

Modern Slavery Statement

Eaton Electrical (Australia) Pty Ltd and Eaton Industries Pty Ltd

Financial Year Ended 31 December 2024

This statement is made pursuant to the *Modern Slavery Act 2018* (Cth) (the '**Act**') by Eaton Electrical (Australia) Pty Ltd, ACN 000 050 644 and covers the financial year 1 January 2024 to 31 December 2024 (the "**reporting period**").

This statement is made as a joint statement covering Eaton Electrical (Australia) Pty Ltd and Eaton Industries Pty Ltd, ACN 103 014 571 (together, "**Eaton Australia**"). Eaton Electrical (Australia) Pty Ltd does not own or control any other entities.

To prepare this statement, Eaton Electrical (Australia) Pty Ltd engaged and consulted with Eaton Industries Pty Ltd.

This statement sets out the steps that Eaton Australia took during the reporting period to avoid and mitigate the risk of modern slavery and human trafficking taking place in our business and supply chain.

Eaton Australia is part of the global Eaton group, the ultimate parent company of which is Eaton Corporation plc (referred to as "Eaton," "the Company," "we," "us," and "ours").

Eaton Overview

Eaton is an intelligent power management company with revenues of 24.9 billion reported in 2024. The Company provides sustainable solutions that help our customers effectively manage electrical, hydraulic and mechanical power - more safely, more efficiently, and more reliably. Eaton is dedicated to protecting the environment and improving the quality of life for people everywhere. Eaton makes products for the data centre, utility, industrial, commercial, machine building, residential, aerospace and mobility markets. Eaton has 5 key business segments: Electrical Americas and Electrical Global, Aerospace, Vehicle, and eMobility.

For additional information about our business segments and subsidiaries, including the wide variety of products manufactured in each segment, refer to Eaton's 2024 Form 10-K available at <https://www.eaton.com/us/en-us/company/investor-relations.html>.

This statement is provided by Eaton Australia for the purposes of the Act. Eaton issued an annual global statement for itself and on behalf of all its subsidiaries in compliance with the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010. This statement is available here: [Slavery and human trafficking statement | Eaton](#).

As part of the Eaton group, Eaton Australia shares and follows the same key governance processes and policies, including Eaton's Code of Ethics, Eaton's Supplier Code of Conduct, and the same internal control framework, business, operations and supply chain systems and processes (including human rights and modern slavery policies and risk mitigation) as described in more detail below.

Eaton Supply Chain Overview

Eaton has a substantial number of suppliers globally that span across our five business segments. Our supply chain is multi-tiered and the raw materials, parts and services that we purchase are varied and are sourced from more than 50,000 suppliers across the globe supporting Eaton's segment businesses. Eaton actively seeks to do business with suppliers

that are industry leaders, strategic partners and financially stable, and share Eaton's focus on doing business responsibly.

Powerful Purpose – Eaton's Policies and Governance Processes

At Eaton, we consider *how* we achieve our results to be an important measure of success. Doing Business Right is at the core of the Eaton brand. Eaton's financial success is tied directly to our long-standing commitment to the highest ethical standards. This commitment includes respecting human rights and requiring our suppliers to do the same. Eaton prohibits use of all forms of forced labour including modern slavery, and human trafficking in its operations in any form and we do not employ child labour. An important part of this commitment is ensuring that Eaton's suppliers and supply chain do not use forced or slave labour or engage in human trafficking or child labour. Several key governance processes and supporting policies guide our actions accordingly.

Eaton Code of Ethics

Eaton's [Code of Ethics](#), refreshed in 2023, includes our fundamental principles to respect human rights and to protect human rights at all levels which we expect both Eaton employees and suppliers to honour. The Code of Ethics includes guidance on how these principles are integrated into our core values and day-to-day operations. Eaton's Code of Ethics specifically prohibits Eaton and its suppliers from using forced labour of any kind including slave labour and human trafficking. To demonstrate that Eaton's ethics standards are both current and at the highest level, Eaton established an office to oversee and manage its ethics and compliance program. The office is under the direction of the Senior Vice President, Global Ethics and Compliance, with ultimate oversight by the Governance Committee of the Board of Directors.

