

## **PERFORMED LINE PRODUCTS COMPANY SUPPLIER CODE OF CONDUCT**

This Supplier Code of Conduct (the “Code”) addresses Performed Line Products Company’s (“PLP”, “we” or “us”) expectation of its Suppliers’ commitment to the honesty, integrity and ethical behavior of the Suppliers’ directors, officers and employees. This Code governs the actions and working relationships of PLP and its Suppliers. Although the Code does not cover every situation or challenge that arises, it serves as a guide by setting forth the principles governing the behavior of all directors, officers and employees of the Suppliers. The Suppliers and each of its directors, officers and employees must conduct their business affairs with the highest standards of honesty and integrity, respect the rights of their fellow directors, officers, employees and third parties, and be free from violations of applicable laws. Each director, officer and employee of the Supplier (as used herein, “you”, or “your”) is always expected to adhere to this Code.

### **A. Introduction**

You shall:

1. Act with honesty and integrity and shall ethically handle all actual or apparent conflicts of interest between personal and professional relationships;
2. Provide information that is full, fair, accurate, timely, and understandable in all reports and documents you provide, including documents in communications made to us;
3. Comply with all laws, rules and regulations of federal, state, and local governments, and all applicable private or public regulatory agencies;
4. Proactively promote ethical behavior among peers and subordinates in the work place;
5. Promptly report any violation or suspected violation of this Code to PLP;
6. Act in good faith, responsibly, with due care, competence, and diligence, and not knowingly or recklessly misrepresent facts or allow your independent judgments to be subordinated;
7. Not use confidential information acquired in the course of your work for personal advantage and not buy or sell our securities in violation of the securities laws; and
8. Act responsibly in your use of and control over our assets and resources (if applicable).

### **B. Business Performance**

We seek business relationships based on trust, transparency, and mutual accountability, and expect you to:

- Compete fairly and ethically for our business
- Never offer or accept bribes, kickbacks, inappropriate gifts or hospitality, or other improper incentives in connection with our business
- Avoid any conflict of interest relating to financial interests or other arrangements with our employees that may be considered inappropriate
- Work with your own suppliers to promote business conduct consistent with the principles in this Code
- Share our commitment to conducting business honestly and transparently; and
- Honor business obligations and manage unanticipated events in a proactive, timely, and open way.

### **C. Compliance with Laws, Rules and Regulations**

As a responsible company, we expect you to share our commitment to following the law, and expect you to:

- Know and follow the laws that apply to you and your business;
- Treat legal requirements as a minimum standard; and

- Alert us to any material issues with the goods and services you supply.

#### **D. Record Keeping**

We expect you to maintain accurate and honest records. This helps us make responsible business decisions and disclose truthful and timely information to our stakeholders. As such, we expect you to:

- Maintain books and records that reflect all transactions in an accurate, honest, and timely way;
- Employ appropriate quality audit and compliance processes for matters such as product safety, worker health and safety, and labor and employment;
- Disclose, on request, the location of facilities and known origins of materials to enable traceability; and
- Reduce and/or eliminate reliance upon materials from Conflict zones.

#### **E. Confidential Information**

We expect you to maintain the confidentiality of proprietary information entrusted to you by us, except where disclosure is expressly authorized or permitted by such party or required by law. Proprietary information includes all non-public information (regardless of the source) that may be useful to competitors or harmful to us if disclosed. All non-public information about us should be considered confidential and you cannot disclose or use any information for your personal benefit.

#### **G. Respect**

We expect you to stand with us in prioritizing the safety, well-being, and dignity of all individuals, whose talents and hard work help us deliver our products and services. As such, we expect you to:

- Provide safe and healthy working conditions at all of your operations;
- Never use or tolerate the use of human trafficking, forced labor, or child labor;
- Foster an inclusive work environment that is free of harassment and discrimination;
- Respect employees' rights to organize and bargain collectively; and
- Meet or exceed all legal requirements for compensation and working conditions.

#### **H. PLP Property/Assets**

We expect you to protect our reputation and any information or property we entrust to you. As such, we expect you to:

- Protect any of our confidential information to which you have access, including its intellectual property, trade secrets, or financial information;
- Safeguard any property belonging to us while under their control; and
- Avoid any situations that may adversely affect our business interests or reputation.

#### **I. Environment**

Environmental considerations are an integral part of our business practices.

- You shall maintain all required environmental permits and registrations and follow the operational and reporting requirements of such permits.
- You shall comply with regulated substance and product content specifications and with any applicable laws prohibiting or restricting the use, content or handling of specific substances, including, but not limited to RoHS, WEEE, REACH, California Prop. 65 and other similar Laws. You shall provide any information relative to the foregoing, including, but not limited to, Material Declarations, as applicable, to us.

- You shall minimize environmental pollution and make continuous improvements to reduce or eliminate solid waste, wastewater and air emissions by implementing appropriate conservation measures in their production, maintenance, and facility processes.
- You shall manage, control, treat and/or dispose of non-hazardous solid waste, wastewater, and/or air emissions generated from operations as required by applicable Laws, before discharge.

## **J. Ethics and Compliance**

You shall commit to the highest standards of ethical conduct when dealing with your employees, officers, directors, suppliers, customers and other relevant stakeholders.

- You shall accurately record and disclose information regarding its business activities, structure, financial situation, and performance in accordance with applicable laws as well as prevailing industry business practices.
- You shall prohibit any forms of fraud, extortion, theft or embezzlement.
- You shall respect intellectual property rights and safeguard our information. Transfer of technology and know-how shall be done in a manner that protects intellectual property rights.
- You shall implement processes and procedures and exercise due diligence to detect and avoid counterfeit parts.
- We are committed to ensuring that the products it sells do not incorporate “conflict minerals” (minerals which are smelted into tin, tantalum, tungsten and gold) sourced from entities which directly or indirectly finance conflict in the Democratic Republic of Congo or adjoining countries. You shall:
  - Perform sufficient due diligence into your supply chains to determine whether products sold or provided to us contain tin, tantalum, tungsten or gold, and, if so, whether and to what extent those metals are sourced from conflict-free smelters;
  - Report the results of such due diligence to enable to comply with our legal obligations and policy goals; and
  - Commit to being or becoming “conflict-free”, so that any such metals are sourced only from conflict-free smelters.
- You shall implement processes to address the confidentiality and protection of an employee who in good faith raises a concern, makes a report, or assists with an investigation related to potential ethical or criminal violations.

If you have any concerns or questions regarding this policy, please contact the legal department at the information below:

Carrie Vaccariello  
 General Counsel and Corporate Secretary  
 Preformed Line Products Company  
 660 Beta Drive  
 Mayfield Village, Ohio 44143  
 Phone: 440.473.9287  
 Fax: 440.473.9175  
 E-mail: [cvaccariello@preformed.com](mailto:cvaccariello@preformed.com)