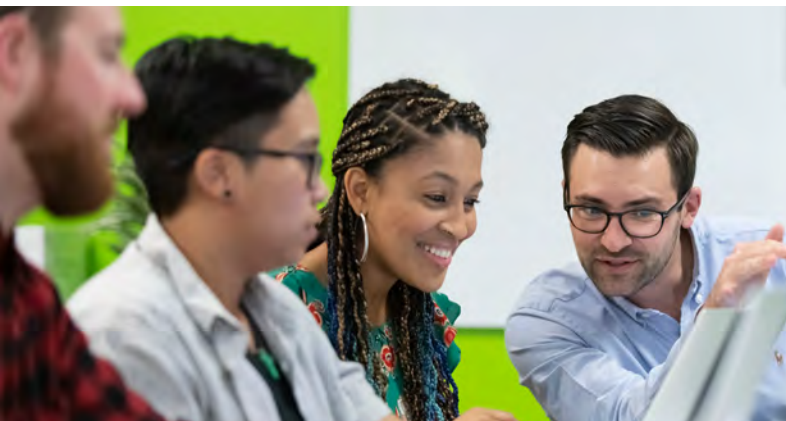
Put the Focus on Fairness. Treat everyone fairly, respectfully and with dignity. Make decisions based on job requirements and individual qualifications, without regard to race, color, national origin, religion, sex, age, marital status, disability, veteran status, sexual orientation, gender identity, gender expression or any characteristic protected by law.



What Would You Do?

A co-worker frequently insults another member of your team. She makes you and others on the team very uncomfortable. What should you do?

A respectful workplace starts with the everyday actions that each of us take on the job. If you become aware of a situation like this one, which is inconsistent with Ralliant's commitment to inclusion and diversity and to a professional and respectful workplace, be proactive. Have a conversation with the co-worker and share your concerns, if you are comfortable doing so. Although this can be hard, starting these conversations and understanding one another is how we learn and grow. If you're not comfortable approaching her directly, raise your concerns to your manager or supervisor or Speak Up!



Managers' Responsibilities

Our Commitment. We believe that managers who are both positive role models and work with integrity inspire others to do the same.

Everyday Actions. We look to our managers to be **Inspiring** to our teams – this means setting a positive and ethical tone and promoting compliance with our Guiding Principles and our Code.

Lead by Example. If you lead others at Ralliant, make a connection between daily work and our Guiding Principles, our Code and our success – answer employee questions, address their concerns and demonstrate through your words and your actions that there is no difference between what you expect of yourself and what you expect of others. Model the behavior.

Maintain an Open and Transparent Culture and Attitude. Create and maintain the kind of workplace where all feel safe and comfortable coming forward with questions and concerns, and support those who raise issues. Treat the information they share with care, disclosing it only to those who have a need to know as you work to find a solution.

Be Responsive. Support those who raise concerns and ensure that others do the same. It's part of our commitment to an open and transparent culture and to continuous improvement.

Understand Your Obligation. Promptly raise any concern that potentially violates our Guiding Principles or our Code to your manager or supervisor or Speak Up! Don't look the other way.



What Would You Do?

You are a manager and an employee on a different team comes to you with an allegation of misconduct that the employee believes could be a violation of the law. They are worried about causing a problem in their group. What should you do?

You are primarily responsible for colleagues and third parties under your supervision, but as a leader, you have a special duty to act, no matter who comes to you. The best approach would be to get some initial information from the employee raising the concern – the who, what, why, when and where – then Speak Up!

Ensure the employee raising the concern knows that they can remain anonymous, or with their identity known only to a critical few. Remind them of our zero-tolerance policy on retaliation. By speaking up, you ensure that the issue is reviewed by those with the appropriate subject matter expertise to provide guidance.

Safety & Security

Our Commitment. We promote a culture of safety and value the well-being of every employee in all ways, beyond just their physical safety. The well-being of our workforce isn't a one-team or one-time responsibility, but a universally shared, everyday commitment.

Everyday Actions. We follow health and safety requirements. We look for opportunities to continuously improve the safety of our people and workplace.

Do Your Part. Take an active role in ensuring your own safety and the safety of others by completing any safety training that is assigned to you and complying with the safety requirements that apply to your role. If you become aware of any potentially hazardous condition or unsafe practice, immediately report it to your manager or supervisor or Speak Up! Raise your hand if you see an opportunity to improve our safety practices, even if the current one does not rise to the level of a violation.

Be at Your Best. Substance abuse can negatively affect job performance and put you, your co-workers and others at risk. That's why we:

- *Prohibit illegal drugs on company property*
- *Prohibit being under the influence of any drug or alcohol during working hours*

There may be company-sponsored events where drinking alcoholic beverages is permitted – in those instances, make sure your behavior reflects our Guiding Principles and our Code. Always use good judgment and moderation.

We do not tolerate any actions that threaten employees, customers, suppliers or others. Weapons are not permitted at any time on property operated by any OpCo unless permitted by law or company policy.





Safety & Security



What Would You Do?

Your co-worker suggests adopting a practice that will significantly save time and money – but it poses a small safety risk. Should you take a chance?

While we are committed to continuous improvement and open to new ideas and ways of doing things, human safety is most important. Any potential process changes should first be assessed for safety.



Learn More

Environmental, Health, Safety, and Sustainability Policy



Speak Up!

Our Commitment. We work together to promote an ethical workplace. That means speaking up about issues and concerns that could harm our company's reputation or jeopardize the good work we're doing.

Everyday Actions. We are **Courageous**. As employees, we face problems head on and promptly report any behavior that we believe violates our Guiding Principles or our Code, knowing that Ralliant will not tolerate retaliation.

Take Responsibility. If you have questions about the right thing to do, or if you see something that doesn't seem right, talk to your manager or any of these other resources:

- *Another manager or supervisor*
- *The Human Resources, Legal or Compliance team at your OpCo or Ralliant*
- *Ralliant Internal Audit staff*

You may also contact Speak Up!, a resource you can reach online or via phone to raise a concern 24 hours a day, 7 days a week. Dedicated phone staff speak over 20 languages, and you may report anonymously, unless prohibited by local law. Ralliant thoroughly and professionally investigates all allegations of misconduct, disclosing information only on a "need to know" basis in accordance with applicable law in order to solve the issue.

Although Speak Up! is always available, there may be some issues that are best addressed with your manager or Human Resources first, such as performance management and employee relations matters.

If you are contacted about a Speak Up! investigation, you need to cooperate.

- *Follow any guidance received from your Legal or Compliance team*
- *Keep the investigation and any specifics confidential and do not discuss them with any other employee*
- *Make yourself available for an interview as requested*
- *Provide open, honest and transparent answers and any supporting documents*

Speak Up!

Don't Fear Retaliation. Regardless of the resource you contact, know that your concern will be handled promptly and appropriately. Ralliant absolutely prohibits retaliation against anyone who makes a report or participates in an investigation. We want you to feel as comfortable as possible in coming forward, knowing that we want to hear from you and that you're doing the right thing.



What Would You Do?

You have a concern you'd like to discuss with someone in Human Resources, but your manager has advised that all issues should be discussed with her first. Is that right?

It's generally a good idea to start with your manager or supervisor – they are often in the best position to understand your situation and take the right action. But if you don't feel comfortable talking to your manager, you are free to contact Human Resources directly or Speak Up! Your manager should not limit your access to these resources.



Fair Competition

Our Commitment. Innovative thinking and groundbreaking advancements – that’s what drives our success. We believe that everyone benefits from an open and competitive marketplace.

Everyday Actions. We compete vigorously to **Deliver Results**, but always act fairly, and in compliance with our Guiding Principles and our Code. We avoid actions that could limit competition or prevent others from competing.