Eaton Human Rights policy

In 2024 Eaton introduced a new Global Human Rights policy. The policy sets out our expectations for protecting and respecting human rights in our business practices and for avoiding complicity in human rights violations consistent with our values.

Eaton Supplier Code of Conduct

In 2024 Eaton updated the Eaton [Supplier Code of Conduct](#). The Code of Conduct continues to set forth the minimum workplace, labour and human rights standards and business practices that are required of any Supplier doing business with Eaton, consistent with Eaton's values as documented in Eaton's Code of Ethics and Human Rights policy. The updated Code requires suppliers to provide confidential reporting channels and grievance mechanisms to their workforce so they can raise concerns or report wrongdoing (including human rights violations) free from fear of retaliation. It also reinforces that Eaton's global Ethics Help Line reporting process is available both to suppliers and their workforce. These requirements are applicable to suppliers of Eaton and their affiliates and subsidiaries globally, and include prohibitions on the use of forced labour, modern slavery, human trafficking and child labour. Eaton suppliers are required to adhere to and certify compliance with the Supplier Code of Conduct.

Eaton's Code of Ethics, Human Rights policy and Supplier Code of Conduct are integrated into policies, procedures and plans to ensure awareness and understanding of requirements. Implementation responsibilities are further addressed in various plans and guidance

resources such as the Eaton Supplier Excellence Manual, and in the case of relevant US government contracting requirements, through a Trafficking in Persons – Compliance Plan, in accordance with Federal Acquisition Regulation human trafficking related requirements.

In support of these policies, processes and procedures, Eaton undertakes specific actions to identify, prevent and mitigate the risk of forced labour, modern slavery, human trafficking and the use of child labour in our own business and supply chain, including:

1. Supplier Verification and Continuous Monitoring

Risks related to modern slavery and human trafficking in Eaton's supply chain are addressed through setting clear expectations for suppliers and ensuring conformance by Eaton suppliers with the Supplier Code of Conduct through inclusion of the Code of Conduct requirements in our standard terms and conditions. Suppliers are required to separately review and affirm the requirements contained within Eaton's Supplier Code of Conduct.

Eaton has established a Supplier Site Assessment (SSA) process to review supplier performance and practices. The SSA includes questions to evaluate whether a supplier has processes to address ethics and compliance-related issues.

Eaton further monitors publicly available information, as well as information from subscription services. In cases where we are alerted to a risk of non-compliance with Eaton's Supplier Code of Conduct, we conduct an investigation and address such risk appropriately.

Eaton has established partnerships with non-governmental organizations and industry associations focused on supply chain human rights risks and leverages their comprehensive resources to support our human rights due diligence and capital practices.

Eaton continues to monitor on a global basis emerging risks including new laws, regulations and trade restrictions relating to forced labour, modern slavery, human trafficking and child labour risks. As new information on emerging risks is identified Eaton reviews and adapts its processes accordingly to ensure these risks are being addressed within our program.

2. Supplier Audits

Under the terms of Eaton's Supplier Code of Conduct, Eaton is permitted to audit its suppliers' compliance with the Code and standard terms and conditions. In cases in which serious risks are presented, this audit may be immediate and unannounced. Eaton monitors its supply chains for compliance with the Supplier Code; however, such monitoring is typically not focused solely on modern slavery or human trafficking. And while Eaton regularly audits its suppliers for a variety of reasons, typically those audits are not performed solely to determine compliance with the prohibition against slave labour or human trafficking. If necessary, Eaton may choose to engage third parties to evaluate compliance with the prohibitions on the use of forced labour, modern slavery, human trafficking, child labour and applicable labour laws. Eaton will promptly and thoroughly investigate any claims or indications that a supplier may be engaging in modern slavery or is otherwise not complying with Eaton's Code of Ethics or Supplier Code of Conduct.

3. Certification

Eaton's Supplier Code of Conduct states that suppliers must uphold the human rights of workers and treat them with dignity and respect. Suppliers must not use or engage in any indentured or forced labour, modern slavery or servitude, human trafficking or child labour.

