

Tredegear Corporation Policies Human Resources Policies		Number: HR.02.00.1201
		Revision No.: 1
Title: <i>Workplace Harassment Policy</i>		Owner: Executive Director, Corporate Human Resources
Effective Date: September 17, 2012	Supersedes Date: January 31, 2008	Approved By: Executive Director, Corporate Human Resources

Applies to: Tredegear Corporation (“Tredegear” or the “Company”), which includes all legal entities for which the management of the Company has responsibility.

Abstract: The purpose of this policy is to ensure that practices throughout the Company adhere to legal compliance requirements and are conducted in a manner that respects all individuals.

This policy governs the related section of the **Code of Conduct**. Exceptions to the policy must be by written authorization.

Tredegear Corporation and all of its facilities shall be committed to providing a work environment that is free from harassment.

The Company has “zero tolerance” with respect to employee harassment. The Company expressly prohibits any form of employee harassment based on race, color, religion, sex, gender, sexual orientation, gender identity or expression, national origin, ancestry, culture, specific ethnic group, language, age, disability, medical condition, pregnancy, veteran status, citizenship status, or other group status that may be protected by law, directives or regulations of the countries where the Company has a facility or does business. Improper interference with the ability of Tredegear’s employees to perform their expected job duties due to harassment in the workplace will not be tolerated. All employees, especially managers and supervisors, are expected and required to abide by this and all Tredegear policies.

No employee will be adversely affected in his/her employment or be retaliated against as a result of bringing a complaint or for cooperating in the investigation of unlawful or prohibited harassment in violation of this policy.

It is not the intent of the Company, with respect to any individual employment rights in non-U.S. locations, to go beyond the confines of the discrimination prohibitions in locations. Nor is it the intent of the Company that any such additional employment prohibitions be incorporated into a contract of employment in such non-U.S. workplace locations. Instead this policy shall only act as a behavioral guide in non-U.S. work locations to provide a work environment and culture free from harassment. Where U.S. or non-U.S. law, as applicable, is stricter or recognizes additional prohibitions against discrimination or harassment than the Company policy herein, such law will apply.