

# Ethics and Compliance Helpline

**WE NEED YOUR HELP** to ensure Esterline companies strive to achieve the highest standards of trade compliance and business conduct and ethics. All employees and the Board of Directors must share the responsibility to uphold those standards in our daily work. A system of commitment and adherence to our core values and ethics in our business conduct, business relationships, and product manufacturing is what we refer to as living *The Esterline Way, Every Day*.

**HIGH ETHICAL STANDARDS** are essential to Esterline's growth and success. We need your intellect, your energy, and most of all, your integrity. We encourage you to report any concern or questionable activity to your supervisor, manager, or local ethics advisor.

**Your ethics advisor is:**

If they are unable to resolve the matter, or if you are not comfortable approaching them, please contact the Segment Vice President of Human Resources or, if a trade compliance matter, go to your Segment Compliance Director or to the **Trade Issue Report Form** on *MyEsterline*. If you are still unable to obtain resolution, ask Esterline's General Counsel for assistance.

**Esterline will not tolerate retaliation of any sort against people who make an ethics or trade compliance report or who provide information in an investigation in good faith.**

**IT IS ESPECIALLY IMPORTANT that you promptly report any problems or violations in the following areas:**

- Accounting or internal accounting controls;
- Auditing matters and reporting;
- Financial control standards;
- The Arms Export Control Act (AECA) or the International Traffic in Arms Regulations (ITAR);
- Banking and finance;
- Insider trading;
- Bribery or other corruption;
- Intellectual property;
- Environmental, health, and safety (EHS);
- Misuse or theft of company property; or
- Esterline's Code of Business Conduct and Ethics;
- Trade compliance

In addition to your other Ethics Resources, **ESTERLINE HAS ESTABLISHED AN ETHICS AND COMPLIANCE HELPLINE** that you may use at any time in resolving problems, reporting concerns, or simply asking a question regarding any of the areas described above. When employing any of the Ethics Resources, you will be asked to provide the specifics of the problem (i.e., who, what, when, where) so Esterline can investigate the situation. All reports will be considered and appropriately investigated. Your report will be handled confidentially and your identity will not be disclosed to the extent allowable by law. You will have the choice of remaining anonymous, if you prefer; however, anonymous reporting should be reserved for exceptional matters.

**Esterline's core values are:**

- > Excellent Quality
- > Respect
- > Integrity and Ethical Conduct
- > Lawful Conduct

**Our promises are:**

- > We make excellent products.
- > We deliver what we promise.
- > We compete fairly.
- > We speak the truth.
- > We respect all people.
- > We obey the law.

**HELPLINE:**

**LOG-ON:**  
[www.esterline.com](http://www.esterline.com)

**SELECT:**  
 Corporate Governance

**OR CALL:**  
 Belgium  
 00-800-1777-9999

**OR WRITE:**  
 Ethics Helpline  
 Esterline Technologies Corporation  
 500 108th Avenue NE  
 Suite 1500  
 Bellevue, WA 98004