Under the Code, Suppliers' personnel and operations are required to operate in full compliance with the laws of their respective countries and with all other applicable laws, rules, and regulations. Suppliers must ensure that products, services and shipments for Eaton adhere to all applicable international trade compliance laws, rules, and regulations, and Eaton Supplier Code of Conduct requirements. Eaton requires its suppliers to certify compliance with the Supplier Code. In addition, Suppliers must contractually require their own suppliers and subcontractors to comply with standards of conduct equivalent to the provisions of Eaton's Supplier Code of Conduct.

4. Internal Accountability

Accountability related to human rights, forced labour, modern slavery, human trafficking and child labour risks is established by Eaton's Code of Ethics, Human Rights policy and Supplier Code of Conduct. In addition, Eaton has enacted rigorous governance and risk management processes in order to identify and mitigate a broad spectrum of supply chain risks.

Eaton has established various mechanisms, including a global [Help Line](#), for the reporting of any ethical concern or potential or actual legal violation. Any person, including employees and suppliers, may openly or anonymously ask a question or report through our [Help Line](#) or related means.

If we learn of any allegations of forced labour, modern slavery, trafficking or child labour through our Help Line or any other means, we will promptly investigate and act to remediate the situation, which could include necessary actions up to termination of involved parties. Claims made through our Help Line or Ethics Office are reported to the Governance Committee of Eaton's Board of Directors, along with the resolution of the claim and/or the findings of the investigation.

5. Training

As Ethics is a cornerstone of Eaton's values-based culture, all Eaton employees globally are trained annually with respect to expectations in Eaton's Code of Ethics. Historically, we have provided ongoing training to Supply Chain Management and other key Eaton executives engaged with Eaton's supply chain on protecting human rights. In 2022 we expanded our required training on forced labour, modern slavery and human trafficking to all functions. This training includes specific content on recognizing and mitigating risks of forced labour, modern slavery and human trafficking. In 2024, we continued to deploy this training and require completion on an annual basis by all functions and new hires.

6. Eaton's Enterprise Risk Assessment Program

Eaton's Enterprise Risk Management (ERM) program is the Company's framework to identify, assess and mitigate the Company's risks. Eaton's leaders, business units, regions and corporate functions participate in identifying and assessing enterprise-level risks and opportunities. A wide range of risks faced by the Company are included in this risk assessment process, including human rights and modern slavery.

Risks identified as “top risks” to the Company are assigned to a senior leader to be the “risk owner(s).” Risk owners are responsible for overseeing the development and execution of detailed mitigation plans and providing ongoing reporting to leadership. Other risks to the Company not rising to the level of enterprise-level “top risks” are managed and mitigated under Eaton’s ERM program by the relevant function(s), region(s) and/or business unit(s). Human rights and modern slavery have not risen to the level of a “top risk” in prior years.

In 2024, to complement our ERM program, Eaton also partnered with a human rights consultancy to carry out a human rights saliency assessment to further identify and prioritize the potential human rights risks and impacts from Eaton’s business activities and relationships as relevant to Eaton and its stakeholder groups. This assessment used the UN Guiding Principles on Business and Human Rights saliency criteria. Forced labour including modern slavery, human trafficking and use of child labour was identified as a potential priority risk and impact. As part of the assessment Eaton also mapped its governance and reporting processes, policies, controls and stakeholder engagement mechanisms against its priority risks and impacts and for forced labour, modern slavery, human trafficking and child labour these are as summarized in this statement.

7. Local Risk Assessments – Eaton Australia

Eaton Australia carries out a local risk assessment specific to its business operations in Australia to identify where there may be risks of forced labour, modern slavery or human trafficking occurring within its business and supply chains.

Business operations risk assessment

- Eaton Australia does not have manufacturing facilities or factories located in Australia. The goods (products and components) sold by Eaton Australia in Australia are primarily manufactured within Eaton’s group of companies and in Eaton-owned and managed factories (with some local assembly carried out by Eaton Australia for some product lines). Eaton prohibits the use of forced labour, modern slavery or human trafficking in its operations.
- Based on these risk factors, we assess as low the risk of modern slavery or human trafficking in Eaton Australia’s business operating in Australia and in the Eaton businesses that act as a direct inter-company supplier to Eaton Australia.

