



Employee Handbook

Code of Conduct Acknowledgement





A Message from Jay L. Geldmacher, Chief Executive Officer

Dear Fellow Employee:

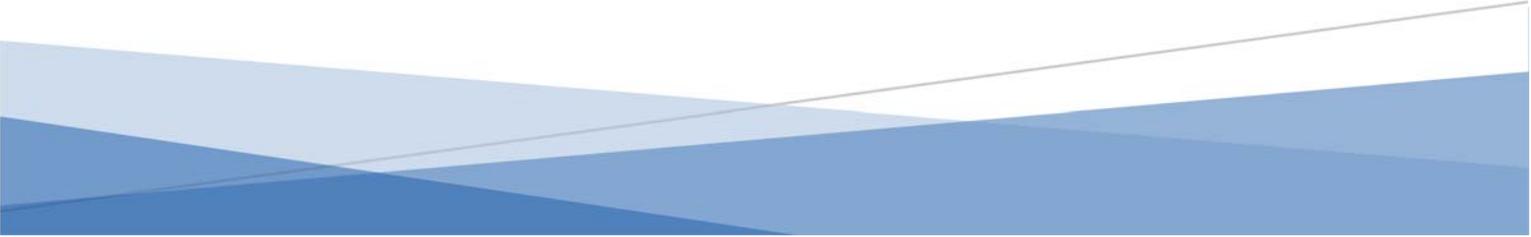
The policy and historic practices of Artesyn Embedded Technologies have always been to conduct its businesses lawfully and ethically in all countries where we operate. As a condition of our employment, each of us has an obligation to act at all times fairly and honestly. Such commitment to ethical conduct as an institution and as employees is fundamental to the long-term success of Artesyn.

I urge you to carefully read this handbook. It applies to all Company employees throughout the world. It is intended to help us understand our obligations so that each of us complies with the highest ethical standards in all Company endeavors. Please reference it often to ensure its guiding principles are the foundation of our Company's culture and an active part of your everyday business life. Violations of Artesyn's Code of Business Ethics are not acceptable.

Integrity and ethical conduct are cornerstones of Artesyn. I know I can count on your support to continue this tradition.

If you have any questions related to the Artesyn Code of Business Ethics, please contact the Ethics Officer, as noted in the facilities Ethics Postings, or your regional Human Resources Manager.

Jay L. Geldmacher



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Purpose

Our business must adhere to the highest standards of ethical behavior. The message is simple and clear: diligent observance of the laws and regulations is a requirement from which there can be no exception. The same is true about observance of Company policies and practices. However, rules can't guarantee ethical conduct; only people can. Therefore, the purpose of this Handbook is as follows:

To affirm in a comprehensive statement the ethical standards required of all Company employees;

To encourage all employees to put the applicable ethical standards into daily practice.

Defined Responsibilities - Company

Provide all employees with clear guidelines on matters of everyday business conduct.

Implement the Artesyn Code of Business Ethics (the "Code") contained in this Ethics Handbook.

Distribute this Ethics Handbook to all employees.

Ensure through communication and training programs that all employees are aware of and understand the Code.

Provide continuing counsel on Company policies and procedures to all employees.

Enforce compliance with the Code.

Assure there will be no retribution for reporting an alleged violation of the Code or Company policies or procedures.

Require all supervisors and managers to implement and comply with the Code.

Defined Responsibilities – Supervisors / Managers

Ensure that all current and new employees under their supervision receive a copy of this Ethics Handbook, are trained in its meaning and application, and sign and return the Acknowledgement on the last page of this Ethics Handbook. The acknowledgment will be maintained in the employee's personnel file.

Periodically review the Code with employees under their supervision and ensure that "refresher" programs are provided as necessary.

Direct any inquiries concerning the Code to Artesyn's Ethics Officer and ensure the employee's concern has been addressed.

Enforce the requirements of the Code and Artesyn's policies and procedures which support the Code.

Maintain a workplace environment that encourages frank and open communication, free of the fear of reprisal, concerning compliance with the Code.

Set the example by conducting themselves and managing their departments and the activities of all employees under their supervision in accordance with the Code.

Defined Responsibilities – All Employees

Review, know and understand the Code.

Uphold the Code and the policies, procedures and practices that support them in their daily business conduct.

Contribute to a workplace environment that is conducive to the maintenance of the Code.

Seek help when the proper course of action is unclear or unknown.

Remain alert and sensitive to situations that could result in actions by any employee that are illegal, unethical, in violation of the Code or policies and procedures that support the Code, or are otherwise improper.

