



The Power of Integrity

Tyco Electronics
Guide to Ethical Conduct

Integrity

We must demand of ourselves and of each other the highest standards of individual and corporate integrity. We safeguard Company assets. We comply with all laws and Company policies. We are dedicated to diversity, fair treatment, mutual respect and trust.

Accountability

We honor the commitments we make, and take personal responsibility for all actions and results. We create an operating discipline of continuous improvement that is an integral part of our culture.

Teamwork

We foster an environment that encourages innovation, creativity, excellence and results through teamwork. We practice leadership that teaches, inspires, and promotes full participation and career development. We encourage open and effective communication and interaction.

Innovation

We recognize that innovation is the foundation of our business. We challenge ourselves to develop new and improved ideas for all that we do. We encourage, expect and value creativity, openness to change, and fresh approaches.

Our Values

Do the right thing. Take responsibility.
Work together. Innovate.

By embracing and living these values at an individual, team and company-wide level, we can make Tyco Electronics a truly great company.

At Tyco Electronics (TE), we believe that it takes more than strong performance to build a great company. It also requires an unwavering commitment to our core values and the highest standards of ethics and integrity. As an independent public company, that commitment is more important than ever.

The purpose of this Guide to Ethical Conduct is to ensure that all TE employees understand our core values and, more importantly, demonstrate those values at the individual, team and company-wide levels. The four core values that guide our actions every day as employees and decision-makers are:

Integrity

We must demand of ourselves and of each other the highest standards of individual and corporate integrity. We safeguard our Company assets. We comply with all laws, regulations and Company policies. We are dedicated to diversity, fair treatment, mutual respect and trust.

Accountability

We honor and take pride in meeting the commitments we make, and take personal responsibility for all actions and results. We create an operating discipline of continuous improvement that is an integral part of our culture.

Teamwork

We foster an environment that encourages innovation, creativity, excellence, and results through teamwork. We practice leadership that teaches, inspires, and

promotes full participation and career development. We encourage open and effective communication and interaction at all levels of the organization.

Innovation

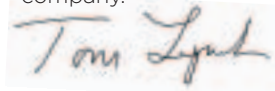
We recognize that innovation is the foundation of our business. We challenge ourselves to develop new and improved ideas for all that we do. We encourage, expect, and value creativity, openness to change, and fresh approaches.

In other words, each and every one of us is expected to do the right thing, take responsibility, work together and innovate. I believe that doing so makes TE a truly great company.

This Guide, together with any Company or business-specific approved policies your location may have, provides an outline to help you understand what is expected from you and to help you make good decisions.

We all share the commitment to make our core values a TE advantage. Our Board of Directors, senior management, myself, and all TE managers and employees are accountable to the highest standards of integrity and full compliance with the regulations and policies that affect the conduct of our business. We expect and will tolerate nothing less.

Please join me in making TE a great company.



The purpose of the Guide to Ethical Conduct is to ensure that all Tyco Electronics employees understand our core values and, more importantly, demonstrate those values at the individual, team and company-wide levels.



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GETTING STARTED

By raising concerns at an early stage, employees help TE resolve problems before they escalate. We will not tolerate retaliation against any employee for reporting violations or raising concerns in good faith.

Applicability of this Guide

This Guide applies to all employees, officers of the Company, and the Board of Directors.

Questions to Ask Yourself

Every employee is expected to understand and comply with TE's Guide to Ethical Conduct (Guide), as well as those approved policies, practices, and regulations that affect his or her job, and to report any violation. All reports of violations will be taken seriously and addressed promptly.

If you are unsure of the appropriateness or ethics of any activity, ask yourself the following questions:

- Does it comply with the law, TE's Guide to Ethical Conduct, and TE's compliance policies and procedures?
- How would our customers, shareholders, and the general public view it?

Reporting a Concern

When in doubt, ask for guidance. If you have a question, wish to discuss an individual situation, or want to report a possible violation of this Guide, talk with your supervisor, your local Human Resources representative, or contact:

- TE's toll-free ConcernLINE. Phone numbers for the ConcernLINE can be found at the back of this Guide;
 - TE's confidential website ConcernNET at www.concernnet.com
 - Your assigned in-house TE attorney. If unknown, contact the Legal Department.
- or
- The Office of the Ombudsman at 888-662-8374 or by email at directors@tycoelectronics.com.

All communications received by the ConcernLINE, ConcernNET or the Office of the Ombudsman are handled confidentially and, if you wish, anonymously. Once your call is received, your information will be referred to the appropriate TE representative and resolved as quickly as possible.

Duty to Report/Failing to Call

You have a duty to report any violations of this Guide and, although you may initially be reluctant to "get involved," it's important to note that failure to report violations can have substantial consequences. In addition to the possibility of being held personally liable for the legal or ethical violation (which may result in fines or even jail time), you may be sub-

ject to disciplinary proceedings including termination. **So, when in doubt, speak up.**

Non-Retaliation Policy

By raising concerns at an early stage, employees help TE resolve problems before they escalate. We will not tolerate retaliation against any employee for reporting violations or raising concerns in good faith. Reporting violations or raising a concern in “good faith” means that you have made a genuine attempt to provide honest and accurate information even if you are later proven to be mistaken. Retaliation against employees who report alleged violations of law may also result in criminal charges, fines and imprisonment and expose the Company to substantial fines.

The fact that an employee has raised an issue in good faith, or has cooperated in an investigation, cannot be the basis for denial of benefits, termination, demotion, suspension, threats, harassment or discrimination. If you believe that someone, whether you or another employee, has been retaliated against, you should report this behavior to the Office of the Ombudsman.

Please note that this non-retaliation policy is not intended to create immunity for employees directly involved in fraud or misconduct. In addition, TE reserves the right to discipline anyone who knowingly makes a false accusation, provides false information or has acted improperly.

Your Commitment to this Guide

You are required to sign a statement affirming that you have read and understand this Guide. That statement also requires you to affirm that you are in full compliance with the policies outlined in this Guide.

In addition, your manager, or others within TE, will periodically discuss the importance of complying with this Guide with you and your co-workers.

Waivers

No waiver of any provision of this Guide may be made for executive officers and directors except with the prior approval of the Audit Committee of the Board of Directors and with timely disclosure to shareholders.



This information supplements any TE policies related to the areas discussed in this Guide. This Guide applies to our international locations and was written taking into consideration the laws within your location. This Guide offers general guidelines only and is subject to local law. It is not intended to be all-inclusive. To access corporate workplace policies, including detailed policies related to topics in this Guide, visit TE’s intranet site.

WHERE TO GO FOR HELP

All communications received by the ConcernLINE, ConcernNET or the Office of the Ombudsman are handled confidentially and, if you wish, anonymously.

