

EMERSON SUPPLIER CODE OF CONDUCT

Emerson expects its suppliers to project its values and principles, to stay current with technology, and to act with integrity and treat people and the environment with respect – all actions that reflect Emerson's priorities. In this way, we are able to employ high caliber suppliers that demonstrate responsibility and a commitment to fairness and honesty.

We encourage all of our suppliers to familiarize themselves with this statement as we expect each supplier to adhere to these principles. The following summary provides an overview of these principles.

Ethics

1. **Highest Ethical Behavior** – Our policies and practices direct Emerson employees to conduct business lawfully and ethically wherever we operate. We adhere to firm, uncompromising standards for Emerson's leadership and employees with respect to interactions with customers, suppliers, government agencies and the public and we demand that our suppliers support this requirement as they work on Emerson business.
2. **Anti-corruption** – We expect our suppliers to comply with all laws and regulations forbidding payment of money, products, gifts or services, directly or indirectly, to any individuals or entities in order to corruptly induce favorable business treatment or to corruptly affect governmental decisions.
3. **Conflicts of Interest** – Emerson considers it inappropriate for suppliers' employees to have any personal, business or financial interest that conflicts with his or her responsibilities to their employer.
4. **Ethics Hotline** – To facilitate reporting of ethics concerns, we provide Emerson employees and suppliers an Ethics Hotline in the more than 80 countries in which we operate. Reports to the hotline are anonymous if requested. We tolerate no form of reprisal against employees or suppliers who report concerns. Employees and suppliers can report a concern related to business conduct issues by calling Emerson's Ethics and Compliance Hotline toll free (in North America) at 1-800-893-2525 or collect at +1.770.582.5243.

Human Rights and Labor

1. **Conditions of Employment** – We stress to our suppliers the importance of operating with reasonable working hours to maintain a positive and productive work environment consistent with commonly accepted practices in each locale. We oppose any form of forced, bonded or indentured labor, or involuntary prison work. Further, compensation practices should comply with applicable wage laws, including those relating to minimum wages, overtime compensation and legally mandated benefits.
2. **Discrimination** – Our company expects suppliers to prohibit discrimination against or harassment of any employee or applicant on the basis of race, color, religion, sex, sexual orientation, age, disability, national origin, or any other factor deemed unlawful.
3. **Freedom to Associate** – Suppliers should respect the rights of workers to associate freely and seek representation in accordance with local laws.

4. Humane Treatment – Emerson objects to any form of harsh or inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse.
5. Prohibition of Child Labor – Our policies oppose child labor and we forbid our suppliers to use child labor in any facility or business.
6. Working and Living Conditions – We expect our suppliers to have a healthy and safe working environment in accordance with all applicable laws and regulations and to protect employees from short, immediate and long-term harm. Where housing is provided, we expect our suppliers to provide a healthy and safe living environment for employees in accordance with all applicable laws and regulations.

Other

1. Environment – Suppliers should operate their facilities in a manner that protects the environment and meets or exceeds applicable laws and regulations. We further stress the need to our suppliers to foster programs that reduce energy consumption and waste in their facilities and we emphasize the importance of creating innovative products and services that improve energy efficiency and reduce environmental harm.
2. Management Systems – Suppliers should maintain a management system that demonstrates adoption of the principles embodied in this Supplier Code of Conduct and that tracks and documents compliance with all applicable laws, government policies and regulations.
3. Supply Chain Management – Emerson expects its suppliers to use their best efforts to extend the principles embodied in this Supplier Code of Conduct to their suppliers and agents that are engaged in the production, supply and support of products or services for Emerson.