Encourage fellow employees to consult with the Ethics Advisor from their location or Artesyn Legal Department when it appears they may be in danger of violating the Code or Company policies and procedures.

Report actual or perceived violations of the Code or Company policies and procedures for appropriate action.

Artesyn Code of Business Ethics

Introduction

Artesyn has a distinguished tradition of adherence to the highest ethical standards and intends to maintain these standards in all of its business dealings. Improper activities could harm the Artesyn's reputation for integrity and otherwise result in adverse consequences to Artesyn and its employees. Even the appearance of impropriety may be extremely damaging.

The purpose of this Code of Business Ethics ("Code") is to affirm in a comprehensive statement the standards of conduct required by Artesyn. This Code supplements the Corporate Policies and Procedures and other corporate policies already in place. The Code provides firm, uncompromising standards for each employee of Artesyn with respect to all dealings, including with customers, suppliers, government agencies, the public and others.

Adherence to this Code is the responsibility of each employee and is a condition of continued employment. The Code will be administered independently of other Company practices. Adherence to the Code will be the subject of management attention and periodic internal audits and reviews. An employee's actions under this Code are significant indications of the individual's judgment and competence. It is the expectation of Artesyn that the Company and all employees will be 100% compliant with this Code of Business Ethics.

General Ethical Standards

Set forth below are general standards that shall be met by all employees. However, these standards are not necessarily the only obligations that apply to employee's conduct. In general, all employees shall take care to avoid any conduct that could reasonably appear to be improper or might injure Artesyn's reputation for honesty and integrity in its activities. If in doubt, consult with your supervisor, location HR Manager, or Artesyn Ethics Officer.

Compliance with Laws, Rules and Regulations

Artesyn is strongly committed to conducting its business affairs with honesty, integrity and in compliance with applicable laws, rules and regulations. No employee of Artesyn is authorized to commit an illegal or unethical act, or to instruct others to do so.

Furthermore, Artesyn is committed to complying with applicable standards, rules and regulations for the respect and treatment of its employees. It has therefore adopted and actively pursues conformance to applicable industry standards in furtherance of this commitment.

Do not hesitate to ask your local Human Resources or the Legal Department for advice before making any decision about which you are uncertain.

Conflict of Interest

No employee may have a personal, business or financial interest that is incompatible with the loyalty and responsibility owed to the Company ("conflict of interest"). It is not possible to identify every particular activity that might give rise to a conflict of interest. However, some practices and circumstances that may result in conflicts are described below.

Dealing with Suppliers and Customers

Employees should be motivated to acquire goods and services and make transactions for the Company on terms most favorable to Artesyn. Disclosure shall be made to Artesyn if an employee or his/her

immediate family members has an ownership interest in a business that is a supplier or customer, or is performing services of any kind for, or is otherwise compensated by, such a business. Ownership of less than 5% of the stock of a public company is acceptable.

Dealing with Competitors

Similarly, disclosure shall be made to Artesyn if an employee or any of his/her immediate family members has an ownership interest in a competitor's business or is performing services of any kind for, or is otherwise compensated by, a competitor. Ownership of less than 5% of the stock of a public company is acceptable.

Outside Directorships and Consulting

A Company employee, if asked to serve as a director of or consultant to another business, shall first receive clearance from Artesyn's Chief Executive Officer.

Compensation, etc. from Others

An employee or member of his/her immediate family shall not accept compensation, loans, entertainment or gifts of more than nominal value, commissions, property or anything else of personal financial or other advantage, from outside parties in connection with any transactions in which Artesyn might have an interest, without making full disclosure to Artesyn. This policy does not apply to personal loans from a recognized lending institution made in the ordinary course of business on usual and customary terms.

Other Opportunities Resulting From Employment

The acquisition by an employee or his/ her immediate family members of an interest or other financial advantage in real estate, patent rights, securities, profit opportunity or other right or property which results from or is directly connected with his/her employment, shall be disclosed to Artesyn.

Reporting and Evaluating a Potential Conflict of Interest

If you are aware of a potential conflict of interest, you should report it to your supervisor, Human Resources Manager, or Artesyn's Ethics Officer. All reported potential conflicts of interest will be evaluated by the Ethics Officer and Legal Department, who will determine whether a conflict of interest exists that is potentially damaging to Artesyn or is in violation of a law.