Avoid Improper Agreements. We compete vigorously and fairly for business. As a result, we don’t enter into any agreements or understandings, written or oral, formal or informal, with competitors or others to:

- *“Fix” (raise, set or hold) prices on our products or services*
- *Split up territories, markets or customers*
- *Prevent a company from entering the market*
- *Refuse to deal with a customer or supplier*
- *Restrict production, sales or output*
- *Interfere with the competitive bidding process*

Be Careful. Use good judgment when dealing with competitors or others at industry meetings, seminars and conventions. Don’t discuss any competitively sensitive topics, and if others try, take prompt and clear action: stop the conversation, leave the room, document what happened and report it to the Legal or Compliance team.



What is a “competitively sensitive topic”?

- *Pricing and terms of sale*
- *Costs and profits*
- *Customers, territories and markets*



Fair Competition

Gather Competitive Intelligence the Right Way. Get information about our competitors fairly and legally – for example, through internet searches, media sources and industry articles – never through deception or fraud. Don't ask new employees for competitive intelligence – they have an obligation to protect their former employers' confidential information, just like our former employees have an obligation to protect ours.



What Would You Do?

At a trade association meeting, a competitor approaches you, strikes up a conversation, and casually comments, "The market seems like it's softening – is that what you're seeing?" How should you respond?

Comments like these may sound harmless, but could point to anti-competitive intent or motives. The best action would be to let the competitor know that this kind of discussion is inappropriate, then excuse yourself and report what happened to your manager and the Legal or Compliance team to determine next steps.



Learn More

Ralliant Antitrust Policy



Anti-Bribery & Anti-Corruption

Our Commitment. We win based on our innovation, products and services. Corruption and bribery are inconsistent with our value of fairness and are never a part of the way we do business.

Everyday Actions. At Ralliant, we are **Courageous** enough to confront issues that are inconsistent with our Guiding Principles. We do not try to influence business through inappropriate means. We believe that our products and services will win on their own merits. We insist on winning business the right way.



Anti-Bribery & Anti-Corruption

Follow Our Guiding Principles. Don't give or accept anything of value in order to win (or keep) business, influence a decision or gain a business advantage.

Follow global anti-corruption laws and our policies. Be aware that these laws apply globally, not just in the United States, and cover not only Ralliant employees and contractors, but also third parties working at our direction or for our benefit, such as channel partners, distributors, sales agents and consultants.

Remember to execute according to the **Third Party Business Integrity Program**, the successor to the Channel Partner Toolkit; it will help you select the right business partners who represent our Guiding Principles. Ask questions any time you're unsure of what's required and take care to record all financial transactions fully, accurately and transparently.

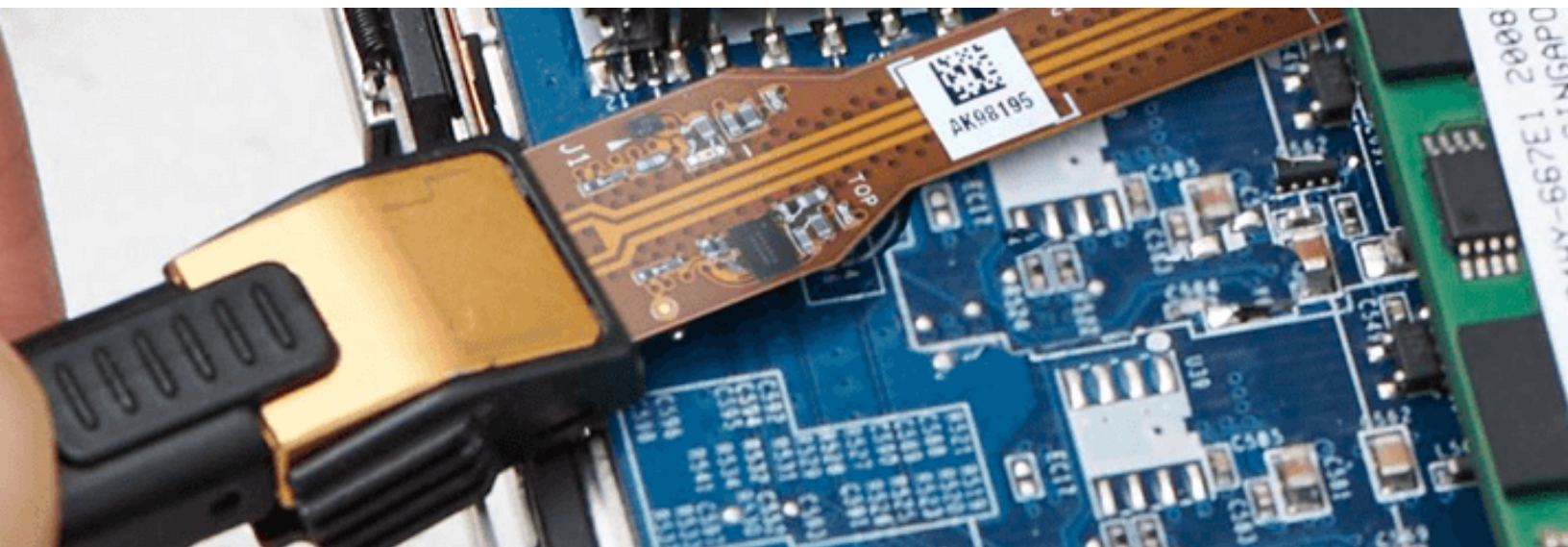


What is "anything of value"?

It means "anything"! And it can be something other than a cash payment, including:

- A gift
- Travel or meals
- Service agreements
- A proposed partnership
- A loan or favor
- A charitable donation or political contribution
- A job offer for a close relative

If it's offered to gain a business decision or advantage, it's inappropriate.



Anti-Bribery & Anti-Corruption

Watch Your Interactions with Government Officials. We may interact with government officials on issues other than the sale of our products. This includes audits, inspections, licenses, customs and regulatory approvals. See the [Our Government Business](#) section for additional guidance in these areas. Also remember to check with the Legal or Compliance team before providing anything of value to a government official or employee, as in some cases they are prohibited or restricted. See the [Gifts, Business Entertainment & Travel](#) section for more information.



Who is a “government official”?

The term is broad and includes:

- Government employees
- Military officials
- Elected officials or candidates
- Members of political parties
- Employees of state-run, state-owned or state-subsidized industries (like healthcare)

If you’re not sure if an individual is a government official, check with the Legal or Compliance team.



Learn More

Ralliant Corporation
Anti-Corruption Policy

Third Party Business Integrity
Program



Gifts, Business Entertainment & Travel

Our Commitment. We believe exchanging business courtesies is a normal part of working with our customers and business partners – but we don't let it influence our actions or use it to try to improperly influence others' actions.

Everyday Actions. We make sure that we don't give or receive anything that might result in improper influence or reflect poorly on our organization or others.



Gifts, Business Entertainment & Travel

Know What's Acceptable. When has a business courtesy gone too far? Our [Gift & Entertainment Policy](#) will tell you. It sets limits on the value of gifts that may be given or received as well as requirements you must follow when offering or accepting gifts or business entertainment.

Know What's NOT Acceptable. Some offers are never acceptable. In general, if a gift or entertainment places you under some obligation or could influence your decision-making, it is inappropriate.

Gifts & Business Entertainment

OK

- ✓ *Are modest in value*
- ✓ *Are given only occasionally*
- ✓ *Further a legitimate business relationship*
- ✓ *Are permitted by law*
- ✓ *Comply with the policies of both the giver and receiver*

Not OK

- ✗ *Are intended to influence a decision or action*
- ✗ *Are excessive or lavish*
- ✗ *Could embarrass Ralliant*
- ✗ *Are inappropriate or in bad taste*
- ✗ *Are solicited (e.g., someone asks for something)*

Gifts, Business Entertainment & Travel

Comply with Our Travel Policies.