Your role begins but doesn't end with understanding TE's values and this Guide. If any ethical or legal compliance issue arises that raises a question in your mind, you have a responsibility to bring it forward. We expect all employees to use good judgment, take responsibility and be accountable for their actions. Various Company compliance training courses are available and you are strongly encouraged to take those that are applicable to your job.

- **Your supervisor or manager:** Your primary source of guidance should be your supervisor or your manager. However, in those situations when you may wish to speak with someone outside your business unit or location, you may use any of the alternative resources mentioned in this section.
- **Human Resources:** For issues involving your supervisor or local managers, you should first contact your local human resources representative or any Company human resources representative, if you so choose.
- **The Legal Department:** TE attorneys can provide guidance with questions concerning laws, Company policies and acceptable business practices.

- **The TE ConcernLINE:** If you would feel more comfortable speaking with someone else, you can call TE's confidential toll-free ConcernLINE. The ConcernLINE is available to employees around the world 24 hours a day, seven days a week. The ConcernLINE phone numbers can be found at the end of this Guide. The ConcernLINE is staffed by an outside organization and employees can remain anonymous when they call. Interpreters are also available. The operator will not directly provide advice to employees, but rather, they will notify the Office of the Ombudsman, providing the employee with a case number and a call-back date. No identifying information will be forwarded to the Ombudsman without the caller's consent.

- **The TE ConcernLINE via Mail:** TE employees may also write to the ConcernLINE at the following address:

Tyco Electronics ConcernLINE
c/o Office of the Ombudsman
1050 Westlakes Drive
Berwyn, Pennsylvania 19312 USA

- **The TE ConcernNET:** The ConcernNET is offered as a secure and confidential means to submit concerns via the Internet. Located at www.concernnet.com, this web reporting feature is operated by an outside organization and employees may submit anonymous concerns.

- **The Office of the Ombudsman:** The Ombudsman is a TE employee who is an independent, impartial, and confidential resource for our employees, suppliers, investors or customers to raise and address any violations of laws, rules, regulations or ethics. The Ombudsman promotes the positive and fair treatment of employees by offering an alternative channel for use by employees to address concerns. It seeks the fair, timely and impartial resolution of all compliance issues, including conduct inconsistent with the Company's policies, practices, values and standards. The Ombudsman may be contacted as follows:
 - **U.S., U.S. Territories and Canada** - 1-888-662-8374
 - **China** - 10-800-110-0698 (China Telecom) or 10-800-711-0754 (China Netcom)
 - **Worldwide** - First, follow the instructions for AT&T USADirect® Access, then dial 888-662-8374.
 - **E-mail** - directors@tycoelectronics.com



EQUAL EMPLOYMENT

Fair Treatment Violations Look Like ...

Harvey, an employee whose disability requires him to use a wheelchair, is not invited to make the client presentation of the marketing campaign he has authored. The reason, he is told, is because it was felt that the client would be more comfortable with someone who is not in a wheelchair.

Francis is a computer analyst. Every day at lunch time, Francis leaves his desk and goes into the lavatory to pray. His co-workers have complained, and Francis' manager tells him that he can't pray on Company property.

Providing Opportunity for All

As a Company, we expect that all employees treat one another with respect and dignity. Every employee has a unique role in making TE a more inspiring and rewarding place to work. Our values are richly embedded in this commitment and are backed by many of the policies and practices outlined in this Guide.

Equal opportunity and fair treatment extend to all employees. TE specifically prohibits discrimination on the basis of a person's protected status, such as race, color, religion, sex, age, national origin, citizenship status, disability, sexual orientation, veteran status, or any other protected status. These principles extend to all employment decisions, including:

- Recruiting, hiring, and training;
- Promotions, pay, and benefits; and
- Transfers and workforce reductions.

All of these types of decisions are based on the individual applicant or employee's qualifications as they relate to the particular job, subject to union collective bargaining agreements.

In addition to complying with Equal Employment Opportunities (EEO) laws in the United States, TE complies with all other applicable civil rights, human rights, and labor laws in the locations where the Company operates around the world.

TE is committed to providing a culture that values diversity and teamwork with a conscious desire to achieve understanding, respect, inclusion, and continuous learning.

We require TE business units to provide clean and safe working environments and conditions, forbid child labor at our facilities or subcontractors' facilities, and require that employees receive all benefits mandated by applicable laws. Regardless of where you work, TE prohibits business units from engaging in activities that do not maintain individual dignity and respect, even if permissible under applicable law.

A Worldwide Commitment

Our core values show our commitment to being a good global citizen and acting in a socially responsible manner in the communities where we live and work - all across the globe.

Teamwork Starts with Respect

Promoting teamwork demands a working environment that is free from discrimination, harassment, or other intimidating personal behaviors. All TE facilities worldwide maintain a professional and harassment-free work environment – they are places where employees act with respect for one another and for those with whom we do business.

The following behavior is expressly prohibited:

- Unwelcome conduct – whether verbal, physical, or visual – that is based on a person’s protected status, such as race, color, religion, sex, age, national origin, citizenship status, disability, sexual orientation, veteran status, or any other protected status;
- Abusive language, physical aggression, deliberately causing injury to another, or any disorderly conduct or malicious disturbance. This includes intimidation or harassment of others;

- Sexual Harassment – this includes unwelcome sexual advances, request for sexual favors, as well as other physical, verbal, or visual conduct based on sex when:
 - Submission to the conduct is an explicit or implicit term or condition of employment; or
 - The conduct has the purpose or effect of unreasonably interfering with the individual’s work performance by creating a hostile, offensive, or intimidating working environment.

Sexual harassment is conduct based upon sex, whether directed toward a person of the same or opposite sex.

In addition to covering employees, our harassment-free workplace policy extends to business associates, such as outside vendors, professionals, visitors, and other providers of goods or services to any TE unit worldwide. Note that this policy applies to both work-related settings and work-sponsored activities outside the workplace.

Harassment Looks Like ...

Billy has a habit of telling jokes about sex, national origin, ethnicity, religion and any other topic he finds funny. Billy has even sent them via email on the Company’s distribution list.

The entire team jokes about Jack being gay. The jokes make Jack feel uncomfortable and he reports the issue to his supervisor. His supervisor tells him that he is too sensitive and should quit complaining.

HEALTH, SAFETY, AND THE ENVIRONMENT

We are committed to ensuring a safe working environment for all employees.



