



## OVERVIEW

Founded in 1911, S&C Electric Company is a global provider of equipment and services for electric power systems. S&C and our subsidiaries have this Statement of Purpose:

“As the leading innovator in our specialty of electric power switching, protection, and control, we develop and manufacture reliable products and deliver integrated solutions that provide the best long-term value to our customers.”

### S&C conducts business based on these Guiding Principles:

- All of S&C’s dealings are bound by rock-solid integrity.
- S&C strives to meet the highest standards for workplace safety.
- S&C is dedicated to private ownership, planning for the long term, and reinvesting the majority of earnings back into the business.
- S&C’s culture promotes trust, teamwork, dignity, and respect within our diverse workforce.
- S&C continuously improves what we do and how we do it by learning, contributing ideas, and initiating change.
- S&C selects suppliers for the long term and favors those that support our continuous improvement. All relationships are based on quality, dependability, integrity, and mutually beneficial results.
- S&C is committed to reducing the environmental impact of our products and business activities and enhancing the utilization of renewable energy sources.
- S&C maintains strong and supportive relationships with the communities in which we work.

S&C strives to work with suppliers of goods and services that share similar principles in the conduct of their business. We request that all of our suppliers adhere to this Supplier Code of Conduct. Breach of this code may result in termination of our business relationship.

## KEY EXPECTATIONS

### Improper Payments

S&C conducts business with the highest integrity and within the bounds of the law. Bribes, kickbacks, and similar payments are strictly prohibited and are subject to criminal penalties in many countries, including the United States. Employees, suppliers, and agents acting on the behalf of S&C are strictly prohibited from accepting such considerations under any circumstances.

### Gratuities and Gifts

Gratuities of any kind are never permitted. Gifts are strongly discouraged unless of nominal value for which there is no reasonable likelihood of improper influence.

### Accuracy of Records

Suppliers are expected to maintain true and accurate records that are not of a fraudulent nature.

### Compensation and Working Hours

Suppliers are expected to comply with all applicable labor laws and regulations governing employee compensation and working hours.

If you have any questions or comments with respect to S&C’s Supplier Code of Conduct, or to report any concerns, please contact your S&C Procurement representative or the Director of Procurement at **773-338-1000** or openly or anonymously to the S&C Helpline at [sandc.ethicspoint.com](http://sandc.ethicspoint.com). S&C’s Supplier Code of Conduct is available online in English at: [sandc.com](http://sandc.com) S&C Form 744 (5-15)

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### Diversity

S&C supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not tolerated. Suppliers are expected to comply with all applicable federal, state, and local laws concerning discrimination in hiring and employment practices.

### Forced Labor

S&C does not engage in or support the use of forced or involuntary labor. S&C will not purchase material or services from a supplier utilizing forced or involuntary labor.

### Child Labor

S&C does not engage in or support the use of child labor. Suppliers are expected to comply with all applicable child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location.

### Environment

S&C is committed to reducing the environmental impact of our products and business activities, and enhancing the utilization of renewable energy sources. Suppliers are expected to conduct their operations in a way that protects the environment. Suppliers are expected to comply with all applicable environmental laws and regulations in the countries in which they operate.

### Health and Safety

S&C strives to meet the highest standards for workplace safety. Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with all applicable safety and health laws and regulations in the countries in which they operate.

### Confidential Information

S&C is dedicated to complying with applicable laws and regulations concerning proprietary, confidential, and personal information. Suppliers are expected to comply with all applicable laws and regulations governing the protection, use, and disclosure of S&C’s proprietary, confidential, and personal information. Suppliers are also to protect and maintain confidential information of S&C’s customers.

### Brand and Trademarks

S&C requires suppliers who interact with our customers to conduct themselves at all times in ways that reinforce and strengthen the S&C brand. Use of S&C’s brand and trademarks is not permitted without our expressed written permission.

### Conflict of Interest

Suppliers must disclose any potential conflict of interest to S&C prior to entering into any business transaction.

### Continuous Improvement

S&C continuously improves our overall business by learning, contributing ideas, and initiating change. S&C recognizes that our suppliers have business relationships with other companies and industries, and encourages them to identify opportunities for improvement in our work.