Sometimes, the best way to demonstrate our capabilities is to invite a customer to an OpCo facility so they can see our products and services for themselves. If the OpCo pays for the trip, there are very specific requirements that must be met and pre-approvals that must be obtained. Make sure to read our **Customer Trip & Entertainment Policy** and complete a trip approval form before you extend an offer to pay for third-party travel. In particular, review the policy before agreeing to pay for the travel of government officials.

Be Transparent. You must document any business courtesies given or accepted accurately and completely in our books and records.



What Would You Do?

You just got a delivery at the office. It was an expensive thank-you gift from a grateful vendor. You're pretty sure our policies won't allow you to keep it. What steps should you take?

Return the gift and politely explain that accepting it is inconsistent with our policy requirements. If this is not practical, discuss it with your manager and the Legal or Compliance team. Other options may include donating the item to charity or leaving it in a common area of the office for all to enjoy.



Interact with government officials?

The rules for what you may give to (or accept from) government officials are very strict. Know any applicable OpCo policies and requirements that address gifts involving government officials.



Learn More

Gift & Entertainment Policy

Customer Trip & Entertainment Policy

Advertising & Marketing

Our Commitment. We build long-term customer relationships by demonstrating honesty and integrity in all of our interactions.

Everyday Actions. We're **Customer Obsessed** – working to understand their needs, provide accurate information about our products and services and truthfully and appropriately advertise and market our solutions.

Preserve Trust. Provide truthful and complete information about the quality, safety, features and availability of our products. Misleading our customers, exaggerating what our products can do, promising something we can't deliver? These actions can cause us to lose trust and are never OK – that's not how we do business.

Know What's Required. Know and follow the requirements that cover how we market and sell our products. Make sure any claims about our products are supported by facts and that written and visual descriptions accurately describe our products.



What Would You Do?

After months of relationship-building, one of your customers is ready to sign a contract. But in your eagerness to make the sale, you talked about some benefits associated with the product that have not yet been verified. Do you correct the information and risk losing the sale?

Yes. Any claims we make must be truthful and substantiated. You need to be honest about product features and benefits. If the customer signs the contract and later discovers that you weren't truthful or that the product doesn't deliver the benefits you described, it will not only hurt the business relationship, but also jeopardize the trust they've placed in your OpCo.



Working with Business Partners

Our Commitment. We recognize that our relationships with suppliers, channel partners and other third parties are critical to our success – so choose business partners who meet our high standards.

Everyday Actions. We **Build Extraordinary Teams** by acting with integrity and transparency and requiring that our business partners, in turn, do the same.

Choose Carefully. If you are involved in selecting a Ralliant business partner, follow our internal processes, including conducting due diligence. Make decisions based on our company's needs and on factual standards such as price, quality and service – never on personal bias, benefit or interests. Remember, the actions of our business partners reflect on Ralliant, so make sure they understand our expectations and operate ethically and in a way that reflects our Guiding Principles and our Code.

Hold Our Partners Accountable. Our **Supplier Code of Conduct** lays out the expectations we have for our business partners. For certain business partners, the **Third Party Business Integrity Program** applies. Know when and for which third parties it applies and follow it.

If you manage or work with our business partners as part of your job, monitor their contracts and performance and:

- *Be honest and accurate in your business dealings*
- *Protect their confidential business information with the same care as you protect ours*
- *Avoid any potential **conflicts of interest***
- *Maintain high expectations – be especially alert to **human rights abuses** and acts of **bribery or corruption***
- *Always Speak Up! if you suspect a business partner of violating our Code or Guiding Principles*



Working with Business Partners



What Would You Do?

A supplier you've worked with for many years approaches you to talk about partnering on a new business venture. It seems like a good opportunity and it has nothing to do with your job at Ralliant – is it OK to meet with her and explore it?

Probably not. Consider how this business venture might be perceived by others, especially if you make decisions about the supplier relationship on behalf of Ralliant.

Talk to your manager or supervisor before agreeing to meet with the supplier. Transparency about potential conflicts of interest, or even the appearance of a conflict, is always the right course of action. For more information, see the [Conflicts of Interest](#) section.



Learn More

Supplier Code of Conduct

Third Party Business Integrity Program





Import, Export & Trade Compliance

Our Commitment. We respect global laws that cover the import and export of our products.

Everyday Actions. We know and follow the import/export requirements that apply to our business and our jobs, no matter where we work or conduct business, documenting each transaction honestly, accurately and completely.

Comply with Economic Sanctions, Export Controls and Anti-Boycott Rules. The United States and other countries enforce economic and trade sanctions, which means they may limit the places where we can do business, the people with whom we can do business and the products that we can sell. They may also require a specific license to sell or ship our products. If you have a question about whether these laws apply, reach out to your OpCo Trade Compliance team or your OpCo or Ralliant Legal team.

Also contact one of these resources if you are asked to comply with a foreign boycott. Ralliant and our employees individually may be liable for participating in, supporting or agreeing to comply with a foreign boycott. And certain boycott-related requests may need to be reported to the U.S. government, even if we don't participate or respond.

Ensure Import Compliance. We are required to provide an accurate statement of what we are importing and the customs duties associated with each item. Again, your OpCo Trade Compliance team or OpCo or Ralliant Legal team are your resources – contact them if you have a question regarding import compliance or your role in the process.



What Would You Do?

You have received a request from a customer to alter an invoice to show a different final destination. What should you do?

We are required to declare imports and exports accurately and transparently. Make sure the invoice is accurate – not altered. Contact your manager or your OpCo or Ralliant Legal or Compliance team about the request to determine appropriate next steps.



Learn More

Ralliant Global Trade Compliance Policy Manual

Product Quality

Our Commitment. We are committed to the development of safe, dependable products and meeting the quality expectations of our customers.

Everyday Actions. We **Lead with RBS**, build quality into everything we do and follow the processes we have in place.

Put Quality First. If you are involved in product design, development, production, testing, labeling, packaging, localization, qualification or certification, make sure that in the places where they are produced and markets where we sell them, our products and services:

- *Are manufactured in compliance with all applicable quality, safety and effectiveness requirements*
- *Meet all marking, packaging and documentation requirements*
- *Meet all requirements for safety registrations, inspections, pre-qualifications, clearances and processes*

Meet or Exceed Expectations. Know and comply with all regulatory requirements that relate to the manufacture and sale of our products in the countries where you operate. Failing to meet these requirements risks not only losing sales, but also losing the trust of our customers and shareholders.



