

KIDDE GLOBAL SOLUTIONS EMPLOYEE CODE OF ETHICS

This Employee Code of Ethics (“Code”) applies to all Kidde Global Solutions (“KGS” or “Company”) directors, officers and employees, as well as to directors, officers and employees of each entity within the KGS family.

One of our core values is to always act with integrity. Our reputation and ultimately success depends not only upon the individual actions of our employees, but on the actions of the many parties with whom we do business. We expect our employees and our business partners to always act in a manner consistent with the values set forth in this Code. We are proud to be an ethical company and one with which others want to do business.

The Code sets basic requirements for business conduct and serves as a foundation for our Company policies, procedures and guidelines, all of which provide additional guidance on expected behaviors. We strive to cultivate a positive work environment and strong business relationships where only legal and ethical actions that reflect our core values are acceptable. Our Code demands that we aspire to do the right thing and to refrain from unethical or immoral conduct even when it may be permitted under applicable law.

When confronted with ethically ambiguous situations, review our policies and/or seek advice from your manager, Human Resources, the Ethics and Compliance Department or other appropriate personnel to ensure that all actions taken on our behalf honor this commitment. It is never acceptable to compromise our values or integrity to achieve our business objectives.

When employees, contractors or others observe or suspect something that contradicts the Code or our policies, we encourage them to Speak Up and report it, even anonymously if they prefer. Anonymous claims can be made through our Speak Up Hotline at kgs.ethicspoint.com. We are committed to providing a safe reporting environment. Our Company has zero tolerance for retaliation in any form. Anyone engaging in retaliatory behavior against those who make a report in good faith will be subject to disciplinary action, up to possible termination.

Integrity

- **Honesty:** Be truthful and transparent in all communications and actions.
 - **Example:** If you make a mistake in a report, promptly inform your supervisor and correct it, rather than hoping it goes unnoticed.
- **Accountability:** Take responsibility for your actions and decisions.
 - **Example:** If a project you are leading falls behind schedule, take responsibility and work with your team to develop a plan to get back on track.
- **Speak Up:** When you observe or suspect something that is unethical, illegal or contradictory to this Code, report it.
 - **Example:** You witness a male employee being overly aggressive with a female employee, including making suggestive gestures. Even if the female employee does not report the incident, you should.
- **Legal Compliance:** Adhere to all applicable laws, regulations, and policies.
 - **Example:** My team complies with our policy that requires preapproval for certain gifts, entertainment and sponsored travel.

- **Ethical Standards:** Uphold the highest ethical standards in all professional activities. Ask yourself “Can I?” then “Should I?” and “Would I be comfortable seeing the result of my behavior on the cover of a newspaper?”
 - Example: You suspect that a distributor is selling product into a sanctioned country in violation of our policies and its distribution agreement, but the distributor’s sales have enabled your office to exceed its sales targets for the year. The right thing to do is to report your suspicions so the Company can investigate.

Safety

Product safety is crucial, especially for a company that helps save lives. We will work tirelessly to ensure that our products are reliable and free from hazards, protecting consumers from potential harm and fostering trust and confidence in our brands. We will not compromise product safety, consumer safety or employee safety for profit.

- Example: I immediately reported a potential safety issue and stopped production, even though it could impact a major sale. My passion to deliver safe products to our customers always comes first.

Respect

- **Confidentiality:** Respect the privacy and confidentiality of information entrusted to you.
 - Example: Keep sensitive information about clients or colleagues secure and do not share it with unauthorized individuals.
- **Sustainability:** Consider the environmental and social impacts of your actions and strive for sustainable practices.
 - Example: Consider opportunities to eliminate waste and reduce the company’s carbon footprint.

Inclusion

- **Dignity:** Treat everyone with respect and dignity, regardless of their background or position. Respect creates a positive work environment where we all feel included and empowered to reach our full potential.
 - Example: Listen to colleagues’ ideas and concerns without interrupting or dismissing them, regardless of their position in the company.
- **Equality:** Ensure fair treatment and equal opportunities.
 - Example: When hiring new employees, evaluate candidates based on their qualifications and experience, not personal relationships or biases.
- **Objectivity:** Avoid even the appearance of a conflict of interest.
 - Example: It would be a perceived conflict of interest for an employee to accept lavish meals and entertainment from a prospective vendor if that employee could potentially influence the company’s decision on whether to do business with that vendor.