Making Workplace Safety, Security and Environmental Protection a Priority

Having a safe workplace is one of the most important benefits we offer to our employees and their families. We are committed to ensuring a safe working environment for all employees. We do this by following strict environmental, safety, and security rules and practices, including:

- Requiring our employees to take an active role in working safely by adhering to safety procedures, bringing safety-related issues to management's immediate attention, including any accident or injury occurring during work, and taking reasonable care of Company assets and equipment;
- Requiring every TE location to have an active safety program supported by all levels of the organization;

- Obeying posted warnings and restrictions, and wearing the appropriate Company-approved protective equipment;
- Requiring that our operations comply with all environmental laws and regulations and not allowing any discharge, emission or disposal of waste except as allowed by law;
- Working to conserve and protect natural resources; and
- Prohibiting the possession of weapons and other dangerous devices by TE employees, contractors, vendors, and visitors at all times on the Company's or customers' property, including parking lots and company-owned vehicles.

While compliance with all applicable laws, regulations, and record-keeping requirements is mandatory, TE seeks to exceed the minimum legal standards. It is our goal to avoid all injuries and to be recognized as an industry leader in safety and environmental protection.

Smoke-Free Environment

Smoking poses health risks to the smoker as well as to people in close proximity to the smoke, known as second-hand smoke. In addition, a lit cigarette can potentially interact with chemicals used

on site and pose a fire risk. To safeguard the health and safety of all employees and visitors, no cigarette, cigar, pipe, or other form of smoking is permitted in TE's workplace, except for those areas already designated by the company for such purposes.



Unsafe Behavior related to Health, Safety, and Environmental Issues Looks Like ...

Ellie, a production supervisor, directs an employee not to report a workplace injury to the plant safety coordinator.

Equipment recently transferred from another plant is missing a safety guard. Under a tight deadline to complete a customer order, Oscar does not advise management that the guard needs to be installed.

In order to make it easier to operate a machine, Bart puts tape over a safety switch.

A meter indicates a brief exceedance of one of the limits in the plant's wastewater discharge permit. Sarah decides not to report the exceedance because the plant has consistently met the limit for the past several years and because she suspects the meter may not be working properly.

If you become aware of any actual or potential safety or environmental hazard, or if you have a safety concern, immediately notify your supervisor, safety coordinator, or unit manager. You may also contact the TE ConcernLINE, the Office of the Ombudsman, or the Legal Department. ConcernLINE phone numbers can be found at the back of this Guide.

SUBSTANCE-FREE WORKPLACE

Substance Abuse in the Workplace Looks Like ...

Carla, a sales representative, frequently entertains customers at lunch. She regularly has two or three drinks and returns to work with a little “buzz.”

Roy keeps a bottle of liquor in his desk drawer for a little “pick me up” during the day.

Connor takes double the physician-prescribed amount of a muscle relaxant just to get through the “tough times.”



For the Well-Being of All Employees and Visitors

Substance abuse – whether alcohol or drug abuse – poses a serious threat to the safety, health, and productivity of our organization, employees, and customers. TE has a substance-free workplace policy that extends to locations worldwide and applies to employees, vendors, customers, and visitors.

Our substance-free workplace policy prohibits:

- Using or possessing illegal drugs or other controlled substances in the workplace. Possession of prescription medication for personal medical treatment in accordance with physician’s orders is permitted;
- Using or possessing alcohol in the workplace, unless specifically approved by both the highest-ranking management employee and the human resource manager at a particular location; and
- Being under the influence of alcohol, illegal drugs or any other controlled substance on the job.

Functions Involving Alcohol

There may be Company-sponsored events where management approves the serving of alcoholic beverages. In these cases, all appropriate liquor laws must be followed, including laws regarding the serving of alcohol to those under the legal drinking age. Consistent with our policy, intoxication and excessive drinking at these events is prohibited.

For further information or specific requirements for treatment, you are encouraged to contact your local Human Resources representative, manager, or local employee assistance program, where available.

E-MAIL, THE INTERNET, AND THE USE OF COMPANY PROPERTY

Limiting Use to Business Purposes

All communications data and information sent or received using Company equipment or assets while you are employed at TE are Company property and are not private communications. TE owns and/or controls access to all communications equipment, including computers, software, email, instant messaging, text messaging, voice mail, conferencing equipment, company cell phones, handheld devices, and office supplies. TE reserves the right to monitor all communications, including Internet usage.

TE's property, including but not limited to, its buildings, parking lots, vehicles, equipment, production scrap materials, and supplies – is in place to enable employees to perform their business-related duties. The use of Company property is for the sole purpose of conducting business-related tasks.

Incidental Personal Use

The Company recognizes that you may need to use Company equipment and/or communications from time to time for personal use. In general, this is allowed, provided such use:

- Is limited in duration or extent;
- Does not adversely affect your attention to, or completion of, your job responsibilities;

- Does not result in any significant incremental cost to the Company;
- Does not contain pornographic or offensive material, discriminatory or harassing language or derogatory references to age, disability, ethnicity, marital or family status, national origin, color, religion, sex, sexual orientation, veteran status, or any other characteristic protected by law;
- Does not otherwise violate this Guide or other TE policy, particularly the sections related to conflicts of interest and/or disclosure of confidential information; and
- Does not include forwarding chain letters, mass emails for non-business purposes, or selling items or services for personal gain.

Software

In general, the only software that should be loaded on your computer is that which the Company has approved and purchased. In many cases, it is illegal to copy, download, or distribute software or other materials or files that are protected by copyright.

Even so-called “free-ware” or “share-ware” – electronic programs and files available at no cost from the Internet – is generally prohibited, as they can serve as source materials for disabling computer viruses.

Improper Use of E-mail, Internet, and Other Company Property Looks Like ...

Bruce receives a joke with sexual overtones from an old college friend on his work email. He passes it along to coworkers.

Bill's former company used a proprietary spreadsheet to allocate bonuses among employees. Without permission from his prior company, Bill uses that spreadsheet to create a similar tool for his new employer.

Tim uses his Company laptop in the workplace and at home to view pornographic materials through the Internet and also loads inappropriate CDs onto his computer.

GIFTS AND ENTERTAINMENT

Gifts, entertainment, and meals provided to U.S. or foreign government officials and employees must always be legal, reasonable, and never for the purpose of improperly influencing an official decision.

Appropriate Giving and Receiving

Business decisions should be based on factors such as price, quality, delivery, service, performance, and reliability. It is inadvisable to accept any gifts or offers from, or give any gifts or offers to, anyone with whom TE does business. If the gift or offer is of significant value, accepting it can create the appearance of a conflict of interest. It could be suggested or inferred that the gift-giver might receive favorable or preferential treatment – such as purchase orders with better prices, terms, or conditions of sale.

This policy extends to vendors, suppliers, distributors, and customers, as well as entities or individuals currently doing – or seeking to do – business with any TE entity.

Generally, acceptable gifts are:

- Infrequent, non-cash, and not excessive in value; and
- Small enough so that you and the Company are not embarrassed to discuss them.