Product Quality

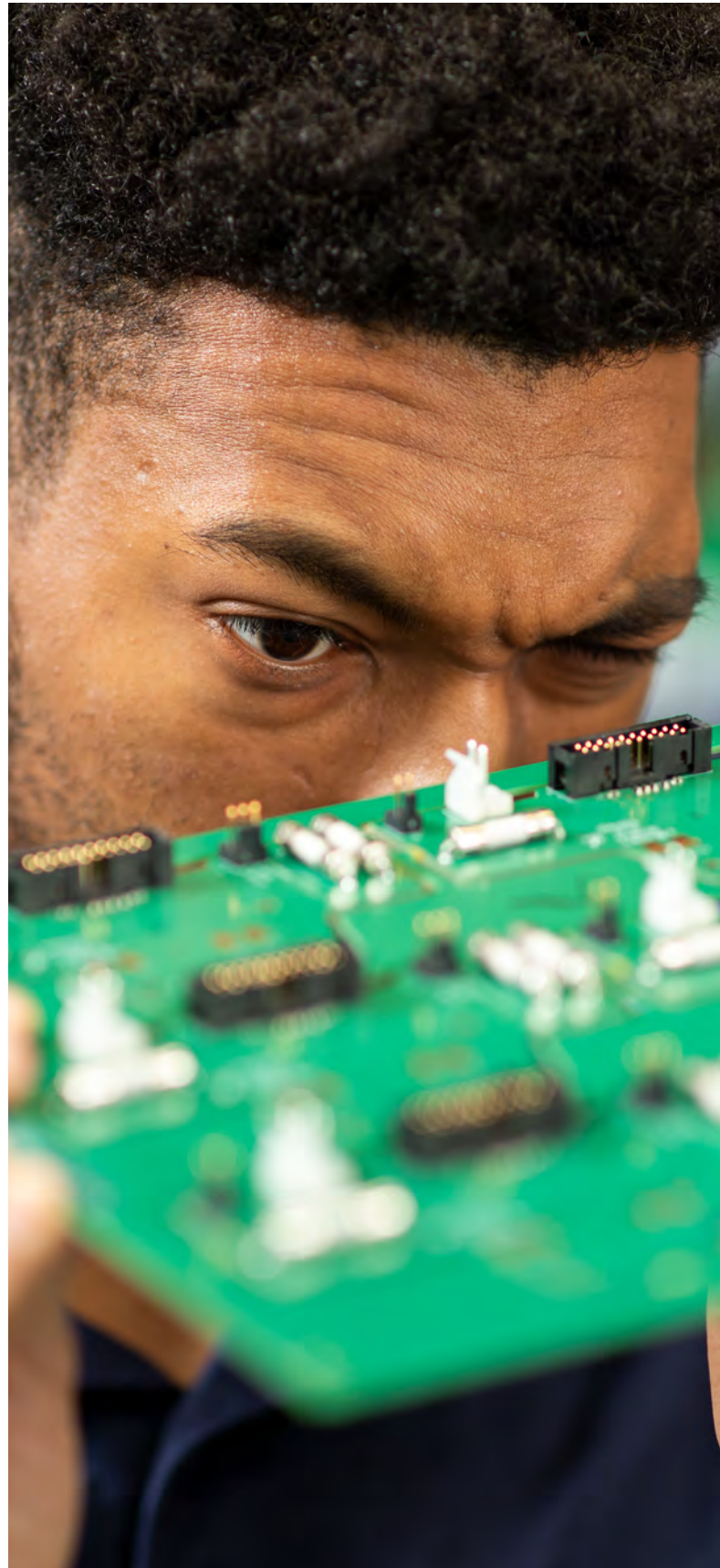
Promote Continuous Improvement. If you identify any gaps, determine the root cause, establish countermeasures and continuously improve processes to prevent this from happening again. Questions or concerns about the quality or safety of our products should be directed to your manager or supervisor, the quality or product compliance function at your OpCo or Speak Up!



What Would You Do?

You are facing a deadline and your manager directs you to use a new vendor that is not approved to complete the project. The vendor seems qualified. Do you hire the vendor?

No. We work with only approved vendors to ensure quality. Let your manager know that this vendor is not approved for use, and therefore not an option. If you don't feel comfortable discussing the situation with her directly, then Speak Up!



Company Assets

Our Commitment. We provide employees with the facilities, equipment and resources they need to do their jobs – we expect everyone at Ralliant to use them responsibly.

Everyday Actions. We use company assets for company business and protect them from theft, fraud, waste and misuse. We also **Innovate for Impact** by anticipating and mitigating new threats to our assets.

Protect Our Physical Assets. From raw materials and machinery to office equipment and company cars, Ralliant's physical assets help us create, build and deliver a powerful portfolio of products for our customers. Comply with our policies and never lend, sell or give away these assets unless you're authorized to do so.

Protect Our Electronic Assets. Our hardware, software and networks help drive our innovation and are provided for business purposes only. Use our technology responsibly and protect it from threats and bad actors (see the **Cybersecurity** section of our Code). Never use it for unauthorized, unprofessional or illegal purposes. Limited personal use of assets such as your laptop and phone is permitted (for example, for checking the news), but make sure your use is consistent with our Guiding Principles, and doesn't interfere with your work or our business. For more information, see our **Acceptable Use Policy**. Be aware that any information you create, share, store or download onto our systems belongs to Ralliant, and we may audit networks and systems to ensure compliance with our policies.



Company Assets

Protect Our Information Assets. Treat all of our information – whether written, electronic or verbal – with care. Use it as allowed by our policies, and know the higher standard of care required for personal data, confidential information and intellectual property.



What Would You Do?

You stopped by a co-worker's desk to ask a question and noticed that he was looking at a website with pornographic content. Your co-worker sees the look of surprise on your face and tells you not to worry, that he only goes on these kinds of sites occasionally and never shares them with others. Is that OK?

No. Our systems should never be used to access inappropriate websites or information. Share your concerns with your manager or supervisor or Speak Up!



Learn More

Acceptable Use Policy



Confidential Information & Intellectual Property

Our Commitment. Information drives every aspect of our business and helps us stay **Strategic** and competitive in the market – we recognize the critical obligation we have to protect it.

Everyday Actions. We are alert to – and intentional about – safeguarding our information assets, as well as the information assets that others have entrusted to us.

Know What's Confidential. Confidential information can take many forms, including:

- ✓ *Information about our company – such as new product research, product specifications and designs, customer lists and business plans*
- ✓ *Information about people – such as an address, phone number, credit card number, benefit information, compensation or employment information (see the **Privacy & Data Protection** section to learn more)*
- ✓ *Information about or received from other companies that we've agreed to keep confidential*

Take Precautions. Label confidential information according to our policies so others understand the sensitivity of it. Before you share confidential information with anyone (inside or outside of Ralliant), make sure:

- *You are authorized to share it*
- *You're sharing it with someone who is authorized to see it and has a business need to know it*
- *You're limiting the amount of information shared to only what's required*
- *Any third party you're sharing with has signed a confidentiality or non-disclosure agreement*

Never discuss confidential company business in public places such as elevators, planes or restaurants where others could hear it.



Confidential Information & Intellectual Property

Protect What Makes Us Who We Are:

Inventions, ideas, software code, trade secrets and original work created by our employees – our intellectual property (IP) – represent years of innovative thinking and a significant investment of time and resources. Follow the policies and procedures we have in place to identify and protect it. Your responsibility to protect IP also extends to any IP shared with us by our business partners and other third parties – respect their work and ensure you never violate their rights.



What Would You Do?

You're new to Ralliant, but have some great marketing insights based on your work at a former employer. Is it OK to share it with your new team?

If the information is confidential information, it is not OK to share it. You are obligated to protect your past employer's confidential information in the same way that you are obligated to protect Ralliant's information if you should leave your job here. That said, you can use general marketing knowledge and insights gained over time that is not confidential. If you have any questions, contact your OpCo or Ralliant Legal or Compliance team.



"Intellectual property" includes:

- Patents
- Trademarks
- Copyrights
- Trade secrets
- Data/data analytics

*Unless disclosed and/or explicitly allowed, Ralliant owns any work product (including an idea, process, invention or improvement) that you develop or design or reasonably expect to develop or design **(1)** in connection with your work with us; **(2)** if it relates to technology that any of the Ralliant companies are developing or selling; or **(3)** using Ralliant resources.*



Learn More

Intellectual Property Policy

Privacy & Data Protection

Our Commitment. We respect the personal data of others and are committed to safeguarding it from unauthorized disclosure and data breach.

Everyday Actions. We comply with the data privacy and security laws of the countries in which we operate and are transparent about how we process the personal data of data subjects. And we're **Adaptable**, working together to develop processes that meet new data protection requirements.



