



## ETHICAL CONDUCT

The employees of Mercury Electronics are expected to adhere to the highest standards of personal, professional, and business ethics, and use common sense and good judgment concerning the way in which they conduct themselves when on duty or representing Mercury Electronics. It is important to avoid even the appearance of unethical behavior in all business relationships. While it is impossible to specify every forbidden activity, Mercury Electronics recognizes unethical conduct includes, but is not limited to:

1. Engaging in business conduct which may be damaging to the Company's reputation;
2. Promising or providing something of value to anyone doing or seeking to do business with Mercury Electronics in order to influence them in matters relating to us;
3. Accepting gifts, entertainment, services, or other benefits where the purpose is to influence our business decisions. Gifts or benefits valued at over \$50.00 may not be accepted. This, however, will not prohibit an employee from accepting occasional business meals or limited entertainment where Mercury Electronics' business is discussed or where the meal or entertainment is extended as a normal courtesy in the conduct of business;
4. Selecting suppliers based on non-business reasons, such as personal non-business relationships; or directing business to a relative, friend, or company in which you or one of your family members has a direct or indirect financial or personal interest;
5. Representing or discussing the affairs of Mercury Electronics with any media without proper authorization;
6. Undermining business decisions, unless they are illegal or dishonest;
7. Disclosing or otherwise using confidential information (e.g. customer identity, customer drawings and other customer property, technical procedures, personnel records, internal financial information) concerning Mercury Electronics for personal profit or advantage—or to Mercury Electronics' disadvantage—either during or following employment;
8. Competing directly or indirectly with Mercury Electronics or making any decision adverse to Mercury Electronics' interests.

In general, abiding by all laws, adhering to all Company policies and regulations, and using good judgment based on high ethical principles will guide you with respect to lines of acceptable conduct. If a situation arises where it is difficult to determine the proper course of action, the matter should be discussed with your Department Manager and, if necessary, with the Company President.

Mercury Electronics believes in doing business in an ethical and environmentally friendly manner that will not only benefit our business, but also the world and community around us. In accordance with this belief, Mercury Electronics selects our suppliers with care and, with each purchase order, our suppliers agree to the same ethical standards by which we abide.



Mercury Electronics complies with all applicable laws regarding the hiring of minors and maintains an “at-will” employer and employee relationship. As such, Mercury Electronics does not enter into any written or verbal employment contract that violates the “at-will” employment relationship and will verify the age of all employees at time of hire to ensure they are at least 18 years of age.

It is Mercury Electronics’ policy to not interfere with our employees’ right to organize and collectively bargain in accordance with applicable federal and state laws. Furthermore, Mercury Electronics will not discriminate against, deny facility access to, or otherwise interfere with the employees’ representative(s).

Compliance with this policy of ethical conduct is the responsibility of every Mercury Electronics employee. This policy supersedes all previous policies regarding ethics and ethical conduct. Disregarding or failing to comply with this standard of business ethics and conduct could lead to disciplinary action, including possible termination of employment.

A handwritten signature in black ink that reads 'Gary M. Hayes'.

Gary M. Hayes  
President  
DIVERSIFIED TRAFFIC PRODUCTS, INC.  
MERCURY ELECTRONICS DIVISION