



## Conflicts of Interest Policy – Supplier and Vendor

At Franklin Electric Co., Inc. (NASDAQ: FELE), we strive for significant achievements that are guided by our core principles. These principles are quality, availability, service, innovation, and cost. We do this not because it is good business, but because it is right. Franklin Electric's core principles will never be compromised for short-term results. Consequently, we require that our suppliers, vendors and consultants comply with this Conflict of Interest Policy.

**Purpose.** The purpose of this Conflicts of Interest Policy (the "Policy") is to establish general standards for suppliers, vendors, consultants, representatives and agents of Franklin Electric Co., Inc. and its subsidiaries and affiliates (collectively the "Company") for avoiding situations which could or do cause a conflict between personal interests and obligations to the Company.

**General Principles.** In general, conflicts of interest arise whenever a party engages in any activity, enterprise, relationship or association which might compromise or interfere with the obligations or judgment owed to the Company. If there is any doubt or question about the propriety of the matter, it should be reviewed and approved in advance with the General Counsel of the Company.

**Family Relationships.** Because of the relationships that exist among family members and because benefits or advantages realized by one family member may also benefit others, this policy applies to the immediate family of persons identified above. For this purpose, a member of the immediate family is defined as a spouse, child, father, mother, sister and brother (and their spouses) and any other relative living in the same household.

### Avoiding Conflicts of Interest.

A financial or any other relationship between a customer or vendor and an employee of the Company that could involve a financial benefit or other interest may create a conflict of interest for the Company or the customer or vendor. All potential conflicts of interest must be disclosed as required by this Policy.

**Reporting.** It is essential to promptly and fully disclose to and to discuss with the General Counsel of the Company any situation which may involve a conflict of interest. This is true even if the person aware of the potential conflict has no personal involvement in the interest, relationship, or activity giving rise to the conflict. If direct reporting to the general Counsel is infeasible for any reason, the potential conflict of interest should be disclosed to the Company's Internal Audit Department, or via the Ethics and Integrity Hotline. All information disclosed shall be treated on a confidential basis, except to the extent required for the protection of the Company's interest.

Reports will be taken from any person. You may remain anonymous if you wish. All complaints and concerns will be thoroughly investigated. You will receive a response if possible and appropriate.



**Franklin Electric**

Contact Information.

Mail to:

Franklin Electric Co., Inc.  
c/o Internal Audit Department or Legal Department  
9255 Coverdale Road  
Fort Wayne, IN 46809

Email the Audit Committee at [auditcommittee@fele.com](mailto:auditcommittee@fele.com)

Telephone the Company at 260-824-2900

Call the Franklin Electric Ethics & Integrity Hotline toll-free at 1-800-461-9330

Contact the Franklin Electric Ethics & Integrity Hotline via the web at: <http://ethics.fele.com>