Gifts, entertainment, and meals provided to U.S. or foreign government officials and employees must always be legal, reasonable, and never for the purpose of improperly influencing an official decision. Employees must obtain prior approval from the Legal Department prior to giving any gift, entertainment or meal to government officials, employees or their immediate family. Payments for lodging, gifts, entertainment, transportation or meals to governmental officials, employees, or others including their immediate family members must be properly recorded in accordance with TE policies and expense reporting requirements. TE employees will comply with the Company's gift-giving and financial reporting policies.



Beware of Bribes

While TE is careful about the companies it does business with, there's always a risk that a business associate may try to "buy your favor" – a nice way of saying bribery.

Any bribe or improper payment is prohibited. In addition to cash payments, bribes include:

- Kickbacks or kickback schemes;
- Unexplained rebates; or
- Payments for disguised allowances or expenses.

Business Entertainment

It's important that relationships with suppliers, customers, and other parties be based on lawful, efficient, and fair business practices. Reasonable business entertainment that is in the best interest of the Company is allowed. Such entertainment must always be conducted in an appropriate and lawful manner and should comply with appropriate TE policies regarding expense reimbursement.

Doing Business through Third Parties or Agents

Any practice that TE employees are prohibited from doing directly is also prohibited through the use of third parties or sales agents "on our behalf". It is the responsibility of TE employees to ensure that third parties or agents acting on the Company's behalf are acting lawfully and in compliance with this Guide.

Bribes and Inappropriate Gifts Look Like ...

Helen, a sales representative, hosts her client in a weekly tennis game every Saturday at her country club.

Frank, a purchasing manager, routinely receives professional football tickets from a supplier. Frank takes his family to the games.

A supplier bidding on a contract offers Teresa a cash payment to provide him with the details concerning the lowest bid she has received so far.

FRAUD

Fraud Looks Like ...

Jordan's client takes him out for dinner after he makes a sales presentation at the client's company. Jordan then expenses the same dinner.

Sophia, a controller, loans her employees money from the Company, charges them interest, and deposits their repayments into her personal bank account.

Joel, without permission, removes scrap materials and metals from the loading area of his workplace and resells those materials. Joel keeps the proceeds for himself.

Mary supervises employees and decides to give those employees a "bonus" by paying them for five hours that they did not work.

Know How to Identify and Avoid It

Fraud – or the act or intent to cheat, trick, steal, deceive, or lie – is both dishonest and, in most cases, criminal. Intentional acts of fraud are subject to strict disciplinary action, including termination of employment, and possible civil and/or criminal action.

It's important to understand what fraud can entail, so you can recognize it and avoid mistakes. Examples include, but are not limited to, the following:

- Submitting false expense reports;
- Forging or altering checks;
- Misappropriating assets or misusing Company property;

- Unauthorized handling of transactions;
- Mishandling petty cash;
- Inflating sales numbers;
- Making an entry on Company records or financial statements that is not accurate and in accordance with proper accounting standards. For more information on Company records, see section entitled "Record-Keeping and Financial Controls"; or
- Shipping products to customers with the intent or understanding that the customer will not purchase the products and will later return them.



If you experience or witness any activities you think may be fraudulent, notify your local Human Resources representative, call the ConcernLINE, or the Office of the Ombudsman at 888-662-8374 or via email at directors@tycoelectronics.com, or the Legal Department immediately. ConcernLINE phone numbers can be found at the back of this Guide.

Encouraging Healthy Competition

Antitrust laws are designed to ensure that competition remains vigorous and free from collusion, with the intended results being an efficient and productive global economy. Antitrust issues are very complex and apply to both domestic and international commerce. Employees working in marketing, sales, procurement, or acquisitions need to be especially aware of antitrust- and trade-regulation requirements. This also applies to those who participate in trade associations or industry standard-setting groups.

Determining what actions are improper often depends on the structure of the market and a number of other factors. To avoid even the perception of unlawful conduct, employees should avoid:

- Discussing with a competitor prices, costs, production, products and services, bidding practices, other non-public business matters or terms of sale, sales territories, distribution channels or customers;
 - Restricting the right of a customer to sell or lease a product or service at or above a certain price; and
 - Disparaging or misrepresenting a competitor or any competitors' products.
- In addition, the following practices should not be engaged in without prior review by the Legal Department:
- Conditioning or "tying" the sale or lease of a product or service on the sale or lease of another product or service;
 - Conditioning the purchase, sale or lease of a product or service on a reciprocal agreement with a customer or supplier;
 - Entering into an exclusive dealing arrangement with a customer, distributor, or supplier;
 - Limiting a customer as to the territories in which, or the customers to whom, a product or service can be resold or leased; or
 - Discriminating as to the prices or allowances offered to competing customers.

Antitrust Violations Look Like ...

A marketing director for a TE business unit and a competitor agree to offer a rebate on the purchase of a new system. Afterward, both companies offer such a rebate.

A meeting of representatives of an industry association turns to discussing pricing policies and sales strategies over dinner after the formal meeting has ended.

Sales representatives at competing companies talk over drinks and agree to split customers within the territory in order to maintain "turf." Business now becomes, "Stay off our turf and we'll stay off yours."

For specific rules applicable to your business, contact the Legal Department. If you have any concerns, contact the Legal Department or the Office of the Ombudsman at 888-662-8374 or via email at directors@tycoelectronics.com. ConcernLINE phone numbers can be found at the back of this Guide.

CONFLICTS OF INTEREST

Conflicts of Interest Look Like ...

A senior executive is also on the board of directors of a corporation that supplies TE with services. The executive has not made it known to the Company that he is on the other company's board.

Joseph is an employee whose sister operates a vending machine company. He learns that his plant will soon be choosing a new vending service. Joseph gives his sister the terms of the best proposal received so far. She then submits a better proposal on behalf of her company.

Maria, a supervisor, is responsible for filling an open position in her department. Maria's cousin is well-qualified and looking for a job. Instead of turning the hiring decision over to her manager, Maria hires her cousin as her direct report.

Know Where Your Loyalties Lie

As a TE employee, you make business decisions every day. It's important that each decision, and any related action, be based on the best interests and needs of the Company - not on personal interests or relationships.

Every day, each of us works with suppliers, customers, consumers, and others who do business directly and indirectly with TE. It is essential that we avoid even the appearance of conflicts of personal interest and those of the Company. For purposes of this policy, a conflict of interest is any outside interest that conflicts with the purpose, policies or operations of TE. The appearance of a conflict is what a reasonable person might view as a potential conflict. Conflicts apply equally to business relationships and personal activities.

Other Business or Financial Interests

Conflicts of interest do not end when you leave the office or manufacturing facility. You must manage all business relationships that you may have with your TE responsibilities in mind. Even outside the office, work to avoid any situations that might lead to a conflict - or the appearance of a conflict - between yourself and your work at TE.

