

## Green power for the growth

In China, Eaton is committed to minimizing the environmental impact of our operations and products wherever we do business, and to continuously improve in our Environmental, Health and Safety (EHS) performance. It is the responsibility of every employee to meet this EHS policy.

## Empowering people for the future

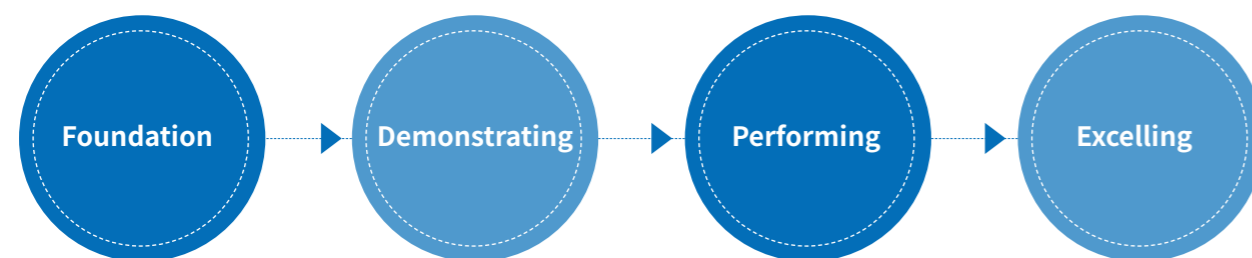
Eaton's innovation is everywhere, continuously creating freer, more sustainable professional advancement for people.

### EHS is more than management

To that end, Eaton applies a standard group of practices worldwide for ethics, energy and water consumption, waste generation, product quality, employee safety and more.

Since 2013, Eaton has selected 3 factories for trial OpA (Operations Assessment), incorporating EHS as one of the five criteria in tool/ability application. We look at whether the factories continuously cultivate a culture of continuous improvement, instrumental for sustainable performance.

Eaton encourages all plants in China to host EHS related events, such as the Safe-Op Star Award, EHS sharing sessions. We commit to raise awareness, encourage involvement and provide appropriate training and education for all employees regarding EHS issues, programs and performance.



Eaton OpA levels

### We are females, we are engineers

At Eaton, a culture of inclusion and diversity allows us to recognize value and fully leverage different perspective and backgrounds reflected in Eaton team to achieve our business goal. Our employees come from diverse ethnic, religious and racial background, span several generations, and bring their unique life experiences to work with them every day. This breadth of diversity is a powerful tool for innovation and success.

In March 2016, initiated by Adding Value at Eaton (WAVE), the "Female Engineers of Excellence in APAC" program recognized excellent women engineers in the APAC region and provided them a unique platform to share insights, make interaction and get inspired.

14 female engineers from different business units across Asia Pacific were recognized for their outstanding achievements in innovation. Female engineers demonstrated their personal stories and key achievements at work, and showed their unique wisdoms to find the balance between profession and parenthood.

#### Talent management

We make work exciting, engaging and meaningful for our employees. We also invest in our employees through career development and advancement opportunities.

Eaton is a valuable company and a harmonious family for our employees. We are dedicated to balance work and life for our employees. Through our flexible benefits plan, wellness program, we help our employees benefit, giving them a happy work environment and high quality of life.

Starting from 2012, Eaton has annually implemented its flexible benefits plan in China for all employees. During 2016, 74% of employees had enrolled in personalized preferred benefits plan.

### Sustainable growth starts from kids

We strive to help the communities in which we operate become vibrant places to live and work. When we support our local communities, we support our employees, customers and other stakeholders. We encourage community involvement, including service on boards of nonprofit organizations, volunteer programs, financial support and in-kind contributions, believing that doing so creates healthy, sustainable communities and business facilities.

Since 2016, Eaton China has partnered with Shanghai Normal University Education Foundation for the SNU-Eaton Midwest Education Program. The program aims to build education ecosystem in Midwestern China, benefiting thousands of children in Midwest China.

We established a project fund to secure financial support for the region's sustained educational development. We also want to improve education levels by changing pedagogical methods. Through inviting local Guizhou teachers to come to Shanghai, we give them access to advanced teaching philosophy and methods. With SNU, we invited trainers from Shanghai to travel to Guizhou for special lectures and workshops. Volunteers from SNU brought new ideas to the local school (Anlong No.1 High School in Guizhou Province).

In recent years, Eaton has sponsored several education programs from Shanghai Charity Foundation United Way Fund, Adream.org, Teach Future China, Enactus. Targeted beneficiaries include various educational levels (preschool, mandatory education, high school, and higher education). In 2016, Eaton China has donated over 800,000 RMB to education programs.