

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

...or anything that makes you feel uncomfortable or raises an ethical question for you; do not worry about finding the right category.

In addition to your other Ethics Resources, ESTERLINE HAS ESTABLISHED AN ETHICS AND COMPLIANCE HELPLINE that you may use at any time in resolving significant or unusual problems, reporting concerns, or simply asking an ethics and compliance question. 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. In the U.S. and certain other locations where the law allows, you will have a choice of remaining anonymous, if you prefer. In Europe, 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:

Brazil	00-800-1777-9999
Canada	800-461-9330
China: General	00-800-1777-9999
Hong Kong	00-800-1777-9999
Shanghai	400-120-3026
Shenzhen	400-120-3026
Taiwan	00-800-1777-9999
Zunyi	00-800-1777-9999
Dominican Republic	00-829-200-1123
India	00-800-100-3428
Israel	00-800-1777-9999
Italy	00-800-1777-9999
Japan	00-800-1777-9999
Mexico (English)	00-800-1777-9999
Mexico (Spanish)	001-866-376-0139
Morocco	089-20-90234
Singapore	00-800-1777-9999
United Kingdom	00-800-1777-9999
United States	800-461-9330

OR WRITE:

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Esterline Technologies Corporation  
500 108th Avenue NE  
Suite 1500  
Bellevue, WA 98004

[GeneralCounsel@esterline.com](mailto:GeneralCounsel@esterline.com)