In addition, if you, an immediate family member, or any person living with you, has a significant financial interest in a TE supplier, customer, distributor, consultant, or competitor, you must notify your local Human Resources representative or Legal Department. The Company will work with you to determine the appropriate course of action.

Involvement in Other Organizations

If you serve as a director, officer, employee, agent, or consultant with any organization that does business with TE, you must notify your local Human Resources representative. Prior to accepting a new position with such an organization, you must notify and receive written approval from your local Human Resources representative. This policy includes volunteer positions (e.g., positions that are unpaid).



DOING BUSINESS WITH GOVERNMENTS

Improper Behavior When Doing Business with the Government Looks Like ...

After Gerry, a sales engineer, visits an employee of a governmental agency on a sales call, Gerry gives that employee a new laptop computer for his personal use.

Andreas, a project manager, is waiting for a permit for the expansion at his facility. An official at the local zoning board informs him that things could move more quickly if he paid an “express fee” directly to the official’s offshore account.

To show her gratitude for being awarded a large governmental contract in Africa, the project manager arranges to pay all expenses for the governmental procurement employee and spouse for a week of sight-seeing in the United States.

Know what’s appropriate

The sale of goods and services to many governments is heavily regulated. Employees will adhere to the highest standards of integrity and honesty and avoid even the appearance of impropriety.

TE employees involved in sales to governmental customers must take the necessary steps to ensure that all government-related transactions and relationships comply with applicable laws and regulations, including the completion of all required records. TE employees will respect conflict-of-interest laws and regulations regarding recruitment, hiring, or activities of present and former government employees.

Foreign Corrupt Practices Act

TE complies with the anti-corruption treaties and laws of the countries in which it does business, including the United States Foreign Corrupt Practices Act (FCPA), which applies to our global business. This Act prohibits employees from bribing any public official, government, or other individual – regardless of nationality or local custom – to secure or maintain any concession, contract, or favorable treatment for TE or the

employee. Bribes include any kickbacks, excessive gift giving, entertainment or meal expenditures or other unlawful payments. TE employees will not directly or *indirectly* make, or offer to make, a corrupt payment to government officials, including employees of state-owned enterprises. The FCPA also contains strict financial reporting requirements.

The FCPA requirements apply to both employees and TE’s agents, such as third-party sales representatives, no matter where they are doing business. If you are authorized to engage sales agents, international distributors or other third-party representatives, make sure that they are reputable and require them to agree in writing to TE FCPA/anti-bribery policies and procedures.

Interactions with Government Officials

Employees must be truthful and accurate in all reports, statements, certifications, bids, proposals, and claims made to government agencies. TE employees will also fully comply with TE policies and procedures regarding gifts and entertainment to officials and employees of governments around the world. Please refer to the **Gifts and Entertainment** section of this Guide for more details.

Growing our global business in a complex world of regulations

Most countries, including the United States, have export/import control laws in place to protect strategically necessary products and technologies. When importing or exporting products, services, information or technology, TE employees comply with applicable United States and other national laws, regulations and restrictions worldwide.

It is important to understand that, with few exceptions, U.S. origin products and/or technology are subject to U.S. export controls no matter where they are located in the world. The United States controls the export of defense articles and certain commercial items that have both commercial and military applications.

In addition to United States export and import control regulations, countries around the world have their own regulations pertaining to exports and imports. TE employees are responsible for knowing the laws that pertain to them, and for checking with their export/import compliance manager when in doubt. TE's policies on export/import controls and economic sanctions contain specific guidelines regarding:

- Obtaining proper export and import authorization;
- Traveling internationally on Company business;
- Disclosing or transferring technical data to foreign nationals either in the U.S. or abroad;
- Establishing eligibility of export/import recipients;
- Executing, controlling, and delivering required documentation; and
- Retaining records for the above.

Access to the Export/Import Policy and Procedures can be found on the "International Trade Compliance" web site located on the TE Corporate intranet site.

Improper Export/Import Controls Look Like ...

Mark, an aerospace engineer, flies to a customer's facility overseas to discuss how TE can provide a solution to the customer's new commercial application. The technical data being used pertains to a product designed for a military application. Mark discloses this technical information without obtaining the necessary export license.

Marta, a contract administrator, overhears some engineers discuss an upcoming technical/sales proposal with foreign customers. She suspects the products and technical data may be export controlled and mentions to her boss that a disclosure to the customer could be an export violation. Her boss tells her that the competition will win the business if they don't meet the submission deadline. Marta goes back to work without communicating her concerns to the Trade Compliance team.

Contact your manager, Trade Compliance representative, or Legal Department if you have concerns or questions regarding trade transactions at your facility. When in doubt, ask for guidance.

PROPRIETARY AND CONFIDENTIAL INFORMATION

Improper Use of Proprietary Information Looks Like ...

After signing a nondisclosure agreement with a supplier, Samantha visits the supplier and learns about a manufacturing process that she then implements in her work area. The supplier has never publicly revealed the process.

Karla, an assistant to an engineering manager, copies designs of a new electronic relay and gives them to her friend who applies for a patent under his name.

Leo is responsible for gathering data about TE's connector customers. Leo provides this information to his friend's brother who runs a marketing firm focused on the electronics industry.

Sally, a sales engineer, becomes aware of a new product development and without telling anyone or having a confidentiality agreement in place, provides drawings to a potential customer, prior to TE filing for patent protection.

Protecting the Company's Knowledge

TE communicates with its employees in an effort to keep employees informed, when possible, about significant business developments and new products. TE's business and technical information that is not generally known by others is very valuable as it provides TE with a competitive advantage.

TE employees protect and respect the Company's proprietary and confidential information by maintaining strict confidentiality of information provided to him or her by TE, our customers, or our suppliers; and not sharing that information with anyone – even a coworker – who does not need to know about it as part of their job.

Examples of confidential and proprietary information include, but are not limited to:

- Agreements between the Company and employees, agents, strategic partners, and/or other third parties;
- Intellectual property - such as trade secrets, invention disclosures, and un-filed patent applications;
- Company financial information including all non-public sales information;

- Proprietary software or Company-owned software modifications, templates, worksheets, or other programs;
- Financial, business, technical and other information about potential acquisitions and/or divestitures;
- Drawings for potential new products, as well as non-public drawings for current products, such as manufacturing drawings;
- Business information such as plant layouts, financial forecasts, organizational charts, organizational announcements, staffing changes, business updates or product news and product roadmaps that are not publicly available; or
- Customer lists and agreements, market share data, supplier agreements, and other files.

Internal communications are intended for TE employees only and should not be shared or forwarded by email or hard copy to parties outside the Company such as news outlets or competitors. Also, the information should not be “cut and pasted” and posted on the Internet.

