



Code of Conduct

As our customer expectations are our number one priority here at Ultra Tool Manufacturing Inc, we always strive to not only meet our customers' expectations but exceed those expectations. To exceed those expectations, we have incorporated a business code of conduct.

Ethics

- We will not participate in any form of bribery, theft, sabotage, collusion or illegal activities

Quality

- Products will meet all quality requirements per customer expectations

No Abuse of Labor or Discrimination in Hiring

- We will not use any form of forced labor, including indentured, prison, bonded or slave labor. We will not use physical or verbal harassment or abuse to discipline employees.
- No employee will use their employment status to influence another employee to engage in unwanted activities or behaviors.
- We will not use child labor and will comply with all minimum age provisions and laws/regulations regarding employment.
- We will not discriminate in hiring and employment practices based on age, nationality, race, religion, social status, ethnic origin, gender or disability.

Workplace Conditions

- We will provide a healthy, secure and safe working environment. We will abide by all laws and regulations for safety and health relating to our industry.
- We will provide proper sanitation facilities, lighting, ventilation, safety equipment and fire safety protection.

Environmental Responsibility

- We will abide by all state and federal environmental laws and regulations pertaining to our industry. We pledge to do our best to manage our environmental footprint to minimize the adverse impact on the environment.

Suppliers/Subcontractors

- As we strive to exceed our customer expectations, we will require all suppliers/subcontractors to adhere to our Code of Conduct.