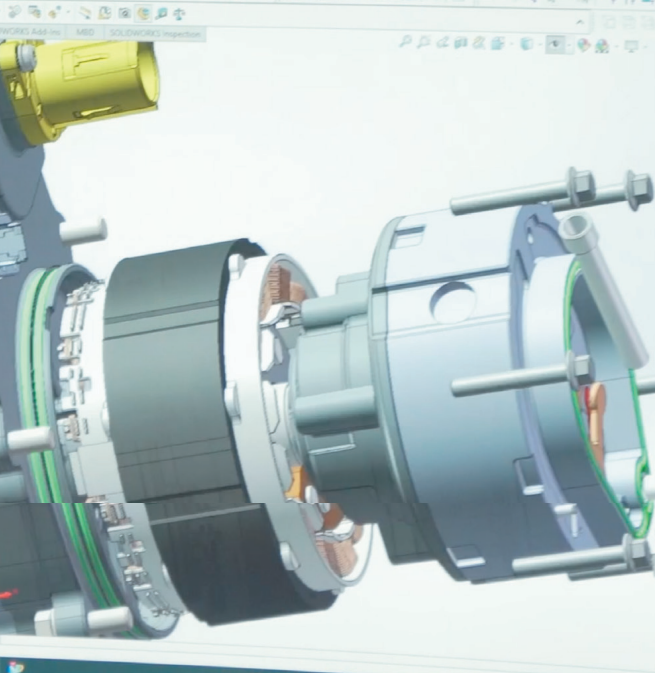
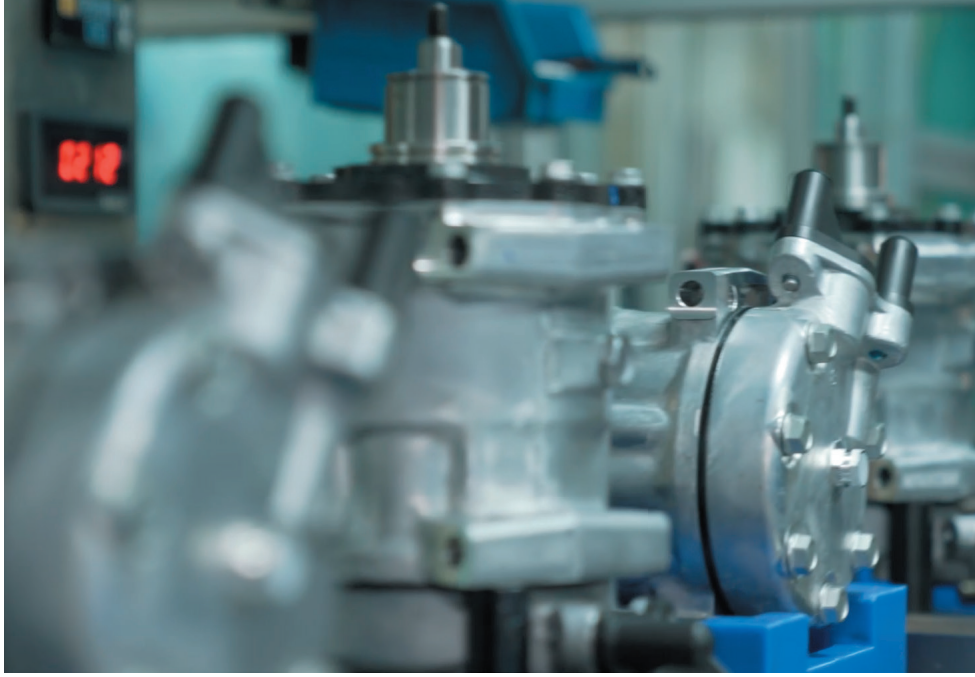
TCCI Manufacturing, L.L.C.'s
Code of Conduct





Introduction

TCCI Manufacturing, L.L.C. serves a global and diverse marketplace. We design, manufacture, and sell a variety of products for numerous industries, including automotive, agri-business, recreational, lawn and garden, military, and heavy duty trucking. We have built an unparalleled company by combining financial strength with industry expertise. Our highly skilled work force allows us to respond quickly to customer needs and economic changes. Engineering talent, manufacturing skills, sales philosophy, and marketing strategies constantly flow between our companies to provide our customers the best solution to meet their needs.