Your obligations of confidentiality extend beyond your term of employment at TE. Even after you leave TE, you may not provide TE confidential information in any form to anyone, for example, a new employer. Likewise, during your employment at TE, you may not disclose confidential information that you may have obtained at a previous employer.

Ownership of Intellectual Property

As a general rule and subject to local laws, any technical innovations, discoveries, system designs, writings, or technical enhancements that you develop, design or conceive while employed by TE or using TE property are the sole property of TE. You must disclose such discoveries and innovations to TE before making any independent use of such discoveries and innovations.



Should you have any questions, seek guidance from your manager or the Legal Department. You can also contact the Office of the Ombudsman at 888-662-8374 or via email at directors@tycoelectronics.com. ConcernLINE phone numbers can be found at the back of this Guide.

INSIDE INFORMATION AND TRADING TE SECURITIES

Improper Use of Inside Information Looks Like ...

Three days before the public announcement of TE's quarterly earnings, Larry overhears at his TE office that Wall Street will be disappointed with TE's quarterly results. On his way home from work that evening, Larry calls his broker to sell all his TE stock. Later that night, Larry changes his 401(k) plan to reduce his holdings in TE stock.

Heidi, a lawyer, learns that TE is in negotiations to purchase a smaller organization with new technology that TE needs. She purchases convertible bonds in the company to be acquired.

Neal, an engineer, learns that TE is considering merging with another company to improve global representation. Neal immediately calls his family and encourages them to purchase additional TE stock.

Know the Rules to Protect Yourself

TE's Insider Trading Policy and U.S. securities law have strict requirements regarding how we use and disclose Company information. In the course of your job here at TE, you may be privy to inside information about TE, its customers, suppliers, distributors, or acquisition targets.

For purposes of this policy, it's important to understand the following terms:

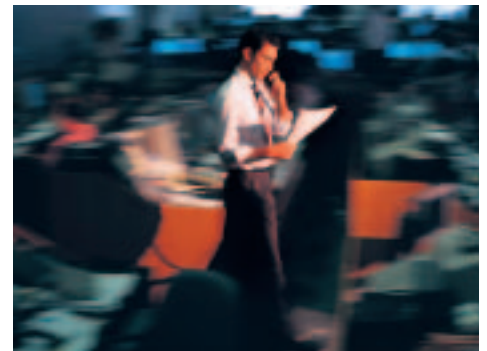
- "Inside" information is information that is not generally available to the public and is of such importance that it can be expected to affect the judgment of investors as to whether or not to buy, sell, or hold the securities in question.
- "Securities" include stock, other stock-based securities, and bonds.

TE's policy and U.S. law prohibit employees from:

- Buying or selling TE securities as a result of inside information;
- Providing inside information about TE to others; and
- Trading in securities of customers, suppliers, and acquisition targets as a result of inside information.

TE's directors and many senior-level employees have additional disclosure requirements (such as being required to obtain approval from the Legal Department before trading in TE securities).

All of these policies are designed to help employees avoid the inadvertent disclosure of inside information or illegal securities trades.



Direct all questions regarding securities trading to the Legal Department. Contact the Legal Department to obtain TE's Insider Trading Policy, which is also posted on TE's intranet site.

Inappropriate Political Activity in the Workplace Looks Like ...

Nancy distributes fliers, promoting a political candidate running for local council, in the cafeteria at work.

Tran, a team leader, uses Company email to solicit support for his cousin who is running for an elected government position.

Timothy sells tickets for a customer's favorite political fundraiser at work.

Respecting our Rights as Citizens

TE encourages its global employees to be thoughtful and informed voters and to involve themselves in the political process. Your participation in the political process is entirely voluntary and must be made on personal time. Every employee has the right to their own political views and is expected to respect others' rights and views.

Lobbying activities or government contacts on behalf of TE, other than interactions related to sales activities, should be coordinated with the Global Government Affairs Office prior to that contact.

In addition, employees:

- May not, without the approval from the Global Government Affairs Office, make any political contribution on behalf of TE, or use the Company's name, funds, property, premises, equipment or services for the support of political parties, initiatives, committees or candidates. This includes any contribution of value;

- May not pressure or solicit other employees, vendors or customers to make political contributions or participate in support of a political party or candidate;
- May not, without prior consultation with the Legal Department, cooperate with or participate in political or economic boycotts as this is illegal in some countries and may subject the employee to civil and criminal penalties; and
- Must comply with all national, state, and local laws regulating participation in political affairs. This includes contributions to political parties, national political committees, and individual candidates.

MEDIA RELATIONS

If you are contacted by a member of the news media, you should indicate clearly and firmly that TE's policy is to have all media inquiries handled by the Communications staff at the business or corporate level.

Our Reputation Depends on Our External Communications

Both proactive and reactive communications with the news media are important for building positive awareness of TE, as well as for protecting the Company's reputation. However, as a public company, TE has certain regulatory and legal obligations regarding how and when it makes significant news and events known to the public.

All inquiries from the news media – including financial press and financial analysts – should be directed to your business Communications office and/or to the Corporate Communications Office for handling. Unless otherwise approved in advance and/or arranged by the Corporate Communications Office, all media inquiries will be handled by the Communications staff at the business or corporate level.

Media requests for information might include:

- Questions regarding corporate or business financial information or performance;
- Public policy or legislative issues affecting TE or its businesses;
- Staffing changes;
- TE's position on certain industry or market conditions or dynamics;
- Questions about new products, policies, processes or competitive strategies; or
- Rumors about a merger, acquisition, divestiture, or other significant business event.

If you are contacted by a member of the news media, you should indicate clearly and firmly that TE's policy is to have all media inquiries handled by the Communications staff at the business or corporate level. If possible, you should get the name and affiliation of the person calling and immediately pass this information on to your business Communications office or to the Corporate Communications Office. This also protects individual employees from liability for the impacts or ramifications that an external statement might have.

Note regarding Internet Postings and Chat Rooms:

In today's electronic age, posting information on Internet bulletin boards or even communicating in chat rooms (other than internal/Company-provided spaces) is the same as "speaking to the media." Unless otherwise approved in advance, employees who do not work in a business Communications or Corporate Communications office are not authorized

to speak on behalf of the Company or to represent the Company in these kinds of forums. Employees should not use these forums to discuss matters or opinions related to the Company or any of its businesses, or to respond to comments about the Company. If you see a comment or posting of concern, you are encouraged to bring it to the attention of your manager, the Corporate Communications Office or Legal Department.

Improper Responses to Requests for Information Look Like ...

Elizabeth, the controller's administrative assistant, receives a phone call from a reporter who asks, "Is it true that you are about to sell off a division?" She replies, "Yes, it is true."

Louisa, a marketing manager, gives an interview with her local newspaper and describes the consumer division's exceptionally strong sales as the reason behind the Company's soaring stock price.