Privacy & Data Protection

Know What's Required. Data privacy laws and regulations (including the EU General Data Protection Regulation) and our policies describe how an individual's personal data should be properly collected, used, transferred, stored and disposed. If you handle personal data, make sure you know what's required and treat it with the appropriate level of care. Among other things:

- *Collect data only through lawful and fair means, and where appropriate, with the knowledge of the data subject*
- *Use it only for legitimate business purposes and for approved uses*
- *Collect no more data than is needed to do the job*
- *Share it only with people – inside or outside of Ralliant – who are authorized to see it and only as permitted by law. Take additional steps if personal data will be provided to a third-party vendor hired to support our work*
- *Use appropriate security safeguards to protect personal data against the risk of loss or unauthorized use, modification, destruction or disclosure*

Report Suspected Data Breaches

Immediately. If you believe that personal data has been used, accessed or disclosed improperly, report your concern immediately to your manager or supervisor or Speak Up!



What is “personal data”?

Any information that could identify someone, directly or indirectly, such as:

- *Name*
- *Address*
- *Email or IP address*
- *Phone number*
- *Bank or credit card information*
- *Health information*
- *Benefits, pay or performance information*





Privacy & Data Protection



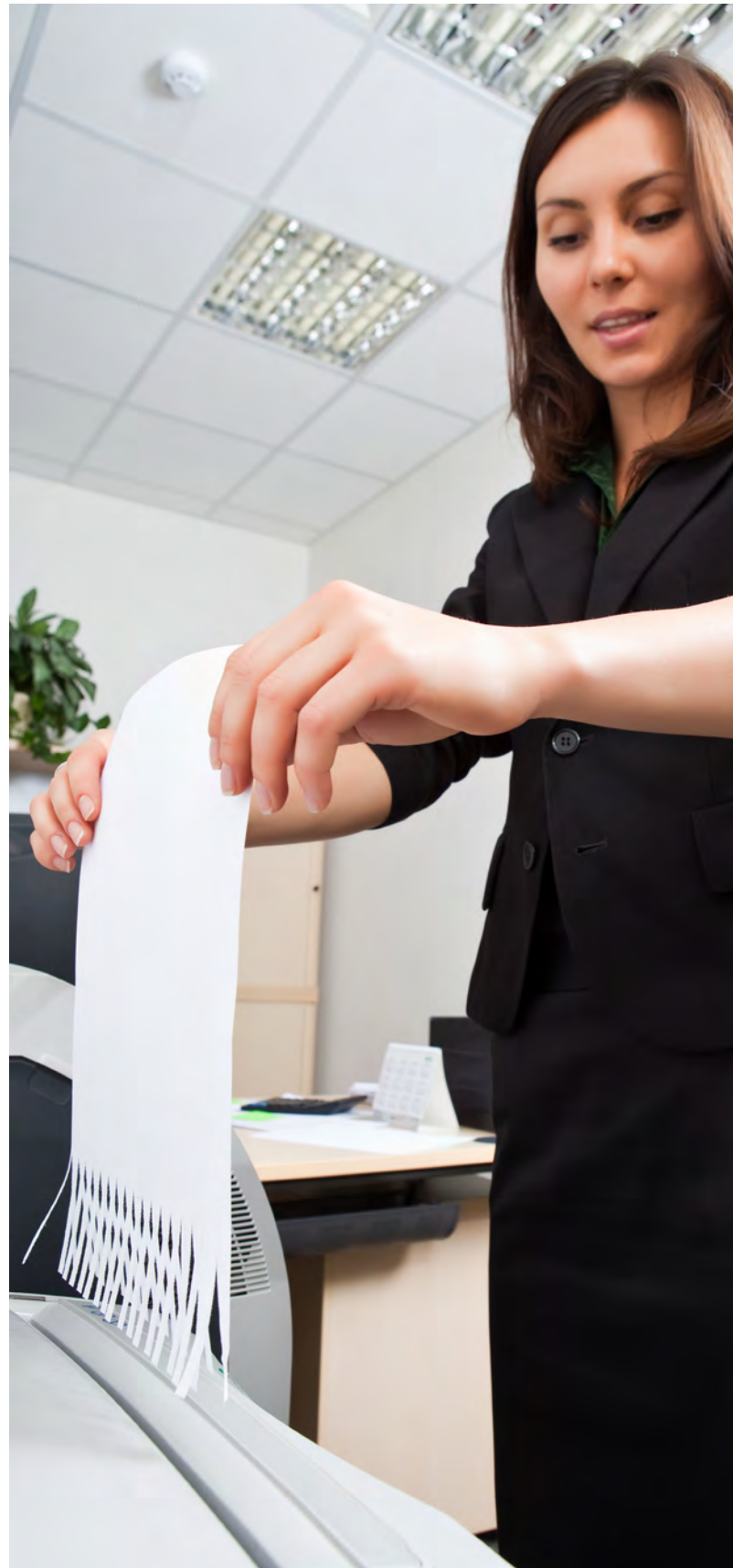
What Would You Do?

You work in account management and oversee many billing and credit card transactions. As you process paperwork, you are careful to put all personal data in a single pile on your desk with a cover sheet that's labeled "shred."

Then, once a week you take the pile to the secure shred container to ensure proper disposal. Are you meeting your obligation to protect personal data?

Probably not. Unless you are in a private office that you lock every time you leave your work area, this information could be visible to others ... and vulnerable to breach.

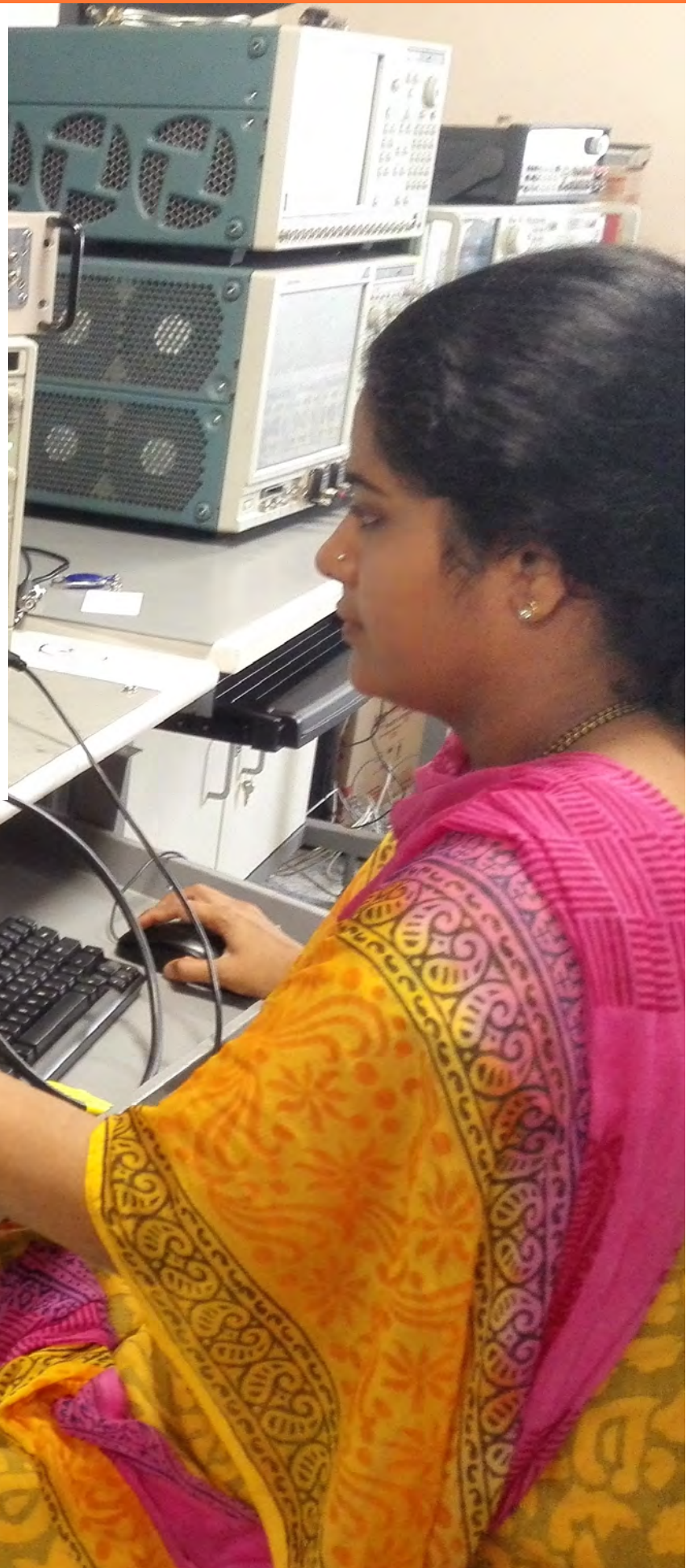
To meet your obligation, you should lock the information in a secure location in your work area or dispose of the information in the secure shred container immediately.



