



# Atmos™

FILTRATION TECHNOLOGIES

## CODE OF CONDUCT

# Creating a Better Future by Protecting What is Important



# Contents

<b>A Message From Steph Disher</b> .....	<b>3</b>
<b>Purpose And Values</b>	
Purpose.....	<b>3</b>
Values.....	<b>4</b>
<b>Introduction</b>	
Why We Have Our Code.....	<b>5</b>
Our Responsibilities.....	<b>5</b>
Leader Responsibilities.....	<b>6</b>
<b>Build Trust</b>	
Protecting Our Company From Fraud.....	<b>7</b>
Protecting Our Company Against Money Laundering And Terrorist Financing.....	<b>8</b>
International Trade.....	<b>8</b>
Protecting Our Company Against Bribery And Corruption.....	<b>9</b>
Conflicts Of Interest.....	<b>10</b>
Business Courtesies.....	<b>11</b>
Business Courtesies And Government Officials.....	<b>11</b>
Government Contracts.....	<b>12</b>
Fair Competition.....	<b>12</b>
Business Partner Integrity.....	<b>12</b>
Protecting Our Company Assets.....	<b>13</b>
Use Of Company Resources.....	<b>13</b>
Protecting Our Confidential Information.....	<b>14</b>
Protecting Intellectual Property.....	<b>15</b>
Protecting Data Privacy.....	<b>16</b>
Avoiding Insider Trading.....	<b>17</b>
Communicating Responsibly.....	<b>18</b>
Political Activities.....	<b>18</b>
<b>Be Inclusive</b>	
Protecting An Environment That Welcomes Inclusion And Diversity.....	<b>19</b>
Protecting And Fostering A Respectful Workplace.....	<b>20</b>
<b>Have Courage</b>	
Protecting The Right To Speak Up.....	<b>21</b>
Ways To Speak Up.....	<b>21</b>
Protecting Our Employees From Retaliation.....	<b>22</b>
<b>Show Caring</b>	
Product Safety And Quality.....	<b>23</b>
Workplace Health And Safety.....	<b>24</b>
Protecting Our Environment And Sustainability.....	<b>24</b>
Protecting Human Rights.....	<b>25</b>
Protecting And Engaging With Our Communities.....	<b>25</b>
<b>Additional Resources</b> .....	<b>26</b>



### A Message from Steph Disher

We began as a company over 65 years ago in 1958 and we have built a strong reputation as an ethical and values driven company. As we begin our journey as Atmus Filtration Technologies, we are committed to being a strong and ethical company. I am proud of our history, and I am excited about our future. At Atmus Filtration Technologies, it is our people who make the difference. Our people are guided by a common purpose: Creating a better future by protecting what is important.

Our people are committed to doing the right thing always. Our behavior and our actions are guided by our shared values: Build trust. Be inclusive. Have courage. Show caring. Our values serve as the foundation for our Code of Conduct ("our Code"). As a global company, our Code unites us in behaving ethically and with integrity, no matter where we do business in the world. Most importantly, our Code is, and always will be, fundamental to our culture.

Our Code is designed to help our people make decisions ethically. It includes information about where and how to ask for help. It is the responsibility of each and every employee to speak up when they have concerns. We are committed to fostering an environment where retaliation is not tolerated. It is the behavior and actions of every individual in our company that shapes our reputation.

Thank you, to each one of you, for your commitment to our values and for helping to protect what is important.

#### Steph Disher

Chief Executive Officer  
Atmus Filtration Technologies

**"WITH OUR CODE AS OUR GUIDE, WE WILL ACHIEVE OUR SHARED PURPOSE: CREATING A BETTER FUTURE BY PROTECTING WHAT IS IMPORTANT."**

# Purpose and Values

## Purpose

# Creating a Better Future by Protecting What is Important

We create and innovate every day. With a forward focus, we never sit still. We realize the world is bigger than us, and we aspire for a better future for our shared humanity.

We think broadly and consider our daily actions and what is important to our people, our planet and our customers.



## Values

# Build Trust

in every relationship every day.

We do what we say we will do, and we do what is right, no matter the circumstances. We are open, honest and transparent. We earn trust by actively listening and being responsive to all our stakeholders. We are willing to be vulnerable and ask for help. When we do not live up to our own expectations, we admit it, address what happened and apply those learnings. We understand our customers businesses as well as we do our own, and as a result they look to us for our expertise and trust us to identify and solve their challenges before they become problems.

# Have Courage

to speak up, take action and shape the future.

We share our ideas and persevere to deliver for our stakeholders. We dream big and have a vision to create a better future. When our courage pays off, we celebrate. When we fall short, we take what we learned from the experience and use it to do better next time. Failure does not hold us back. We have a spirit of innovation.

# Be Inclusive

by embracing our differences and building a community where everyone feels valued.

Our people reflect the world we live in, and we are committed to creating an environment where everyone feels safe, welcome and valued. We are energized by the diversity of the people around us. We are at our best when everyone is included, respected and appreciated for their unique talents and perspectives.

# Show Caring

by engaging with kindness and consideration for the wellbeing of others.

We seek to understand and acknowledge the thoughts, feelings and needs of others. How we treat each other is a key element of what makes our company a great place to work. We are compassionate, supportive and encourage each other to succeed. We care about the safety and wellbeing of our employees. Our caring extends beyond our walls to our customers, our communities and our planet. Caring ignites our aspirations to create a better future.

# Introduction

## WHY WE HAVE OUR CODE

**Our Code of Conduct (“Code”) is rooted in our purpose and values.**

When we create a better future by protecting what is important – to our people, our environment, our customers, our suppliers and our communities – we achieve a competitive advantage, an inclusive culture and a reputation as an ethical business partner.

**We are all responsible for living our values and following our Code, no matter where we are in the world.** Use our Code as a resource to help you navigate situations and align your decisions with our values, applicable laws and policies. When the right decision is not clear, our Code provides guidance on ways to speak up and ask questions.