As a whole, TCCI Manufacturing, L.L.C. intends to maintain growth expectations through product development and diversification, internal investment, and strategic acquisitions. Our commitment to continual growth and expansion has profitably positioned us to effectively penetrate the marketplace and better service our customer base. Our ability, as a Company, to meet objectives rests in attracting, retaining, and motivating individuals who will dedicate their efforts to accomplishment on the job in the most the most ethical of standards.

We as a Company are committed to the highest standards of legal and ethical conduct across our global operations and customer relationships. Our employees are expected to lead and act within the high standards of business & personal ethics while strictly adhering to all legal aspects involved within the course of business, as our reputation, integrity, and financial interests are fundamentally tied to our ability to ethically enact business. TCCI Manufacturing, L.L.C. has created this Code of Conduct as an official statement for how the Company will conduct business.

Contained within are the legal and ethical principles under which all Company employees are expected to abide. The Company reserves the right to implement additional rules that may supersede certain provisions of the Code of Conduct to ensure compliance with local country laws. Our collective ability to operate in an honest, ethical, and lawful manner will contribute to our Company's continued global success.

Environmental, Health, and Safety

The health and safety of employees and others on Company property are of critical concern to TCCI Manufacturing, L.L.C. The Company intends to comply with all health and safety laws applicable to our business set forth by local, state, and/or federal governing bodies. To this end, we must rely upon employees to ensure that work areas are kept safe and free of hazardous conditions. Employees are required to be conscientious about workplace safety, including proper operating methods, and recognize dangerous conditions or hazards.

Any unsafe conditions or potential hazards should be reported to management immediately, even if the problem appears to be corrected. Any suspicion of a concealed danger present on the Company's premises, or in a product, facility, piece of equipment, process or business practice for which the Company is responsible should be brought to the attention of management immediately.

Periodically, the Company may issue rules and guidelines governing workplace safety and health. The Company may also issue rules and guidelines regarding the handling and disposal of hazardous substances and waste. All employees should familiarize themselves with these rules and guidelines, as strict compliance will be expected. In establishing and following safety rules, the primary thought has been to keep our employees free from injury and ask your cooperation in observing these rules at all times.

HOUSEKEEPING

Maintain good housekeeping at all times, keeping equipment, tools and materials, and work areas clean and orderly. No employee should engage in any acts that are intended to interfere with another employee's ability to perform his or her work, including but not limited to sabotage or bullying. All defective tools, machinery, or electrical equipment must be reported to a member of management at once. Safety signs have been posted throughout our facilities to remind personnel of safe practices.

WATER USE AND CONSERVATION

Our commitment to ensuring responsible water use is global in scale. All TCCI Manufacturing, L.L.C. facilities are encouraged to reduce their water consumption and are monitored and metered wherever possible. Furthermore, the Company is committed to safe manufacturing processes that work to ensure water quality across all of our facilities.

ENERGY EFFICIENCY

TCCI Manufacturing, L.L.C. is committed to sustainable operating practices. As such, Company locations are encouraged to explore practices, equipment, and partnerships to reduce GHG emissions, leverage renewable sources of energy, and reduce overall energy consumption.

AIR QUALITY

TCCI Manufacturing, L.L.C. is committed to meet or exceed all local standards for air quality and emissions at each of its global locations.

WASTE REDUCTION AND SUSTAINABILITY IN RESOURCES

TCCI Manufacturing, L.L.C. is committed to sustainability throughout our total manufacturing process. Global facilities are encouraged to leverage local recycling programs, partner with suppliers consolidate loads & reduce packaging material, and look for opportunities to reduce waste through reusable material & continuous improvement practices.

