



SOUTHERN CALIFORNIA
EDISON

An *EDISON INTERNATIONAL* Company

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STANDARDS OF CONDUCT

SCE and its subsidiary companies have earned the trust and confidence of those with whom they do business by conducting their affairs honestly and fairly. To maintain this trust and confidence, SCE has established Standards of conduct. They apply to everyone who works for the company and its subsidiaries.

STANDARDS:

1. Employees shall comply with all laws and regulations applicable to the Company's conduct of its business.
2. Employees shall not discriminate against anyone on the basis of race, religion, sex, age, sexual orientation, national origin, or disability.
3. Employees shall avoid putting themselves in a position in which their personal interest and those of the Company are in conflict, or which might interfere with the employee's ability to perform his or her job.
4. Employees shall not use for personal gain any information they obtain on the job which is not readily available to the general public, and they shall not disclose any such information which might damage the interests of the company or its employees.
5. Employees shall not use company property or services for personal gain and shall not remove or dispose of Company materials, supplies or equipment without proper authority.
6. Employees shall not accept any form of gratuity which would tend to affect, or give the appearance of affecting, their judgment in the performance of their duties.
7. Employees shall not give or offer to give gratuities in any form to anyone for the purpose of influencing their judgment in the performance of their duties.
8. Employees shall take all actions with due regard for the health and safety of other employees and the public, and protection of the environment.
9. Employees shall not authorize the use of Company funds or resources in the support of any political party or its candidates for elected office.
10. Employees shall not be under the influence of alcohol or possess, use, or be under the influence of illegal drugs while on the job or during work hours, including meal breaks.
11. Employees with responsibility to initiate or modify entries in the Company's accounting records shall perform such duties with management's approval and in conformance with the company's accounting policies and procedures.
12. Employees shall not withhold information from or give false or misleading information to anyone conducting duly authorized investigations.