

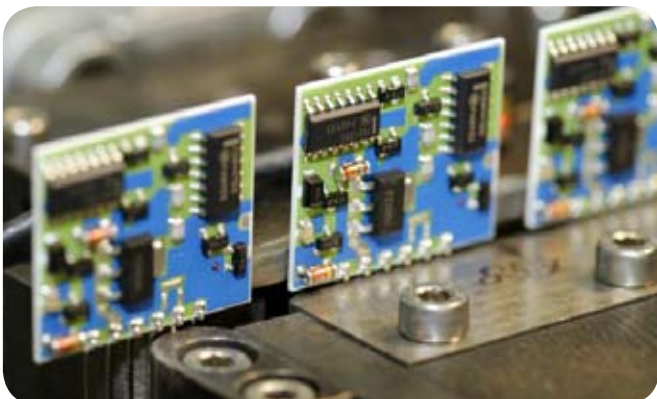


Corporate Social Responsibility Policy

Operating in a responsible and sustainable manner is important to TT electronics. Whilst we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us to manage risks and maximise on the opportunities presented to us in a changing world.

We take our corporate responsibility seriously across the Group as an employer, manufacturer, investor and a consumer. We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development.

We aim to demonstrate these responsibilities through our actions and within our corporate policies.



We focus our CSR activities in the following key impact areas:

Workplace

Our ability to deliver world-class products is dependent on a talented, engaged workforce in all of the countries in which we operate. To this end, we are focused on making TT electronics a place where people feel supported, can develop their skills, and have a clear understanding of our business objectives.

We are committed to ensuring that our entire business is conducted according to rigorous professional, ethical and legal standards. To support this, we have developed a Statement of Values and Business Ethics Code, which seeks to define what we stand for as an organisation, and to bring employees together under a clear common purpose.

Additionally we:

- Operate an equal opportunities policy for all present and potential future employees
- Offer our employees clear and fair terms of employment and provide resources to enable their continual development
- Maintain a clear and fair employee remuneration policy and maintain forums for employee consultation and business involvement.

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Health & Safety

We shall provide, and strive to maintain, a clean, healthy and safe working environment. Providing a workplace where our employees feel safe is not only a legal obligation, but a fundamental factor in building their engagement with the company. Through management intervention, awareness campaigns and a culture that encourages employees to raise concerns about the workplace safety, we aim to reduce the frequency of accidents.

Our Health & Safety Best Practice Group promotes and develops cooperation between all subsidiary companies and employees to ensure health and safety management is embedded into management and business processes. This is supported by our Health & Safety Policy.

Risk

The Group is subject to a variety of risks which could have a negative impact on its performance and financial position. The Board is responsible for the Group's system of internal control and risk management and for reviewing its effectiveness. The Risk Committee meets monthly and supports the adherence to the Group Risk Policy.

Marketplace

• Customers

We are in business to deliver value to our customers. All that we do is geared to providing world class products and the best possible customer experience.

We have a passion for excellence and we take pride in our ability to solve our customers' problems, focusing on delivering innovative solutions in a timely manner. We aim for true customer satisfaction by understanding our clients' needs and building partnerships.



We will register and resolve customer complaints in accordance with our published standards of service. Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship. We will operate in a way that safeguards against unfair business practices.

TT electronics' technologies support numerous applications for alternative energy and hybrid and electric vehicles. We will work with our customers to develop these products to help to reduce environmental impact.

• Supply chains

We aim to work actively with our suppliers who commit to our values, especially in reference to fair employment and good environmental practice.

We recognise the importance of the supply chain and we are committed to developing secure relationships based on mutual trust for mutual benefit.

TT electronics is a member of the Electronics Industry Citizenship Coalition (EICC) a global organisation that promotes a common code of conduct for the electronics, and information and communications technology (ICT) industry.

The EICC Code of Conduct provides guidelines for performance and compliance with critical CSR policies. EICC provides tools to audit compliance with the code, and helps companies report progress.

For more information visit:

<http://www.eicc.info/>

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Environment

We recognise the importance of understanding the impact of our activities on the environment and we are developing an Environmental Programme to demonstrate and benchmark our commitment. The majority of our sites now hold the ISO 14001 standard and the goal is for all of our global operations to achieve accreditation in 2011.

The Environmental Programme addresses pollution control of chemicals, energy and water efficiency and waste reduction, all of which are subject to continuous review.

The Programme also seeks to reduce the impact of our global carbon footprint and we will achieve this by monitoring carbon emissions and reporting them on an annual basis.

In the UK we are proactively participating in the Carbon Reduction Commitment Energy Efficiency Scheme (CRC), to drive energy efficiency and benchmark and monitor our progress. Additionally our UK unplugged energy reduction programme provides an accurate benchmark of our sites' base line consumption ensuring that each site minimises consumption during non operational periods.

During 2011 all of our UK major sites have invested in smart metering covering gas and electricity usage providing real time data with which to further manage our consumption.

Our work in the UK will help us to develop the framework for our global carbon reduction programme.

Community

We are committed to making a sustainable positive impact on the communities in which we operate.

We aim to make a distinctive contribution to inequality and social development through the establishment of effective partnerships and programmes that make best use of the energies and skills of our employees. We support our employees in fundraising for charities and voluntary work, recognising both the benefit to the community and to the employees themselves.



In 2010 TT electronics established a partnership with Help The Hospices the leading charity supporting hospice care throughout the UK. UK companies are twinned with a local hospice, with which they work, to raise funds through events and activities, with monies matched by the Group. We are committed to developing similar programmes across our global sites and communities in 2011.

Responsibility and Accountability

Our Chief Executive assumes ultimate accountability for Corporate Social Responsibility supported by the CSR Committee.

Members are:

Geraint Anderson, Group CEO and Chair
John Shakeshaft, Non-Executive Director
Nigel Brice, CEO Secure Power Division
John Leighton-Jones, Group HR Director
Liz Blair, Marketing Manager
Francesca Hulley, PA to Group CEO.

Communication

We communicate our activities externally through our website and internally through our Group intranet, newsletters and team briefings. This raises a sense of awareness in the company as well as acting as a prompt for staff to get involved in some of the programmes.

For further information and full policy documents visit

TT electronics corporate website:
http://www.ttelectronics.com/about/corporate_responsibility.php