PERSONAL PROTECTIVE EQUIPMENT

Personal protective equipment, commonly referred to as "PPE," is equipment worn to minimize exposure to hazards that cause serious workplace injuries and illnesses. All employees, contractors, and visitors entering a TCCI Manufacturing, L.L.C. factory floor must wear the following at all times:

- Safety glasses and/or prescription glasses with side shields must be worn over eyes
- Hearing protection
- Slip resistant shoes
- Appropriate clothing, eliminating loose fitting or dangling garments

EMERGENCY PREPAREDNESS

While the Company strives to create a physical environment that is free from hazard, it is important that all facilities and employees are prepared and proactive to address threats from severe weather, fire, flooding, and other disasters. Emergency preparedness drills, such as a fire evacuation drill or severe weather drill, should be completed on an annual basis at each facility. Additionally, all emergency equipment, such as alarms, emergency lighting, signage, and supplies should be in good working order and tested on a routine basis.

FIRE AND EMERGENCY PROCEDURE

In case of a fire or explosion, all persons on site should immediately evacuate the facility. Personnel headcounts should be completed to ensure all personnel have evacuated from the building and should not be allowed to reenter until an all clear is given by the site leader. Fire suppression systems and extinguishers should be properly maintained and readily available for use in an emergency.

FIRE PROTECTION

Company locations are outfitted with fire suppression and detection equipment that meets or exceeds local government guidelines. Such equipment and systems shall be inspected & maintained on a routine basis.

MACHINERY GUARDS

Never operate the machinery without the guards in place. They are placed there for your protection. Be sure the guard is in place before you start. Lock out machinery before cleaning, oiling, and repairing.

HANDLING OF CHEMICALS

Employees handling chemicals should protect themselves at all times and know the hazards of materials they are working with before engaging them. Employees should wear proper PPE to safeguard themselves from accidental skin, eye and respiratory contact. If an employee is using an unfamiliar procedure or chemical, they should conduct a literature search for reports of known or suspected hazards by using the appropriate Safety Data Sheets (SDS), which serves as an important primary source of information on physical properties, health hazards, reactivity, and spill cleanup procedures. SDS sheets for all chemicals in use at a facility should be made available at all times.

WORKPLACE ERGONOMICS

The physical wellbeing and safety of TCCI Manufacturing, L.L.C's employees is a top priority for the Company. Each Company location is responsible to provide their employees a safe working environment with equipment that meets or exceeds all regulatory requirements. Equipment and employee work stations should be evaluated on a routine basis to ensure not only safe operation, but also good ergonomic are in place. Employees should notify their supervisor when ergonomic issues arise. If an employee is experiencing any signs or symptoms of musculoskeletal disorders, the employee is to report their symptoms to their supervisor. Employees should also promptly report equipment maintenance or repair issues to their supervisor or a member of the Maintenance team for resolution. Additionally, employees should utilize safe operating and lifting practices.

INCIDENT AND ACCIDENT MANAGEMENT

Any workplace injury, accident, or illness must be reported to the employee's supervisor as soon as possible, regardless of the severity of the injury or accident. The Company has a duty to investigate each incident and accident in a timely and thorough manner to ensure the employee(s) is properly cared for and that proactive actions are put in place to mitigate current & future issues.

REPORTING

Report all unsafe conditions or practices immediately to your supervisor and/or a member of the Human Resources & EHS team. Any workplace injury, accident, or illness must be reported to the employee's supervisor as soon as possible, regardless of the severity of the injury or accident.

Employment Practices

WAGES AND BENEFITS

The Company works to ensure employees are offered a fair and competitive compensation package. The Company will comply with all laws and regulations pertaining to all legally mandated benefits and compensation within the local geographies in which we operate. Workers will be paid for overtime such a premium rate as is legally required or, in those countries where such laws do not exist, at least equal to their regular hourly payment rate. Deduction from wages as a disciplinary measure is expressly prohibited.
In addition to good working conditions and competitive pay, it is the Company's policy to provide a combination of supplemental benefits to all eligible employees. In keeping with this goal, each benefit program has been carefully devised. These benefits include time-off benefits, such as vacations and holidays, and insurance and other plan benefits. The Company is constantly studying and evaluating our benefits programs and policies to better meet present and future requirements. These policies have been developed over the years and continue to be refined to keep up with changing times and needs. All benefits programs will comply with local law and regulations.

