



ESCO Technologies Inc.  
9900A Clayton Road  
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# A Message from Bryan Sayler

President and Chief Executive Officer

To All ESCO Employees:

ESCO has grown and evolved significantly since its inception over 30 years ago. Maintaining our focus on ethics and integrity has supported our growth in an environment of constant change, allowing ESCO to become a global leader in the manufacturing of highly engineered products. As a global company serving a variety of markets, it is imperative that we conduct business in accordance with the laws and regulations that govern our global activities.

Accordingly, we have presented our commitment to ethics and integrity within the Code of Conduct (“Code”). The Code summarizes the principles and policies that guide our business activities. The purpose of the Code is to set forth the Company’s expectations of its employees and to provide basic guidelines for situations in which ethical issues arise.

As an ESCO employee, you are responsible for understanding and complying with the Code.

While ESCO provides a variety of products and services to various customers using a diverse and global workforce, we are unified by a common culture centered around ethics and integrity. By maintaining focus on ethics, integrity, teamwork, safety, quality, innovation and customer service, we can be united through our common culture no matter where we work throughout the world.

Each employee plays a role in ensuring business is conducted with integrity and consistent with not only laws and regulations, but the values that unite ESCO. I am counting on you to do the right thing, as are ESCO shareholders, customers and the general public. If you are ever unsure of the right thing to do, please do not hesitate to seek guidance through your leaders or a resource listed within the Code.

Bryan Sayler  
President and Chief Executive Officer

