

## **Safe Harbor Privacy Policy**

Thomas & Betts Inc. and its subsidiaries know that privacy is an important issue for its clients, employees, business partners, and others who may use our services or be in contact with us. Therefore, we provide this Privacy Statement to make you aware of our privacy practice and the choices you can make about how your personal information is collected and used.

Not only do we strive to collect, use and disclose personal information in a manner consistent with the laws of the countries in which we do business, but we also aim to uphold the highest ethical standards in our business practices.

In addition to our general commitment to respect and protect your privacy, Thomas & Betts Inc. adheres to the “Safe Harbor Privacy Principles” published by the U.S. Department of Commerce, which regulate the transfers of personal information from the European Union to a U.S. based organization. The subscription of the Safe Harbor Principles enables Thomas & Betts to satisfy the requirement under European legislation that adequate protection be given to personal information transferred from the European Union.

### **In general**

The Thomas & Betts public website is not intended for persons under 13 years of age. We do not knowingly solicit or collect personal information from or about children, and we do not knowingly market our products or services to children.

### **What information we collect**

There are three main levels of information collected at the website. The first level of access and possible data gathering is at all areas of the website accessible to the general public without registration being required by the user. At this level **no** information is collected from the user apart from perhaps the domain names or internet protocol addresses of the visiting user. At this level, no cookies are deposited on the users’ computer.

On the second level, registration is requested and information is collected through this registration process such as name, address, telephone, fax number, email address, and product interest. You may refuse any request for personal information. The user may also opt out of any future emails by indicating so during the registration. At this level, session cookies are typically used to identify you upon your return, which allows T&B to enhance the website for a more enriching experience.

The third level of information collection is restricted only to qualified users such as authorized distributors given the real-time, sensitive nature of the information. At this level, session cookies are typically used. They expire when you close your web browser.

### **Use of Collected Information**

Domain name information that we collect is not used to personally identify you. It is used to measure viewer statistics, such as the number of viewers that visit the website, average time spent on the website, pages viewed, etc. We use this information to measure the use of our website and to improve the content of our website.

If you register with Thomas & Betts online, we may use your information to provide you with custom information about Thomas & Betts offerings in support of your business needs unless you opt out. This information may be shared with other Thomas & Betts businesses, but only if necessary to fulfill your request or for related purposes.

Thomas & Betts does not share, sell, or lease personal information about you to any third party at any time. Thomas & Betts will release information about you if you direct it to do so, if Thomas & Betts is required by law to do so, or in other legally limited circumstances.

When Thomas & Betts transfers information to a third party that is acting as an agent, Thomas & Betts will obtain assurances from its agents that they will safeguard personal information consistent with this Policy. Where Thomas & Betts has knowledge that an agent is using or disclosing personal information in a manner contrary to this Policy, Thomas & Betts will take reasonable steps to prevent or stop the use or disclosure.

### **Data Integrity**

Thomas & Betts will use personal information only in ways that are compatible with the purposes for which it was collected or subsequently authorized by the individual. Thomas & Betts will take reasonable steps to ensure that personal information is relevant to its intended use, accurate, complete and current.

### **Security of Collected Information**

Thomas & Betts maintains strict physical, electronic, and administrative safeguards to protect your personal information from unauthorized or inappropriate access, including the secure socket layer. T&B restricts access to information about you to those Thomas & Betts workers who need to know the information to respond to your inquiry or request.

### **Access**

Upon request, Thomas & Betts will grant individuals reasonable access to personal information that it holds about them. In addition, Thomas & Betts will take reasonable steps to permit individuals to correct, amend or delete information that is demonstrated to be inaccurate or incomplete.

### **Verification of compliance**

At least once a year, Thomas & Betts will conduct compliance audits of its relevant privacy practices to verify adherence to this Policy. Any employee that Thomas & Betts determines is in violation of this Policy will be subject to disciplinary action up to and including termination of employment.

### **Dispute Resolution**

Any questions or concerns regarding the use or disclosure of personal information should be directed to the Thomas & Betts Office of the General Counsel at the address given below. Thomas & Betts will investigate and attempt to resolve complaints and disputes regarding use and disclosure of personal information in accordance with the principles contained in this Policy. For complaints relating to personal data coming from the EU that cannot be resolved between Thomas & Betts and the complainant, Thomas & Betts has agreed to participate in the dispute resolution procedures of the panel established by the European Data Protection Authorities to resolve disputes pursuant to the Safe Harbor Principles.

### **Contact information**

Questions or comments regarding this Policy should be submitted to Thomas & Betts by mail.

Thomas & Betts Inc.  
General Counsel  
8155 T&B Boulevard  
Memphis, TN, 38125  
USA

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