

## **FCA US LLC**

### **STANDARDS OF CONDUCT**

All FCA US LLC Employees:

The Standards of Conduct communicate the Company's firm commitment to high business and ethical standards. We are committed to operate with integrity, transparency and accountability. Additionally, we have a shared responsibility to maintain a healthy and safe workplace and lead environmental stewardship. Each of us has an obligation to uphold these Standards and assume personal responsibility based on our core values of self-respect, respect for others and respect for the environment.

FCA US LLC recognizes that each employee is a valuable contributor to the overall success of our Company and enables us to meet the challenges and opportunities in a global marketplace. We value each other and share a responsibility to behave with integrity. Our conduct must reflect cooperative working relationships, promote inclusion and encourage engagement at all levels.

The broad Standards discussed above and enumerated below are the culture we aspire to achieve at all times. There are certain behaviors that are destructive of that culture and to maintain a high performing sustainable organization, those behaviors cannot be tolerated. Accordingly, we are providing the following list of conduct that clearly violate the Company's standards. Depending on the severity and nature of the offense, this conduct may result in discipline, up to and including termination of employment. Together we shoulder the responsibility of preserving a strong foundation of values and trust that is critical to our culture and success.

The following list is not all-inclusive, as it addresses only the most serious inappropriate or destructive behaviors.

1. Providing false and/or misleading information to the Company.
2. Inappropriate or improper use of your Company identification or access card, using another employee's Company identification or access card, or permitting another to use your Company identification or access card.
3. Unexcused absence or tardiness from your workstation, office, assigned worksite or plant during working hours.
4. Leaving your workstation, office, assigned worksite or plant during working hours without permission or failing to return to work after lunch or relief without permission.
5. Failure to exert normal effort on the job or sleeping on the job.
6. Failure or refusal to follow the instructions of management.
7. Leading, instigating, supporting or taking part in any strike, work stoppage, or picketing in violation of an applicable collective bargaining agreement, or in any

slowdown or other improper interference with or restriction of operations.

8. Harassment of any kind in the workplace including harassment based on a person's race, color, sex, sexual orientation, age, veteran status, marital status, religion, national origin, disability or membership in another protected class.
9. Production of excessive scrap or inferior work.
10. Negligent or intentional damage or destruction of property owned or held by the Company or any employee, or the abuse or misuse of any such property.
11. Inappropriate or indecent conduct, which includes engaging in actions, discussions, and/or distribution of material pertaining to nudity, sexual activity, pornography, violence, hate, harassment, inappropriate gestures, or that is otherwise of a sexual or violent nature.
12. Possession, transfer, distribution, sale or purchase of alcohol, illegal drugs or prescription drugs not prescribed by an employee's physician for use by the employee on Company premises, or while engaged in Company business.
13. Use of or being under the influence of alcohol, illegal drugs, or prescription drugs not prescribed by an employee's physician for use by the employee, on Company premises, or while operating Company-owned motor or industrial vehicles or equipment, or while engaged in Company business.
14. Threatening, intimidating, coercing, harassing, retaliating, or abusive words and/or actions, conveyed physically, orally, in writing or otherwise, that would cause reasonable people to take actions against their will, feel unsafe, uncomfortable, or in fear of danger or violence, including directing aggressive use of obscene or profane language or gestures toward or in the presence of another.
15. Fighting, "horseplay" or other disorderly, disruptive or unruly conduct.
16. Creating or contributing to unsafe or unsanitary conditions.
17. Failure to comply with the smoking policy/signage established by your work location and/or applicable laws.
18. Unauthorized solicitation, except such solicitation during non-working time as is protected by the National Labor Relations Act.
19. Unauthorized distribution of literature, except such distribution during non-working time in non-working areas as is protected by the National Labor Relations Act.
20. Posting, removing, or in any manner defacing notices or other signs on display throughout Company premises, without specific authorization of management.
21. The unauthorized use, copy, transfer, forwarding, distribution, disclosure, photographing, audio or videotaping, possession or removal of, or access to, confidential Company trade secrets and private or confidential information. Trade secrets and private or confidential information may include but is not limited to

information regarding the development of systems, processes, products, know-how and technology. It also includes new model information (including engineering and design features, facility changes, and the like).

22. Engaging in, participating in, aiding or approving conduct constituting or appearing to constitute a conflict with the interests of the Company, excluding such conduct as is protected by Section 7 of the National Labor Relations Act.
23. Actual or attempted theft, fraud, or misappropriation of property, including the aiding or abetting of the same.
24. Gambling, conducting games of chance, or possessing gambling equipment on Company premises.
25. Bringing, possessing, storing, or contact with firearms, knives, weapons, explosives or related accessories or paraphernalia on Company premises, including ammunition, clips, and magazines, except as otherwise provided under state law.
26. Failure or refusal to display proper identification while on Company premises when requested to do so by management or security personnel.
27. Improper use of Company property and/or documents. This includes, but is not limited to, Company identification or access cards, passes, or equipment.
28. Failure or refusal to permit inspection of any item on Company premises, or item being transported onto or from Company premises, when requested to do so by management or security personnel. This includes, but is not limited to, any package, container, box, bag, desk, office or assigned work area, tool box, locker, briefcase, purse, backpack, hand/shoulder bag, vehicle or other similar items.
29. Failure to follow safety procedures, to wear or use personal protective equipment as required by job station, or instructed by management or security personnel.
30. Failure or refusal to work overtime as instructed by management, without appropriate justification approved by management.
31. Removing, altering or making inoperative any equipment or device designed to protect employees from injury and/or illness.
32. Conducting or engaging in any business enterprise or unlawful conduct while on Company premises.
33. Unauthorized or inappropriate use of, or access to, computers, laptops, software, pagers, communication devices, cellular phones, ear phones or other similar devices or electronics.
34. Failure to observe the terms of dress codes established by your work location.
35. Failure to comply with Company environmental standards or engaging in an action (or failing to act) that threatens human health or the environment.

36. Failure to comply with the parking policy/signage established by your work location and/or applicable laws.

**IMPORTANT NOTICE:** The Company, through its Human Resources organization, reserves the right to modify, revoke, suspend or terminate the Standards of Conduct, or any portion thereof, at any time, at its sole discretion. These Standards of Conduct shall not, under any circumstances, be deemed to be part of any employment contract or agreement with any employee and supplement other Company policies and guidelines addressing the same subjects.

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