

## Universal Products, Inc. Corporate Policy

### BUSINESS ETHICS

Our basic business philosophy is to conduct our business in a lawful and ethical manner. Everyone has an obligation to behave at all times with honesty and propriety because such behavior is right and Universal Products' success depends on its reputation for integrity.

Employment by the Company carries with it a responsibility to be constantly aware of the importance of ethical conduct. Employees must refrain from taking part in, or exerting influence in, any transaction in which their own interests may conflict with the best interests of the Company. In addition, employees are expected to protect and safeguard confidential proprietary information which may come into their possession while employed at Universal Products.