**Failure to comply with our Code or failure to report a known violation may result in disciplinary action, including termination.**

## Q&A:

**Q** When reading the Code, I noticed there are question and answer segments throughout the document. How should I use these sections when navigating this document?

**A** The question and answer boxes throughout the Code should be used as guidance. These are example scenarios designed to help us understand how to make decisions when facing uncertainty in the workplace. If you have questions about anything covered in our Code, please reach out to any of the resources highlighted under “[Ways to Speak Up](#).”

# Our Responsibilities

We will succeed in achieving our purpose if we all work together. The Code applies to everyone at Atmus, including our employees, our officers and our Board of Directors. No matter our role, we are all stewards of integrity. It is the expectation of all to do the following:

1

Act ethically and use good judgment in everything we do on behalf of the company

2

Understand and follow all principles set forth in this Code

3

Seek guidance and ask questions if you are unsure about a situation or decision

4

Report any suspected violations of the law or our Code, unless prohibited to do so by local law

5

Do not retaliate against anyone who raises a concern in good faith

6

Participate timely in the required training and ethics certification that will help you apply the Code to your daily work



## Before you make a decision that could violate this Code, consider the consequences.

While the Code will not tell us exactly what to do in every situation, it serves as a guide to help us make good decisions where the answer might not always be clear. If we have a question or are not sure whether we can or should resolve the issue on our own, contact Legal, Ethics and Compliance or one of the resources on page 26 for guidance.

### ASK YOURSELF THESE QUESTIONS:



**yes** If you answered “yes” to all these questions, then the decision to move forward is probably okay.

**no** If you answered “no” to any of these questions – STOP – do not proceed. The action could have serious consequences to yourself and the Company. Contact Legal, Ethics and Compliance or one of the resources on page 26 for guidance.

# Leader Responsibilities

Our Company succeeds when each of us feels empowered to do the right thing. However, if you are a team leader, manager or in a senior leadership role, you have some additional responsibilities to create an ethical culture, including:

- Modeling our values
- Promoting inclusion and diversity
- Creating an environment that promotes **speaking up**, including responding to questions and concerns promptly and escalating matters when appropriate
- Encouraging our teams to support legal and compliance initiatives, including employee training
- Avoiding workplace retaliation



# Build Trust

Build trust in every relationship every day.

## PROTECTING OUR COMPANY FROM FRAUD

### Accurate Books, Records and Disclosures

We are committed to ensuring our books, records, accounts and disclosures have accurate and reliable information. We build trust by providing the public with an accurate view of our Company's operations and financial statements.

Each of us has a responsibility to ensure that all Company books and records are complete, accurate, timely processed and up to date. These include, but are not limited to:

- Contracts and agreements for the sale of goods and services
- Financial records
- Purchase orders for direct and indirect items
- Invoices
- Expense reports
- Time records
- Payroll records
- Benefit claims
- Travel and entertainment expense records
- Safety and quality records
- Third party records
- Export and import records
- Insurance and risk management records
- Manual journal entries

We also ensure our company records are stored properly for historical, contractual, tax or legal reasons. We are all responsible for maintaining, retaining and correctly disposing of Company records in compliance with our information management policies and retention schedules.

## Q&A:

**Q** I have received several large invoices for payments due to our suppliers. If I record these as an expense now, it will hurt our numbers. May I just record them accurately at the end of the quarter?

**A** No. We are committed to accurate books, records and disclosures. Failing to record expenses would reduce current period expenses and result in overstated earnings. This is against company policy and could potentially violate the law.





# PROTECTING OUR COMPANY AGAINST MONEY LAUNDERING AND TERRORIST FINANCING

At Atmus, we comply with anti-money laundering and anti-terrorism laws in all countries where we do business. Money laundering is the act of disguising illegally obtained money and making it appear as if it came from a lawful source. To prevent money laundering, we have a responsibility to conduct business with only reputable business partners. When working with third parties, each of us has a responsibility to do our due diligence and be vigilant for possible "red flags" for money laundering, such as:

- Transactions involving cash payments
- Splitting one currency transaction into several different accounts
- Third parties frequently changing address, phone number and other personal information
- Third parties requesting payments through multiple accounts
- Requests for payments to be made to accounts in different countries rather than usual company accounts
- Requests for numerous payments in small amounts



You are responsible for understanding and complying with our Company's Anti-Money Laundering Policy. If you become aware of unusual or suspicious activity, contact [Internal Audit](#) or the [Ethics Line](#).



## INTERNATIONAL TRADE

**We take pride in the business we do around the world.** Because of our global presence, our business is subject to various international laws. We must follow all laws and regulations regarding exports, sanctions and other trade matters. These laws are created to regulate the trade of goods, services and technology from one country to another. Each of us has an obligation to maintain ethical trade practices.

We will not agree to any prohibited boycott related requests. Boycott-related requests can be initiated by foreign parties pressuring companies to boycott specific countries or their products. U.S. anti-boycott laws prohibit Atmus from agreeing or complying with unsanctioned boycott requests.



If you have any questions regarding trade regulations, contact our [Global Trade Compliance team](#).

## Q&A:

**Q** I have been having discussions with one of our distributors, and comments that she has made indicate that our products will be shipped to a location on our banned countries list. I do not want to get her in trouble and I am not sure it is our issue because it is not us doing it, it is our distributor. Is it okay to ignore the comments?

**A** No, you should escalate this to your manager or the Global Trade Compliance team. Since you have knowledge of a potential issue, you are required to address it. Shipping Atmus products to banned countries is not acceptable or appropriate and could put the Company at risk.





# PROTECTING OUR COMPANY AGAINST BRIBERY AND CORRUPTION

We will not tolerate bribery and corruption. We are committed to winning business based on the quality of our products and services. We comply with the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act and any other applicable anti-corruption laws. We do not offer, provide or accept bribes, kickbacks or any other corrupt payment. We are especially careful when working with government officials.