A trade reporter asks Ernie, a process application engineer, how his group got the idea for the new line of products. Ernie describes the exciting new product-development process in detail.



RECORD-KEEPING AND FINANCIAL CONTROLS

Improper Financial Records and Poor Controls Look Like ...

Tim, an accounting clerk, is asked by his supervisor to charge ordinary operating expenses against a special accounting reserve. When he objects that this is improper and would artificially inflate income numbers, he is told that the annual bonuses of the entire team depend on making income targets. He is also told that if he won't book the income as directed, his supervisor "will find someone else who will."

Dan, a senior manager, instructs his direct reports to expense equipment purchased for his own use/benefit on their monthly travel and expense report. This practice bypasses the established approval process.

The Information by Which We Are Measured

Accurate, timely, complete financial records provide the core information necessary to manage our business. These records and financial controls also are essential to fulfilling obligations to our shareholders, governments and the public at large.

In general, all internal and external financial records and information must follow:

- U.S. generally accepted accounting principles (GAAP);
- TE financial policies; and
- Effective internal controls, including procedures to protect the Company's assets.

Note that financial information can be made available outside the Company only with proper prior authorization.

Accuracy of Company Records

All business transactions must be properly authorized, as well as completely and accurately recorded on the Company's books and records. Procedures for doing so must comply with TE's financial policies and follow TE's policies for authorization and documentation, as well as follow

GAAP. In addition, no unrecorded cash funds or other asset accounts will be established or maintained for any purpose.

Misapplication or improper use of Company or customers' funds or property, including intellectual property – or false entries by employees or others – must be reported to the Legal Department and/or the Office of the Ombudsman. Any such behavior may result in disciplinary action, up to and including termination of employment.

Communicating Accurate, Timely Information

In all interactions and communications – whether with customers, suppliers, distributors, governmental agencies, or others inside or outside of the Company – you are expected to be truthful and forthright. This includes:

- Making accurate statements without misrepresentation, omissions, or statements intended to mislead or misinform; and
- Responding promptly, accurately, and with full disclosure to requests from governmental agencies for information or documents.

TE employees are to comply with and follow TE's Delegation of Authority (DOA) Policy at all times. This Policy can be found in TE's Corporate intranet site or by contacting the Legal Department.

RECORD-KEEPING AND FINANCIAL CONTROLS

All requests from government agencies should be reported immediately to the Legal Department. The Legal Department will determine the appropriate response and give the necessary authorization prior to any employee providing documentation to outside parties, including the request for disclosure of confidential information or data.

Recordkeeping and Retention

To help maintain the integrity of our record-keeping and reporting systems, you must know TE's records retention policy and procedures.

- No document – including originals, drafts, duplicates, as well as computer files, disk drives, hard disks, floppy disks, CD-ROMs, or any other media – may be destroyed, altered, or removed from any file or premises where it is stored other than in accordance with TE's retention policy.
- It is your responsibility to know how data is stored and retrieved and to document and transact any entries or records that you are responsible for completing.
- It is your responsibility to fully and accurately comply with all preservation memos, special recordkeeping instructions and audits, including responding in a timely fashion to requests for documents or other material from or on behalf of the Company's auditors, Human Resources Department, Legal Department, or management.

When business records are no longer commercially necessary and/or legally required, they are to be promptly and routinely destroyed in accordance with TE's document retention policy. Failure to adhere to TE's policy, including altering or the unauthorized destruction of any document, is a violation of TE policy and, in many cases, illegal. Employees doing so are subject to strict disciplinary action, including termination, as well as reporting to appropriate authorities.

Improper Recordkeeping Controls Look Like ...

After receiving a record holds notice from the Legal Department, George decides on his own to disregard that notice and purge all of his files to make more room in his filing cabinet.

José's supervisor has instructed all the accounts payable staff to postpone recognizing the expenses incurred for selected projects to improve the Company's quarterly financial results.



CONCERNLINE TOLL-FREE CALLING INSTRUCTIONS



Callers in the following countries may access the ConcernLINE by dialing the toll-free access number for that country or by following the country-specific directions described below.

* For any countries with * please refer to the instructions for AT&T USADirect® Access on page 32.

** Indicates "Wait for Prompt and then Dial"

^ Indicates second dial tone

‡ Available from select locations

Argentina	.0800-666-1730
Australia	.1-800-20-8932 or 1-800-14-1924
Austria	.0800-298-684
Bahamas	.1-866-811-3726
Belgium	.0800-7-1417
Bermuda	.1-866-811-3760
Brazil	.0800-891-4177
Bulgaria*	.00-800-0010 ** 800-511-7452
Canada	.800-511-7452
Chile	.1230-020-5495
China	.10-800-110-0670 (China Telecom) or 10-800-711-0727 (China Netcom)
Colombia	.01-800-912-0029
Cyprus	.8009-0653
Czech Republic	.800-142-728
Denmark	.80-885619
Estonia*	.800-12001 ** 800-511-7452
Egypt*2510-0200 ** 800-511-7452 (From Cairo) or 02-2510-0200 ** 800-511-7452 (Outside Cairo)	
Finland	.08001-1-6575
France	.0800-90-1703
Germany	.0800-187-3586
Greece	.00-800-11-008-3233
Guam	.800-511-7452
Hong Kong	.800-962-881
Hungary	.06-800-17830
India	.000-800-100-1075
Indonesia	.001-803-1-008-3365
Ireland	.1-800-558-549
Israel	.180-940-009 or 00798-1-1-004-0083 or 00308-411-0518

CONCERNLINE TOLL-FREE CALLING INSTRUCTIONS

Italy	.800-788340
Japan	.00531-11-4737 or 0066-33-801237 or 0044-22-11-2563 or 0034-800-900110
Kazakhstan*	.8^800-121-4321 ** 800-511-7452
Korea	.00368-110116 or 00308-11-0518 or 00798-1-1-004-0083
Latvia*	.800-2288 ** 800-511-7452
Lithuania	.Please follow collect call instructions on page 32
Luxembourg	.800-201-11 Please follow collect call instructions on page 32
Malaysia	.1-800-80-3435
Mexico	.001-800-613-2737
Netherlands	.0800-022-5890
Netherlands Antilles*	.001-800-872-2881 ** 800-511-7452
New Zealand	.0800-450464
Norway	.800-18540
Peru	.0800-52-626
Philippines	.1-800-1-111-0112
Poland	.0-0-800-111-1561
Portugal	.800-8-11215
Romania*	.0808-03-4288 ** 800-511-7452
Russia*	.755-5042 ** 800-511-7452 (Moscow)
	.8^10-800-110-1011 ** 800-511-7452 or 8^10-800-120-1011 ** 800-511-7452 (other cities)
Saudi Arabia*	.1-800-10 ** 800-511-7452
Singapore	.800-110-1519
Slovenia	.Please follow collect call instructions on page 32
South Africa	.0800-980-082
Spain	.900-97-1031
Sweden	.020-79-0631
Switzerland	.0800-56-1525
Taiwan	.00801-10-4060
Thailand	.001-800-11-008-3246
Turkey*	.0811-288-0001 ** 800-511-7452
Ukraine*	.8^100-11 ** 800-511-7452 †
	.or direct dial +1 800-511-7452 from mobile phones
United Arab Emirates*	.0-800-121 ** 800-511-7452
United Kingdom	.0808-234-7051
United States	.800-511-7452
US Virgin Islands	.800-511-7452
Vietnam*	.1-201-0288 ** 800-511-7452



If you do not speak English or prefer to have an interpreter assist you in speaking with the ConcernLINE specialist, immediately tell the specialist which language you speak.