Cybersecurity

Our Commitment. Technology applications and connectivity are more powerful than ever before. And the associated risks have never been greater. We understand our critical duty to keep our data, networks and systems secure.

Everyday Actions. We are proactive. As we deploy technology to **Innovate** and drive efficiencies in our work, we **Lead with RBS**, leveraging our toolset to put the proper safeguards in place and staying alert to situations that could expose Ralliant to cyberattacks.





Cybersecurity

Understand the Reputational Risk. Clicking on a suspicious link, leaving a password on a sticky note, not updating antivirus software – these are just some examples of the many ways that hacks and breaches can happen. The best way to keep our systems safe is to follow our policies, use good judgment and observe good cybersecurity practices:

- *Create strong passwords and don't share them with anyone else, even if asked*
- *Ensure the physical security of information and hardware assigned to you*
- *Access our networks only through authorized applications and devices*
- *Keep your systems, browser and antivirus software current – update them when directed to do so by Ralliant's Information Security team*
- *Be careful about:*
 - » *What you click – be alert to phishing scams*
 - » *What you share – encrypt confidential information as appropriate*
 - » *What you download – steer clear of suspicious files, software or email that can introduce malicious code*

Be Cyber Aware. If you have any questions about how to keep your device safe, or if you detect any suspicious activity, share your concerns immediately with the Ralliant Information Security team by emailing [**RISR@Ralliant.com**](mailto:RISR@Ralliant.com).



What Would You Do?

You receive an email indicating that there is unusual log-in activity on your work account. It's not clear from the email if it's from your IT Department, but there is a link in the email that you can click on to find out more details. What are your next steps?

Don't click on the link. This could be a phishing scam designed to obtain sensitive information about you or to gain access into our company systems. Forward the suspicious email as an attachment to Ralliant's Information Security team at [RISR@Ralliant.com**](mailto:RISR@Ralliant.com). They will tell you what to do. Even if an email looks legitimate, it's always appropriate to check before you click.**



Learn More

Acceptable Use Policy

Ralliant Security Incident
Response Plan Policy

Conflicts of Interest

Our Commitment. We are people with interests, activities and relationships outside of work, but we don't let them interfere with business decisions we make as Ralliant employees.

Everyday Actions. We are transparent about situations that may put our interests or those of a close friend or family member in potential conflict with Ralliant's interests, and we ensure that our actions on behalf of Ralliant are beyond question.



Conflicts of Interest

Be Proactive. The best way to avoid a conflict of interest is to know and avoid the kinds of situations where they can occur. It's not possible to list every potential conflict, but some of the more common ones are:

- *Having a financial interest in a company that buys from or sells to Ralliant*
- *Taking a second job working for a competitor or a company that conducts business, or wants to conduct business, with Ralliant or its customers*
- *Holding a position at Ralliant that allows you to hire, promote, supervise or influence career decisions of family*
- *Using your position at Ralliant to gain a personal benefit not available to all employees, like a special discount or loan*
- *Using Ralliant property, resources or information to support a personal interest or taking an opportunity for yourself that belongs to Ralliant*
- *Taking a role with another company as a director, officer or advisor that interferes with your obligations to Ralliant*
- *Having a romantic relationship with someone who you supervise or otherwise influence their performance evaluation and/or compensation*



What is a “conflict of interest”?

A conflict of interest can happen when your personal interests (or the interests of a family member) interfere – or even appear to interfere – with the interests of Ralliant.

Disclose. If you think you may have a conflict or the appearance of one, be open, transparent and proactive by discussing the situation with your manager immediately. Most conflicts can be avoided or mitigated if they are promptly disclosed. However, failing to disclose an actual or potential conflict could cause a loss of trust and make the situation worse.



Conflicts of Interest

Ask yourself:

- ? Could this situation interfere with my Ralliant responsibilities or appear to?
- ? Might it appear to affect the decisions I make on behalf of Ralliant?
- ? Would this look like a conflict to someone else?

If the answer to any of these is “**yes**” or “**I’m not sure**,” there may be a potential conflict, and you should seek guidance from your manager or supervisor or **Speak Up!** before proceeding.



What Would You Do?

One of your suppliers asks if you would be interested in doing a little work “on the side.” You could use the money and could do the work after hours so it wouldn’t interfere with your job at Ralliant. Should you ask for guidance before accepting the job?

Yes. This opportunity creates a potential conflict of interest. Even if you don’t have any control over whether we conduct business with this supplier, working for both Ralliant and a Ralliant supplier puts you in a situation of divided loyalty. Work “on the side” could influence our business relationship with that supplier and cause others to question your ability to make objective business decisions on Ralliant’s behalf. Always remember that the perception of a conflict can erode trust and be just as harmful to our reputation as an actual conflict. It may be possible that you and your manager are able to agree on guidelines that would enable you to take on this additional work, but only if you first ask.

Financial & Business Records

Our Commitment. We understand that accurate and complete records not only drive good business decisions but also help us maintain the trust of investors, government regulators and other stakeholders.

Everyday Actions. In consistently meeting our objectives and **Delivering Results**, we recognize the responsibility we all have to document information correctly and to give a clear and complete picture of every transaction.

Maintain Honest and Accurate Records.

The integrity of our records is not simply the job of our Finance team; it's the job of every *employee*. Follow our policies, processes and internal controls, and get any approvals and supporting documentation when required.

If you are involved in preparing financial or business records for Ralliant, comply with all applicable legal and regulatory requirements and provide true, fair, accurate and timely information.

Don't Exceed Your Authority. There are specific processes that define signature and spending authorities and highlight the necessary controls for running our businesses effectively. If you are not sure if you have the authority to sign a document or take action on behalf of Ralliant, get approval first.



Financial & Business Records

Manage Records with Care. Our Records Management policies describe how to store, manage, retain and dispose of information. Use only company-supported platforms and systems to communicate about and do your work. Don't destroy documents that are subject to a legal hold. If you are asked to alter documents, discuss the request with your manager or other leader, and ensure that the request is only to correct an existing error.

Be Alert. Speak Up! if you see or suspect:

- *Omissions*
- *False, inaccurate, incomplete or misleading entries*
- *Unrecorded ("off the books" or "slush") funds or assets*
- *Sales or expenses shifted between time periods to improve or obscure results*
- *Alteration of documents*

Cooperate with Audits and Investigations.

Never pressure, manipulate or mislead internal or external accountants, auditors or investigators who are authorized to review Ralliant's books and records.