Atmus Filtration Technologies prohibits facilitation payments. Facilitation payments are small payments to government officials to encourage them to perform actions they are already required to perform, such as issuing permits.

As always, we are committed to maintaining accurate books and records. All our transactions must be recorded accurately and in compliance with our internal controls, regardless of value.

Bribes are any payments or offers of payment, gift or other item of value, given directly or indirectly, to influence improperly a business decision.

Anything of value may include:

- Cash or cash equivalents
- Gifts
- Loans
- Travel expenses
- Meals and entertainment
- Charitable or political contributions
- Offers of employment
- Personal favors

When working with government officials, or anyone with any affiliation with a government department, we need to be extra vigilant in how we do business. Business and interactions with government employees will be conducted in a fair and honest way. We comply with all applicable anti-corruption laws regarding improper payments to government officials.

Who is considered a government official?

- Government employees at any level
- International organizations (ex: United Nations)
- Elected and appointed officials and for political office or political parties
- Employees of state-owned or controlled companies, such as state-owned airlines, energy or utility companies, or hospitals

## Q&A:

**Q** We have a large construction project going on at one of our international facilities, and the contact in the local government is insisting on side payments in cash in order to facilitate necessary permits. Providing these payments will ensure that our projects are completed in a timely fashion, and in accordance with local regulations. Is it okay to make the payments if it means it will help with our business?

**A** No, this is considered a bribe, and a violation of our policy. It is likely that it is also a violation of local and various international laws. If a situation like this happens, contact [Ethics and Compliance](#) immediately.



You are responsible for understanding and complying with our Anti-Bribery Policy. If you have any questions or become aware of unusual or suspicious bribery activity, you should contact [Ethics and Compliance](#) for guidance.

## CONFLICTS OF INTEREST

We are all responsible for making decisions based on the best interests of Atmus. That is why we must always try to avoid conflicts of interest. A conflict of interest occurs when your personal interests influence or appear to influence decisions you make for the company.

### Common conflict of interest situations include:

**Business courtesies** – giving or accepting of business courtesies

**Personal financial investments** – having a significant financial interest with a supplier, customer or competitor

**Outside employment** – having outside employment with a supplier, customer or competitor of Atmus, or employment that interferes with your Atmus role or job performance

**Serving on a Board of Directors** – serving as a director, advisor or consultant of an outside organization, including non-profits and advisory boards

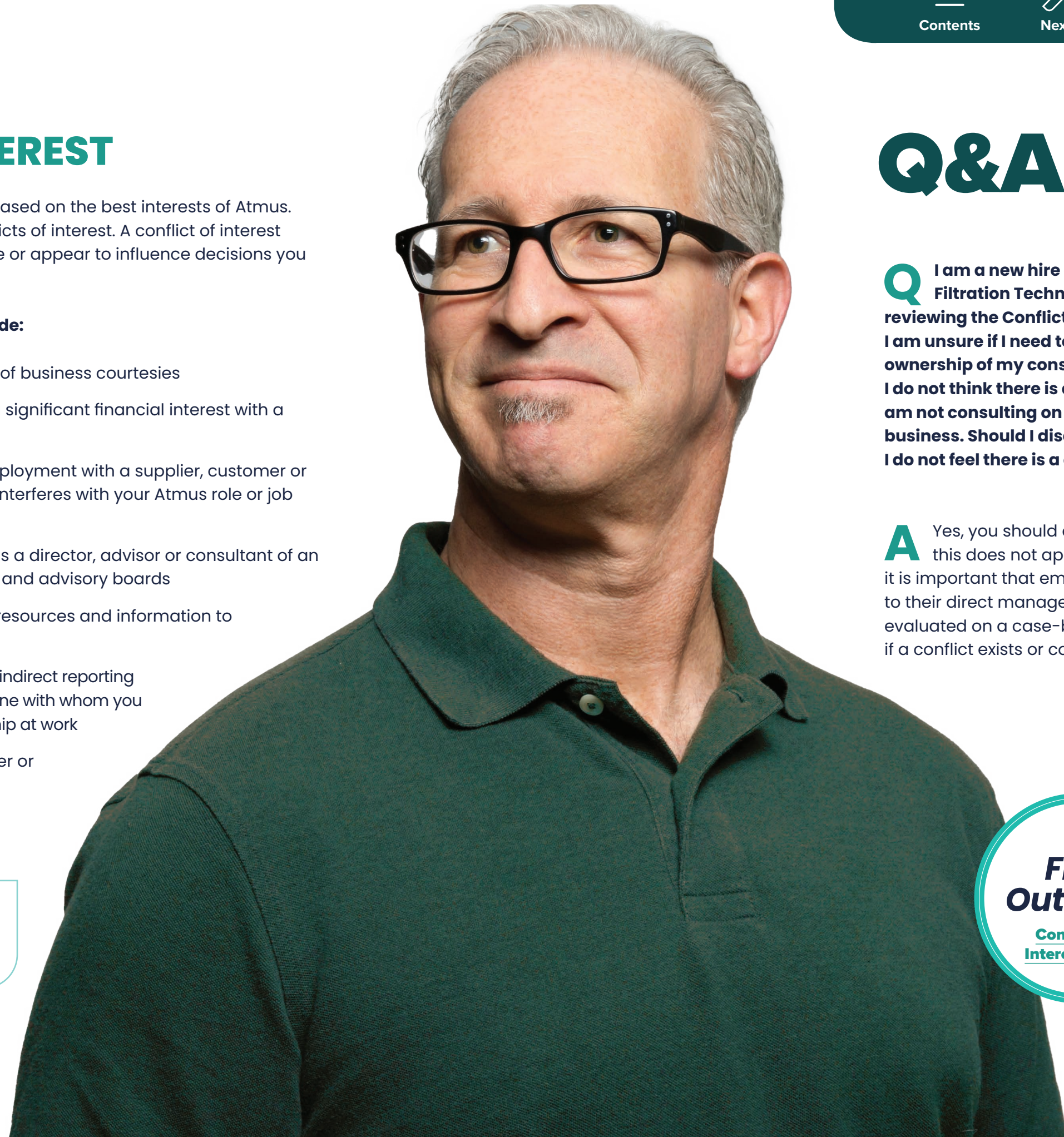
**Outside activities** – using Company time, resources and information to promote outside interests

**Personal relationships** – having a direct or indirect reporting relationship with a family member or someone with whom you have a romantic or close personal relationship at work

**Family members** – having a family member or romantic partner who works for a supplier, customer or competitor



If you have a potential or actual conflict of interest, you must disclose it promptly to your team leader.



