

Commitment to product responsibility, fair competition, and privacy policies

TTI is committed to product safety and to adhering to best practices around the world in this area. To help drive that commitment throughout the organization, the position of Global Product Safety Director was created and filled in 2016. In addition, TTI maintains product safety policies and procedures that are continuously reviewed to ensure adherence to best practices.

Established procedures and policies are in place governing advertising claims, Prop 65 (California) and reviews for FTC claims. Our legal and regulatory departments assist in compliance with voluntary standards.

TTI is also astutely aware of cybersecurity threats and addressing them through its Cybersecurity committees and policies to protect employee and TTI confidential information.

Preventing corrupt practices in doing business throughout the world

TTI is committed to conducting its business in accordance with all applicable laws and regulations. TTI supports a risk management program designed to minimize the risk of its products and systems to ensure TTI maintains a high level of integrity in the marketplace and in all business transactions. Relevant policies, including Antitrust Compliance and the Code of Ethics and Business Conduct, and training that all TTI employees are required to undertake upon hire or once a year, are in place in order to understand their obligations under relevant policies and procedures governing antitrust, anti-corruption, anti-bribery, and fraud.

TTI continues its commitment to volunteer service and community investment

Throughout the year, TTI continues to engage our employees through social, philanthropic and wellness activities. While participation is voluntary, we are building upon the strong support in both time and financial contributions from our leadership and employees.

TTIFC has developed a company engagement platform that includes the creation of several committee missions to achieve employee investment in social, philanthropy, connectivity, and wellness. In 2016, TTIFC completed its renovations to its new office space in Charlotte, North Carolina and celebrated with a Grand Opening for employees and families, spotlighting the new Center for Marketing and Innovation. Many TTIFC employees relocated to Charlotte and to show appreciation for those employees and families who relocated, TTIFC put on a “Cheers We’re All Here” event.

TTIFC also partnered with Pinky Swears and The Relatives. Pinky Swears’ mission is to help children with cancer and their families with financial and emotional support. TTIFC participated in a summer food drive and collected over six months’ worth of deliveries for Levine’s Children’s Hospital in Dilworth, North Carolina. TTIFC also sponsored a toy drive and had a holiday card signing activity for the children.

The Relatives is a system of resources that helps children and youth find shelter and support. The Relatives serves as the Safe Place agency for Mecklenburg County and the surrounding area, partnering with local businesses to ensure young people in need have access to immediate help and supportive resources. This year, TTIFC collected over six months’ worth of food and donated vacuums.

Milwaukee Tool has an established Community Impact Committee (“CIC”). This year, CIC donated a large amount of tools to Veteran’s Outreach of Wisconsin to help complete the building of 15 Tiny Homes, as well as to various local communities to assist in building a handicap accessible playground. The CIC also participated in two Veterans workshops by supplying all major tools for each event. The CIC team not only donated tools, but 70 employees spent 576 volunteer hours working on demolition, new construction and repairs with Habitat for Humanity in Waukesha County.

To aid in the fight against hunger, 149 Milwaukee Tool employees spent a total of 572 hours processing 45,000 pounds of food and raising US\$4,000 to support Hunger Task Force. Hunger Task Force and the CIC joined forces at the Wisconsin State Fair where 48 Milwaukee Tool employees volunteered to help collect over 75,000 pounds of food and over US\$8,000 in monetary donations.

TTINA is also a corporate sponsor for Pathfinders; Maryland's largest autism organization dedicated to helping individuals, parents, and professionals find various resources while working to increase the awareness of autism spectrum disorders. Pathfinders also advocates for the needs of individuals with autism and their families. Employees participated and supported Pathfinders through various annual events, including a 5 km race and silent auction to promote autism awareness in the Baltimore area.

TTI employees and families participated in a Green Tour by Produce Green Foundation ("PGF"). PGF set up the first organic farm in Hong Kong to promote green lifestyles to the public through organic farming with the hope of providing safer and healthier food, while protecting the environment. TTI also partnered with the Hong Kong Cancer Fund in Dance to Support the Less Fortunate.

At AIP, TTI employees also supported the less fortunate through a donation of clothes. Employees engaged in a number of volunteer activities, including visiting senior citizens' homes, collecting donations to buy school bags and clothes for children in the remote villages, and organizing groups to clean local public parks.

TTI encourages a healthy lifestyle

TTI maintains a core principle of providing employees with a balanced lifestyle. Many of TTI's locations are equipped with a state of the art gym, allowing for employees to exercise before work, during the day or after business hours. For those facilities without an available on-campus gym, TTI provides those employees a yearly stipend for exercise classes or gym memberships.

In Milwaukee, we partner with Salus for corporate wellness, which includes gym orientation, fitness classes, fitness assessments, quarterly fitness programs, weekly email blasts, monthly "Lunch and Learns" that often include cooking classes, and an annual wellness program called Healthy Rewards. The Healthy Rewards program encourages employees to take care of their overall health and wellbeing, with a focus on preventative care. Employees earn points for completing various wellness activities. These points can be used for gift cards or other wellness-related prizes.

In addition to on-campus gyms, TTI is working to create alternative healthier lifestyle activities and events, which include a Step Challenge, a "Fun Run" participation in the American Lung Association's "Fight for Air" Climb, Outward Bound Corporate Challenge, and Oxfam Trailwalker. TTI also sponsors sports teams that participate in ultimate Frisbee, basketball and soccer.

Because many of our employees have relocated to Dongguan to work at our AIP location, TTI promotes and encourages many activities, which are aimed at building a healthy lifestyle and teambuilding, which include the Houjie Town Half Marathon, special performances by the Wan Zhong Cinema, Lantern Festival activities, TTI Tug-of-War competition, Happy Singing Night, a TTI Talent Show, yoga classes, a Mother's Day parent-child activity, Mid-Autumn Festival activities, model competitions, Taiji boxing classes, Opusculum & Cross Talk Contest, Halloween Party, badminton and chess competitions, and sponsorship of a dance club and a singles club.