Our "records" include:

- *Travel or expense reports*
- *Timecards*
- *Safety reports*
- *Production or quality records*
- *Financial statements*
- *Sales reports*
- *Payroll documents*
- *Contracts or purchase orders*
- *Gift receipts*
- *Shipping documents*



What Would You Do?

Your manager directs you to change information on an invoice, but she doesn't provide any of the documentation required to support the change. What should you do?

You are required to be honest and accurate and to record entries in a way that fully and accurately reflects the transaction. If you are comfortable, ask your manager for the supporting documentation and the rationale needed to make the change. You can also raise the concern to your OpCo or Ralliant Human Resources, Legal, Compliance or Finance team or Speak Up! It is important that we get this right.



Insider Trading

Our Commitment. As employees of Ralliant, we may know of material, nonpublic information (“inside information”) about our company or other companies we work with, but we never use or share that information to gain an unfair advantage.

Everyday Actions. We don’t trade (buy or sell securities) – or tip others so they may trade – based on inside information.

Know What to Protect. Inside information is any information about Ralliant or our customers or business partners that is not publicly available, but if known, might influence an investor to buy or sell stock. Using this kind of information to trade is called insider trading, and it’s illegal. Be sure you know the kind of information considered to be inside information and protect it in the same way that you would protect any **confidential information**.

Don’t Trade, Don’t Tip. If you possess inside information about a company (ours or anyone else’s):

- *Don’t buy or sell stock based on the information*
- *Don’t tip others so they can buy or sell stock based on that information*
- *Don’t share the information with co-workers unless there’s a legitimate business need to do so*
- *Don’t share the information with family, friends or others outside of Ralliant*
- *Ask before trading stock any time you’re not sure if information is considered inside information*



Inside information includes nonpublic information about:

- *Financial earnings or losses*
- *Financial forecasts*
- *New product offerings*
- *Strategic business plans*
- *Potential mergers, sales or acquisitions*
- *Changes in executive leadership*
- *Major litigation or pending lawsuits*
- *Government investigations and inquiries*

Take Extra Precautions. Some people at Ralliant and certain types of stock transactions are subject to blackout periods and additional trading restrictions – know the rules before you trade.



Insider Trading



What Would You Do?

You were in a meeting with the leadership team and someone mentioned a possible new acquisition. You told your partner about it over dinner, but cautioned him not to share the information with anyone else. Did you do anything wrong?

Yes. You must keep inside information private, even from your family and friends. If your partner trades based on this information – or shares the information with someone else and they trade – both you and your partner could be in violation of our policies and insider trading laws.



Learn More

Insider Trading Policy



External Communications – Media & Social Media

Our Commitment. We know that every spoken, written or electronic communication about Ralliant has an impact on our reputation and our brand, so we ensure messaging we share is clear, accurate and consistent.

Everyday Actions. We refer external questions and requests for comment or information to company spokespersons who have been designated to speak on Ralliant's behalf.

Know Who to Contact. Rely on the experts – unless you're an official company spokesperson, don't speak for Ralliant. Direct inquiries to the proper resource.

Refer Questions:

To:

From the media

**Ralliant's Corporate
Investor Relations team**

*From investors, analysts
or shareholders*

**Ralliant's Corporate
Investor Relations team**

*From the government
(on non-routine matters)*

**Ralliant's General Counsel or
Chief Compliance Officer**

*About making speeches or
participating in events*

**Ralliant's Communications
team**





External Communications – Media & Social Media

Use Social Media Responsibly. In any online communication (including user forums, blogs, chat rooms, bulletin boards and other social media), use good judgment and follow our policies. Remember:

- *Protect confidential information about Ralliant and the confidential information entrusted to us by others*
- *Never post anything that would be discriminatory or would constitute a threat, intimidation, unlawful harassment or bullying*
- *Make it clear – if you comment online regarding any aspect of our business – that your views are your own and don't represent Ralliant*



What Would You Do?

You are reading an online article and discover it contains inaccurate information about Ralliant. You are thinking about responding in the comment section to correct the misinformation – is that OK?

No. While your intentions are good, only authorized individuals may speak on behalf of Ralliant. Notify your manager or Ralliant Investor Relations or Communications about the article so that authorized individuals can respond as appropriate.



Learn More

Policy Regarding Disclosure of Information

Social Media Policy



Interacting with Governments

Our Commitment. We recognize that conducting business with government agencies is complex and heavily regulated.

Everyday Actions. We understand our obligation to know and comply with the requirements that apply to government procurement and contracting and to conduct ourselves to the highest standards.

Be a Good Partner. Governments around the world are large customers – transparency, accountability and openness are key to maintaining their business. Procurement and contracting requirements can vary based on country and industry. Follow all applicable rules where you operate, and ensure that suppliers and third parties working on our behalf also follow them. In every government contract:

- *Promote procurement integrity by competing fairly and ethically throughout the bidding and negotiating processes – don't attempt to obtain information or influence outcomes improperly*
- *Protect any government property or sensitive information that is entrusted to us*
- *Ensure that any quality testing, inspections or programs, as required, are properly conducted and documented*
- *Make sure all representations, reports, data and other statements that you submit on behalf of Ralliant are accurate and truthful*
- *Be alert to – and Speak Up! about – fraud, waste and abuse*



Interacting with Governments

Compete the Right Way. Virtually every country has laws that prohibit bribery and corruption, and the laws of many countries have a global reach. Violations can result in lawsuits, substantial fines (for both Ralliant and you) and even jail time. Do not offer or accept anything of value, either directly or indirectly (through a third party), to gain an improper advantage for yourself or for Ralliant. We prohibit facilitating payments to expedite a government permit, license or action. For more information, see the [Anti-Bribery & Anti-Corruption](#) section.



What Would You Do?

Work on a government contract requires you to perform a safety inspection more than once but the instrument you test has never failed and the requirement for multiple checks seems unnecessary. Is it OK to skip one of the inspections to save time and money?

No. Don't assume any requirement is unnecessary. Always adhere to the terms of the tender or contract and unless you have the documented approval of our government customer to do otherwise, don't skip any required inspections.



Learn More

Ralliant Corporation
Anti-Corruption Policy



Lobbying Activities

Our Commitment. As a company, we sometimes engage with elected officials on public policy issues – we always do so in full compliance with our Guiding Principles and our Code and disclose all related activities and expenditures as required.

Everyday Actions. We understand there are very specific rules related to lobbying activities and, as employees, don't participate in this type of activity without written approval from the appropriate company resource.

Know Your Obligations. Engaging with policymakers to seek regulatory or legislative actions may be considered lobbying, for which certain requirements must be met. If you are asked to engage in these types of activities for Ralliant, first obtain the written approval of the Ralliant General Counsel as well as the Investor Relations and Communications teams. If you are asked to do so on behalf of an OpCo, first obtain the written approval of your OpCo's General Counsel and Communications team as well as the Ralliant Legal team.

Unless you are specifically authorized, don't engage in any lobbying activities on Ralliant's behalf.



What is "lobbying"?

Communicating with a government official to influence laws, regulations, policies or rules – or doing research or other activities to support or prepare for communicating with a government official.



On-Site Visits, Inspections & Audits

Our Commitment. We are committed to cooperating with all reasonable requests from government or regulatory agencies.

Everyday Actions. We are open and transparent in our interactions and business dealings.

Direct Requests to the Proper Resource.

If you receive an inquiry from a government official or agency, promptly contact your OpCo or Ralliant Legal or Compliance team for assistance.