Equal Employment, Anti-Harassment and Sexual Harassment

Artesyn is committed to a policy of equal employment so as to assure that there shall be no discrimination or harassment against an employee or applicant on the grounds of race, color, religion, sex, sexual orientation, age, disability, national origin, or any other factor made unlawful by applicable laws and regulations.

This policy relates to all phases of employment including recruitment, hiring, placement, promotion, transfer, compensation, benefits, training, educational, social and recreational programs and the use of Company facilities. Sexual harassment is specifically prohibited. These policies cover all personnel actions in all job categories at all levels.

Political Payments

No funds or assets of Artesyn shall be used to aid any candidate or nominee for national, state or local political office or to aid any political parties or committees unless otherwise permitted by law and approved in advance by the Chief Executive Officer. These restrictions apply to payments for like

activities in countries other than the United States. These prohibitions cover direct contributions and indirect assistance such as the furnishing of goods, services or equipment to candidates, political parties or committees, or employee expense reimbursement for political activities. Should Artesyn form one, employee contributions to an approved Company political action committee are permissible as well as an employee's personal contribution or participation in the political process in accordance with applicable laws.

Proprietary Information

Artesyn's trade secrets and proprietary data are parts of Artesyn's valuable intellectual property. These include technical, financial, operating, marketing and administrative information in many forms. Protection of their confidentiality is vital. A Company employee shall not use such information for personal benefit or for the benefit of any other than Artesyn. Furthermore an employee shall not disclose or make public such information except with the written authorization of the CEO, President, or CFO. This restriction on disclosure to others applies to the government and to prime contractors, subcontractors, and suppliers, as well as the general public. Whether inside or outside Artesyn and its facilities, an employee shall take reasonable precautions to protect such information from inadvertent disclosure.

Artesyn and its employees may from time to time receive or have access to trade secrets or proprietary data of a government agency, other corporations and others. Employees shall handle these in accordance with any agreements concerning their use or disclosure, and with the same care and under the same restrictions as if they were Artesyn's trade secrets or proprietary data. Furthermore, Company employees shall not disclose to other Company employees or use for the benefit of Artesyn trade secrets and proprietary data of their former employers. Intellectual property (including patents) developed as an employee are the property of Artesyn and not the individual. If an employee develops confidential information or data, the employee has a responsibility to identify the information as Company confidential information and protect the proprietary nature of this information.

Privacy

Employees are to commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Employees are to comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

Electronic Media

As a general matter, Company-provided electronic media is the property of Artesyn and provided to assist employees in performing their jobs so as to promote Artesyn's business interests. These resources are not to be used for illegal, inappropriate, or non-productive purposes. Employees should have no expectation of privacy in the use of electronic media to access, create, store, send, or receive information, unless local laws provide such privacy rights.

Limited, occasional or incidental use of Electronic Media for personal, non-business purposes is a privilege that must be exercised with good judgment and a sense of responsibility in accordance with this Policy. Abuse of any such privilege may lead to disciplinary action up to and including termination of employment.

If an employee exits Artesyn, they will be expected to provide any passwords necessary to access Company critical information on Company issued equipment.

Any use of social media when speaking on behalf of Artesyn must be authorized by and follow guidelines established by the Legal and Marketing departments.

Insider Information and Securities Trading

Artesyn is required to provide full and fair public disclosure on a timely basis of any activities that would materially affect the value of Artesyn or any of its securities.

In the normal course of business, some employees may become aware of such activities before the activities become public knowledge. Until it is released to the public, this knowledge is considered “inside” information and shall be kept confidential. Applicable securities laws are designed to protect the public by preventing anyone with inside information from unfairly exploiting this knowledge. Acting on inside information for personal gain or releasing it to anyone else prior to its public disclosure is in violation of law and Company policy.

The following guidelines are intended to help in complying with the rules regarding inside information:

Inside information shall be shared only with persons inside or outside Artesyn whose responsibilities require them to have the information

Artesyn has standard procedures for the release of material information outside Artesyn. No such disclosure shall be made without following those procedures strictly.

An employee shall not buy or sell Company stock, or other Company securities, or direct someone else to buy or sell on his/her behalf or on the behalf of other parties if he/she has knowledge of material inside information that has not been made public.

An employee shall not trade in another company’s stock, options or other securities on the basis of Company inside information or information learned in the course of their Company duties.

Antitrust/Competition Laws

Compliance with antitrust/competition laws and profitable operation of Artesyn are compatible objectives. Dealing fairly, equally, and openly with customers and suppliers, as well as competing aggressively and independently, are principles on which Artesyn has built its success. Failure to follow these laws may result in criminal penalties including jail sentences and/or fines and loss of employment.

