Tyco Business Principles

At Tyco, we have a passion for protecting what matters most to the people and organizations who are our customers. The work we do to achieve this is built on a foundation of integrity, excellence, teamwork, and accountability – Tyco’s Vital Values.

Tyco’s Vital Values are at the core of our Business Principles. Tyco’s Business Principles govern all of our activities, regardless of size or scope. They apply to Tyco’s relationships with all of its stakeholders including our shareholders, customers, employees, suppliers, and business partners.

Tyco employees live by these Principles. We ask that our suppliers and business partners live by similar principles.

Tyco’s Business Principles reaffirm our commitment to ethical conduct and compliance with the law. This commitment starts with the example set by our board of directors and senior management who ensure that all Tyco employees are aware of these Principles and behave in accordance with this statement.

To maintain a culture that is consistent with these Principles and our Vital Values, management has the responsibility to provide Tyco employees mechanisms to raise concerns without fear of reprisal or retaliation. At the same time, Tyco employees have the responsibility to raise concerns and report suspected violations of the Guide to Ethical Conduct and these Principles.

We believe these Principles are critical to our continued success.

George R. Oliver
Chief Executive Officer
Tyco
Tyco’s Vital Values

Tyco’s Vital Values are at the core of everything we do, and they are directly connected to the Tyco Business Principles.

Integrity
We must demand of ourselves and each other the highest standards of individual and corporate integrity. We do the right thing because it is the right thing to do. It is every employee’s responsibility to safeguard company assets and foster an environment of trust with our co-workers, customers, communities, and suppliers. We always comply with all company policies and laws and create an environment of transparency in which all reporting requirements are met.

Excellence
We continually challenge each other to improve our products, our processes, and ourselves. We strive always to understand our customer’s businesses and help them achieve their goals. We serve our customers by anticipating and responding to their needs. We are dedicated to diversity, fair treatment, mutual respect, and trust. We are committed to producing our products and serving our customers with zero harm to people and the environment.

Teamwork
We foster an environment that encourages innovation and creativity, and delivers results through collaboration. We practice leadership that teaches, inspires, and promotes full participation and career development. We encourage open and effective communications and interaction with all stakeholders and actively work together to keep each other safe. We believe that none of us is as capable or effective as all of us – and together, there is no limit to what we can achieve.

Accountability
We honor the commitments we make and take personal responsibility for all actions and results. Our actions match our words, and we demand responsibility – from ourselves and others – in everything we do. We create an operating discipline of continuous improvement that is an integral part of culture.
Stakeholder Relationships

We are committed to applying the Tyco Business Principles to the following relationships:

Our Shareholders
We commit to protecting the shareholders’ investment and providing a long-term return competitive with our peer companies.

Our Customers
We commit to attract and maintain customers by offering products and services that protect them and the things they value based on quality, pricing, safety, and innovation.

Our Employees
We commit to providing our employees a work environment that respects diversity, ensures fair treatment, and provides safe working conditions. We commit to a work environment that provides equal opportunity and competitive terms and conditions of employment.

Our Suppliers and Business Partners
We commit to seek mutually beneficial relationships with our suppliers and business partners that promote these Tyco Business Principles or equivalent principles in such relationships. The willingness of our suppliers and business partners to promote these principles is an important factor in the decision to enter or maintain these relationships.
Tyco Business Principles

Principle 1 – Ethics
Acting with honesty, fairness, and integrity must be at the center of everything we do.

Principle 2 – Economic
Long-term profitability is necessary to achieve our business goals and to Tyco’s sustained growth. Profits reflect the value of Tyco’s products and services. Profits supply the required resources that allow Tyco to continue providing protection to people and the things they value. Investment decisions include careful consideration of economic, social, and environmental factors.

Principle 3 – Business Integrity
Our business relationships with customers, suppliers, and business partners require honesty, fairness, and integrity. We compete solely on the basis of our service and product quality, our pricing, and our reputation. We forbid offering or accepting bribes in any form. We forbid offering or accepting facilitation payments in any form. Employees must avoid conflicts of interest between their private activities and their work for Tyco. Employees must declare all actual or potential conflicts of interest to Tyco. All Tyco business transactions must be accurately reflected in accordance with accepted procedures and are subject to audit and disclosure.

Principle 4 – Competition
We are committed to a free and fair global market. We wish to compete openly and honestly within the bounds of applicable competition laws. We do not seek to restrain others from competing freely with us.

Principle 5 – Safety and the Environment
We believe that all workplace injuries can be prevented, and all Tyco employees should leave work in the same healthy, uninjured condition as when they arrived. We seek to eliminate harmful environmental impacts by minimizing our emissions, waste, and water usage. We believe that every harmful environmental incident can be prevented. We have a vision of Zero Harm to our people and the environment. We systematically monitor our progress against this aspiration by setting standards for improvement.
Tyco Business Principles (continued)

Principle 6 – Communications

We value our relationships with investors, the news media, and other stakeholders. We are committed to reporting our performance and ensuring that these reports are complete, timely, and accurate. We also seek to listen to our employees, shareholders, customers, suppliers, business partners, and communities and respond to them honestly and responsibly.

Principle 7 – Human Rights and Fair Labor

We support and respect human rights, and we believe that all parties in society have a responsibility to do the same. We strive to ensure that no Tyco activities violate or subject Tyco to accessory to the violation of those rights. In addition, we will not make use of forced or bonded labor, nor will we employ children.

Principle 8 – Compliance

We strive to comply with all applicable laws and regulations in the countries in which we operate.