

# Corporate Social Responsibility

## Our Commitments

As a power management company, Eaton cares about “doing business right” in meeting the needs of our global customers, employees and communities. It is inherent in our culture. How we get our results at Eaton is just as important as the results themselves, and an important measure of our company’s success. Clear guidelines related to ethical behavior, safety requirements and environmental practices are communicated to employees worldwide. Outlined in this document is a summary of some of the commitments that exemplify our approach to ethics and integrity in everything we do. Details on all of our policies can be found at [www.eaton.com](http://www.eaton.com).

### Our Mission

Our Mission is to provide safe, reliable, efficient and sustainable power management solutions for our global customers.



*Powering Business Worldwide*

### Environmental, Health, Safety, and Sustainability

#### Sustainable Business

We are committed to being a global leader in safeguarding the health and safety of our employees and protecting the environment.

Eaton power management solutions increase the energy efficiency of buildings, vehicles and machinery, help to conserve natural resources, shrink the carbon footprint of our customers and reduce the environmental impact of everyday life.

#### Employee Safety

We believe that the safety and health of our employees is of the highest importance. We seek to prevent accidents, injuries and occupational illnesses and promote healthy and safe lifestyles for our employees and their families.

#### Compliance

We have a worldwide Environment, Health and Safety (EHS) governance structure of people, policies and processes, designed to ensure compliance, responsible EHS practices and proactive incident reporting and

response. This structure applies to both our operations and to the products we make. We strive to meet or exceed regulatory requirements, consistent with Eaton’s commitment to respect and obey the laws, rules and regulations applying to our businesses around the world. We work to create a “zero incident” culture and to continuously improve our EHS performance. We use qualified and independent third parties to assess and verify our EHS performance metrics.

#### Environmental Stewardship

Our commitment to the environment goes beyond legal compliance and extends to actions intended to reduce our environmental footprint through our operations, products and supply chain. In our operations, this commitment is reflected in our efforts to prevent pollution, reduce greenhouse gas emissions and conserve natural resources – efforts incorporated into supply-chain commitments. We also design our products for the environment (considering raw materials and energy efficiency, for example) and incorporate life-cycle impact into their design. Together, these efforts support Eaton’s overall sustainable business model.

## Customers, Suppliers and Contractors

We partner with our customers, suppliers and contractors to ensure compliance, promote safety, reduce our collective environmental footprint and develop sustainable solutions to the world's environmental and power management challenges.

## Community and Government

We are committed to producing products in safe workplaces that are environmentally responsible. We participate in and contribute to local and governmental EHS initiatives that improve the quality of life in the communities where we live and work.

## Human Rights

### Respecting Human Rights

We respect human rights and require our suppliers to do the same. We recognize that many independent organizations and commissions have proposed core international human rights instruments, such as the United Nations Global Compact, the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. These instruments generally follow the principles that businesses should respect and support identified human rights and should not participate in human rights abuses. At Eaton, these important principles are integrated into our core values and govern the way we conduct ourselves every day, as well as what we require of our suppliers. We are also a member and proudly participate in the Global Reporting Initiative, which is one of the world's most widely used reporting frameworks for performance on human rights, labor, environment, anti-corruption and corporate citizenship.

### Child Labor

We do not employ child labor. We define a child as anyone under the age of 16. If local law is more restrictive than our policy, we will comply with local law. However, even where local

law permits us to employ people younger than 16, we will not.

### Forced Labor

We prohibit the use of any indentured or forced labor, slavery or servitude.

### Respecting Diversity and Fair Employment Practices

We are committed to respecting a culturally diverse workforce through practices that provide equal access and fair treatment to all employees on the basis of merit. We do not tolerate harassment or discrimination in the workplace.

### Freedom of Association

We respect our employee's right to join or not join any lawful organization, including trade unions and works councils. Eaton works constructively with established employee representative organizations in numerous locations, with a goal of balancing the needs of our employees and the overall best interest of the company. We are committed to complying with all applicable local and national laws pertaining to freedom of association and collective bargaining.

## Ethics & Financial Integrity

### Obeying the Law

We respect and obey the laws, rules and regulations applying to our businesses around the world.

### Competing Ethically

We gain competitive advantage through superior performance. We do not engage in unethical or illegal trade practices.

### Avoiding Conflicts of Interest

We avoid relationships or conduct that might compromise judgment or create actual or apparent conflicts between our personal interests and our loyalty to Eaton. We do not use our position with Eaton to obtain improper benefits for others or ourselves. We do not engage in activities or enter into relationships that compete with Eaton.

## Acting with Integrity

We do not offer or accept bribes, kickbacks or inappropriate gifts or entertainment. We engage in business practices that are consistent with our ethics and values.

### Integrity of Recording and Reporting our Financial Results

We properly maintain accurate and complete financial and other business records and communicate full, fair, accurate, timely and understandable financial results and other material information. We have developed a system of internal controls designed to preserve the integrity of our records and information.

### Protecting Assets and Information

We use Eaton property, information and opportunities for Eaton's business purposes and not for unauthorized use. We properly maintain the confidentiality of information and employee data entrusted to us by Eaton or others.

### Selling to Governments

We comply with the special laws, rules and regulations that relate to government contracts and relationships with government personnel.

### Delivering Quality

We are committed to producing quality products and providing quality services.

## Supply Chain

Eaton's "Supplier Code of Conduct" helps us to select business partners who follow workplace standards and business practices that are consistent with our company's values. These requirements are applied to every supplier of Eaton Corporation globally. It is the responsibility of the supplier to understand and ensure compliance with the policies, procedures and work instructions of Eaton Corporation and its business groups.

## Reporting Improper Behavior

Subject to local law, any person may openly or anonymously report any ethical concern or potential or actual legal violation, including any accounting, financial, tax or anti-bribery matter, to Eaton's Ethics and Compliance Office.

## The Office of Ombuds

The Office of Ombuds was created in order to enhance the ability of Eaton employees to surface work-related concerns that otherwise might not have been reported via the normal problem solving channels. The Office of Ombuds is guided by the standards of practice of the International Ombudsman Association and provides employees a safe place to discuss their concerns confidentially and off-the-record with a neutral and independent person without the fear of retaliation and interference.

Links:

<http://www.eaton.com/ethics>

<http://www.eaton.com/Eaton/OurCompany/DoingBusiness/SellingtoUs/SupplierCodeofConduct/index.htm>

<http://www.eaton.com/Eaton/Sustainability/SustainablePractices/EnvironmentHealthSafety/Policy/index.htm>