## Q&A:

**Q** I am a new hire at Atmus Filtration Technologies. After reviewing the Conflict of Interest policy, I am unsure if I need to report the ownership of my consulting business. I do not think there is a conflict as I am not consulting on the Company's business. Should I disclose even though I do not feel there is a conflict?

**A** Yes, you should disclose. Although this does not appear to be a conflict, it is important that employees disclose to their direct manager so that it can be evaluated on a case-by-case basis to see if a conflict exists or could potentially exist.

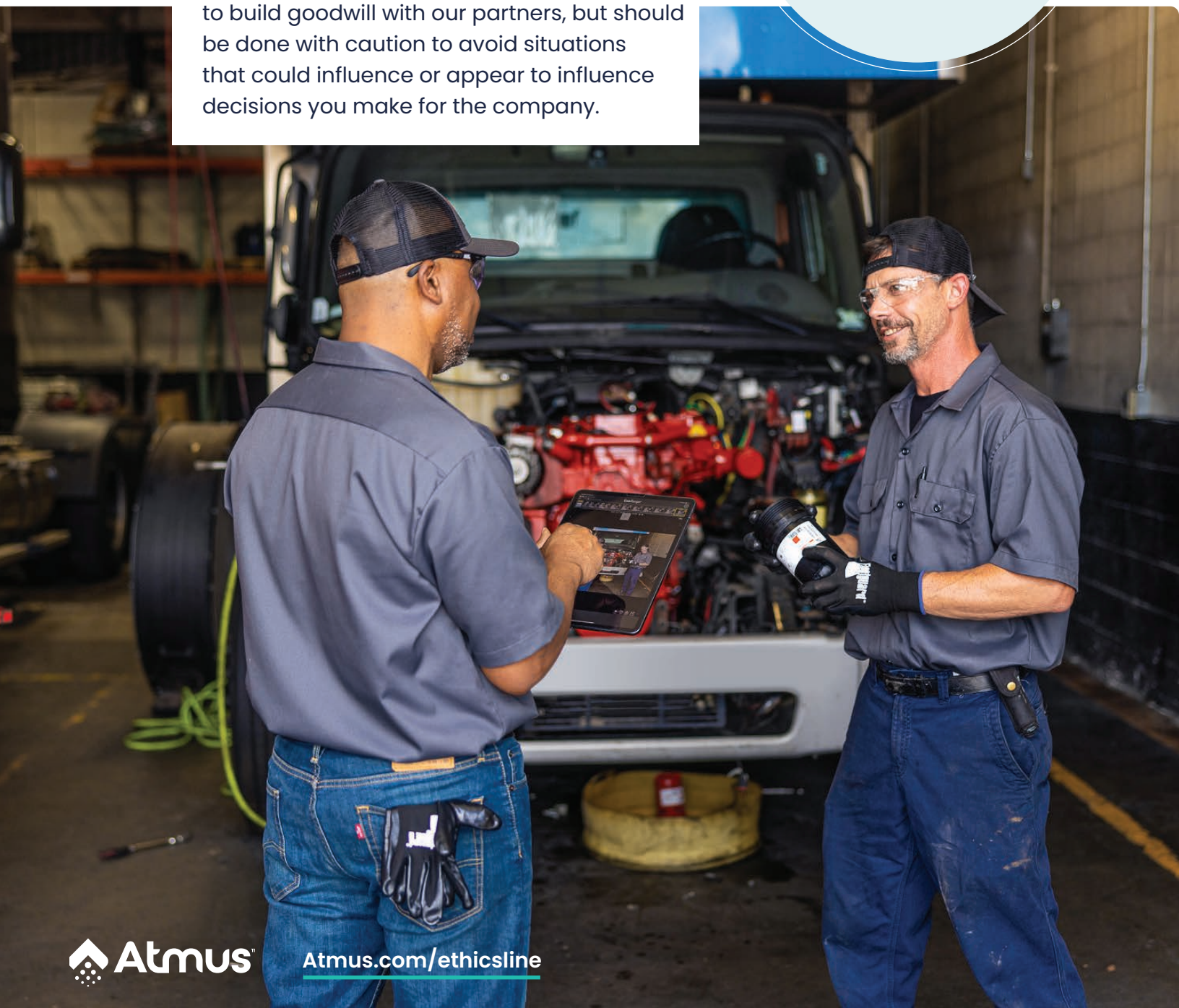
**Find Out More**

[Conflicts of Interest Policy](#)

# BUSINESS COURTESIES

Building strong relationships with our customers, suppliers and other business partners is essential to our success. Exchanging business courtesies, such as an occasional gift or entertainment, can be used to build goodwill with our partners, but should be done with caution to avoid situations that could influence or appear to influence decisions you make for the company.

**!** If you receive a gift that doesn't meet our policy, return it. If it is impossible to return the gift, contact [Ethics and Compliance](#).



## When offering or accepting business courtesies, keep these factors in mind:

**Legality** - the business courtesies must be legal in the country of the giver and receiver

**Intent** - confirm the gift was not meant to influence a business decision

**Costs** - business courtesies must be nominal in value (\$100 limit)

**Frequency and timing** - business courtesies should be infrequent and unsolicited. Ensure there are no requests for proposals (RFPs) or bids open at the time of the business courtesy

**Cash or cash equivalents** - business courtesies given in cash or cash equivalents are never allowed

## Business Courtesies and Government Officials

We should exercise caution with all business courtesies involving government officials. We will never provide anything of value to government officials to gain or influence business decisions. Refer to Atmus's Anti-Bribery Policy for guidance before offering gifts or any courtesies to a government official. Regardless of the dollar amount, all business courtesies to government officials must be recorded and submitted for approval. We will always maintain accurate and complete records documenting business expenses with government officials.

