

FRANKLIN ELECTRIC CO., INC.

Prohibition on Human Trafficking, Forced Labor and Child Labor

Effective April 1, 2020

Overview

Franklin Electric Co., Inc. (the "Company") is committed to comply with, and respect individuals' rights under, Human Trafficking, Forced Labor and Child Labor laws.

Statement of Policies and Procedures

The Company will not tolerate, engage in or support human trafficking, forced labor or child labor in its international supply chain. It is the Company's policy not to enter a business relationship with any supplier that uses or is suspected of using any form of these practices at any stage of the production process or at any point in its own supply chain. If the Company suspects that a supplier or any of the supplier's subcontractors or other business partners is engaged in human trafficking or using forced or child labor, the Company will immediately commence an investigation and cease doing business with the supplier if the Company concludes that such practice is in fact being used.

As part of our due diligence, it is the Company's policy to:

- Vet new and existing suppliers for human trafficking, forced labor or child labor risks, through questionnaires, on-site inspections, and other means.
- Conduct audits, which may be announced or unannounced, of our suppliers' operations, to be performed by Company personnel, third-party auditors, or both.
- Require our suppliers to agree in writing to adhere to our Supplier Code of Conduct, which requires our suppliers to:
 - ensure that neither they nor their sub-contractors or other supply chain business partners use forced or child labor at any point in the production process;
 - maintain a reliable system to verify the eligibility of all workers, including age eligibility and the legal status of foreign workers; and
 - promptly report to us any violation of our Supplier Code of Conduct that the supplier becomes aware of, including the use of forced labor at any point in their own supply chain.
- Include terms and conditions in our contracts and purchase orders that:
 - prohibit our suppliers from using of any form of forced or child labor, including in their own supply chains;
 - require our suppliers to certify that merchandise sold to us was not produced or manufactured by forced or child labor;
 - require our suppliers to cooperate with any investigation by the Company into the suspected use of forced or child labor by the supplier or any of its business partners; and

- set out the consequences for violation of these terms and conditions, including the Company's cancellation of the affected purchase and termination of the contractual relationship with the supplier.

Senior management is fully committed to ensuring that the Company sources product in compliance with all laws and in a socially responsible manner. The Company's management will ensure that the Company's employees receive sufficient training, appropriate to their responsibilities, to enable them to fulfill their obligations in accordance with this policy. The Company will also endeavor to provide training on forced and child labor prohibitions to its direct suppliers and, to the extent possible, suppliers beyond the first tier in the supply chain.

Distribution of Policy

The Human Resources Department will provide all new employees with a copy of this policy as part of their orientation materials. A copy of this policy will also be maintained on the Company's website (*www.franklin-electric.com*).

Employee Responsibilities

It is the responsibility of all Company employees to immediately report any allegations regarding the possible use of forced or child labor in the Company's supply chain either through the Company's Ethics and Integrity Hotline at ethics.fele.com, or by contacting the Compliance Officer, the Internal Audit Department or the Vice President, Global Product Supply. Confidentiality will be maintained to the fullest extent possible. Consistent with the Company's Non-Retaliation Policy, no action will be taken against any employee because he or she reports a concern in good faith.

Any employee who becomes aware of any governmental investigation regarding the possible engagement in human trafficking or the use of forced or child labor in the Company's supply chain shall immediately notify the Legal Department.

Any employee who knowingly violates this policy is subject to appropriate disciplinary action, up to and including termination of employment. Similarly, the Company will terminate its contractual relationship with any buying agent that knowingly violates this policy.

Questions Concerning the Policy

Any questions concerning the Company's prohibition on human trafficking, forced labor and child labor should be directed to the Legal Department.