



CTM Magnetics, Inc.

710 W Geneva Dr.
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CTM Magnetics Ethics Policy

In every business decision, CTM Magnetics strives to conduct business ethically, honestly, and in full compliance with all laws and regulations. CTM Magnetics Code of Ethics sets the basic rules for employees and Ownership and explains how our values should guide all of our decisions.

The Policy is built around the recognition that everything we do in connection with our work at CTM Magnetics will be, and should be, measured against the highest possible standards of ethical business conduct. This commitment to acting with integrity helps us hire great people, engineer and manufacture innovative products, and attract loyal customers.

Purpose

Every CTM Magnetics employee and representative can influence CTM Magnetics's reputation through our business decisions and behavior. This Policy is intended to help ensure that, in all of our activities, our decisions and actions are consistent with our core values.

We must meet the highest standards of ethical behavior, comply fully with applicable laws and regulations, and avoid even the appearance of impropriety or illegal or unethical behavior.

This Policy is not a contract; it is only statements of the obligations of CTM Magnetics employees, Owners, and representatives.

Spirit of this Code

This Policy cannot cover all potential issues. For this reason, in addition to being familiar with this Policy, you should:

- Be truthful and honest.
- Use common sense and good judgment. Does your decision or action protect CTM Magnetics reputation?
- Apply the internet test. If you would not want to see your action broadly reported on the internet or news media, then don't do it.
- If in doubt – ask! Use resources available to you to help you do the right thing.