# Q&A:

**Q** In my region, it is customary to provide customers, including government officials, with expensive gifts to help maintain good relationships. Is this an okay practice if this is normal in my location?

**A** No, giving expensive gifts, especially to government officials, may subject you and Atmus to large penalties, criminal prosecution and the loss of business. Before giving or authorizing any gift or gratuity, please consult the Ethics and Compliance team.

**Find Out More**  
[Anti-Bribery Policy](#)  
[Meals, Gifts](#)  
[Entertainment Travel Procedure](#)



## GOVERNMENT CONTRACTS

Special laws and regulations apply when we sell or provide services to a government entity. These rules may apply even if we are a sub-supplier. If your work involves commitments with government entities, you have the responsibility to understand and follow applicable laws and regulations.

If you have any questions regarding government contracts, contact [Legal](#) for guidance.



## BUSINESS PARTNER INTEGRITY

We work with business partners who share our values and follow the same high standards that we expect of ourselves, which we detail in our [Supplier Code of Conduct](#). When selecting business partners, we do so based on quality, service, price and reputation. We conduct due diligence on our partners, including whether they operate ethically and legally. We act transparently by disclosing any potential conflicts of interest we may have with a supplier, customer or other third party.

## FAIR COMPETITION

Our business is built on creating and selling quality products that provide value to our customers. We are committed to competing fairly and lawfully in the marketplace and complying with all applicable competition or antitrust laws.

We are particularly vigilant when interacting with our competitors. We avoid agreements and discussions about sensitive or competitive matters, as even casual conversations with competitors may sometimes be perceived as restraining competition. We obtain competitive information ethically and avoid anticompetitive behaviors, such as:

- Price fixing
- Price discrimination
- Preventing competitors from entering a market
- Allocating sales territories or markets with competitors
- Bid rigging
- Knowingly using a competitor's trade secrets
- Engaging in deceptive sales or marketing practices



If you have any questions regarding fair competition, contact our [Legal](#) team.

## Q&A:

**Q** I take great pride in my relationships with competitors. I often catch up with them during trade shows. After a trade show, a sales manager from a competitor asked to chat with me about the future of the business. During that conversation I was presented with a confidential internal pricing sheet from our largest competitor. What should I do with this information?

**A** You should contact the Atmus Legal department immediately and report what you have received. This information is confidential and could put you and the Company at risk under antitrust or fair competition laws.



## PROTECTING OUR COMPANY ASSETS

### Use of Company Resources

We all have the responsibility to protect our Company's assets. Company assets are any tools and information we use in our work to help us meet our business goals. Examples of company assets include:

- Equipment
- Vehicles
- Tools
- Inventory
- Company funds
- Business records
- Intellectual property
- Branding and logos
- Physical materials
- Networks
- Devices-computers, mobile phones
- Software
- Other technology
- Office supplies

It is our responsibility to protect our company resources from theft, loss, waste and fraud. This responsibility also applies when working remotely and in public settings. Some important factors to keep in mind when using our company resources:

- Anything you create, store, download, send or receive using our systems is company property
- Manage company funds wisely and report our expenses honestly and accurately
- Avoid personal use when using company technology and other resources
- Handle equipment and physical assets with care and use them in the manner they were intended to be used
- Protect our devices and confidential information by keeping them secure, both physically and electronically
- Ensure any use of artificial intelligence is done responsibly and ethically



## Q&A:

**Q** Can I use my Atmus corporate credit card for personal purchases as long as I reimburse the company later?

**A** No. You may only use your corporate credit card for Atmus business expenses. If you accidentally charge a personal expense to your corporate credit card, notify your manager and immediately pay for the personal charges.



**!** If you become aware of any violations involving our company resources, contact one of the speak up resources, including the [Ethics Line](#).

### Protecting Our Confidential Information

Our confidential information is one of our most valuable assets. We must use and safeguard information about Atmus, our employees, and our business partners appropriately. Confidential information may include information that our business partners have shared with us. Protecting this asset allows us to maintain trust and uphold our reputation.

We must know the classification of any information we create and have access to and never attempt to access confidential information that is beyond the scope of our work duties. We protect our information from wrongful or unauthorized disclosure by avoiding discussing confidential information in public areas, sharing it only with people who have a business need to know the information, and ensuring any external partners have appropriate confidentiality agreements. Remember that our confidentiality obligations continue after we leave the company.



We have a responsibility to protect the confidentiality, integrity and availability of our computer systems, networks, and data against cyber-attacks or unauthorized access. We protect Atmus from cybersecurity threats by:

- Only using Atmus authorized devices and software
- Using strong passwords and never sharing passwords with anyone
- Recognizing signs of phishing and avoiding opening emails from unknown senders or clicking on suspicious links or attachments
- Limiting sensitive information sent over email
- Only sharing information with external partners using approved, secure methods
- Avoid connecting to public or unsecure WiFi networks
- Report suspicious emails immediately to [Cybersecurity](#)



If you become aware of any potential cybersecurity threats, including attacks on our suppliers or other business partners, contact our [Cybersecurity team](#).

# Build Trust

## PROTECTING OUR COMPANY ASSETS



### Protecting Intellectual Property

Our intellectual property rights help protect what we create and innovate every day.

Anything we create at Atmus that relates to its business may be considered intellectual property, also known as IP, and belongs to the company. In addition to following our standards for protecting confidential information, we protect our IP with patents, trade secrets, trademarks, copyrights and contract provisions.