Supply Chain Risk Assessment

- Eaton Australia completed a modern slavery risk assessment considering its overall supply chain in the reporting period. It identified the following supplier categories and assessed these for risks associated with modern slavery and human trafficking:

Suppliers to Eaton Australia from Eaton’s international and global supply chain:

- We identified that Eaton’s global supply chain is complex and multi-level, and includes supplies of goods, services and raw materials from geographies, supplier sectors and industries, and supplier activities where there is higher risk of modern slavery and/or human trafficking.

- Eaton has entity verification and due diligence processes in place intended to identify high-risk entities who may have a proven history of non-compliance and violations.
- Eaton recognizes and differentiates its global supplier management programs on a risk basis. Eaton takes a risk-based approach in how it implements, reinforces and monitors compliance with its Code of Ethics, policies, internal controls and supply chain due diligence, verification, governance, and training processes, and other risk-mitigation controls and processes intended to address modern slavery and human trafficking risks. For example: more in-depth selection processes, possible requirement of supplier due diligence or verifications, supplier code of conduct reinforcement certifications, and reminders and/or supplier trainings where a supplier and/or supplier activity has been identified as at higher risk.

Local Suppliers to Eaton Australia operating in Australia:

- We identified that there is low risk of instances of modern slavery occurring in Eaton Australia's local supply chain operations and activities that take place in Australia. We completed a risk-mapping process that identified Eaton Australia as directly appointing and procuring local suppliers of goods and services for the following categories:
 - Sub-contracting the provision of certain services to partner companies
 - Using out-sourced cleaning for our premises across Australia
 - Use of professional advisory, consultancy and support services
 - Local assembly of some product lines
 - Consumable supplies
- Eaton Australia carries out supplier selection and due diligence processes before appointing a new local supplier. All local suppliers are required under contract with Eaton Australia to comply with applicable laws; this includes Australia's laws requiring them to meet minimum employment and human rights standards, in addition to Eaton's requirements to meet Eaton's Code of Ethics and Supplier Code of Conduct obligations.
- Eaton Australia recognises that there are additional risks when using outsource service providers who may hire contingent workers and/or use casual temporary labour in the provision of their services. We set appropriate contractual expectations for our service providers that they must avoid forced labour, modern slavery, human trafficking and child labour. This includes expectations that the outsource service providers have appropriate policies, internal controls and processes and training in place to prevent, detect and respond to reported incidents of forced labour, modern slavery, human trafficking and child labour as outlined on our Supplier Code of Conduct.

Logistics - shipping and other transportation providers:

- We identified this as an area of supplier activity where there is an elevated risk of forced labour, modern slavery or human trafficking occurring, especially when Eaton goods are being transported via international shipping to Australia from geographies with elevated risks of modern slavery and/or human trafficking.
- Eaton Australia acts in line with Eaton's global supply chain management approach in setting contractual expectations for its logistics providers that they must avoid modern slavery and human trafficking. This includes

expectations that the logistics providers have appropriate policies, internal controls and processes and training in place to prevent, detect and respond to reported incidents of modern slavery and human trafficking.

8. Effectiveness, Monitoring and Continuous Improvement

Eaton is continuously monitoring the effectiveness of its efforts to address the risk of forced labour and modern slavery in our business and supply chains, and this applies in Eaton Australia. This includes:

- Recording employee training completion and reviewing training provision and requirements to ensure that trainings relating to raising awareness of modern slavery risks are made available to employees, especially those who work in a supply chain related role.
- Monitoring via internal audit of businesses to ensure that contracts include provisions requiring adherence to the Supplier Code of Conduct or their equivalent.
- Monitoring via our supply chain resiliency program to detect and mitigate risks and audit adherence to the Supplier Code of Conduct.
- Recording and investigating any incidents of actual or alleged non-compliance reported to the Company (either internally or by external third parties). Post-incident lessons learned reviews are conducted with identified lessons learned appropriately disseminated as part of Eaton's commitment to the continuous improvement of its programs.

Modern Slavery in context with Eaton's Sustainability 2030 long-term strategy and goals

Eaton's sustainability strategy and goals provide important context in which to consider this statement. Eaton has developed a sustainability strategy that multiplies our impact through employee engagement and development, creating environmentally friendly solutions for our customers, reducing our own carbon footprint, demonstrating strong governance and social responsibility, and transparently communicating our sustainability plans and progress.

