



RelaDyne, LLC and its business units and subsidiaries (collectively, “RelaDyne”) are committed to conducting all aspects of business in keeping with the highest legal and ethical standards. As we continue our focus on delivering outstanding products and services to our customers, it is critically important that we do not lose sight of our responsibility to act ethically and in compliance with all laws, rules, regulations and policies.

While RelaDyne’s codes of business conduct and related policies (the “Policies”) cover a broad range of topics, the following are a few examples of requirements that RelaDyne expects all associates to understand:

1. **Anti-Harassment and Anti-Discrimination.** Discrimination, harassment and/or bullying in any form is strictly prohibited. All associates have the right to work in an environment free from such behavior.
2. **Ethics and Conflicts of Interest.** Associates are expected to use good judgment, adhere to high ethical standards, and avoid situations that create a conflict between their personal interests and those of RelaDyne.
 - a. Associates may not use proprietary and/or confidential information for personal gain or to the organization’s detriment, nor may they use company assets or labor for personal use.
 - b. If an associate or someone with whom the associate has a close personal relationship has a financial or employment relationship with a competitor, vendor, or customer of the organization, the associate must disclose this fact to the company. The organization will determine what course of action must be taken to resolve any conflict it believes may exist.
3. **Anti-Bribery and Corruption.** RelaDyne will not tolerate bribery, kickbacks, or corruption of any kind. Associates are not permitted to give, offer or promise anything of value, directly or indirectly, to any government official or any commercial party for the purpose of improperly obtaining or retaining a business advantage.

RelaDyne intends to update certain policies in the coming months, and the organization will distribute these policies and will periodically educate associates and other stakeholders about particular aspects of these requirements.

RelaDyne’s success depends on our associates’ dedication to upholding the highest principles and values. Not only will an associate’s failure to comply with applicable laws and policies harm our organization, such failure may result in the associate being subject to disciplinary action, including termination.

We appreciate your dedication to the organization and your focus on doing things the right way. If you have any questions, please feel welcome to contact RelaDyne’s Chief Human Resources Officer, Walt Rodgers at walt.rodgers@reladyne.com. You may also confidentially raise any questions or concerns by submitting your complaint via email at RLD.Report.Line@reladyne.com. RelaDyne’s legal counsel will review all complaints received. RelaDyne will not retaliate against any associate with respect to good faith reporting of complaints.