WORKING HOURS

The number of days and standard hours in a work week may vary by location and will conform to local laws and norms. Additional scheduled hours will be considered mandatory as long as at least one day's written notice is given. Unscheduled overtime shall be voluntary, if possible. Should occasions arise when overtime cannot be filled voluntarily, then the least senior persons capable of doing the work required shall be scheduled to work. During the annual shutdown periods (if applicable), employees who do not have enough vacation to cover the shutdown period may be required, if needed, to work all hours not covered by vacation. All temporary employees may be required to work shutdown, if needed.

NON-HARASSMENT AND NON-DISCRIMINATION

It is TCCI Manufacturing, L.L.C.'s policy to prohibit intentional and unintentional harassment of or against job applicants, contractors, interns, volunteers or employees by another employee, supervisor, vendor, customer or any third party on the basis of actual or perceived race, color, creed, religion, national origin, ancestry, citizenship status, age, sex or gender (including pregnancy, childbirth and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, military service and veteran status, physical or mental disability, genetic information or any other characteristic protected by applicable federal, state or local laws (referred to as "protected characteristics"). Such conduct will not be tolerated by TCCI Manufacturing, L.L.C.
The purpose of this policy is not to regulate our employees' personal morality, but to ensure that no one harasses another individual in the workplace, including while on Company premises, while on Company business (whether or not on Company premises) or while representing the Company.
In addition to being a violation of this policy, harassment or retaliation based on any protected characteristic as defined by applicable federal, state, or local laws also is unlawful. For example, sexual harassment and retaliation against an individual because the individual filed a complaint of sexual harassment or because an individual aided, assisted or testified in an investigation or proceeding involving a complaint of sexual harassment as defined by applicable federal, state, or local laws are unlawful.

HARASSMENT DEFINED

Harassment generally is defined in this policy as unwelcome verbal, visual or physical conduct that denigrates or shows hostility or aversion towards an individual because of any actual or perceived protected characteristic or has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Harassment can be verbal (including slurs, jokes, insults, epithets, gestures or teasing), visual (including offensive posters, symbols, cartoons, drawings, computer displays, text messages, social media posts or emails) or physical conduct (including physically threatening another, blocking someone's way, etc.). Such conduct violates this policy, even if it does not rise to the level of a violation of applicable federal, state or local laws. Because it is difficult to define unlawful harassment, employees are expected to behave at all times in a manner consistent with the intended purpose of this policy.

SEXUAL HARASSMENT DEFINED

Sexual harassment can include all of the above actions, as well as other unwelcome conduct, such as unwelcome or unsolicited sexual advances, requests for sexual favors, conversations regarding sexual activities and other verbal, visual or physical conduct of a sexual nature when:

- Submission to that conduct or those advances or requests is made either explicitly or implicitly a term or
- Condition of an individual's employment; or
- Submission to or rejection of the conduct or advances or requests by an individual is used as the basis
- For employment decisions affecting the individual; or
- The conduct or advances or requests have the purpose or effect of unreasonably interfering with an
- Individual's work performance or creating an intimidating, hostile or offensive working environment.

Examples of conduct that violate this policy include:

1. Unwelcome flirtations, leering, whistling, touching, pinching, assault, blocking normal movement;
2. Requests for sexual favors or demands for sexual favors in exchange for favorable treatment;
3. Obscene or vulgar gestures, posters or comments;
4. Sexual jokes or comments about a person's body, sexual prowess or sexual deficiencies;
5. Propositions or suggestive or insulting comments of a sexual nature;
6. Derogatory cartoons, posters and drawings;
7. Sexually-explicit e-mails, text messages or voicemails;
8. Uninvited touching of a sexual nature;
9. Unwelcome sexually-related comments;
10. Conversation about one's own or someone else's sex life;
11. Conduct or comments consistently targeted at only one gender, even if the content is not sexual; and
12. Teasing or other conduct directed toward a person because of the person's gender.