Eaton's corporate sustainability strategy and performance is governed by its Board of Directors and Senior Leadership Committee. They are guided by the Sustainability Governance Council of 35 representatives from across the global enterprise. The group meets regularly to advance our strategy, discuss our response to emerging issues and ensure that we have a unified position on environmental, social and governance (ESG) issues.

Our sustainability governance process is how we manage material topics and who at Eaton is responsible for each topic, as shown on our governance table: [Governance | Sustainability | Eaton](#). Eaton considers having a sustainable supply chain as material to meeting its sustainability strategy and goals.

Eaton set out its progress towards its 2030 Sustainability Goals in Eaton's annual Sustainability Report ([eaton-sustainability-report](#)). Our goals include our zero-toleration approach to human rights violations from our key suppliers. This includes violations in the form of forced labour, modern slavery, human trafficking and/or child labour. Eaton will be continuing to report on its progresses against these goals in future reports and the actions it is taking to achieve them.

Next Steps

We will continue to work on our efforts to identify, detect and prevent forced labour, modern slavery, human trafficking and child labour risks within our businesses and supply chains, and integrate this within our overall sustainable supply chain management, Eaton's Policies and Governance Processes, and in alignment with our stated sustainability strategy and goals.

This Statement was approved by the Board of Eaton Electrical (Australia) Pty Ltd on 30 June 2025.

DocuSigned by:



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John Atherton

Director, **Eaton Electrical (Australia) Pty Ltd**

This Statement was approved by the Board of Eaton Industries Pty Ltd on 30 June 2025.

DocuSigned by:



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Leonard Zampaglione

Director, **Eaton Industries Pty Ltd**

Certificate Of Completion

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1000 Eaton Blvd
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CarolineHe@eaton.com
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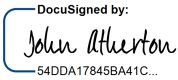
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johnatherton1@eaton.com
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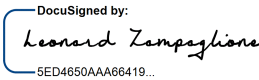
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Leonard Zampaglione
lenzampaglione@eaton.com
Director
Eaton Electrical (Australia) Pty Ltd
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Caroline He
carolinehe@eaton.com
Company Secretary
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EATON PERSONAL DATA POLICY FOR DOCUSIGN

Effective Date: January 28, 2019. Revised in: February 2020

1, Eaton Corporation and its affiliates in the World (collectively, “Eaton,” or “we,” “us,” “our”) respect your concerns about Personal Data protection and value our relationship with you. This Personal Data Policy for DocuSign (the “Policy”) applies solely to Personal Data (described below) collected through the DocuSign platform which allows you to sign electronically agreements and documents for which you are a signatory.

This Policy describes the types of personal data we collect through DocuSign and how that personal data may be used and/or with whom it may be shared.

Legal Processing. The legal ground for processing your Personal Data (described below) through DocuSign is based upon the legitimate interest of Eaton to manage in an efficient, effective, costless, standard, automated manner the signature of contracts and other documents required for running Eaton’s regular, ongoing business activities. Further, the signature of contracts and documents through DocuSign could be in some cases required to comply with contractual obligations. Finally, in certain cases and in certain countries the use of DocuSign platform to sign contracts and documents may require your clear affirmative act of providing consent, where the applicable laws do not provide otherwise; in these cases, your consent will be required.

Please read this Policy carefully, because by using DocuSign you are acknowledging that you understand the terms of this Policy. In addition, please review our Terms & Conditions and Eaton Privacy Policy and Cookies Policy, which governs your use of the Sites and any content you submit to the Sites, and our use of cookies. <https://www.eaton.com/content/eaton/us/en-us/company/policies-and-statements/privacy-cookies-and-data-protection.html.html>.

2. Obtaining Paper Copies. You will have the ability to download and print agreements documents we sent to you through the DocuSign system during and immediately after the signing session and, if you elect to create a DocuSign account, you may access the documents for a limited period of time (usually 30 days) after such documents are first sent to you.