Examples of IP:

- Trade secrets
- Ideas and inventions
- Designs
- Patents
- Branding and logos
- Copyrights
- Trademarks and trade names

We also recognize the valid intellectual property rights of others and comply with the laws that protect intellectual property.

#### We protect our intellectual property by:

- Following our policies and procedures regarding handling and protecting intellectual property and confidential information
- Having proper approvals and any confidentiality agreements in place before sharing confidential information with third parties
- Contacting Legal promptly when creating inventions to ensure we protect any applicable intellectual property rights
- Not taking or using any Atmus intellectual property or confidential information without authorization after we leave the company

#### We respect the intellectual property of others by:

- Avoiding the use of others' valid trademarks and copyrights
- Obtaining the necessary permission before using others' copyrighted material, including articles and other written materials, software, designs, logos, music, videos, images, or a person's name or likeness
- Never asking employees to provide any confidential information from their previous employers

→ If you have questions about the use of intellectual property, contact [Legal](#).

# Q&A:

**Q** In my role I work very closely with new suppliers. During a conversation with a supplier, I was asked about our technical processes and specific information about some of our designs. I know this is information is considered intellectual property. Before I share any information, is there anything specific I will need to do?

**A** It is important that you understand what can be considered intellectual property. Once you become aware of a third party asking for information that belongs to the Company and you are unsure if the information is protected by an agreement, notify Legal immediately.

**Find Out More**  
[Intellectual Property Policy](#)



### Protecting Data Privacy

We are committed to protecting the personal information of our employees, customers and business partners. We follow our policies, procedures and applicable law when we collect, use, share and dispose any personal information we may encounter as part of our operations.

The definition of personal information varies by country but generally includes any information that can reasonably be used to identify an individual, either directly or in combination with other information.

Examples of personal information include, but are not limited to:

- Name
- Home Address
- Phone number
- Email address
- Date of birth
- Race
- Gender
- Religion
- Social security or government-issued identification number
- Credit card number
- Employee identification number
- Health and biometric data
- Photograph where an individual is identifiable
- Device ID number, such as an Internet Protocol (IP) address
- Geolocation data

We ensure that personal information is treated properly by limiting our access or processing of personal information to the minimum necessary for specific business purposes and only as long as necessary.

Once we no longer need this information, we destroy it securely and in compliance with our policies and record retention schedule.



If you become aware of potential incident or breach involving personal information, contact [Ethics and Compliance](#) immediately.



## Q&A:

**Q I have a business reason to share some employee personal data with one of our vendors. What do I need to know?**

**A** Under various privacy laws where we operate, the sharing and/or transfer of the personal information may first require a review by the Data Privacy and Cybersecurity teams, as well as the completion of a Privacy Impact Assessment.

When sending the data, choose the most secure option that has been approved by Cybersecurity. If sending data by email, make sure it is properly encrypted or otherwise secured appropriately, such as password-protected, before transmission. If in doubt, you should contact Data Privacy or Cybersecurity for guidance.







## AVOIDING INSIDER TRADING

As an employee of Atmus Filtration Technologies, we may have access to inside information about our Company and other companies, such as our suppliers and customers. While we are always obligated to protect confidential information, we should be aware of information that is could be considered inside information and understand our responsibilities.

We must never trade securities of Atmus or any other company while in possession of inside information about that company. We must never share inside information to anyone, including family, friends or third parties, so that they may trade on the information, which is known as “tipping.”

### What is inside information?

Inside information is material, nonpublic information that would likely influence someone’s decision to buy, sell or hold securities.

Examples of inside Information may include:

- Sales and earnings
- Mergers, acquisitions, or divestitures
- Changes in senior leadership
- Significant new products or contracts
- Significant lawsuits or investigations

Trading on inside information and tipping are illegal and violate our Code and policies. Violating these laws can result in criminal penalties for you and our company.



Insider trading laws can be complex. If you are unsure if the information is considered “inside” information, contact the [Legal department](#).

## Q&A:

**Q** I learned through my job that Atmus is going to have a stronger quarter than analysts expected. I know I cannot personally buy stock but is it okay for me to tell my cousin to buy Atmus stock before the earnings are released?

**A** No. Since earnings have not yet been released, you should assume it is non-public information until then. You should not trade on this information or share it with anyone until earnings are released and the market has had time to absorb the information.



## COMMUNICATING RESPONSIBLY

We build trust when the information we provide to the public is consistent and honest.

industry-related articles, get approval from your manager and Corporate Communications.

We have designated individuals who are responsible for speaking on behalf of our company, including to the media, investors, and the public. If you receive a request for information from the media and you are not authorized to speak on behalf of the company, refer the request to the Corporate Communications team. Investor and financial analyst inquiries should be directed to Investor Relations.

Many of us use social media to connect with others, but we need to be thoughtful when we post. Make it clear when we are expressing personal opinions, not the company's. If you comment on our products or services, you must disclose that you are an Atmus employee. Do not disclose confidential information about our Company or our business partners. In keeping with our values, discriminatory or harassing comments or threats of violence will not be tolerated.

**!** If you have questions about communicating with the public, contact the [Corporate Communications team](#).



Before agreeing to speak at public engagements, such as conferences and trade shows, or publishing

## POLITICAL ACTIVITIES

### Personal Political Participation

We respect everyone's right to engage in the political process. However personal participation in political activities, while encouraged, must be separate from our company to avoid confusion about Atmus' involvement or support for a candidate, cause or ballot initiative.

This means being clear that our political views and actions do not represent those of Atmus and conducting all political activities on our personal time and with our own resources. Avoid wearing company-branded items when attending political events as a private citizen. Unless you receive approval from Legal, you may not use Atmus locations or resources for political activities.

## LOBBYING

Our Legal team is responsible for all lobbying activities done on the Company's behalf. Unless you are a member of the Legal team or receive authorization from the Legal team, do not make any contact with government officials to influence legislation, regulation, policy or other governmental actions on behalf of Atmus.

**!** If you have any questions about political activities, contact [Legal](#).

## Q&A:

**Q** I have been asked to write an article for an industry magazine. The topic would likely be related to the work I do at Atmus. What should I do after receiving this request?