REPORTING PROCEDURES

If the employee has been subjected to or witnessed conduct which violates this policy, the employee should immediately report the matter to the Manager. If the employee is unable for any reason to contact this person, or if the employee has not received an initial response within five (5) business days after reporting any incident of what the employee perceives to be harassment, the employee should contact the Head of Human Resources. If the person toward whom the complaint is directed is one of the individuals indicated above, the employee should contact any higher-level manager in the reporting hierarchy.

INVESTIGATION PROCEDURES

Every report of perceived harassment will be fully investigated, and corrective action will be taken where appropriate. All complaints will be kept confidential to the extent possible, but confidentiality cannot be guaranteed. All employees must cooperate with all investigations conducted pursuant to this policy.

RETALIATION PROHIBITED

In addition, the Company will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy. If the employee has been subjected to any such retaliation, the employee should report it in the same manner in which the employee would report a claim of perceived harassment under this policy. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

MINIMUM WORKING AGE

All employees and contractors employed by TCCI Manufacturing, L.L.C must meet the minimum legal age for employment where the work is performed. Child labor is expressly prohibited across all Company locations.

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. The Company has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business.

REPORTING PROCEDURES

Employees may choose to report any Code of Conduct violation or concern to their supervisor, a member of Human Resources and/or the highest ranking manager in their functional reporting chain. Employees may submit concerns verbally or in writing and are asked to do so in a timely manner so that the Company may investigate immediately.

Conducting Our Business

CONFIDENTIAL COMPANY INFORMATION

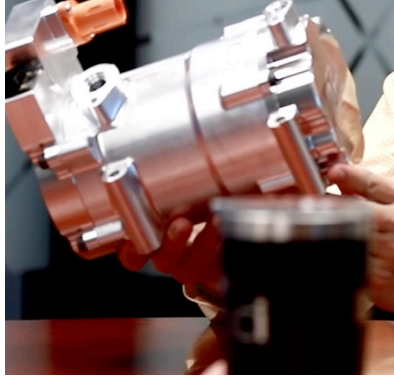
During the course of work, employees may become aware of confidential information about TCCI Manufacturing, L.L.C's business, including but not limited to information regarding Company finances, pricing, products and new product development, software and computer programs, marketing strategies, suppliers and customers and potential customers. Employees also may become aware of similar confidential information belonging to the Company's clients. It is extremely important that all such information remain confidential, and particularly not be disclosed to TCCI Manufacturing, L.L.C's competitors.

In maintaining the confidentiality of confidential information, an employee may be required to return to TCCI Manufacturing, L.L.C all equipment, property and information belonging to the Company or its customers, including without limitation all computer programs licensed to the Company or its customers, and all materials, documents and data containing confidential information, regardless of whether these materials, documents or data are in hard copy form, on disks, or recorded in any system from which it can be retrieved [in which case the information, in addition to being returned, shall then be permanently deleted from the system].

Any employee who improperly copies, removes (whether physically or electronically), uses or discloses confidential information to anyone outside of the Company may be subject to disciplinary action up to and including termination and may also be subject to civil and/or criminal penalties for violations of, among other things, applicable securities laws. Employees may be required to sign an agreement reiterating these obligations.

DISCLOSURE OF INFORMATION

TCCI Manufacturing, L.L.C employees have a duty to comply with all Company security rules. Employees, consultants, and contractors should not disclose any information and/or work products of a confidential or secret nature concerning Company business or relationships.



CONFLICT OF INTEREST AND BUSINESS ETHICS

It is TCCI Manufacturing, L.L.C's policy that all employees avoid any conflict between their personal interests and those of the Company. The purpose of this policy is to ensure that the Company's honesty and integrity, and therefore its reputation, are not compromised. The fundamental principle guiding this policy is that no employee should have, or appear to have, personal interests or relationships that actually or potentially conflict with the best interests of the Company.

