

SUPPLIER CODE OF CONDUCT

Introduction

Integrity, sustainable sourcing practices, and the safety and wellbeing of workers across the global supply chain are of paramount importance to Franklin Electric. These principles apply to all aspects of Franklin Electric's business, and encompass all manufacturers, distributors, vendors, and other suppliers (each a "**Supplier**" and collectively "**Suppliers**") that supply the parts, components, and finished goods that Franklin Electric uses or sells.

These principles are reflected in this Code of Conduct ("**Code of Conduct**" or "**Code**"), which establishes the minimum standards that must be met by any Supplier that sells goods to or does business with Franklin Electric, regarding:

- Supplier's treatment of workers;
- workplace safety;
- the impact of Supplier's activities on the environment; and
- Supplier's ethical business practices.

Applicability

This Code applies to all Suppliers of Franklin Electric including every facility of a Supplier. Franklin Electric strongly encourages Suppliers to exceed the requirements of this Code and promote best practices and continuous improvement throughout their operations and those of their suppliers, service providers, and extended networks. If there is a conflict between applicable laws and this Code, or there is no local legal requirement, the stricter standard shall apply if it does not violate local law. A Supplier must contact Franklin Electric to discuss any inconsistency between a Code requirement and applicable local law.

Compliance with Laws

Supplier shall comply with all applicable national and local laws and regulations. Where this Code of Conduct requires Supplier to meet a higher standard than set out by law or regulation, Supplier shall meet such higher standards. Supplier acknowledges that these Standards set out audit standards that Franklin Electric may use to determine whether Supplier is meeting the requirements set out in this Code of Conduct.

Child Labor, Forced Labor and Human Trafficking

All labor must be voluntary. Supplier shall not support or engage in slavery or human trafficking in any part of its supply chain.

Without limiting Supplier's obligations hereunder, Supplier shall not, and shall ensure that its Partners do not, support or engage in, or require any:

- compelled, involuntary, or forced labor;

- labor to be performed by individuals under the age of 15, or the age of 14 where local law allows, and such law is consistent with the International Labour Organization's (ILO)² core labor standards and the United Nations Global Compact principles;
- bonded labor;
- indentured labor; and
- prison labor.

Supplier shall implement and maintain a reliable system to verify the eligibility of all workers, including age eligibility and legal status of foreign workers, and maintain appropriate records documenting such eligibility.

Working Time, Wages and Benefits

Working time for Supplier's employees shall not exceed the maximum set by the applicable national law and by ILO standards. Compensation shall be paid to employees regularly, in a timely manner and in full according to applicable laws and must comply with applicable national wage laws. Compensation and benefits should aim at providing an adequate standard of living for employees and their families. Unless otherwise provided by local laws, deductions from basic wages as a disciplinary measure shall not be permitted (this does not exclude the entitlement of damages on a contractual or legal basis). Suppliers are expected to provide their employees with fair and competitive compensation and benefits and to support equal pay for work of equal value. It is recommended that Supplier offers their employees ample training and educational opportunities.

Freedom of Association and Collective Bargaining

Supplier shall respect, and shall not interfere with, the right of workers to decide whether to lawfully associate with groups of their choice, including the right to form or join trade unions and to engage in collective bargaining.

Without limiting Supplier's obligations set out above, Supplier shall not:

- take any action to prevent or suppress the workers' exercise of freedom of association or collective bargaining rights;
- discriminate or retaliate against, or discipline or punish, any worker who supports or exercises freedom of association or collective bargaining rights;
- discriminate or retaliate against, or discipline or punish, any worker who raises collective bargaining compliance issues; or
- discriminate or retaliate against, or discipline or punish, any worker based on union membership or the worker's decision to join or not join a union.

No Discrimination, Abuse, or Harassment

Supplier shall not discriminate in hiring, compensation, training, advancement or promotion, termination, retirement, or any other employment practice based on race, color, national origin, gender, gender identity, sexual orientation, military status, religion, age, marital or pregnancy status, disability, or any other characteristic other than the worker's ability to perform the job.

Supplier shall treat workers with respect and dignity.

Supplier shall not subject workers to corporal punishment, or physical, verbal, sexual, or psychological abuse or harassment. Supplier must not condone or tolerate such behavior by its Partners.

Health and Safety

Supplier shall provide a safe, healthy, and sanitary working environment. Supplier shall implement procedures and safeguards to prevent workplace hazards, and work-related accidents and injuries, including procedures and safeguards to prevent industry-specific workplace hazards, and work-related accidents and injuries, that are not specifically addressed in the standards set forth herein.

Supplier shall provide workers adequate and appropriate personal protective equipment to protect workers against hazards typically encountered in the scope of work.

Environmental Protection

Operation of Supplier's Facilities

Supplier shall operate its Facilities in compliance with all environmental laws, including laws and international treaties relating to:

- waste disposal;
- emissions;
- discharges; and
- hazardous and toxic material handling.

Inputs and Components

Supplier must ensure that the goods that it manufactures (including the inputs and components that it incorporates into its goods) comply with all environmental laws and treaties. Supplier must ensure that it will only use packaging materials that comply with all environmental laws and treaties.

Anti-Bribery and Anti-Corruption

Franklin Electric has zero tolerance for bribery and corruption of any kind and in any form. Franklin Electric is bound by international anti-bribery and anticorruption laws, including, but not limited to, the U.S. Foreign Corrupt Practices Act and UK-Bribery Act. Directly or indirectly offering, authorizing, promising, giving, accepting, soliciting, or receiving anything of value to improperly influence someone or gain an improper or unlawful advantage can be considered a

bribe and is prohibited by law. This prohibition extends to government officials and often applies to commercial relationships. Even the appearance of impropriety should be avoided at all times and under all circumstances. Suppliers must act with utmost integrity, honesty and transparency, and comply with all applicable anti-bribery and anti-corruption laws.

Report Violations

Supplier shall self-report any violations of the Code of Conduct. Supplier can also submit questions and comments regarding the Code of Conduct to Franklin Electric's Ethics & Integrity Hotline:

<http://ethics.fele.com>

+1 800 461 9330 (USA)

+1 720 514 4400 (For a list of other countries)

Supplier shall not retaliate or take disciplinary action against any worker who has, in good faith, reported violations or questionable behavior, or who has sought advice regarding this Code of Conduct.

Inspections and Audits

Supplier acknowledges that Franklin Electric may in its discretion conduct inspections or audits of the Facilities to confirm Supplier's compliance with this Code of Conduct. Franklin Electric has no obligation to conduct inspections or audits.

Termination

Franklin Electric may immediately terminate its business relationship (including any purchase order(s) and purchase contracts) with Supplier if Supplier or its Partners fail to meet the standards described herein.