**A** Before you agree to publish anything, you need to get approval from your manager and Corporate Communications. Our Corporate Communications team will help you make sure any information that may be published is appropriate to share and is accurate.

# Be Inclusive

Be inclusive by embracing our differences and building a community where everyone feels valued.

## PROTECTING AN ENVIRONMENT THAT WELCOMES DIVERSITY, INCLUSION AND EQUITY

We are committed to creating an environment where everyone feels safe, welcome and valued. Not only our employees, but the business partners we work with as well. We embrace the different cultures, languages, abilities and experiences that make up our company. The diversity of our people provides us with different perspectives and helps us achieve our potential. We are at our best when each one of us feels included, respected and appreciated for our unique talents and perspectives.



**The diversity of our people provides us with different perspectives and helps us achieve our potential.**



## PROTECTING AND FOSTERING A RESPECTFUL WORKPLACE

To protect and foster a culture of diversity and inclusivity, we focus on the way we treat one another. Our actions towards one another are reflective of dignity and respect. We treat each other fairly and do not discriminate based on protected characteristics or activities, including:

- Age
- Citizenship status
- Color
- Disability
- Gender
- Gender identity or expression
- Genetic information
- Marital status
- Military or veteran status
- National origin
- Pregnancy
- Race
- Religious belief
- Sexual orientation
- Union affiliation
- Any other status protected by law

We will maintain a positive workplace free of harassment, bullying or abusive conduct. We are all accountable for creating a work environment that is positive and professional. We do not tolerate harassment, bullying or abusive conduct, such as:

- Bullying or intimidation
- Calling names or making comments reflecting stereotypes that are demeaning or insulting
- Obscene gestures or comments
- Threatening conduct
- Unwanted sexual advances
- Unwanted touching



If you become aware of or suspect discrimination or harassment, contact one of the speak up resources, including the [Ethics Line](#).



Harassment can come in many forms, including written and verbal. Additionally, if you identify yourself as an Atmus employee on your personal social media accounts, you should ensure that your activity, including posts and comments, do not violate our policies or otherwise reflect negatively on the reputation of our Company.

We are committed to reinforcing the importance of a respectful workplace in all we do. Our commitment is extended to our joint ventures, suppliers and other partners.

## Q&A:

**Q** I often hear a co-worker make inappropriate jokes about another employee's sexual orientation when the employee is not around. I know the jokes are offensive but since the employee the jokes are referencing to is not present when the jokes are made, I do not know if there is an issue. Should I report these concerns?

**A** You should report these concerns immediately. We do not tolerate discrimination of any kind. We encourage employees to speak up. We stand by our commitment to reinforcing a respectful workplace for all employees.



# Have Courage

Have courage to speak up, take action and shape the future.

## PROTECTING THE RIGHT TO SPEAK UP

We strive for an environment where everyone feels empowered to speak up and raise concerns. It takes courage to speak up when we see behavior that is inconsistent with our values or that violates our Code, policies or laws. However, we are required to report any misconduct, unless prohibited by local law.

The company takes all reported concerns seriously and addresses them as necessary. You don't have to be certain that something is wrong or have all the details to raise a concern. Nothing in this Code or our policies prevents you from reporting potential violations of law to relevant government authorities.



## WAYS TO SPEAK UP



There are many resources you can reach out to for help when you need to voice a concern or ask a question, including:

- Your supervisor or leader
- Human Resources
- Legal
- Ethics and Compliance
- Internal Audit
- Atmus Board of Directors
- Ethics Line (anonymously if you choose and where permitted by law)

**Our Ethics Line** is a 24-hour, toll free, independent resource provided by a third party that offers employees and third parties a confidential and safe way to report concerns and violations of the Code. You can reach the Ethics Line several ways:

- **By web:** [Atmus.com/ethicsline](https://Atmus.com/ethicsline)
- **By phone (US/Canada):** 1(800)497-1390
- **By phone (Mexico):** 1(800)099-0170  
To reach the Ethics Line outside the US, Canada or Mexico, please refer to the listing of local numbers on the Ethics Line webpage: [Atmus.com/ethicsline](https://Atmus.com/ethicsline)
- **By email:** [ethics@atmus.com](mailto:ethics@atmus.com)



# Q&A:

**Q** I feel that my supervisor is discriminating against certain members of our organization but I'm afraid to say anything for fear of losing my job. What should I do?

**A** Atmus does not tolerate discrimination and encourages employees to speak out with their concerns. You have multiple avenues to raise your concerns. If you feel uncomfortable raising your concerns with your supervisor, you may also contact any of our speak up resources, including the Ethics Line.

## PROTECTING OUR EMPLOYEES FROM RETALIATION

We are committed to a workplace environment where employees feel free to ask questions or raise concerns without fear of retaliation. Retaliation is any negative consequence you may experience for asking a question, raising a concern in good faith or participating in an investigation.

Examples of retaliation (direct or indirect):

- Isolating an employee from professional or social activities
- Avoiding an employee
- Providing a poor performance review
- Restricting compensation
- Denying projects and development opportunities
- Demoting an employee
- Derogatory comments to or about an employee

**Find Out More**  
Non-Retaliation Policy



We do not tolerate retaliation. If you become aware of or suspect retaliation, contact one of the speak up resources listed above. By reporting retaliation, you are making Atmus Filtration Technologies a better place to work.

# Show Caring

Show caring by engaging with kindness and consideration for the wellbeing of others.

## PRODUCT SAFETY AND QUALITY

Our products help to create a better future by protecting what is important. To fulfill our purpose, we are committed to producing safe, reliable, high-quality products and expect the same from our business partners.

We follow all applicable laws and meet standards related to the quality and safety of our products, as well as our own all quality control standards and product testing procedures. We will never take short cuts in designing, manufacturing, selling, distributing and servicing any of our products, and we ensure our quality records are accurate.