It is not possible to give an exhaustive list of situations that might involve violations of this policy. However, the situations that would constitute a conflict in most cases include but are not limited to:

1. Holding an interest in or accepting free or discounted goods from any organization that does, or is seeking to do, business with the Company, by any employee who is in a position to directly or indirectly influence either the Company's decision to do business, or the terms upon which business would be done with such organization;
2. Holding any interest in an organization that competes with the Company;
3. Being employed by (including as a consultant) or serving on the board of any organization which does, or is seeking to do, business with the Company or which competes with the Company; and/or
4. Profiting personally, e.g., through commissions, loans, expense reimbursements or other payments, from any organization seeking to do business with the Company.

A conflict of interest would also exist when a member of the employee's immediate family is involved in situations such as those above.

This policy is not intended to prohibit the acceptance of modest courtesies, openly given and accepted as part of the usual business amenities, for example, occasional business-related meals or promotional items of nominal or minor value.

It is the employee's responsibility to report any actual or potential conflict that may exist between the employee (and the employee's immediate family) and the Company.

PRIVACY

The Company's activities constantly require data, documents and information regarding business negotiations, procedures, transactions and contracts to which the Company is party to be obtained, retained, processed, disclosed and circulated.

TCCI Manufacturing, L.L.C's databases may contain, moreover, personal data protected by privacy laws, data that may not be divulged abroad and data whose disclosure could cause damage to the Company itself.

Each employee is thus required to safeguard the private and confidential nature of the information acquired as part of his/her work duties, and – more specifically – to comply with the confidentiality clauses requested by customers and other parties.

All information, knowledge and data acquired or processed by employees by way of their duties belong to the Company and may not be utilized, disclosed or divulged without prior and specific authorization being granted by a superior.

Each employee shall:

- Obtain and process only the data that is necessary and directly related to his/her duties;
- Retain said data in such a way that outside third parties are prevented from becoming aware of it;
- Disclose and divulge data as part of procedures that are pre-established by the Company or with prior approval;
- Ensure that there are no confidentiality-related restrictions by virtue of relations of any kind with third parties.

The Company for its part undertakes to protect information and data relating to our employees and to third parties, and to prevent said information and data from being used improperly.

ANTI-CORRUPTION

Company personnel must comply with anti-corruption laws and regulations that govern the geographies within the Company conducts business. The Company has a "zero tolerance" policy against corruption, whether done directly by Company employees or indirectly through our Supply Chain.

ACCURATE RECORDS

Keeping honest and accurate financial records is paramount to our operations. All employees share in this responsibility. Employees shall never hide, alter, or disguise any business transaction nor falsify a record or account. Employees should also follow all internal processes and controls when creating and maintaining records, with attention to observing all records management requirements. Any allegations of falsified financial records or interference with internal controls on accurate financial should be reported directly to a member of senior management.

BUSINESS GIFTS AND ENTERTAINMENT

Except as set forth below, Company personnel are prohibited from making any gift, payment or loan, or granting any favor, to any present or prospective customer, supplier, service provider, business partner or any other third party, particularly where the purpose is to influence his judgment or to induce him to compromise his duties. Company personnel are not permitted to accept from such individuals or entities any similar gifts, payments, loans or favors. These prohibitions do not include (a) the gift or receipt of reasonable favors or gifts of tangible property of nominal value not exceeding normal standards of ethical business conduct or (b) normal entertainment for business purposes consistent with customary industry standard. Any gifts or entertainment involving the expenditure of Company funds made or given under one of these exceptions must be pre-approved in writing in accordance with Company policy and properly recorded on the books and records of the Company.

POLITICAL CONTRIBUTIONS

Company personnel may not promise or make any contribution, directly or indirectly, on behalf of the Company to any political party or candidate for public office, particularly where the purpose is to influence his judgment or to influence a public election. Company personnel are encouraged to participate in the political process and support the political activities of their community on an individual basis; however, Company personnel must participate on their own personal time and use their own individual funds for such activities. The Company will not reimburse Company personnel for political contributions of any nature. Company personnel are encouraged to vote and participate fully in the political process; however, Company personnel cannot use Company resources to vote or otherwise be active in political activities.