Callers who are required to follow the AT&T USADirect® Access instructions may access the ConcernLINE in the following manner:

Step 1 Make sure you have an outside line. If using a public phone, make sure it can be used to make international calls.

Step 2 Enter the AT&T USADirect® Access number for the country you are calling from (see the following pages for access numbers).

Step 3 When you hear the English-language voice prompt or series of tone prompts, dial 800-511-7452.

Step 4 A ConcernLINE specialist will answer your call. If you do not speak English or prefer to have an interpreter assist you in speaking with the ConcernLINE specialist, immediately tell the specialist which language you speak. The specialist will then begin conferencing in an interpreter. As this happens, you will hear music and you should remain on the line. You will then hear a recorded message in your language confirming that an interpreter will come on the line shortly. An interpreter will then join your conversation to assist you and the specialist in completing the call.

Instructions for Collect Calling

If you are unable to access the ConcernLINE through AT&T USADirect® Access, you may do so by making a collect call to the ConcernLINE. To make a collect call, follow your country's protocol for reaching an international operator. Tell the operator you would like to make a collect call to the United States and provide the number 1-704-542-3827. When the operator asks for your name, say that you are a Tyco Electronics employee. The ConcernLINE specialist will accept your call.

If you do not speak English or prefer to have an interpreter assist you in speaking with the ConcernLINE specialist, immediately tell the specialist which language you speak. The specialist will then begin conferencing in an interpreter. As this happens, you will hear music and you should remain on the line. You will then hear a recorded message in your language confirming that an interpreter will come on the line shortly. An interpreter will then join your conversation to assist you and the specialist in completing the call.



AT&T USADIRECT® ACCESS NUMBERS

- ‡ Available from select locations
 § Pay phones may require coin or card deposit.
 ^ Indicates second dial tone
 CC Indicates collect call only

Argentina	0800-555-4288 (English) or 0800-288-5288 (Español) ‡
Australia	1-800-881-011 (Telstra) or 1-800-551-155 (Optus)
Austria	0-800-200-288 §
The Bahamas	1-800-872-2881
Belgium	0-800-100-10 §
Bermuda	1-800-225-5288
Bolivia	800-101-110
Brazil	0-800-890-0288 or 0-800-888-8288
Bulgaria	00-800-0010 ‡
Chile	800-225-288 or 800-360-311 § Dial 800-360-312 for a Spanish speaking operator. To place calls from cellular phones, dial *288
China	108-888 (North) ‡ or 108-710 (North / Mandarin) or 108-11 (South) ‡ or 108-10 (South / Mandarin)
Colombia	01-800-911-0010 or 01-800-911-0011 (Español)
Cyprus	800-900-10 §
Czech Republic	00-800-222-55288 ‡
Denmark	800-100-10
Egypt	2510-0200 (Cairo) or 02-2510-0200 (Other) §
Estonia	800-12001
Finland	0-800-11-0015 §
France	0-800-99-0011
Germany	0-800-225-5288 (New World Telephones)
Greece	00-800-1311 §
Guam	1-800-225-5288
Hong Kong	800-96-1111 or 800-93-2266
Hungary	06-800-011-11 §
India	000-117 ‡
Indonesia	001-801-10 ‡
Ireland	1-800-550-000 or 00-800-222-55288 From N. Ireland use the UK access number 0-800-89-0011
Israel	1-80-949-4949 or 1-80-922-2222



AT&T USADIRECT® ACCESS NUMBERS

Italy	800-172-444	§
		Includes Vatican City
Japan	00-539-111 (KDDI)	
	00-665-5111 (Softbank Telecom) or 00-441-1111 (Softbank Telecom)	§ ‡
Kazakhstan	8^800-121-4321	§
Korea	00-729-11 (Korea Telecom) or 00-309-11 (Dacom)	
Latvia	800-2288	
Luxembourg	800-201-11	CC
Malaysia	1-800-80-0011	‡
Mexico	01-800-288-2872 or 001-800-462-4240	§
The Netherlands	0800-022-9111	§
The Netherlands Antilles	001-800-872-2881	
New Zealand	000-911	§
Norway	800-190-11	
Peru	0-800-50-288 or 0-800-70-088 ‡ or 0-800-50-000 (Español)	
The Philippines	105-11 or 105-12 (Tagalog)	
Poland	00-800-111-1111	§ ‡
Portugal	800-800-128	‡
Romania	0808-03-4288	
Russia	755-5042 (Moscow)	
	8^10-800-110-1011 or 8^10-800-120-1011 to place calls from within other cities.	§ ‡
Saudi Arabia	1-800-10	
Singapore	800-011-1111 or 800-001-0001	
South Africa	0-800-99-0123	
Spain	900-99-0011	
Sweden	020-799-111	
Switzerland	0-800-89-0011	§
Taiwan	00-801-102-880	
Thailand	1-800-0001-33 or 001-999-111-11	
Turkey	0811-288-0001	§
Ukraine	8^100-11	‡
The United Arab Emirates	0-800-121	§
The United Kingdom	0-800-89-0011 or 0-500-89-0011	
Vietnam	1-201-0288	‡

Please Note: These AT&T USADirect® Access numbers change periodically. For the most up-to-date information on international access codes, consult AT&T's website at <http://www.usa.att.com/traveler>

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MY COMMITMENT STATEMENT

I confirm that I have read and understand the **TE** Guide to Ethical Conduct (Guide) and I commit to embrace and utilize this Guide's principles in my daily work activities. I understand that, consistent with applicable local laws, every **TE** employee is required to comply with the policies in this Guide. I am not aware of any unreported violations of these principles. Should I have a concern about a possible violation of, or question on, a **TE** policy, I will immediately raise the issue through the appropriate channels as outlined in this Guide.

Date: _____

Family Name/Last Name: _____

Given Name/First Name: _____

Middle Name/Other Names: _____

Signature: _____

Employee Identification Number (if applicable): _____

Country of Employment: _____

Business Unit: _____