Primary responsibility for compliance rest with each individual. Artesyn will issue from time to time antitrust policy statements and guides and encourages its employees to consult these documents. Generally, an employee shall not enter into an understanding, agreement or plan, expressed or implied, formal or informal, written or oral, with a competitor in regard to prices, terms or conditions of sale or service, production, distribution, territories or customers. He/she shall not exchange or discuss with a competitor prices, terms or conditions of sale or service, or other competitive information, nor engage in other conduct that violates any of these laws. If an employee identifies what might be an antitrust/anti-competition problem, he/she should promptly notify the Legal Department.

Accounting Systems, Books and Records

Company policy is that its books and records will fairly and accurately reflect all transactions and the acquisition and disposition of assets in reasonable detail and will conform both to applicable legal requirements and to Artesyn’s systems of internal controls. Books and records will be maintained in accordance with accounting principles generally accepted in the United States and other countries. No

false, artificial or misleading statements or entries shall be made in Company books and records including, but not limited to, time cards, accounts and financial statements. No unrecorded off-the-books or “slush” funds or secret assets of any kind shall be maintained for any purpose whatsoever.

Coercion of Auditors

The integrity of Artesyn’s audited financial statements is critical. No employee shall take any action to fraudulently influence, coerce, manipulate, or mislead Artesyn’s independent public accountants engaged in the performance of an audit of Artesyn’s financial statements for the purpose of rendering the resulting financial statements materially misleading.

Public Disclosure and Financial Reporting

Artesyn is committed to making complete, timely and accurate public disclosures. Artesyn has a responsibility to communicate effectively and candidly with stockholders and other constituencies so that they have a realistic picture of Artesyn’s financial condition and results of operations. Artesyn is committed to full, fair, accurate, timely and understandable disclosure in its periodic reports filed with our Bond Holders and in its public disclosures. These obligations apply to all employees with any responsibility for the preparing of such reports or public disclosures, including drafting, reviewing, signing or certifying the information included in such reports or public disclosures. Adherence to these obligations requires an environment of open and honest communication, integrity and full disclosure, while not compromising confidentiality and proprietary information. Artesyn financial information may not be disclosed to outside parties without prior approval of the CEO, CFO and the President.

If any employee, including those not responsible for the preparing of such reports or other public disclosures, has concerns about any of Artesyn’s systems of internal accounting and financial controls, the internal audit process and financial or other disclosures, he or she should communicate those concerns to his/her supervisor, HR Manager or the Ethics Officer. Any employee who is contacted by another employee expressing concerns about any of the foregoing must immediately report those concerns to his/her supervisor, HR Manager or the Ethics Officer. In the alternative, an employee may report such concerns, confidentially and anonymously, by calling Artesyn’s “Ethics Compliance Hotline”. The telephone number is posted at every Company location.

Employment of Current and Former Government Employees

In the U.S. and elsewhere, federal, state and local laws and regulations establish a number of requirements or restrictions on present and former government employees. An employee who formerly worked for the government, or who serves as a special government employee or a reservist on active duty, shall strictly comply with these rules. It is Company policy that discussions of possible future employment may not be held with a current government employee in violation of law. To the extent this restriction applies in other countries, the law will be strictly adhered to.

Gifts to Others

No gift (regardless of value) or other thing of value shall be given to an employee of a customer, vendor or other entity with the intent to influence corruptly that employee’s conduct. Gifts, regardless of reason, are discouraged generally. Gifts are prohibited to federal, state or local government officials unless of a nominal amount expressly authorized by Company policy pursuant to the law). No gift may be given to government officials when a related Artesyn matter is pending.

Asia Gift Policy

There is a detailed policy in Asia that defines specific approval processes and limits for entertainment and meals to government officials and gifts. The policy covers gifts of anything of value including, without limitation, cash, tangible and intangible things or expenses, such as meals and entertainment, paid to on behalf of a customer or government official. In all cases, the policy is intended to work in conjunction with local laws and Company expense procedures.

Strict limits apply for gifts, meals and entertainment of, customers, commercial entities, government officials and employees of government agencies. Exceeding these limits requires advance approval of the COO, CEO, and VP of HR.

Giving and receiving Company Red Packet and Condolence Cash Gifts are generally prohibited to third parties. Gifts to Artesyn employees are permitted as long as not excessive and with approval of senior management. Condolence gifts are allowed with approval and within policy guidelines. Review the policy for guidelines on the giving personal Red Packet gifts.