GOVERNMENT OFFICIALS AND ILLEGAL PAYMENTS

Company personnel are prohibited from making any gift, payment or loan, or granting any favor, to any present or prospective domestic or foreign government officer, agent, or official particularly where the purpose is to influence his business judgment or to induce him to compromise his duties. Company personnel are not permitted to accept from such individuals or entities any similar gifts, payments, loans or favors. This prohibition does not include favors or gifts to a domestic or foreign government officer or agent of tangible property of nominal value not exceeding normal standards of ethical business conduct including the expenditure of Company funds for normal entertainment for

business purposes consistent with customary industry standards, so long as such favors, gifts or entertainment are consistent with applicable governmental laws and regulations of all applicable jurisdictions including, without limitation, the United States (e .g ., the U .S . Foreign Corrupt Practices Act), the United Kingdom (e.g. The UK Bribery Act of 2012) and the country represented by the government officer or agent. Any payments that fall within the exceptions to the prohibition identified above and which are made to any government officer, official or agent must be pre-approved by Company legal counsel.

If you are unclear whether or not your actions may breach the Code under this section, or if you have any comments or queries about your responsibilities under this section, please contact Human Resources.

FAIR COMPETITION AND ANTI-TRUST

The Company expects our employees to compete fairly and within the law. As such, where employees support us in doing business, employees must comply with applicable competition laws (sometimes called "antitrust laws") of all applicable countries. These laws prohibit formal or informal understandings, agreements or arrangements among competitors that unfairly restrict competition. Employees must not fix prices, rig bids with competitors or participate in a cartel. This includes a prohibition on exchanging current, recent or future pricing information with competitors.

EXPORT CONTROLS

TCCI Manufacturing, L.L.C. is committed to complying with all customs, trade restrictions, and export control regulations, taking into consideration potential conflicting regulations among the countries in which we operate. All Company employees engaged in foreign trade activities must refrain from transactions recognized as not being permissible by national or international export control regulations. The Company also complies with all trade sanctions set forth by the countries within it operates.

USE OF FACILITIES, EQUIPMENT, AND PROPERTY, INCLUDING INTELLECTUAL PROPERTY

Equipment essential in accomplishing job duties is often expensive and may be difficult to replace. When using property, employees are expected to exercise care, perform required maintenance, and follow all operating instructions, safety standards and guidelines.

Employees should notify their supervisor if any equipment, machines, or tools appear to be damaged, defective or in need of repair. Prompt reporting of loss, damages, defects and the need for repairs could prevent deterioration of equipment and possible injury to employees or others. Supervisors can answer any questions about the employees' responsibility for maintenance and care of equipment used on the job.

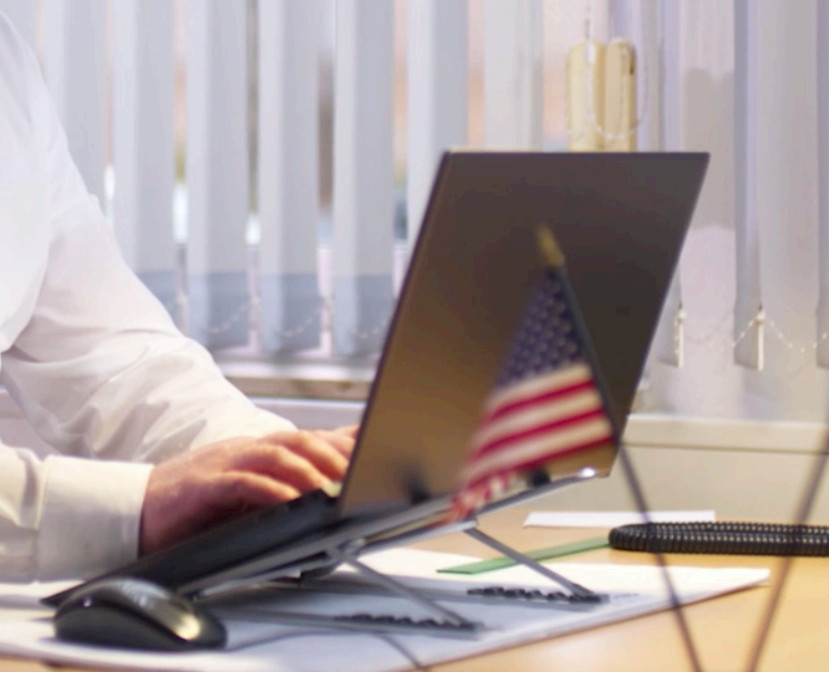
Employees also are prohibited from any unauthorized use of the Company's intellectual property, such as audio and video tapes, print materials and software.