Cooperate Fully. If you are questioned as part of an investigation or audit, you have a duty to cooperate and provide honest information. Make sure you have cleared any such external request in advance with the Legal or Compliance team and follow these guidelines:

- *Always provide truthful, accurate and complete information*
- *Never impede, obstruct or improperly influence an audit or investigation*
- *Never lie or make false or misleading statements – verbally or in writing*
- *Never attempt to persuade someone else to provide false or misleading information*



What Would You Do?

You've just learned that a government official will be visiting your facility as part of an investigation, and a co-worker suggests that you should review and clean out any old files. Is that a good idea?

No. If the “old files” could relate in any way to the upcoming investigation, you must not destroy them – and even if the files don’t seem to be related to the investigation, talk to your OpCo or Ralliant Legal or Compliance team before destroying them to avoid even the appearance that they were destroyed in anticipation of the investigation. You should also ensure that the Legal or Compliance team is aware of this instruction from your colleague so that they can intervene before the bad advice is shared with others.



Learn More

Manual & Standard Work Regarding Unannounced Government Investigations & Raids

Political & Charitable Activities

Our Commitment. As a company, we encourage employees to take an active role in their communities, and we respect their support of political and charitable causes.

Everyday Actions. As employees, we understand that our support of political or charitable causes is personal – and so are our donations and volunteer activities. We don't conduct political activities at work or let them interfere with our job.



Political & Charitable Activities

Give Your Support Responsibly. At Ralliant, we are driven to make the world a better place and often begin in our own backyards, such as through our Day of Caring. Other than company-organized events, if you volunteer for – or donate to – particular causes or candidates, just make sure to do so on your own time and using your own resources – not Ralliant's. Make sure your activities are legal, and don't solicit your co-workers to get involved in your personal political or charitable activities.

Speak and Donate in Your Own Name. As a company, we do not support or donate to particular political candidates or causes, so never make a donation on behalf of Ralliant or your OpCo or expect to be reimbursed for any personal donations. Also remember that if you show support for your cause or candidate, do not speak or act on Ralliant's behalf – make it clear that they are your views alone.

This does not prevent you from discussing your working conditions or engaging in other activities protected by law.



Help us help others.

Showing that we care is part of our culture. If you would like to help out in your community, Ralliant and your OpCo offer a variety of opportunities to get involved through community events and charities in your area.



What Would You Do?

Your manager is very open about her support for a local political candidate. She tells your team about a fundraising event this weekend and invites the entire team to come. You don't want to attend, but you're afraid it will reflect badly on you. What should you do?

You are under no obligation to attend this event or support your manager's choice of candidate. Your manager shouldn't put her team in a situation like this and the invitation is inappropriate. Let her know that you feel uncomfortable with this invitation. If she pressures you to participate, Speak Up! and share your concerns.

Environmental Protection & Sustainability

Our Commitment. We understand the impact our businesses can have on our environment. We also recognize our obligation to protect it by operating cleanly and efficiently and promoting sustainable business practices.

Everyday Actions. We celebrate the power we have, as individuals – reducing Ralliant's impact on the planet through our everyday actions and **Inspiring** others on our team to do likewise.

Do Your Part. Make sure you know the proper way to use, control, transport, store and dispose of regulated material. And remember: Even non-regulated materials should be handled in a responsible, sustainable manner. If you work with our business partners, let them know that we expect them to share our commitment to environmental protection and sustainability.

Care for and Conserve Resources. Apply our commitment to continuous improvement to your everyday work. Help us reduce the amount of waste that Ralliant generates by recycling or re-using resources, including glass bottles, cans, paper and plastic. Be aware of how you use resources like water and electricity and conserve them whenever you can. If your work involves sourcing materials or purchasing products, consider sustainability and our carbon footprint in the decision-making process.



Environmental Protection & Sustainability

Watch for and Report Hazards. Stay alert in your daily work. Make sure your own actions don't harm the environment, and if you see any possible hazards, don't ignore them. Whether it involves actions by Ralliant or one of our business partners, Speak Up! immediately so we can correct the situation.



Doing our part

As a growing global company, we are committed to Corporate Social Responsibility (CSR). Our CSR report, published annually, details our efforts to make the world a better place.



What Would You Do?

You have noticed some co-workers handling chemicals in what you believe may be a potentially hazardous way. What should you do?

Ensure that your EHS contact is aware so that any necessary follow-up action can be taken. Let your co-workers know about your concerns and remind them of any procedures they should be following to properly dispose of chemicals. When you show your concern, you are not only acting as a good role model – you are helping to make our world a better place.



Learn More

Environmental, Health, Safety, and Sustainability Policy



Human Rights





Our Commitment. We are committed to promoting human rights and dignity in our world, understanding and managing our human rights impact in every aspect of our business.

Everyday Actions. We consider the effect of our operations on people and communities and strive to protect them by upholding laws that protect workers, prevent child labor and ensure fair employment practices.

Promote Human Rights. We advance human rights by promoting fair employment practices, pay and working hours and prohibiting human rights abuses such as child labor, forced labor and human trafficking.

Work with Like-Minded Partners. We don't do business with any supplier or business partner who fails to promote human rights. If you are involved in the assessment or selection of our business partners, understand their reputation for operating legally and ethically.

Ask yourself – does this partner have a history of:

-  **Human rights abuses?**
-  **Violating employment laws?**
-  **Exploiting children or using forced, trafficked or child labor?**
-  **Disregarding employee safety?**

If you answer “**yes**” or “**I’m not sure**” to any of these, this partner may not share our commitment to human rights. Consider another partner or seek help from your manager or supervisor or **Speak Up!** if you have questions.

Human Rights

Monitor Our Partners' Work. If you are responsible for managing relationships with our business partners, actively monitor their performance, stay alert for any violations of our Guiding Principles or our Code, and Speak Up! immediately if you become aware of misconduct.



What Would You Do?

You read a news story about a supplier we currently use who was accused of having unsafe working conditions a few years ago. Should you take any action based on this?

Yes. Speak Up! about your concerns immediately. We won't buy materials or goods produced by a supplier that has a record of human rights violations. Share the information with your manager or supervisor so we can investigate, understand the partner's current practices, and take proper action if warranted.



Learn More

Ralliant Policy on Combating Trafficking in Persons

Ralliant Transparency in Supply Chains Statement



Our Shared Commitment

We conduct business with integrity. That was true when Ralliant started and it's true today. When we do the right thing by acting in accordance with our Code and Guiding Principles, we earn the trust and respect of each other, our customers, our business partners and our shareholders. Your Integrity/Our Success is our winning formula and shared commitment.

Always remember that if you face a difficult situation, you are not facing it alone. Reach out to your manager or supervisor or Speak Up! for answers and support.

Living our Code every day is a critical part of achieving our Shared Purpose: **Our precision technologies create the confidence to break through every day.** Thank you for your commitment to our Code and for all you do to build on the reputation of Ralliant as a company that's making the world stronger, safer and better.

Built for Impact Makers.



Index



Don't see the term you're looking for? Just press Ctrl+F to access the Adobe Acrobat search tool and enter a term in the window.

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Anti-Corruption	Environmental activities	Meals
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Assets, Electronic	Financial records	Political activities
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Assets, Physical	Fraud	Purpose and Values
Audits	General Data Protection Regulation (GDPR), EU	Quality, Product
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Business partners	Human trafficking	Safety
Channel partners	Illegal drug use	Security
Charitable activities	Imports	Social media
Competition, Fair	Inclusion	Speak Up!
Competitive intelligence	Inside information	Substance abuse
Confidential information	Insider trading	Supplier Code of Conduct
Conflicts of interest	Inspections	Sustainability
Continuous improvement	Inspections, Government	Trade compliance, Global
Corporate Social Responsibility (CSR)	Intellectual property	Travel
Cybersecurity	Investigations, External	Violations
Data privacy		Weapons on company property
Data protection		
Disciplinary action		