Receiving Red Packets from third parties with a current or potential business relationship with Artesyn is strongly discouraged. This includes government officials or units, customers, vendors, suppliers, or service providers. However if refusing to accept a Red Packet would be culturally insensitive, offensive or rude, an employee may accept if the amount is reasonable and customary. Receipt of Red Packet gifts in these situations should be immediately reported to department or function head.

International Business

Employees worldwide, irrespective of geographic location, must comply with U.S. and local laws/regulations, e.g., foreign exchange controls, custom duties, value added taxes, etc. If there is any question as to a potential conflict between local laws/regulations and U.S. laws/regulations, Artesyn's General Counsel should be immediately contacted, and no action is to be taken without such consultation.

Boycotts

U.S. companies are prohibited from participating in economic boycotts against friendly countries. Artesyn or any of its employees may not refuse to do business with anyone based upon race, religion, sex or national origin and may not provide information concerning these matters to others.

Any requests to Artesyn or any of its employees to participate in a boycott must be promptly reported to the Legal Department and the U.S. government. Requests to participate in a boycott might be found in almost any type of business documents including contracts, requests to bid, letters of credit, purchase orders and questionnaires. If you receive questions about whether we do business with Israel, such inquiries must be reported to the Artesyn Legal Department.

Import and Export Controls

It is the policy of Artesyn to comply fully with all U.S. import and export control laws and regulations. Each employee involved in international sales should be aware of the various embargoes of exports to certain countries which are imposed by U.S. and other countries where we operate. These laws apply to Artesyn's U.S. operations and foreign subsidiaries. Failure to adhere to such laws could result in loss of export trading rights for Artesyn or one of its divisions or in criminal penalties for employees. If there is a conflict between these laws and regulations, you must refer this issue to the Artesyn Legal Department, Attention Artesyn General Counsel.

Foreign Corrupt Practices

No employee shall promise, offer or make any payments in money, products, or services, either directly or indirectly, to any foreign government employee in order to induce favorable business treatment or to affect governmental decisions in violation of the Foreign Corrupt Practices Act (“FCPA”) or other U.S. or foreign anti-bribery laws. Government employees include employees of government-owned corporations, public utilities, and any other substantially government-funded or government-controlled entity. The accounting practices of the Company shall be consistent with the anti-bribery requirements in all jurisdictions where Artesyn operates

Health, Safety and Environment

Artesyn is committed to compliance with all federal, state and local laws and regulations that apply to its operations, including those concerning health, safety and environmental laws anywhere in the world. Employees will make every reasonable effort to ensure that Artesyn’s products and places of business are safe for the public and its employees. A healthy and safe work place and environment is not just the responsibility of Artesyn or management, it also demands the attention of every employee.

Employees shall follow Company policies and directives relating to matters of health and safety and maintenance of environmental standards. Employees are expected to use common sense and good judgment in dealing with such matters.

Protection and Proper Use of Company Assets

Protecting company assets against loss, theft and misuse is the responsibility of every employee. Any suspected theft, fraud or inappropriate use of Company assets should be reported to an employee’s supervisor, HR Manager or the Ethics Officer. Assets may only be used in accordance with Company policies. Assets may not be sold, loaned, given away or disposed of without proper authorization.

Ethical Standards in Government Contracting

Artesyn strives to excel as a responsible provider of products and services to the U.S. and other governments. Accordingly, no employee shall, in connection with any transaction with the U.S. or other governments, engage in conduct in violation of law or regulation or otherwise inconsistent with the standards of honesty and integrity necessary to achieve the objective.

Government information shall not be solicited or accepted from any source, directly or indirectly, if there is reason to believe its release is unauthorized or if its transmission or receipt would be unlawful. In addition, sensitive, nonpublic data and information of competitors, such as bids or trade secrets, shall not be solicited or accepted from any source, directly or indirectly, if there is reason to believe its release is unauthorized or unlawful.

Government contracts are to be entered into and performed in good faith and services shall meet or exceed contractual specifications. An employee may not provide the government something different than what is specified or fail to adhere to testing requirements, unless prior governmental approval is obtained in writing. Only costs that are allowable and allocable to a contract under law and regulation may be billed to the government. Accuracy and consistency are required in the accumulation and allocation of such costs. If Artesyn were to have a government cost plus type contract, it is each employee’s responsibility to charge accurately his/her time and other costs within his/her purview to the best of his/her knowledge and belief. Incorrect charging is a serious matter, is strictly prohibited and will result in investigation and possible disciplinary action.

