

## **Ethics**

As a part of Emerson, Copeland has a policy and practice to conduct business lawfully and ethically. As a condition of employment, Copeland employees have an obligation to conduct business fairly at all times. Copeland holds our supply base and their employees to these same guidelines.

No Copeland employee, or member of their immediate family, may accept any gifts or other special accommodations or use of property or facilities from anyone with whom the Company is negotiating business. In Copeland's relations with its suppliers, Copeland employees must avoid any interest or benefit from any supplier that would in fact cause them, or appear to cause them, to favor that supplier over others. This includes all suppliers or potential suppliers of goods and services who deal with any employee. Copeland employees and members of their immediate families may not accept money or gifts of any type from a supplier or potential suppliers at any Copeland location.

Copeland employees and members of their immediate families may not accept a loan of money or anything of value from any supplier or potential supplier.

Copeland's employees may not accept offers of entertainment or recreation from a supplier or potential supplier except for lunches, cocktails, or dinners which are a necessary part of Copeland's business relationship with that supplier.