3. DocuSign System Requirements and Electronic Signatures, Withdrawing from using DocuSign.,

DocuSign System Requirements:

The minimum system requirements for using the DocuSign system may change over time. The current system requirements are found here: <https://support.docusign.com/guides/signer-guide-signing-system-requirements>.

Electronic Signatures:

You agree that if you decide to receive agreements from us electronically for your signature that the electronic signatures appearing on the contract document are the same as handwritten signatures for the purposes of validity, enforceability and admissibility. DocuSign will automatically provide via email an executed copy of the fully executed contract document at the end of the approval workflow.

If you decide to receive agreements from us electronically for your signature, you may at any time change your mind and inform us that you want to receive them in paper format only. You may send us an email at DocuSignAnalyst@Eaton.com informing us of that decision (and withdrawing your consent where that is the legal basis relied upon). If you elect to receive agreements to be signed in paper format only, it may slow the speed at which we can complete certain steps in transactions with you and delivering services to you because we will need first to send the required documents to you in paper format, and then wait until we receive back from you the signed hard copies. Further, you will no longer be able to use the DocuSign system to receive required notices and agreements electronically or to sign other documents electronically.

4. Personal Data Protection Policy. Eaton Corporation, a US subsidiary of Eaton based in Cleveland, will act as the controller (for the purposes of EU and other data protection laws as relevant) of personal data collected using the DocuSign platform. Other affiliates and subsidiaries of Eaton also become controllers if your Personal Data is transferred to them for the purposes and on the legal basis described above. DocuSign will process your personal data as a processor on behalf of Eaton, therefore we encourage you to visit DocuSign's site and make yourself aware of their privacy policy as well by following this link: <https://www.docusign.com/company/privacy-policy>.

This Policy applies to personal data we collect:

- Through DocuSign whether through the DocuSign website or the DocuSign mobile application.
- In email and other electronic messages between you and Eaton regarding DocuSign.

It does not apply to personal data collected through any other means, including on any other website operated by Eaton or any third party.

5. Children. Eaton's DocuSign application is not directed to children under 13 years of age, or such other age as is applicable in other countries as the minimum age for giving consent ("relevant minimum age"). We do not knowingly collect personal data from children under 13 or other relevant minimum age. If we learn we have collected or received personal data from a child under 13 or other relevant minimum age without verification of parental consent, we will delete that data. If you believe we might have any information from or about a child under 13 or other relevant minimum age, please contact us at DocuSignAnalyst@Eaton.com.

6. Personal Data that We Collect About You and How We Collect It. We collect several types of information from and about users of DocuSign, hereinafter referred to as "Personal Data", which is information that identifies an individual or relates to an identifiable individual, namely:

- Name, Job Title, Mailing address, E-mail address, Telephone number, Mobile telephone number, IP address, Electronic signature.
- History of actions that individuals take on an envelope (e.g. review and sign) and authentication methods.
- The user's internet connection and usage details.

How We Collect Personal Data:

- Directly from you when you provide it to us.
- Automatically as you navigate DocuSign. Personal Data collected automatically may include usage details, and IP address (that you allow the DocuSign application to access).

7. How We Use Your Information. We use information that we collect about you or that you provide to us, including any Personal Data, in order to send the contract/document to you and to receive and validate your electronic/digital signature for the execution of agreements between Eaton and its customers, suppliers, business partners, employees and potential employees, and to evidence signature/execution of the contract/document.

8. Who Has Access to Your Personal Data. Your Personal Data may be disclosed to Eaton subsidiaries and/or affiliates (which will act as data controllers) and/or to authorized third party companies as data processors (such as DocuSign Inc. and cloud service providers for example) involved in the electronic/digital signature and storage of Eaton's documents. Such disclosure shall take place with adequate levels of protection in order to safeguard your Personal Data and in accordance with the requirements of applicable Personal Data protection and privacy laws. These companies use your Personal Data as described in this Policy. We may share your Personal Data during a corporate transaction such as a merger or sale of assets. If a corporate transaction occurs, we will provide notification of any changes to control of your Personal Data, as well as choices you may have. Personal Data will not be shared with third parties for their marketing purposes.