Improper, careless, negligent, destructive, or unsafe use or operation of equipment can result in discipline, up to and including discharge. Further, the Company is not responsible for any damage to employees' personal belongings unless the employee's supervisor provided advance approval for the employee to bring the personal property to work.

USE OF COMMUNICATIONS AND COMPUTER SYSTEMS

TCCI Manufacturing, L.L.C's communication and computer systems are intended primarily for business purposes; however limited personal usage is permitted if it does not hinder performance of job duties or violate any other Company policy. This includes the voice mail, e-mail and Internet systems. Users have no legitimate expectation of privacy in regard to their use of the TCCI Manufacturing, L.L.C systems.

TCCI Manufacturing, L.L.C may access the voice mail and e-mail systems and obtain the communications within the systems, including past voice mail and e-mail messages, without notice to users of the system, in the ordinary course of business when the Company deems it appropriate to do so. The reasons for which the Company may obtain such access include, but are not limited to: maintaining the system; preventing or investigating allegations of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that Company operations continue appropriately during the employee's absence. Further, TCCI Manufacturing, L.L.C may review Internet usage to ensure that such use with Company property, or communications sent via the Internet with Company property, are appropriate. The reasons for which the Company may review employees' use of the Internet with Company property include, but are not limited to: maintaining the system; preventing or investigating allegations



of system abuse or misuse; assuring compliance with software copyright laws; complying with legal and regulatory requests for information; and ensuring that Company operations continue appropriately during the employee's absence.
The Company may store electronic communications for a period of time after the communication is created. From time to time, copies of communications may be deleted.
The Company's policies prohibiting harassment, in their entirety, apply to the use of Company's communication and computer systems. No one may use any communication or computer system in a manner that may be construed by others as harassing or offensive based on race, national origin, sex, sexual orientation, age, disability, religious beliefs or any other characteristic protected by federal, state or local law.
Further, since the Company's communication and computer systems are intended for business use, all employees, upon request, must inform management of any private access codes or passwords.
Unauthorized duplication of copyrighted computer software violates the law and is strictly prohibited.
No employee may access, or attempt to obtain access to, another employee's computer systems without appropriate authorization.
Violators of this policy may be subject to disciplinary action, up to and including discharge.

COUNTERFEIT PARTS

TCCI Manufacturing, L.L.C. is committed to ensuring all parts and products sourced and manufactured by the Company conform to the highest quality specifications. The Company utilizes quality and supplier management programs & processes to ensure the integrity of all parts and goods while minimizing the risk of introducing counterfeit parts into our value chain.

WHISTLEBLOWER PROTECTION AND NON-RETALIATION

The Company requires any employee with an ethical or legal concern to make a good faith effort to report such a concern to a member of management or Human Resources. The Company will not allow any form of retaliation against individuals who raise or report legal or ethical concerns. If an employee has been subjected to any such retaliation, the employee should report it immediately to a member of management and/or Human Resources. Violation of this policy including any improper retaliatory conduct will result in disciplinary action, up to and including termination.

Contact Information

Performance and Durability Count

2120 North 22nd Street
Decatur IL, 62526

+1-217-422-0055
hr@tccimfg.com

TCCImfg.com

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