



Ethics and Business Conduct Policy

The Ethics and Business Conduct Policy for Coilcraft outlines expected behaviors for all Coilcraft employees. Coilcraft shall conduct its business in an ethical and proper manner, and in compliance with all applicable laws and regulations. Coilcraft shall strive to continually improve our global Ethical Standards.

- **Business Integrity** – The highest standard of integrity is upheld in all business interactions in compliance with applicable laws and regulations. Coilcraft shall strive to avoid conflicts of interest.
- **Bribes / Improper Advantage** – Employees shall not take advantage of their Coilcraft position to seek personal or business gain.
- **Disclosure of Information** – Coilcraft shall implement restrictions on the use and disclosure of information. This includes the following of all requirements for protecting Coilcraft business information. Information shall only be disclosed as authorized by the owner of the information or as otherwise permitted by law.
- **Intellectual Property** – Employees shall protect all Company, customer, and supplier proprietary and confidential property.
- **Privacy** – Personal information of the employees and business partners shall be protected.
- **Non-Retaliation** – Coilcraft shall protect its employee's whistleblower confidentiality and prohibit retaliation.
- **Conflict Metals / Minerals** – Coilcraft shall proactively undertake due diligence to avoid procurement of such products.

Every employee has the responsibility to ask questions, seek guidance and report suspected violations of this Ethics and Business Conduct Policy. Retaliation against employees, who come forward to raise genuine concerns, will not be tolerated.

A handwritten signature in black ink, which reads "Thomas C. Liebman". The signature is written in a cursive style.

Thomas C. Liebman
President

November 14, 2012