9. Your Personal Data Retention. We will retain your Personal Data generally for six years from the end of the relevant relationship (this could be with you or the business that employs or engages you). This is so that we can resolve issues, comply with law and respond to any complaints, disputes, investigations or proceedings that arise in that period. This period may be longer in some countries where relevant claims limitation, tax, records or other laws either require longer retention, or it is in our legitimate interest to keep the personal data to respond to claims, disputes, investigation or proceedings. Otherwise, we will keep the information where appropriate for legitimate business needs or if it is necessary for us to do so to comply with the law. At the end of the relevant retention period, Eaton will delete or anonymize your Personal Data in a manner designed to ensure that it cannot be reconstructed or read. If this is not possible (for example, because your Personal Data has been stored in backup archives), then we will securely store your Personal Data and isolate it from any further processing until deletion is possible.

10. International Data Transfers. Your Personal Data may be transferred to and processed by Eaton, DocuSign and other third parties service providers in countries other than the country in which you are a resident. You can find out more about the relevant countries by visiting <https://www.eaton.com/us/en-us/company/policies-and-statements/privacy-cookies-and-data-protection/international-data-transfers--privacy-shield-information.html> or contacting us (see below). These countries may have data protection and privacy laws that are different to the laws of your country. However, we have taken appropriate safeguards to require that your Personal Data will remain protected in accordance with this Policy. These include implementing between our group companies and with third parties Standard Contractual Clauses or equivalent contractual or otherwise binding terms approved by the European Commission or relevant government or regulatory body under applicable data protection law for protecting transfers of Personal Data. Further, with respect to the transfer of Personal Data from the EU or Switzerland to the US based Eaton group companies and onward to third parties, Eaton Corporation, Cleveland OH USA has certified that it adheres to the US as well as Swiss Privacy Shield Principles of Notice, Choice, Accountability for Onward Transfer, Security, Data Integrity and Purpose Limitation, Access, and Recourse, Enforcement and Liability. You can find more about the Eaton Privacy Shield certification by visiting <https://www.eaton.com/us/en-us/company/policies-and-statements/privacy-cookies-and-data-protection/international-data-transfers--privacy-shield-information.html> . Eaton may also transfer Personal Data to third party service providers in the US who have certified to the relevant Privacy Shield Principles. If there is any conflict between the policies in this Policy and the Privacy Shield Principles, the Privacy Shield Principles shall govern. For transfers from the UK to the US or other countries, we will either apply the relevant Standard Contractual Clauses or the EU-US Privacy Shield Principles, consistent with the relevant transitional arrangements and endeavor to adopt the relevant equivalent replacement for it where required, to protect transfers of Personal Data from the UK in accordance with applicable UK data protection law.

Eaton is subject to the investigatory and enforcement powers of the Federal Trade Commission (FTC). In that regard, it certifies that it complies with the relevant Privacy Shield Framework Principles set forth by the United States Department of Commerce, in relation to Personal Data transferred to it in the US from the European Union, the UK following its exit from the EU and Switzerland. To learn more about the Privacy Shield programs, the Privacy Shield Principles and to view our certification page and the U.S. Department of Commerce's Privacy Shield Lists please visit: <https://www.privacyshield.gov/>. In compliance with the relevant Privacy Shield Principles, Eaton Corporation commits to resolve complaints about privacy and collection or use of Employee Personal Data. Eaton will investigate and attempt to resolve complaints and disputes regarding use and disclosure of Employee Personal Data in accordance with this Policy. Individuals with inquiries or complaints regarding this Privacy Notice, or any Data Protection and Privacy related concerns should first contact Eaton Corporation at: Eaton Corporation Global Ethics and Compliance Data Protection and Privacy Office 1000 Eaton Boulevard Cleveland, Ohio 44122 or via email to: dataprotection@eaton.com.

Eaton Corporation commits to cooperate with the EU Data Protection Authorities (DPAs) or the UK ICO for transfers from the UK in both HR Data and Non-HR Data related queries. Eaton Corporation commits to cooperate with the Swiss Federal Data Protection and Information

Commissioner's regarding HR data received from Switzerland for use in the context of the employment relationship.