Pursuant to applicable laws and regulations, strict restrictions are imposed on the acceptance, protection and control of classified government documents (confidential, secret or top secret). A breach of security shall be immediately reported to the VP of HR or General Counsel.

Consultants and Agents

Properly utilized consultants and agents may be able to assist Artesyn in achieving its legitimate business objectives. However, Company personnel must take steps to ensure that consultants and agents comply with relevant laws and regulations, Company policies and terms of their consulting or other agreements, including requirements concerning procurement information and conflicts of interest. Agreements with consultants or agents shall require such compliance by the consultant or agent.

Avoidance of Gifts, Gratuities, Etc. to Government Employees

No employee may, directly or indirectly, give, offer or promise anything of value (for example, entertainment or a gift) to any government officer or employee in a position to influence any government decisions with respect to Artesyn or its activities except in compliance with applicable law and of nominal value expressly authorized by Company policy.

Ethics Policy Implementation

The business has designated senior HR officials with responsibility for regional implementation of the Ethics Program. Artesyn's Ethics Officer is also available for consultation on ethics issues or to answer any questions you may have about this Code.

Many other Company policies govern the ethical conduct of Company employees. Often these policies elaborate upon the general guidelines set forth in this Code. Employees shall make themselves aware of and comply with the applicable policies and procedures.

Employee Responsibility and Discipline

All employees shall strictly conform to this Code and any other applicable policies. Each employee shall carefully review this Handbook to understand and to comply with this Code. The CEO is responsible for ensuring that all employees receive a copy of the Ethics Handbook. With respect to particular areas of conduct involving specific employees, further training and guidance will be provided as appropriate. In any instance where any employee requires guidance as to how to follow this Code, he/she should seek advice from his/her supervisor, HR Manager or the Ethics Officer.

If a Company employee becomes aware of conduct that may violate this Code, then he/she shall report it directly to his/her supervisor, HR Manager or the Ethics Officer. In the alternative, the employee may report such ethics concern by calling Artesyn's "Ethics Hotline" or using the Ethics website. The telephone number is posted at every Company location. Calls to the Ethics Hotline and reports on the Ethics Website can be made on an anonymous basis. *No matter how reported, there shall be no retaliation or harassment of employees, suppliers, or customers who report possible violations.*

Each supervisor is responsible to oversee the conduct of each employee under his/her supervision and to ensure that employee's compliance with this Code. Any supervisor receiving a report from an employee of a possible ethics violation must report it to the Ethics Officer, who shall take action as appropriate. Anyone violating this Code, whether occurring through individual misconduct, a failure to exercise adequate supervisory oversight, or a failure to report misconduct of others, shall be subject to appropriate disciplinary action. Serious misconduct may result in termination of employment.

Reporting Alternatives and Ethics Hotline

There are many alternatives available to employees to ask questions about or to report actual or perceived violations of the Code. These alternatives are as follows:

The immediate supervisor should be the primary resource in most instances.

The next step should be to seek the advice of anyone in the department's chain of command. In other words, the "open door policy" should be used.

Local Human Resource officers can always be contacted with ethics concerns

Contact Artesyn Ethics Officer.

Artesyn "Ethics Hotline" or Ethics website can be used to report ethics concerns or violations or to report concerns regarding potential accounting or financial irregularities. All reports to the hotline or website can be anonymous if so requested. Your call will be received by an independent company and their report to the call will be sent to Artesyn for investigation and response. Calls regarding accounting, internal accounting controls, or auditing matters will be reviewed by the Ethics Officer and the Artesyn Board of Directors.

Whatever the concern, there is an appropriate resource within Artesyn. Additionally, the Office of the Chief Executive is committed to providing avenues through which such issues may be raised, reviewed and, in every possible instance, resolved.

No Retaliation

There shall be no retaliation or harassment of employees, suppliers, or customers who report possible violations or other concerns. Any employee who engages in such retaliation or harassment will be subject to serious disciplinary action, including possible termination of employment.

Code of Conduct Acknowledgment

I have carefully read the Handbook, including the Artesyn Code of Business Ethics. I understand and agree to comply with its purposes and provisions.

Signature of Employee

Employee ID Number

Typed or Printed Name of Employee

Date

Office Location and Address

Please complete and return this acknowledgement form to Human Resources to be included in the employee's personnel file.