We promote a safety culture by holding ourselves accountable to our commitment. We encourage raising concerns regarding product safety and quality, even if the issue may result in stopped production.



If you suspect or become aware of a potential product safety and quality issue, contact your supervisor, the product safety leader or one of the speak up resources, including the [Ethics Line](#).



## Q&A:

**Q** During production, I witnessed an employee substituting a component that does not meet specifications. They are doing it to keep the production line running, but I am concerned that it may sacrifice the quality of the end product. What should I do?

**A** You should talk to your direct manager or product safety leader. We must never make unauthorized component substitutions. Doing so could cause potential safety issues. If you feel a potential product safety issue is not being addressed, you may also contact Legal or report your concerns through the Ethics Line.



## WORKPLACE HEALTH AND SAFETY



We care about the safety and wellbeing of our people by maintaining a safe environment for employees, contractors and others in our operations. We follow all applicable laws and Atmus policies related to health and safety.

We promote a safety culture where we watch out not only for our own safety, but that of others. We do not tolerate threatening or violent behavior. We do not work while under the influence of substances that could impair our judgment, such as alcohol or illegal drugs.

We must promptly report any safety issues or concerns.

As a manager, you are responsible for ensuring that the people under your supervision are properly trained to perform their jobs safely and that you address any reported unsafe behaviors or conditions promptly.

As an employee, if you become aware of any unsafe behaviors or conditions, immediately contact your supervisor or the site safety leader.

If you feel that you or someone else may be in a life-threatening situation, contact your local emergency services immediately.

## PROTECTING OUR ENVIRONMENT AND SUSTAINABILITY

Showing that we care means that we create a better future by protecting what is important for our people, communities and planet. We are committed to delivering a more sustainable approach in our business to reduce negative environmental impact to our planet.

We do this by:

- Following all applicable laws and Atmus policies related to environmental requirements
- Understanding environmental impacts in everything we do and make decisions based on these impacts
- Taking action to reduce our water, energy and raw material consumption
- Taking action to dispose of materials and wastes in a sustainable manner
- Reporting all environmental impact events and near misses with urgency, honesty and accuracy



### Q&A:

**Q** I notice that a co-worker is operating a machine without using personal protective equipment (PPE) properly. By not using the PPE the way it is intended to be used, the employee could be exposed to an injury. When I advised the co-worker that the PPE was missing, I was ignored. What should I do in this scenario?

**A** At Atmus, we promote a safety culture where it is important to watch out for our safety and the safety of others. Even though you advised your co-worker of the miss, no action was taken. Immediately contact your supervisor or the site safety leader so that the absence of PPE does not lead to any injuries.



## PROTECTING HUMAN RIGHTS

We respect human rights around the world. We recognize that we can have a positive impact on the human rights in the communities in which we operate. We are guided by international human rights principles, including the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights to ensure that all people across our operations are treated with dignity and respect.

We are committed to protecting human rights by:

- Ensuring fair employment practices – we will follow applicable local laws and regulations related to wages, work hours, benefits, and working conditions
- Respecting the freedom of association of our employees and recognizing the right to collective bargaining
- Prohibiting the use of child labor, forced or prison labor, and human trafficking
- Responsibly sourcing our materials and partnering only with suppliers who share our principles
- Respecting the communities where we operate, including the internationally recognized human rights of Indigenous Peoples.



If you suspect or become aware of an actual or potential human rights abuse, contact one of the speak up resources, including the [Ethics Line](#).



## PROTECTING AND ENGAGING WITH OUR COMMUNITIES

At Atmus, we realize the world is bigger than us and aspire for a better future for our shared humanity. We each can do this by making positive contributions in the communities where we live and do business. We are building a culture that empowers each of us to be stewards of our communities: serving, improving and solving community problems.

We can give back to our communities by:

- Volunteering through Company initiatives and Company-sponsored volunteer events.
- Volunteering personally with non-profits in your community

When engaging in personal community activities, we must avoid any conflicts of interest with the work we do at Atmus and never use the Company's resources or company time to support a charity without permission from our manager and Community Involvement Team.

If you are interested in getting involved in Company community initiatives, contact your local site coordinator.

# Additional Resources

	Corporate Communications	<a href="mailto:media.inquiries@atmus.com">media.inquiries@atmus.com</a>
	Cybersecurity	<a href="mailto:cybersecurity@atmus.com">cybersecurity@atmus.com</a>
	Ethics & Compliance	<a href="mailto:ethics@atmus.com">ethics@atmus.com</a>
	Ethics Line	<a href="https://atmus.com/ethicsline">atmus.com/ethicsline</a>
	Health Safety & Environmental (HSE)	<a href="mailto:hse@atmus.com">hse@atmus.com</a>
	Human Resources	<a href="#">HR AskMe</a>
	International Trade Compliance	<a href="mailto:customs.compliance@atmus.com">customs.compliance@atmus.com</a>
	Investor Relations	<a href="mailto:investor.relations@atmus.com">investor.relations@atmus.com</a>
	Legal	<a href="mailto:legal@atmus.com">legal@atmus.com</a>
	Privacy	<a href="mailto:privacy@atmus.com">privacy@atmus.com</a>
	Product Safety	<a href="mailto:filtration.material.compliance@atmus.com">filtration.material.compliance@atmus.com</a>
	Social Impact/Community Relations	<a href="mailto:atmus.corporate.responsibility@atmus.com">atmus.corporate.responsibility@atmus.com</a>



Any waivers of our Code of Conduct for executive officers and directors may only be made by the Board of Directors or a Board committee and will be promptly disclosed to shareholders as required.

The Code does not constitute an employment contract with Atmus. Nothing in our Code or our policies is intended to limit or interfere with an employee's right to speak publicly and participate in concerted activities related to terms and conditions of employment.

Atmus reserves the right to interpret the Code and to update it as needed.

The Code is published electronically. Printed versions may not contain changes subsequent to publish date. The most current version of the Code is on the Atmus employee portal.