In the event the Employee is unable to resolve his or her concern through the Company's Global Data Protection and Privacy Office, the Employee can contact the EU Data Protection Authorities (DPAs) and following the UK's exit from the EU, the UK ICO for transfers from the UK). In the event the Employee is unable to resolve his or her concern regarding HR data received from Switzerland for use in the context of the employment relationship through the Company's Global Data Protection and Privacy Office, the Employee can contact the Swiss Federal Data Protection and Information Commissioner.

Under certain conditions, more fully described on the Privacy Shield website (<https://www.privacyshield.gov/>), Employees may invoke binding arbitration when other dispute resolution procedures have been exhausted.

Eaton is responsible for the processing of Personal Data it receives under the Privacy Shield Framework and subsequently transfers to a third party acting as an agent on its behalf. Eaton complies with the Privacy Shield Principles for all such onward transfers of Personal Data from the EU, Switzerland and the UK, including the onward transfer liability provisions. In certain situations, Eaton may be required to disclose Personal Data in response to lawful requests by public authorities, including to meet national security or law enforcement requirements.

11. Accessing and Correcting Your Personal Data. Depending on your jurisdiction, you may have the following rights: to request access to, correct, delete, limit processing, or port any Personal Data that you have provided to us, and in some cases, to object to the processing of your Personal Data on legitimate grounds. There are conditions and exemptions to the application of such rights, which we are entitled to consider. For example, we may not accommodate a request to change Personal Data if we believe the change would violate any law or legal requirement, harm the enforceability of the agreement, or cause the Personal Data to be incorrect. You may send us an email at DocuSignAnalyst@Eaton.com to exercise these rights. Depending on your jurisdiction you may also have the right to lodge a complaint with your national data protection supervisory authority. Please see the above section for further contact information for them.

12. Your California Privacy Rights. Pursuant to Section 1798.83 of the California Civil Code, California residents have the right to request from a business with whom the California resident has an established business relationship: (1) What types of personal information, if any, of the California resident the business shares with third parties for direct marketing purposes of those third parties; and (2) the identities of the third parties with whom the business has shared such information in the immediately preceding calendar year. We do not currently share any personal information collected from the DocuSign system with third parties for their direct marketing purposes. If you have any questions, comments or requests related to this section, please contact us by email at dataprotection@eaton.com. A number of states are currently considering enacting laws similar to the California law mentioned above. If you are a resident of a state that enacts such a law, please use the contact information below to contact us with any questions, comments or requests.

Do not Track. The website does not respond to “do-not-track” settings offered through some internet browsers.

13. Data Security. We utilize physical, electronic and managerial tools to protect Personal Data. Unfortunately, the transmission of Personal Data via the internet is not completely secure. Although we do our best to protect your Personal Data, we cannot guarantee the security of your Personal Data transmitted through DocuSign. Any transmission of Personal Data is at your own risk.

14. Changes to this Policy. If we make changes to how we treat your Personal Data, we will notify you by providing a notice at the top of the DocuSign page. The date the Policy was last revised is identified at the top of the policy page. When prior consent is required by law, we will obtain your consent to any changes if and where this is required by applicable data protection laws. If you do not provide updated consent (as required by law), your Personal Data will continue to be used in a manner that is consistent with the version of this Privacy Policy under which it was collected or the information will be deleted or anonymized in a manner designed to ensure that it cannot be reconstructed or read. If this is not possible (for example, because your Personal Data has been stored in backup archives), then we will securely store your Personal Data and isolate it from any further processing until deletion is possible.

15. Data Controller Contact Information. If you have any questions or comments about this Policy or concerns about our processing of your Personal Data, please contact us at: dataprotection@eaton.com or Attention: Global Data Protection and Privacy Office, Eaton, 1000 Eaton Blvd., Cleveland, OH, USA 44122.

16. Acknowledgement of Personal Data Processing. Please confirm that you have read and understand this Policy and that: (1) you are able to print on paper or electronically save this Policy for your future reference and access; or (2) you are able to email this Policy to an email address where you will be able to print on paper or save it for your future reference and access. Please select the check-box next to ‘I have read and understand the Eaton Personal Data Policy for DocuSign’ before clicking ‘CONTINUE’ within the DocuSign system. Note that this acknowledgement will not be construed as consent under the applicable data protection law, except for the U.S., Canada, China, Russia, Thailand and Vietnam.