

 <p>HUBBELL CORPORATE POLICY</p>	<p>VIOLENCE-FREE WORKPLACE POLICY</p> <p>Owner: Senior Vice President, Human Resources</p>
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POLICY

Hubbell Incorporated, its subsidiaries and affiliates (collectively “Hubbell”) prohibits violence of any type in its facilities and workplace.

SCOPE

This policy applies to all Hubbell employees.

PURPOSE

Hubbell is committed to preventing workplace violence and to maintaining a safe work environment for all of its employees.

DEFINITIONS

Violence - any verbal or physical action which either implies or actually results in bodily harm to another.

PROCEDURE

The Company does not tolerate any type of workplace violence committed by or against individuals. The following list of behaviors provides examples of prohibited conduct, including but not limited to:

- Causing physical injury to another person;
- Making threatening remarks;
- Aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress;
- Intentionally damaging Company property or another individual’s property;
- Possession of a weapon while in any Company facility;
- Possession of a weapon while on Company premises or in a Company vehicle, except as permitted by state law.

Any person conducting Company business on or off Hubbell premises, is required to refrain from fighting, horseplay, or other conduct that may be dangerous to themselves or others. Firearms, weapons, and other dangerous or hazardous devices are prohibited at all times while on Company premises, including, but not limited to, the employee, the contents of their locker, the employee’s vehicle or Company vehicle and/or in the employee’s personal belongings (i.e. briefcases, handbags), except as otherwise permitted by state law.

Threats, intimidation or coercion of any individual will not be tolerated. Individuals shall report all threats of actual violence, both direct and indirect, as soon as possible to Human Resources, Safety or the Legal Department. In order to maintain workplace safety and the integrity of its investigation, the Company may suspend employees, either with or without pay, pending investigation. The Company will investigate all reports of threats or of actual violence. Reports or incidents warranting confidentiality will be handled appropriately and information will be disclosed to others only on a need-to-know basis.

Anyone determined to be responsible for threats of actual violence or other conduct that is in violation of this procedure will be subject to prompt disciplinary action up to and including termination.

Training: The Human Resources Department will provide training to employees regarding Hubbell's commitment to a violence-free workplace.