



The California Transparency in Supply Chains Act of 2010 (Cal. Civ. Code § 1714.43) was enacted to increase the amount of information made available by retailers and manufacturers regarding efforts to address the issue of slavery and human trafficking.

Franklin Electric expects that all suppliers who do business with Franklin Electric and its subsidiaries will comply with all applicable laws. Franklin Electric's standard purchase order terms require suppliers to represent that they have complied and will continue to comply with all applicable laws and regulations. These include product regulatory standards, environmental requirements, the U.S. Fair Labor Standards Act, the U.S. Foreign Corrupt Practices Act and export regulations.

To Franklin Electric's knowledge, no suppliers engage in human trafficking or slavery; nor has Franklin Electric received information suggesting that any of its suppliers engage in human trafficking or slavery. Franklin Electric does not verify its supply chains to evaluate the risks of human trafficking or slavery, does not audit its suppliers for compliance with or require suppliers to certify compliance with the laws regarding human trafficking and slavery, or provide training to relevant employees or maintain internal accountability standards relating thereto (Apart from the Franklin Electric Code of Conduct provisions that require Franklin Electric associates to comply with all applicable laws).

This disclosure applies to all consolidated Franklin Electric subsidiaries that are subject to the California Transparency in Supply Chains Act.